

*UNIVERSITY OF PENNSYLVANIA
THE WHARTON SCHOOL
DEPARTMENT OF LEGAL STUDIES & BUSINESS ETHICS*

PROFESSOR EDWARD J. BERGMAN, J.D.

NEGOTIATION AND DISPUTE RESOLUTION
LGST 2910-407 SYLLABUS
2023 FALL TERM

Class: Tuesdays 3:30 p.m. - 6:30 p.m.
Classroom: **TBD**
Office: Department of Legal Studies & Business Ethics,
Huntsman Hall
Office Hours: ZOOM HOURS By Appointment, schedule with Annabelle
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T.A.: ANNABELLE NOYES
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Required Reading: Fisher, et al., Getting to Yes, revised ed.,
Penguin (2011)

Shell, Bargaining for Advantage, 3d ed.,
Penguin (2018)

Course Pack

CLASS 1: August 29, 2023

INTRODUCTION TO NEGOTIATION / COURSE OVERVIEW

Before Class: Students download and review Syllabus from CANVAS;
Students download, sign and return Non-Disclosure Form
via CANVAS

In Class: **Class Welcome**
Introductions

Introduction to Negotiation

Movie clip “Just Go With It.”
directed by Dennis Dugan (2011)
Discussion of What We Negotiate and Why

Movie clip “Defending Your Life.”
directed by Albert Brooks (1991)
Discussion of Anxiety

Movie clip “Take the Money and Run.”
directed by Woody Allen (1969)
Discussion of Communication

Movie clip “Wall Street.”
directed by Oliver Stone (1987)
Discussion of Information

Movie clip “Be Cool.”
directed by Gary Gray (2005)
Discussion of Perception

Movie clip “The Devil’s Advocate,”

directed by Taylor Hackford (1997)

Discussion of Preparation, Probing and Active Listening

10 MINUTE BREAK

Review Syllabus

1. Readings
2. Grading (Class Participation/ Mid-Term/
FinalProjects)
3. Attendance
4. Summaries
5. Goals & Limits of Negotiation Studies
6. Role Buy-In
7. Negotiations / Not a Race
8. Outcomes not graded / Mastering a Process
9. “Best Negotiator You Can Be”
10. Creating a Community

Q&A re SYLLABUS

Power Point Question

for Individual Written Responses:

“I think a negotiation is successful if...” (10 minutes)

Handout and Negotiate “Used Car Negotiation”

(No IDecision Games)

Read and Submit Pair Results Sheet (20 minutes)

Debrief with Discussion of “Distributive Bargaining”

Class Discussion of Power Point Question

Readings

for Sept 5:

Bergman, “Why Do Whartonites Love Negotiation Studies?...”(Course Pack);

Lewicki, “Strategy & Tactics of Distributive Bargaining” (Course Pack);
Korobkin & Guthrie, “Opening Offers and Out-of-Court Settlement” (Course Pack);
Shell, Chapter 8, Step 2 “Exchanging Information;”
and Chapter 9, Step 3 “Opening & Making Concessions;”
Bazerman, “Framing Negotiations,” (Course Pack)

**Negotiation
Assignment
for Sept 5:**

Decision Games to distribute Parker v Gibson roles;
Answer and submit “Parker-Gibson” Pre-Negotiation
Questionnaire via CANVAS;
Submit Goals & Aspiration Paper via CANVAS

**Summary
due Sept 5:**

The Used Car Negotiation Summary;

CLASS 2: September 5, 2023

DISTRIBUTIVE BARGAINING

In Class: Negotiate Parker v Gibson (40 minutes)

Debrief Parker v Gibson
Student examples of results;
Discussion of Distributive Bargaining
Parker v Gibson analysis
Parker v Gibson Results
Why Results Vary
Distributive Bargaining Objectives
How to Achieve Objectives
Managing Impressions

10 MINUTE BREAK

Power Point Question #1

for Individual Written Responses:

“I like to make the first offer in a negotiation because...or I don’t like to make the first offer because....” (10 minutes)

Movie clip “Intolerable Cruelty”

directed by Coen Brothers (2003)

Discussion of “Opening Offers”

Discussion of “Concessions”

Power Point Question #2

My response to PPQ#1 has or has not changed following our class discussion of “Opening Offer.”

Explain. (5 minutes)

Discussion of the “Information Exchange”

Discussion of “Rapport Building”

Readings

for Sept 12:

Shell, Chapter 12, “Ethics: Bargaining With The Devil Without Losing Your Soul;”

Malhotra & Bazerman, Negotiation Genius, Bantam Books (2007), Chapter 9 “Confronting Lies and Deception” pp. 196-218 (Course Pack);

Lax & Sebenius, “Agents & Ratification,” (Course Pack);

Shell, “Should you Use an Agent,” pp. 111-112

Begin reading Fisher, Ury & Patton, Getting to Yes, for discussion in Class 4. This short book must be read over the course of the next two weeks.

**Negotiation
Assignment
for Sept 12:**

IDecision Games to distribute Book Contract roles for negotiation outside of class and before Class 3;
IDecision Games to distribute Knight Excalibur roles for negotiation in Class 3

**Summary
due Sept 12:**

Parker v Gibson

CLASS 3: September 12, 2023

❖ CLASS BEGINS AT 4:15PM ❖

(45 minutes of class time is credited for negotiation outside of class)

**AGENCY /
CONCERNING TRUTHFULNESS IN NEGOTIATIONS**

Before Class: Negotiate Book Contract outside of class and before Class 3 (45 minutes)

In Class: **Debrief Book Contract**
Book Contract Results

Book Contract Analysis
Discussion of “Agency”

VIDEO: “Power Asymmetry and the Principal/Agent Problem, PON HARVARD LAW SCHOOL (15 minutes)

Power Point Question #1

for Individual Written Responses:

“I am willing to lie or mislead if” or

“I am not willing to lie or mislead because....” (10 minutes)

10 MINUTE BREAK

Negotiate Knight Excalibur (75 minutes)

Debrief Knight Excalibur

Submit Knight Excalibur individual results sheet

Students place results on board

Discussion of differences from prior games

Discussion of “Lying” from ethical, legal and practical standpoints; dealing with lies

Movie clip “Other People’s Money,”

directed by Norman Jewison (1991)

(3:04 minutes)

Movie clip “The Middleman”

(3:29 minutes)

Discuss Lying and Culture

Power Point Question #2

“I am comfortable / not comfortable with my previous answer... “ Explain. (10 minutes)

Readings for Sept 19:

Complete reading of Fisher, Ury & Patton, Getting to Yes, pp. 3-95;

Shell, Ch. 4, “Relationships”

Lewicki, “Strategy & Tactics of Integrative Negotiation” (Course Pack);

Sheppard, “Negotiating in Long-Term Mutual

Interdependent Relationships Among Relative Equals”

(Course Pack);

(Optional) Davis, “Mary Parker Follett” (Course Pack)

**Negotiation
Assignment
for Sept 19:**

Decision Games to distribute roles in
Negotiated Development in Redstone;
Decision Games to distribute roles in Job Negotiation.

**Summaries
due Sept 19:**

Book Contract
Knight Excalibur

CLASS 4: September 19, 2023

**INTRODUCTION TO INTEGRATIVE BARGAINING / INTEREST-BASED
NEGOTIATION/ GETTING TO YES/ RELATIONSHIPS**

In Class: Negotiate Redstone (45 minutes)

Debrief "Redstone"

Discuss Results with highest potential scores

Discuss Scorable Games

Discuss Issues-Positions-Interests

VIDEO "The Importance of Why"

YouTube, May 28, 2016 (3:32 minutes)

Redstone Analysis

Discuss Reasons for No Agreement

10 MINUTE BREAK

Discuss Integrative Bargaining and Getting to Yes

Video, “The Pursuit of Value,”

YouTube, October 11, 2010 (8:11 minutes)

Discuss Creating and Claiming Value

Discuss Mary Parker Follett

Discuss Relationships

Power Point Question

for Individual Written Response:

“For me, winning in negotiation means....” (10 minutes)

Discussion of Power Point Responses

Readings

for Sept 26:

Lax & Sebenius, “Interests: The Measure of Negotiation,”
(Course Pack);

Shell, Ch. 5, “The Fifth Foundation: The Other Party’s
Interests;”

Lax & Sebenius, “Creating and Claiming Value”
(Course Pack)

**Negotiation
Assignment**

for Sept 26:

**Arrange and conduct Job Negotiation videos
(see below)**

Summary

due Sept 26:

Negotiated Development in Redstone

⌘ Negotiation Assignment:

Video record your Job Negotiation. Recordings should not exceed ½ hour and at the beginning of the recording, you must state your full names, the name of your professor and the course number. Be certain your framing contains both parties' full face and that the sound level is adequate. If you plan to use a group study room, you are responsible for reserving it online. The video recording must be completed before Class 5.

For instructions on recording your negotiation for online turn-in through Canvas, either directly by webcam or by uploading a separately-recorded video file, see the Canvas Student Guide: <http://guides.instructure.com/s/2204/m/4212/1/54356-how-do-i-add-media-to-my-assignment>

AFTER your video is uploaded to Canvas you must review your video recording with your partner and two other videos (can be viewed alone) and write a journal entry about what you observe about your own and others' styles. (See Class 5 Summaries)

CLASS 5: September 26, 2023

❖ **CLASS BEGINS AT 4:30PM** ❖

(1 Hour of Class Time Credited for Job Negotiation Video)

“JOB NEGOTIATION” / “INTERESTS & TRADEOFFS”

Before Class: Record and submit Job Negotiation video and submit Job Negotiation Pair Result Sheets no later than 3:00pm Sept. 24, 2023;

In Class: *Handout Mid-Term Examination @ end of class*

VIDEO: View student Job Negotiation video

Debrief Job Negotiation

Discussion of Issues and Interests in Job Negotiation;

Types of Interests

TV Limited Series - “PACHINKO”

2022 AppleTV+, Episode 4 (8 minutes)

10 MINUTE BREAK

Discussion of Packaging; Prioritization & Valuation;
Tradeoffs; Salary v. Bonus; Expanding the Pie

VIDEO “Expanding the Pie”

YouTube, July 3, 2017 (5:15 minutes)

Discussion of things to ask for and asking expansively

Power Point Question

“...I will try to improve my effectiveness as a negotiator by
....” (15 minutes)

Readings for Oct 3:

Shell, Ch. 1, “The First Foundation: Your Bargaining
Styles” and Ch. 7, Step 1 “Preparing Your Strategy;”
Gilkey & Greenalgh, “The Role of Personality in Successful
Negotiating” (Course Pack);
Roberts & Palmer, Ch. 5, “Negotiations” pp. 133-142
(Course Pack);

Negotiation Assignment for Oct 3:

N/A

Summary

due on Oct 3: Job Negotiation (View and compare your video with two others on CANVAS) 2-3 page summary

CLASS 6: October 3, 2023

PERSONALITY, STRATEGY AND NEGOTIATION

In Class: **Personality & Strategy**

Review and Complete Thomas-Kilmann Conflict Mode Instrument (add time)

Discussion of “Personality”

Discussion of “Thomas-Kilmann”

Discussion of “Shell Matrices”

Discussion of Strategy and Personality

10 MINUTE BREAK

VIDEO “Aggressive v. Cooperative Bargaining”
(40 minutes)

Discussion of Prof. Gerald Williams video

Power Point Question: Based on what I have learned about myself as a negotiator I would describe my negotiation personality as follows: (15 minutes)

Discuss Power Point Question

Readings

for Oct 10:

Shell, Ch. 2, “The Second Foundation:Your Goals & Expectations” and Ch. 6, “The Sixth Foundation: Leverage;”
Lewicki, “Finding and Using Negotiation Leverage” (Course Pack);
“Monica Lewinsky, Career Woman” (Course Pack);

Negotiation

Assignment

for Oct 10:

IDecision Games to distribute roles in Sally Soprano;
Prepare an individual negotiation memo on Sally Soprano before Class 7 outlining your interests, the other’s interests, potential trade-offs, options, BATNA’s and resistance points.

CLASS 7: October 10, 2023

MID TERM EXAM DUE BEFORE THE BEGINNING OF CLASS 7

**MAXIMIZING THE TOTALITY OF INTERESTS;
POWER AND LEVERAGE IN NEGOTIATION**

In Class:

Negotiate Sally Soprano (75 minutes)

Debrief Sally Soprano

Discussion of Maximizing the Totality of Interests;
Handout sample agreements and perks;
Class result versus possible results
Discuss utility of preparation memos
Discuss Maximizing the Totality of Interests

10 MINUTE BREAK

Movie clip “Gandhi”

directed by Richard Attenborough (1982)
From 1:53:00 to 2:20:49 (37 minutes)

Debrief “Gandhi” movie clip;

Discuss Power in Negotiation; Sources of Power; MLK

Movie clip “Norma Rae”

YouTube, directed by Martin Ritt (1979)

Discuss Leverage

Annabelle hands out Monica Lewinsky & Trump/Vera
articles

TV clip “30 Rock”

YouTube, TV Prod Code 515 (2011)

Discuss Perception & Power;
Discuss Power & Restraint;
Discuss “Getting to Yes” & Power;
Discuss Interest & Leverage;
Discuss Relationships & Leverage
Discuss Real World Considerations

Readings

for Oct 17:

Brandenburger & Nalebuff, “Co-Opetition” (Course Pack);
Andrews, “Regarding Customers as Business
Collaborators” (Course Pack)

Negotiation Assignment

for Oct 17:

Annabelle to distribute roles in Game Theory;
[No IDecision Games]
Prepare and evaluate interests and positions in

Game Theory with *independent research* to support your analysis beyond the materials distributed.
Submit negotiation memo before Class 8;

Summary

due Oct 17: Sally Soprano

CLASS 8: October 17, 2023

**MULTI-PARTY NEGOTIATION; PUBLIC POLICY NEGOTIATION;
CO-OPETITION**

In Class:

Negotiate Game Theory

Draft and submit “White Paper.” Place elements of Agreement for each group on the Board. (90 minutes)

Debrief Game Theory

10 MINUTE BREAK

Discuss Agreements

20 minute BREAKOUT session

Two combined Game Theory groups discuss their White Paper differences. Each group submits critical summary of differences in the form and content of their respective agreements the best aspects of their Agreement, and any significant omissions.

Discuss “Co-opetition”

Readings

for Oct 24: Bergman, “Wrangling to the Rhythm” (Course Pack);
Lewicki, “Multi-Party Negotiation” (Course Pack);
Optional: Gray, “Collaboration: The Constructive
Management of Differences” (Course Pack)

**Negotiation
Assignment**

for Oct 24: IDecision Games to distribute roles in Towers Market.
Read Towers Market role materials individually before
Class 9;
Discuss the issues with individual members of your
negotiating group but not more than one person at a time;
No discussions with members of other groups are
permitted;

Summary

due Oct 24: Game Theory

CLASS 9: October 24, 2023

MULTI-PARTY NEGOTIATION / COLLABORATION

In Class: Negotiate Towers Market and submit group result sheets
(90 minutes)

10 MINUTE BREAK

Debrief Towers Market;

Discuss Towers Market Results; Maximum Party Scores; Towers
Market Analysis and Multi-Party Negotiations

Movie Clip “The Big Miracle”

YouTube, directed by Ken Kwapis (2012)

Discuss Collaboration

Distribute Difficult Conversations Package

Readings

for Oct 31: N/A

Negotiation

Assignment

for Oct 31: N/A

Summary

due on Oct 31: Towers Market

CLASS 10: October 31, 2023

Final Project Topics and Teams Due

DIFFICULT CONVERSATIONS

In Class:

Negotiate Difficult Conversations Role-Play;

Annabelle to hand out Arrows Supermarket role play for completion. Submit various results sheets. (45 minutes)

[No IDecision Games]

Introduction to Difficult Conversations

Difficult Conversations: The Process

10 MINUTE BREAK

Power Point Question:

Individually draft a scenario with role sheets from a real life experience that demanded a difficult conversation. Describe how you handled it and what you would do differently today. (45 minutes)

VIDEO, “What George Clooney’s character can teach us about Difficult Conversations?”

YouTube, Oct 16, 2015

Discuss Final Projects & Teams

**Reading
for Nov 7:**

Menkel-Meadow, “Teaching About Gender and Negotiation (Course Pack);

Katie Shonk, Women Negotiators and Barriers to the Bargaining Table, 4/16/20 Conflict Resolution, Harvard PON

Hernandez & Avery, “Getting the Short end of the Stick: Racial Bias in Salary Negotiations,” Sloan Management Review, June 15, 2016

Optional: C. Moore, “Variables that Influence Mediation Strategies & Activities” (Course Pack)

**Negotiation
Assignment
for Nov 7:**

IDecision Games to distribute roles in Santara for negotiation in Class 11

**Summary
due on Nov 7:**

N/A

CLASS 11: November 7, 2023

**INTRODUCTION TO MEDIATION;
GENDER AND RACE IN NEGOTIATION: EXPLICIT AND IMPLICIT BIAS**

In Class: Introduction to Mediation

VIDEO, “What is Mediation?”

YouTube Nov 1, 2014 (3:20 minutes)

Negotiate Santara in groups of three and submit Result Sheets (45 minutes)

Debrief Santara with examples of group results; Discussion of the Santara Mediator; the Mediation Process; and Mediator Roles

VIDEO, “Resolution through Mediation: Solving a Complex International Problem”

YouTube (28 minutes)

10 MINUTE BREAK

Class discussion of bias, gender and race in negotiation. (60 minutes)

Power Point Question

Without identifying yourself, do you recognize instances in which you have manifested implicit bias? When and how? (15 minutes)

Readings

for Nov 14:

Aaron, "Evaluation in Mediation," (Course Pack);
Optional: Bergman and Bickerman, Court-Annexed Mediation: Perspectives on Selected State & Federal Programs, "Introduction" (Course Pack)

**Negotiation
Assignment**

for Nov 14:

Decision Games to distribute roles in Telepro for negotiation in Class 12 - **REVIEW**

**Summary due
on Nov 14:**

Santara

CLASS 12: November 14, 2023

**MANAGER AS MEDIATOR;
DISPUTE RESOLUTION PROCESSES**

In Class:

Negotiate Telepro (90 minutes)

Debrief Telepro

Class Results

Elicit examples of results and process issues

10 MINUTE BREAK

Power Point Question

As a manager, would you use mediation to address internal work place problems or disputes? Would you assume the role of mediator? Explain your answers.
(15 minutes)

Class Discussion of Responses to Power Point Question

Discuss Dispute Resolution Processes

Issues with the Formal Justice System and Advantages and Critiques of Mediation

**Reading
for Nov 28:** N/A

**Negotiation
Assignment
for Nov 28:** IDecision Games to distribute roles in Storyville Pulp & Paper for mediation in Class 13. Read role sheets and attachments carefully prior to Class 13 mediation.

**Summary
due Nov 28:** Telepro

**NOVEMBER 21 - NO CLASS
UNIVERSITY'S THURSDAY SCHEDULE**

CLASS 13: TUESDAY, November 28, 2023

MEDIATION

In Class: Storyville Pulp & Paper

Individual meetings of mediator with each role player
(10 minutes each / 30 minutes total)

Mediate Storyville Pulp & Paper
(60 minutes)

10 MINUTE BREAK

Draft and submit comprehensive agreements & news releases (45 minutes)

Debrief Storyville Pulp & Paper

Annabelle to hand out sample agreements

Discussion of Final Projects in Progress

Readings for Dec 5:

Gibson, "Mediator Attitudes Towards Outcomes: A Philosophical View," (Course Pack, *Optional*)
Robert J. Janosik, "Rethinking the Culture-Negotiation Link" (Course Pack);
Optional: Thompson, *The Mind and Heart of the Negotiator*, 4th ed., Prentice Hall, Ch. 12, "Negotiating via Information Technology" (Course Pack).
Optional: Thompson, Ch. 10, "Cross-Cultural Negotiations" (Course Pack) for those interested in the subject and who may wish to design their final projects within this topic area.

Negotiation Assignment for Dec 5:

Complete and submit paper comparing your initial objectives in taking this course with your actual achievement or lack thereof. (1250 words; include initial submission)

Summary due Dec 5:

Storyville Pulp and Paper

CLASS 14: December 5, 2023

**MEDIATOR RESPONSIBILITY FOR OUTCOMES/
CULTURAL PERSPECTIVES ON NEGOTIATION/
THE IMPACT OF INFORMATION TECHNOLOGY**

In Class: Discuss Mediator Responsibility for Outcomes;
Discuss Culture & Negotiation

Movie Clip “Story of Qiu Ju”

China; directed by Zhang Yimou (1992)

Discuss Culture and Negotiation continued

**VIDEO “Cross Cultural Negotiations:
Avoiding the Pitfalls”**

YouTube (April 2008) (14:38 minutes)

10 MINUTE BREAK

Discuss Cross Cultural Negotiations

Movie Clip “Rising Sun”,

(1993) directed by Phillip Kaufman

Discuss Negotiation and Information Technology

Course Wrap Up

(FP) FINAL PAPERS DUE (FP)
ON OR BEFORE DECEMBER 15, 2023 @ 3:00PM
PLEASE SUBMIT BY E-MAIL TO: ejb@bergmanandbarrett.com

OVERVIEW

This course will be conducted in person, in three hour blocks from 3:30pm - 6:30pm Eastern Standard Time (EST) on Tuesdays commencing August 29, 2023. The course calendar includes certain instances in which class begins later when credit is given for negotiations completed outside class (Sept. 13, Sept. 27, Nov. 1).

Assigned Readings are listed under the entry in the Syllabus for each numbered class. They should be read prior to the next Class Session unless specified to the contrary. Readings contained in the Course Pack are available on CANVAS.

In addition, two books which are required readings have been set aside under this Course number and my name in the Penn Bookstore. (See titles on page 1 above.)

Finally, under the entry for each numbered class is a section for Summaries due before the next class for each negotiation that has been completed and debriefed.

TEACHING ASSISTANT - ANNABELLE NOYES

Annabelle will be responsible for attendance, negotiation pairings and written submissions. Any questions regarding those topics or any scheduling issues, should be addressed to Annabelle via e-mail. Annabelle is also responsible for all of the class IT.

All short written assignments (i.e. Negotiation Summaries) should be uploaded onto Canvas. Negotiation results are to be submitted in accordance with instructions you receive from iDecisionGames.com, unless otherwise noted in this syllabus.

Your Mid-Term Examinations and Final Projects should be e-mailed to me with a copy to Annabelle.

Annabelle's responsibilities are substantial. Please do not inundate her with questions that can be answered by reading the Syllabus thoroughly or checking with classmates.

If you are experiencing significant health problems, whether physical or emotional, you should contact me directly by e-mail.

MASKING

If you are sneezing or coughing, I strongly suggest that you wear a mask.

ATTENDANCE REQUIREMENT

1. ABSENCES

You are required to participate in all Class Sessions at the scheduled time for the entirety of the class. Absences should only occur in the event of illness or emergencies.

If you are going to be absent, it is imperative that you advise Annabelle as soon as possible. Your absence may impact an in-class negotiation that may require Annabelle to make necessary role changes. After an absence, you must complete all assignments for the missed class and watch the video recording of that class when you have completed any negotiation that has been conducted during the missed class.

2. CONSEQUENCES

- (a) In the event you attend the entirety of every scheduled class, your Class Participation grade will be elevated by 1/2 a letter grade, e.g. B+ to A-.
- (b) In the event you miss all or part of one class there will be no impact one way or another on your final grade.
- (c) In the event you miss all or part of 2 or more classes, your final grade will be reduced by a full letter grade.

Legitimate medical emergencies accompanied by a Doctor's note will not be counted as an absence. However, excused absences do not render you eligible for the grade bonus described in paragraph (a) above. Absences due to a scheduled job interview or extra-curricular activity will be counted as an unexcused absence and could negatively impact your final grade.

3. EARLY DEPARTURES & LATE ARRIVALS

Late arrivals or early departures may be considered absences particularly if they are repeated. As noted above, in-class negotiations may be impacted. In addition, late arrivals or early departures are a distraction to both other students and the professor. The University has scheduled undergraduate classes to allow students the ability to move from one class to another in a timely fashion.

4. BATHROOM BREAKS

I have provided a *10 MINUTE BREAK* in each class which is reflected in this syllabus. In addition, this course involves negotiations that provide you the opportunity to use the facilities if necessary.

In light of the above, I request that you do not disrupt the class by walking in and out of the classroom during lectures, video presentations and class discussion except in an emergency. Such departures are distracting to the

class and the instructor and are aggravated by the loud closing of of Wharton classroom doors.

COURSE PACK READINGS and VIDEO CLIPS

The Course Pack contains many of the substantive readings (mandatory and optional) for the course and may be viewed through study.Net within the Canvas site. You can click on the study.Net tab on the course navigation menu to see and/or download the full list of materials.

Videos that are shared on YouTube are directly linked on the Canvas site.

For book chapters, articles and videos that are not in study.Net or public access, the materials will be added to the “Course Materials @ Penn Libraries” link on the course navigation menu.

NEGOTIATION GAMES

You will be using the iDecisionGames platform this semester for most of our negotiation exercises. The individual class entries specify those instances in which IDecision Games will not be utilized.

Registering for the platform is mandatory, as is your payment for the IDecision fee.

You will use the platform to receive your role instructions, enter your results, and receive feedback for some upcoming exercises in LGST 2910-407 2023 Fall. Please make sure to register yourself by clicking on <https://idecisiongames.com/promo-home?code=LGST-291-407>.

If the above link doesn't work you can also register by going to idecisiongames.com and entering the following access code for your section: **LGST-2910-407**

You will receive an email requesting that you confirm your email address. Please check your spam folder if you haven't received this email. If you have checked your spam folder and didn't find the confirmation email, please go to idecisiongames.com and click on forgot password. Please contact support@idecisiongames.com if you have any registration issues.

Note that you will be required to download and use the Google Chrome browser for all exercises. Also, please memorize the login and password information for subsequent access. You can always click "forgot password" later if you forget it and reset your password.

GRADING AND COURSE REQUIREMENTS

Grades are not subject to negotiation and are not subject to modification by supplemental submissions. If you request a review of a grade the review may result in a grade increase, a grade decrease or no action.

1. Class Participation (20%)

You are required to complete all readings and negotiations and to submit all required summaries, negotiation memos, results sheets, quizzes and other assignments in a timely manner. You are also encouraged to participate in Q & A sessions. These discussions are important to the promotion of a lively interaction that enhances the quality and texture of the learning experience. While none of these items are individually graded, this portion of your final grade is an assessment of your total performance in all of the above categories. Do not assume that simply submitting all required assignments means you will earn an "A" grade in this category. Quality is important. Normally this grade component becomes meaningful when your other grade components are in between two grade levels and may determine whether the higher or lower grade is appropriate.

[A Summary consists of a typed, double spaced, one and one half page commentary on the most important aspects of each negotiation for you personally. These are not play-by-play descriptions of the negotiation. They

are reflections on your experience, e.g. what you and your partner did well or poorly what aspects posed problems for you, and how you reacted. No specific format is required.]

2. **Mid-Term Examination (30%)**

At the end of Class 5 a Mid-Term Examination will be distributed, for completion before Class 7. This is an open book exam with two weeks allotted for completion. No extensions can be granted as an extension would provide unfair advantages to a student receiving one. Budget your time wisely to avoid unforeseen obstacles.

3. **Initial Objectives and Actual Achievements (10%)**

A Comparison of Your Initial Objectives in taking this course and Your Actual Achievements, or lack thereof.

At the beginning of Class 2 you will submit a brief description of your expectations and aspirations for this course (in 350 words or less). At the beginning of Class 14 you will submit a paper comparing your initial objectives with your actual accomplishments (or lack thereof) with specific references to what aspects of the course, both in terms of substance and the use of particular teaching materials, (e.g., negotiations, class discussions, interactions with classmates, readings, film clips, instructional videos) proved instrumental in enhancing your negotiation skills and expertise. Describe the ways in which things you have learned about yourself as a person and a negotiator (strengths and weaknesses) have changed or influenced your approach to negotiation in general, and to particular negotiation situations, (e.g. characteristics of the other parties, relationships, the stakes, the subject matter or the potential for mutual gain. This paper is not to exceed 1,250 words, inclusive of your initial submission.

4. **Final Project (40%)**

Teams of four students (in rare cases permission will be granted for five person teams) may write research papers on a complex, high-profile

negotiation, or on a theoretical topic in negotiation. Such papers should be approximately 5,000 words long (exclusive of bibliography and/or exhibits), typed, double-spaced and on one side of the page. Alternatively, your team may devise a multi-party negotiation game with role sheets and Teacher's Notes (incorporating specific applications of the negotiation literature to those negotiation concepts the game is designed to illuminate), and a section detailing the results of a number of runnings of the game.

Negotiation game projects have no specific word requirements but authors are required to exercise judgment, consistent with the knowledge that a game is intended to be used as a teaching tool and must be practical and accessible. The Teacher's Notes are the core of such projects and should be sufficiently clear and comprehensive to provide a blueprint for teaching of the relevant topics. This blueprint should include significant discussion of readings applicable to analysis of the negotiation topics on which your game is focused, including assigned readings and those discovered in researching your project.

Final project grades are based on the team's performance. Failure of a team member to fulfill his/her responsibilities is attributable to the group and not just the non-performing individual. Thus, a request for a grade increase based upon the failings of a team member is not appropriate and will not be granted.

NOTE: READINGS, SUMMARIES & NEGOTIATION ASSIGNMENTS LISTED UNDER A CLASS NUMBER AND DATE ARE ASSIGNMENTS DUE FOR THE NEXT CLASS UNLESS SPECIFIED TO THE CONTRARY.