

Course Syllabus

[Jump to Today](#)

Please thoroughly read the [full syllabus](#), which contains important information about class expectations, grading information, the course schedule, and University policies. You are expected to be familiar with the entire syllabus from the beginning of the semester.

Negotiation and Administration of Labor Agreements

Room B237, Monday 6:00pm - 8:45pm

Spring 2020



Instructor: Matthew Karlesky, Ph.D.

mkarlesky@sar.usf.edu

C214A

Office hours: Tuesday, 3pm - 6pm

COURSE DESCRIPTION

Case studies in contract negotiation, administration, grievances settlement, and arbitration. Assumes familiarity with the industrial relations system.

This experiential course is designed to improve your skills in all phases of negotiation: understanding prescriptive and descriptive negotiation theory as it applies to dyadic and multiparty negotiations, to buyer-seller transactions and the resolution of disputes, to the development of negotiation strategy, and to the management of integrative and distributive aspects of the negotiation process. The course is based on a series of simulated negotiations in a variety of contexts including one-on-one, multi-party, cross-cultural, third-party and team negotiations. Please note that given the experiential nature

of the course, attendance is mandatory and will be strictly enforced beginning from the first class session.

COURSE TOPICS and COURSE OBJECTIVES

Negotiation is the practice of shared decision-making. In this course we will conduct simulations to examine basic negotiation topics including BATNA (Best Alternative to negotiated agreement), Reservation Price, ZOPA (Zone of Potential Agreement), integrative, distributive, and congruent issues, Pareto optimality, creating and claiming value, and labor relations.

COURSE STUDENT LEARNING OUTCOMES

Upon completion of the course requirements, the student will be able to:

1. Recognize opportunities to negotiate and determine whether or not to seize said opportunity
2. Analyze conflict situations and adequately prepare for individual or team negotiations
3. Facilitate a successful negotiation
4. Identify and implement strategies to prevent a breakdown in negotiations
5. Analyze and learn from negotiation experiences

TEXT AND MATERIALS

- Fisher, R., Ury, W., & Patton, B. *Getting to Yes: Negotiating Agreement Without Giving In*, New York: Penguin Press. (Any edition is fine)
- \$5.00 in cash, brought to class for our negotiation on **3/25**

GRADE COMPONENTS

- Getting to Yes Assignment
- Class Participation & Professionalism
- Post-Negotiation Surveys
- Mid-term Examination
- Real World Negotiation (Final Paper)