



Perspectives on Conflicts: Origins, Management, and Resolution

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COURSE DESCRIPTION

Dealing with a conflict, regardless of its form or situation, is often painful. But conflicts are facts of life, and it is absolutely necessary for all of us to learn how to deal with them. This course offers a multidisciplinary perspective on various forms of conflicts (e.g. inter-personal conflicts such as the problems with in-laws, inter-group conflicts such as political discourse, and international conflicts such as territorial disputes and international trade). Based on advances in philosophy, psychology, literature, history, management, economics, political science, and other disciplines, we try to analyze origins and nature of conflicts and the role of rationality and emotion in our decision-making and behavior in choosing how to avoid, manage, and resolve the conflicts. As the choice critically depends on the personality of the actors (individuals or groups), we also try to examine the relationship between the personality and the choice of action.

In addition to the lectures, readings and discussions, the course will have several group exercises or presentations: one in inter-personal conflicts, another on inter-group conflicts, and another on international conflicts. Each presentation will cover the nature of the conflict, personalities of the principal actors, the potential alternatives to deal with the conflict (avoidance, management, or resolution). The purposes of group presentations are: 1) to be able to frame the conflict; 2) to understand the nature of the conflict; 3) to understand the objectives, rationality and emotion of the main actors; 4) and to devise a mechanism for a constructive solution. Hopefully, this course would enlighten students for improved personal and group collaborations in the age of conflict-ridden world.

READING MATERIALS

All reading material is listed for the date of the class. They will be available in digital form at the beginning of the class. Items with (*) are required, and others are recommended and for reference. Students are expected to read the required readings **before** the scheduled class, and should be prepared to engage in the discussion of the topic.

COURSE REQUIREMENTS AND GRADING

All ISS classes are pass/fail based on the student academic achievement evaluated by grades on a scale of 100 points (grade of 60 or above is Pass). **SKKU regulations require students to attend at least 80% of all classes in order to receive a passing grade.** Highest standards on academic conduct are expected, and any students who displayed academic misconduct (e.g. cheating, plagiarism, fraudulent attendance representation, and so on) will be strictly dealt with. Students show up 15 minutes after the class has started or leave 15 minutes before the class adjourns will be considered “tardy”, and two “tardy” will be counted for one absence.

Course grades will be determined based on the following four activities with respective weights:

- | | |
|------------------|-----|
| 1. Presentations | 60% |
| 2. Final Exam | 40% |

The topics and formats of presentations will be explained and assigned at the first class meeting. The format of the final exam will be take-home essay questions.

COURSE SCHEDULE

– WEEK I –

PART I: BACKGROUND AND THEORY

Tuesday (26 June) Consciousness, Self-Consciousness, and Conscience

The idea of I, WE, and THEY

Self-awareness, Wikipedia, http://en.wikipedia.org/wiki/Self-awareness#The_basis_of_personal_identity

Thandie Newton, "Embracing otherness, embracing myself," TED Talks,

http://www.ted.com/talks/thandie_newton_embracing_otherness_embracing_myself.html

Lion pride and the lives at savanna, <https://www.youtube.com/watch?v=M21jEu7daX0>

Group Discussion and Presentation: How to survive in savanna?

Animals in African savannah (Pride lions, nomad lions, hyenas, zebras, termites,....)

- Identify genetic endowments
- How do you survive and success in the environment? As an individual and as a species.
- What are the things that you would like to improve? (or pass on)

Wednesday (27 June) Models of human and human society

Animals and humans: Similarities and differences

Santos, Laurie R. and Alexandra G. Rosati, The Evolutionary Roots of Human Decision Making, Annual Review of Psychology vol 66, pp. 321-47, 2015.

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4451179/>

Herrmann, Esther et al., "Humans have evolved specialized skills of social cognition: the cultural intelligence hypothesis," Science, vol 317, pp. 1360-6, 2007.

<http://science.sciencemag.org.ezproxy.lib.uwm.edu/content/317/5843/1360>

Kalensche, Tobias and Mrijn van Wingerden, "Why we should use animals to study economic decision making – a perspective," Frontiers in Neuroscience, June 2011, p. 2-11.

<https://www.frontiersin.org/articles/10.3389/fnins.2011.00082/full>

What is humanity?

Rationality vs. emotion

1. Brain: A remarkable organ
 - A. Automatic function (heart, sweat, etc..)
 - B. Reflex
 - C. Impulse/instinct
 - D. Thinking
2. Their respective roles in human survival/success
3. Where are they in brain

Which one DOES (SHALL) human make action (decision) base on?

1. Rationalist
2. Emotionalist
3. Elephant and its rider

Kirman, Alan, Pierre Livet and Miriam Teschl, "Rationality and emotions," Dec. 2009.

Philosophical Transactions of Royal Society,

Decision making process and human bias (self-protection and evolutionary psychology)

Haidt, Jonathan, Happiness Hypothesis, ch. 1-4,

http://books.google.com/books?id=Tz4wVAp6qLOC&printsec=frontcover&source=gbs_ViewAPI#v=onepage&q&f=false

Tali Sharot, Optimism Bias, TED Talk,

http://www.ted.com/talks/tali_sharot_the_optimism_bias.html

Thursday (28 June) Personality and compatibility

Zodiac

1. Western zodiac
2. Chinese zodiac

Personality tests

1. MBTI (Meyers Briggs Type Indicator)
 - A. Extraversion (E) – Introversion (I)
 - B. Sensing (S) – Intuition (N)
 - C. Thinking (T) – Feeling (F)
 - D. Judging (J) – Perception (P)
2. Five Factor Model (OCEAN)
 - A. **Openness to experience:** (*inventive/curious vs. consistent/cautious*).
 - B. **Conscientiousness:** (*efficient/organized vs. easy-going/careless*).
 - C. **Extraversion:** (*outgoing/energetic vs. solitary/reserved*).
 - D. **Agreeableness:** (*friendly/compassionate vs. analytical/detached*).
 - E. **Neuroticism:** (*sensitive/nervous vs. secure/confident*).

Personality compatibility

Friday (29 June) Efficiency, Equity, and Justice

Pareto efficiency (win-win strategy)

Social justice, equality, equity

Trade-off between efficiency and equity

Mathew Robinson, "What is social justice," <http://gjs.appstate.edu/social-justice-and-human-rights/what-social-justice>

Joseph Chen, "Making sense of Confucian justice," <http://them.polylog.org/3/fcj-en.htm>

Group Presentation: Psychological illusions and cognitive bias of human

- A. Optimism bias (http://www.ted.com/talks/tali_sharot_the_optimism_bias.html)
- B. Negativity bias
- C. Confirmation bias (http://www.youtube.com/watch?v=B_YkdMwEO5U)
<http://www.youtube.com/watch?v=XNmQ0rBQtoQ>
- D. Asch effect (conformation bias)
- E. Reflection effect and loss aversion
- F. Planning fallacy
- G. Anchoring effect
- H. Endowment effect
- I. Faulty causal theorizing
- J. Hyperactive agency detecting device
- K. Sunk cost fallacy
- L. Base rate fallacy

– WEEK II –

Monday (2 July)

Venues and Mechanism of Conflict Resolution

Communication, Education, Avoidance, Negotiation, Mediation, Court, and Violence

Robert M. Krauss, "Communication and Conflict,"

<http://www.columbia.edu/~rmk7/PDF/Confl.pdf>

M. A. Rahim et al, "A model of emotional intelligence and conflict management strategies: A study in seven countries,"

<http://web.ebscohost.com/ehost/pdfviewer/pdfviewer?sid=6ef52da7-0a31-470a-b1ea-2adf665bd601%40sessionmgr110&vid=2&hid=103>

Usage of a Third Party: Diplomacy, Arbitration, Court, and Super violence

Deiniol Lloyd Jones, "Mediation, conflict resolution and critical theory," Review of International Studies, 2000, 26(4), pp. 647-662.

PART II: INTER-PERSONAL CONFLICTS

Tuesday (3 July) Conflicts within couples and with other family members

Optimistic expectations in early marriage: A resource or vulnerability for adaptive relationship functioning? By: Neff, Lisa A., Geers, Andrew L., Journal of Personality and Social Psychology, 00223514, 2013, Vol. 105, Issue 1

Song, Yi and Zhang, Yan Bing, "Husbands' Conflict Styles in Chinese Mother/Daughter-In-Law Conflict: Daughter-In-Law's Perspective," Journal of Family Communication, 12(1), 2012, pp. 57-74.

Wednesday (4 July) Workplace conflicts

Doherty, Nora and Guyler, Marcelas, The Essential Guide to Workplace Mediation and Conflict Resolution : Rebuilding Working Relationships, Kogan Page, 2008

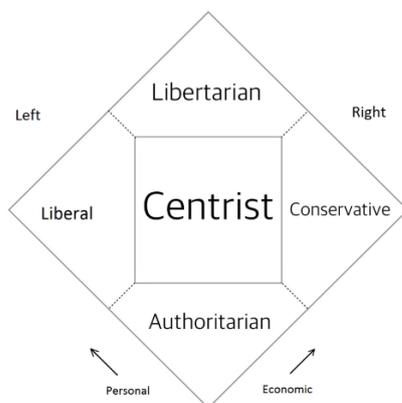
Lewin, David, "IR and HR perspectives on workplace conflict: What can each learn from the other?" Human Resource Management Review, 2001, Vol.11(4), pp.453.

Group Presentation: Laboratory of interpersonal conflicts

PART III: INTER-GROUP CONFLICTS

Thursday (5 July) Political conflicts (Conservatives vs. liberals, capitalist vs. workers, old vs. young)

Nolan chart on political ideologies



Test your own political ideology, <https://www.politicalcompass.org/>

Jonathan Haidt,: The moral roots of liberals and conservatives, TED Talks, http://www.ted.com/talks/jonathan_haidt_on_the_moral_mind.html

Mansfield, Edward D. and Snyder Jack, "Democratization and war," Foreign Affairs, 74(3), pp. 79-97.

– WEEK III –

Monday (9 July) Xenophobia and racial conflicts

Culotta, Elizabeth, "Roots of Racism," *Science*, 18 May 2012, vol. 336, issue 6083, pp. 825-827.

<http://science.sciencemag.org/content/336/6083/825>

Copping, Kristine E. et al, "Age and race differences in racial stereotype awareness and endorsement," *Journal of Applied Social Psychology*, 43(5), 2013.

Merelman, Richard M., "Racial Conflict and Cultural Politics in the United States," *The Journal of Politics*, Vol. 56, No. 1 (Feb., 1994), pp. 1-20

PART IV: INTER-NATIONAL CONFLICTS

Tuesday (10 July) Hegemony, war, terrorism and military conflicts

Nabers, Dirk, "Power, leadership, and hegemony in international politics: the case of East Asia," *Review of International Studies*, 36(4), 2010, pp. 931-949.

Zarakok, Ayse, "What makes terrorism modern? Terrorism, legitimacy, and the international system," *Review of International Studies*, 37(5), 2011, pp. 2311-2336.

Allison, Graham, *Destined for War: Can America and China Escape Thucydides's Trap?* Houghton Mifflin Harcourt, 2017. <http://www.belfercenter.org/thucydides-trap/overview-thucydides-trap>

Peloponnesian War and Thucydides, Youtube <https://www.youtube.com/watch?v=H73AcP-bfmw>

Group Presentation: Historical cases of hegemony competition

Wednesday (11 July) Territorial disputes

Yoshifumi Tanaka, "The International Court of Justice," *The International Journal of Marine and Coastal Law*, 2008, 23(2), pp 327-346.

Huth, Paul and Sunwoong Kim, "Is there a path to peaceful resolution in Dokdo/Takeshima Dispute," *Korean Journal of International and Comparative Law*, vol. 5, iss. 2, 2017.

List of territorial disputes, Wikipedia, https://en.wikipedia.org/wiki/List_of_territorial_disputes

Thursday (12 July) Conflicts in international trade and commerce

Yoshifumi Tanaka, "The International Court of Justice," *The International Journal of Marine and Coastal Law*, 2008, 23(2), pp 327-346.

Moosa, Imad, "On the U.S.-Chinese trade dispute," *Journal of Post Keynesian Economics*, 34(1), 2011.

World Trade Organization (WTO) dispute resolution mechanism, http://www.wto.org/english/tratop_e/dispu_e/dispu_e.htm

WTO Doha Ministerial Declaration, http://www.wto.org/english/thewto_e/minist_e/min01_e/mindecl_e.htm#dispute

– WEEK IV –

Monday (16 July) Historical experience, nationalism, regionalism, and globalization

Park, Cheol Hee, “Nationalism, Historical Legacies and Territorial Disputes as Obstacles to Cooperation in Northeast Asia,”

http://www.mansfieldfdn.org/backup/pubs/pub_pdfs/nea_park.pdf

Pinkerton, Patrick, “Resisting Memory: The politics of memorialisation in post-conflict Northern Ireland,” *British Journal of Politics and International Relations*, 14(1), pp. 131-152, 2012.

Refugee crisis, terrorism, and nationalism, European experience

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4894286/>

European Union and nationalism, Brexit, *Harvard Gazette*, 2017

<https://news.harvard.edu/gazette/story/2017/02/in-europe-nationalisms-rising/>

Tuesday (17 July) Final presentations

Final presentations on cases of conflicts and strategy for resolution

Wednesday (18 July) Final Examination (Take-home)

Will be given one full day for three or four essay questions.