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## **Conflict Resolution Certificate Requirements** (9 hrs/units minimum)

*All certificate students are **required** to take the following Core Courses (for a total of 6 hrs/units):*

### ***Practical Skills for Managing Interpersonal Conflict (SSC 460: 2 hrs/units) [Core Mediation] \****

***\$575 early bird / \$625 regular***

This course will focus on conflict analysis, personal style in conflict and on the emerging role of working professionals to serve as periodic conflict managers within their normal professional or organizational settings. Emphasis will be placed on training through simulations and interactive exercises. The course focuses on technical proficiency in structured dialogue and mediation techniques and is approved by the Kansas Office of Judicial Administration for core mediation training. Meets core requirement in peace, justice and conflict studies.

### ***Managing Group and Organizational Conflict (SSC 461: 2 hrs/units)***

***\$475 early bird / \$525 regular***

Conflict within organizations, from workgroups to whole organizations and communities, can be a critical drain on resources or a major source of growth and creativity. This course focuses on the dynamics of groups and organizations of all sizes, models of both inter- and intra-group conflict and practical intervention techniques. Topics include designing and managing effective meetings and decision-making processes; techniques for large- and small-group problem-solving; and facilitation for consensus. Meets core requirement in peace, justice and conflict studies.

### ***Culture, Gender and Power in Conflict (SSC 462: 2 hrs/units)***

***\$475 early bird / \$525 regular***

This course will explore how culture, gender and power differences contribute to conflict and complicate positive conflict management in both personal and workplace settings. Particular attention will be given to the clash of worldviews; ethnocentric stereotypes; differing “face” needs; multiple conflict goals; divergent conflict management styles / processes; and the impact of “one-up/one-down” power relationships. Meets core requirement in peace, justice and conflict studies.

All certificate students must select a minimum of 3 credit hours/units from the following electives:

***Conflict Resolution Internship (SSC 375: 2-3 hrs/units)***

***\$ cost depends upon placement & hours enrolled***

Students will be placed in a specific organization or community program where they will work under the supervision of an experienced practitioner in applying skills and knowledge from their conflict resolution certificate courses. A minimum of 45 contact hours is required for each hour of course credit. Enrollment in the internship includes regular contact with staff from KIPCOR, to process and integrate the content and experiences in the internship. Prerequisite: SSC 460 and approval of KIPCOR staff.

***Domestic Mediation Training (SSC 464: 1 hr/unit) \****

***\$425 early bird / \$475 regular***

This course focuses on applying the mediation process in divorce and child custody settings. Topics will include parenting plans and child development, the emotional stages of divorce, divorce as family reorganization, screening for domestic violence and child abuse, strategies for dealing with impasse and working with high-conflict families. Emphasis will be placed on training through simulations and role plays. This course will provide technical proficiency in domestic mediation techniques and is approved by the Kansas Office of Judicial Administration for domestic mediation training. Prerequisite: SSC 460 (or other Core Mediation training).

***Restorative Practices in Schools (SSC 466: 1 hr/unit)***

***\$300 early bird / \$350 regular***

This course explores the philosophical foundations and practical application of restorative practices in schools and similar settings. Blending theory, strategies and best practices from successful restorative practice programs, students will develop technical proficiency in using a multi-tiered approach of circles and conferencing models to transform school climate, foster accountability, repair harm and build stronger school communities.

***Transforming Difference and Disagreement within Faith Communities (SSC 469: 1 hr/unit)***

***\$275 early bird / \$325 regular***

Although difference and disagreement are normal and inevitable, most people feel ill-prepared to handle conflict within their faith communities. Focusing on theological principles alongside systems theories and conflict skills, this course is designed to examine how faith communities can transform conflict and change into an experience of spiritual and community renewal. Special attention will be given to congregations as family systems, levels of conflict within faith communities, discernment and consensus, structuring dialogue in high-anxiety situations and nurturing reconciliation. Meets core requirement in peace, justice and conflict studies.

### ***Negotiation Theory and Practice (SSC 4610: 2 hrs/units)***

***\$475 early bird / \$525 regular***

We negotiate every day with employers, co-workers, roommates, landlords, employees, parents, merchants, service providers and many others. This course is designed to provide negotiation skills for managers, professionals and anyone interested in becoming a more skilled negotiator. The course will focus on analyzing negotiation situations, developing strategic plans for effective negotiation, understanding negotiator behavior and gaining personal confidence as a negotiator. Emphasis will be placed on training through case studies and role plays. Meets core requirement in peace, justice and conflict studies.

### ***Facilitating for Change (SSC 470: 1 hr/unit)***

***\$300 early bird / \$350 regular***

This course provides skills training in facilitation. Working with groups to achieve their goals is not always straight-forward. Whether it is running a productive meeting, facilitating difficult dialogue, or running a training course, there are primary skills used which can maximize productivity while also encouraging creativity and collaboration. Grounded with participant-centered learning techniques, this course is delivered through immersive experience and reflective practice where students will observe, participate, learn, and practice facilitation skills to improve their leadership potential.

### **Credit/Approval**

Certificate courses may be taken for undergraduate or, in most cases, graduate credit. They may also be taken for non-credit professional training. For non-traditional (non-matriculating) students, ***college credit through Bethel College, either undergraduate or graduate, costs \$100 per hour***, and requires SUBSTANTIAL additional coursework, including reading and writing assignments outside of the regular class. ***Courses marked with an asterisk \**** meet the requirements of the *Kansas Supreme Court's Office of Judicial Administration* as approved trainings for state mediator approval. Most other certificate courses have been approved by the Supreme Court for continuing dispute resolution education (CDRE) credit for state-approved dispute resolution specialists. Most of the certificate courses have also been approved for Continuing Education Units (CEUs) for social workers.

### **Premer Award**

Thanks to the generosity of Glenna Premer, a 2004 Certificate holder, the Premer Award provides up to \$1,000 to individuals who design creative conflict resolution internships. Applicants must submit to KIPCOR a typed description of their internship design and how they would use the award funds in support of the internship. Off-site internships are especially encouraged.