

# DISPUTE MANAGEMENT AND RESOLUTION, MINOR

Requirements for a minor may be completed at any campus location offering the specified courses for the minor. Students may not change from a campus that offers their major to a campus that does not offer their major for the purpose of completing a minor.

## Program Description

This interdisciplinary minor is administered by the Departments of Communication Arts and Sciences and the School of Labor and Employment Relations. It has as specific learning objectives (1) the development of skills appropriate to the management and resolution of problems created by difference in attitudes, power, beliefs, values, and behavioral preferences of individuals and (2) learning how to apply these skills across multiple contexts, including interpersonal, group, and organizational contexts, and, to a lesser extent, international contexts. The minor draws from the Department of Communication Arts and Sciences and the School of Labor and Employment Relations to provide broad theoretical foundations that address conflict and means for dealing with it, while also allowing for opportunity to focus on particular subject matter suited to students' interests.

## Program Requirements

| Requirement                | Credits |
|----------------------------|---------|
| Requirements for the Minor | 18      |

### Requirements for the Minor

Students pursuing the minor must complete 9 credits of prescribed course work and 9 credits of additional course work distributed across at least two of the eight areas identified below. Of the 18 credits selected, at least 9 must be at the 400 level, 6 must be from Communication Arts and Sciences, and 6 must be from Labor and Employment Relations.

Only courses in which the student earns a grade of C or better may be counted toward fulfillment of requirements for the minor.

A grade of C or better is required for all courses in the minor, as specified by Senate Policy 59-10 (<https://senate.psu.edu/policies-and-rules-for-undergraduate-students/59-00-minors-and-certificates/#59-10>). In addition, at least six credits of the minor must be unique from the prescribed courses required by a student's major(s).

| Code   | Title   | Credits |
|--|---|---------|
| <b>Prescribed Courses</b>  |   |         |
| <i>Prescribed Courses: Require a grade of C or better</i>            |   |         |
| CAS 203  | Interpersonal Communication   | 3       |
| LHR 304  | Labor and Employment Relations Fundamentals                         | 3       |
| <b>Additional Courses</b>  |   |         |
| <i>Additional Courses: Require a grade of C or better</i>            |   |         |
| Select 12 credits of which 9 credits must be taken at the 400 level: |   | 12      |
| LHR 437<br>or CAS 404  | Workplace Dispute Resolution<br>Conflict Resolution and Negotiation |         |
| Select 6 credits from the following:                                 |   |         |
| CAS 250  | Small Group Communication   |         |
| CAS 403  | Interpersonal Communication Theory and Research                     |         |

|                                      |   |
|--------------------------------------|---|
| CAS 426W                             | Communication Ethics  |
| CAS 452W                             | Organizational Communication Theory and Research                                |
| CAS 471                              | Intercultural Communication Theory and Research                                 |
| LHR 201                              | Employment Relationship: Law and Policy   |
| LHR 434                              | Advanced Collective Bargaining and Contract Administration                      |
| LHR 459                              | Collective Bargaining in Professional Sports                                    |
| LHR/OLEAD 465                        | Collective Decision Making  |
| PSYCH 281                            | Introduction to Industrial-Organizational Psychology                            |
| Select 3 credits from the following: |   |
| CAS/WMNST 455                        | Topics in Gender and Communication  |
| CAS 471<br>LHR/AFAM/<br>WMNST 136    | Intercultural Communication Theory and Research<br>Race, Gender, and Employment |

Some courses may require other course works as some courses have prerequisites.

## Academic Advising

The objectives of the university's academic advising program are to help advisees identify and achieve their academic goals, to promote their intellectual discovery, and to encourage students to take advantage of both in-and out-of class educational opportunities in order that they become self-directed learners and decision makers.

Both advisers and advisees share responsibility for making the advising relationship succeed. By encouraging their advisees to become engaged in their education, to meet their educational goals, and to develop the habit of learning, advisers assume a significant educational role. The advisee's unit of enrollment will provide each advisee with a primary academic adviser, the information needed to plan the chosen program of study, and referrals to other specialized resources.

READ SENATE POLICY 32-00: ADVISING POLICY (<https://senate.psu.edu/policies-and-rules-for-undergraduate-students/32-00-advising-policy/>)

## University Park

### Liberal Arts Academic Advising

814-865-2545

Use the Liberal Arts Meet the Academic Advisers web page (<https://la.psu.edu/student-services/academic-advising/meet-the-academic-advisers/>) to see the contact information for the specific adviser(s) of this program

## World Campus

### Undergraduate Academic Advising

301 Outreach Building  
University Park, PA 16802  
814-863-3283  
[advising@outreach.psu.edu](mailto:advising@outreach.psu.edu)

## Contact

### University Park

DEPARTMENT OF COMMUNICATION ARTS AND SCIENCES  
234 Sparks Building

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814-865-3461  
sas519@psu.edu

<https://cas.la.psu.edu>

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<https://www.worldcampus.psu.edu/degrees-and-certificates/penn-state-online-dispute-management-and-resolution-minor> (<https://www.worldcampus.psu.edu/degrees-and-certificates/penn-state-online-dispute-management-and-resolution-minor/>)