



## FNGA 301 / RSOC 375

### CONFLICT RESOLUTION, MEDIATION, AND NEGOTIATION / PUBLIC PARTICIPATION AND CONFLICT RESOLUTION

In Fall 2025, FNGA 301, *Conflict Resolution, Mediation, and Negotiation*, is being offered at Yukon University concurrent with the University of Alberta's RSOC 375, *Public Participation and Conflict Resolution*, as part of the Northern Environmental and Conservation Sciences, B.Sc. Program. All students registered in FNGA 301 or RSOC 375 must adhere to requirements outlined in this course syllabus. University of Alberta students must also be aware of, and adhere to, the University's Code of Student Behaviour, referenced in the outline; Yukon University students must be aware of, and adhere to, Yukon University's Academic Regulations, also referenced in the outline.

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INSTRUCTORS: Gavin Gardiner and Justin Ferbey  
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CLASS DAYS & TIMES: Tuesdays, 6:00-9:00 pm  
CLASS LOCATION: A2317

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#### COURSE DESCRIPTION

This course critically explores alternative dispute resolution by examining primary dispute resolution processes (restorative justice, mediation, negotiation, and arbitration) with a focus on the northern, Indigenous context. Students will have the opportunity to learn about and develop conflict management techniques through skill development exercises, guest speakers' stories and dialogues, and the discussion of topical readings on dispute resolution processes. Each unit of the course will include experiential components to teach students how to apply concepts in real situations. The course will tie together conflict resolution concepts from previous courses, including power and influence, intergovernmental relations, environmental

management and human resources. From there, students will critically deconstruct the components of each conflict resolution process before engaging in experiential exercises. This approach will ensure students understand each conflict resolution process on a fundamental level. The goal of the course is to have students who can determine which process would be best suited for each conflict they might encounter in their life and workplace.

## **COURSE REQUIREMENTS**

*For students taking the course as FNGA 301:*

Prerequisite(s): ENGL 100; and FNGA 101; and one of FNGA 209, FNGA 200, LEAD 292, or COMM 200

*For students taking the course as RSOC 375:* Registration in Yukon University/University of Alberta B.Sc. in Environmental and Conservation Sciences degree program and permission of a Northern ENCS program advisor.

Students who plan to participate from an off-campus location will require a computer with a stable internet connection. A headset with microphone is also recommended.

## **EQUIVALENCY OR TRANSFERABILITY**

Receiving institutions determine course transferability. Find further information at:

<https://www.yukonu.ca/admissions/transfer-credit>.

Students in the B.Sc. ENCS program should contact an ENCS advisor if they have questions about equivalency or transferability of this course.

## **LEARNING OUTCOMES**

Upon successful completion of this course, students will be able to:

- Identify and explain restorative justice, mediation, negotiation and arbitration processes and their leading principles and concepts.
- Apply specific dispute resolution skills within the indigenous government and intergovernmental context.
- Be deliberate in applying preparation, critical analysis, fairness, dignity, and open-mindedness to manage the tension between different roles necessary in specific alternative dispute resolution processes.
- Reflect on and identify cross-cultural perspectives in dispute situations, particularly how indigenous perspectives interface with others.

- Select and justify an appropriate conflict resolution strategy based on a critical evaluation of a problem and its context.
- Recognize and respond to opportunities within conflict resolution processes to develop deeper understanding and improve relationships.

## **COURSE FORMAT**

Students will be expected to participate in class discussions about the readings and presentations by guest speakers. The course will also include role plays, group exercises and other participatory assignments to demonstrate conflict resolution concepts. Students will be expected to attend class well-prepared and having read all required materials in order to fully engage in the discussions and class exercises. Near the beginning of the course, students will begin working on a major project which may be presented in the course. Students may participate in classes via distance using web-based conferencing tools.

## **EVALUATION**

The course grade will be determined as follows:

Preparation and active participation	30%
Assignments	40%
Project	30%
Total	100%

### *Preparation and Active Participation*

All students are expected to attend class sessions and contribute to discussions, collaborative activities, and reflective exercises as engaged and active participants. Students are also required to prepare for class sessions by completing readings and other preparatory tasks in advance, as assigned by the instructor. Preparation and active participation are essential to the learning environment and account for 30% of the final mark in this course. A more detailed description of the participation grade breakdown will be provided in the first week of class.

### *Assignments*

Students will complete an assignment for all but the first two major course units. Assignments will provide opportunities for students to apply and consolidate their understanding of the core components of the dispute resolution process(es) addressed in the unit, and critically assess the features that distinguish those processes from other forms of alternative dispute resolution (ADR). The assignments will include both critical and reflective components, with the goal that

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students will develop a critical understanding of both mechanics of various ADR processes and their suitability based on the broader context of the conflict. The six assignments will account for 40% of the final course grade.

### Final Project

Students will apply both theoretical and practical components of the course to propose, describe, and justify an alternative dispute resolution (ADR) framework for a specific conflict resolution scenario relevant to an Indigenous Government 'client'. Scenarios could range from resolving workplace conflict to an ADR process for citizens under the Umbrella Final Agreement. The proposed ADR framework may be presented as a manual, poster, how-to video for the workplace, or other form agreed upon by the student and course instructor.

### Due Dates and Late Assignments

Late penalties will be in effect, except for lateness caused by documented medical reasons or if arrangements have been made with the instructor in advance of the due date. There are no exceptions. Penalties: 5% per day up to 7 days. Assignments are not accepted after 7 days except for documented medical reasons. There is no extension permitted for the final assignment. Seminar preparation sheets cannot be submitted late. They will not be accepted after they are due, without documented medical reasons; however, the lowest (1) one mark will be dropped from the final mark. In extenuating circumstances, students are expected to communicate their situation and needs to their instructor in a timely manner. The instructor and student will then co-determine alternative deadlines and expectations for completing assignments.

### Assignment of grades

The total numerical score will be converted to a grade on Yukon University's letter grading system.

## **COURSE WITHDRAWAL INFORMATION**

Students registered in FNGA 301 should refer to the YukonU website for important dates.

Students registered in RSOC 375 should refer to the UAlberta calendar for important dates ([calendar.ualberta.ca](http://calendar.ualberta.ca)).

## **TEXTBOOKS AND LEARNING MATERIALS**

Students are not required to purchase a textbook. Selected readings will be provided by the instructor. A list of potential readings, resources, and guest speakers is provided below.

## **ACADEMIC INTEGRITY**

### *Yukon University Academic Standards and Regulations*

Students are expected to contribute toward a positive and supportive environment and are required to conduct themselves in a responsible manner. Academic misconduct includes all forms of academic dishonesty such as cheating, plagiarism, fabrication, fraud, deceit, using the work of others without their permission, aiding other students in committing academic offences, misrepresenting academic assignments prepared by others as one's own, or any other forms of academic dishonesty including falsification of any information on any Yukon University document.

Please refer to YukonU Academic Regulations & Procedures for further details about academic standing and student rights and responsibilities.

### *University of Alberta Academic Integrity and Code of Student Behaviour*

The University of Alberta is committed to the highest standards of academic integrity and honesty. Students are expected to be familiar with these standards regarding academic honesty and to uphold the policies of the University in this respect. Students are particularly urged to familiarize themselves with the provisions of the Code of Student Behaviour (online at [www.governance.ualberta.ca](http://www.governance.ualberta.ca)) and avoid any behaviour which could potentially result in suspicions of cheating, plagiarism, misrepresentation of facts and/or participation in an offence. Academic dishonesty is a serious offence and can result in suspension or expulsion from the University.

All students at the University of Alberta are subject to the Code of Student Behaviour, as outlined at: [COSB-Updated-April 29-2024 \(ualberta.ca\)](http://COSB-Updated-April-29-2024.ualberta.ca) Please familiarize yourself with it and ensure that you do not participate in any inappropriate behavior as defined by the Code. Key components of the code include the following statements.

*30.3.2(1) No Student shall submit the words, ideas, images or data of another person as the Student's own in any academic writing, essay, thesis, project, assignment, presentation or poster in a course or program of study.*

30.3.2(2) c. No Student shall represent another's substantial editorial or compositional assistance on an assignment as the Student's own work.

## ACADEMIC ACCOMMODATION

Reasonable accommodations are available for students requiring an academic accommodation to fully participate in this class. These accommodations are available for students with a documented disability, chronic condition or any other grounds specified in section 8.0 of the Yukon University Academic Regulations (available on the Yukon University website). It is the student's responsibility to seek these accommodations by contacting the Learning Assistance Centre (LAC): [LearningAssistanceCentre@yukonu.ca](mailto:LearningAssistanceCentre@yukonu.ca).

## TOPIC OUTLINE

<i>Week</i>	<i>Unit</i>	<i>Topic</i>
<i>Week 1</i>		Course Introduction
	Unit 1	Disputes and the Opportunity of Conflict
<i>Week 2</i> <i>Week 3</i>	Unit 2	Introduction to Alternative Dispute Resolution
<i>Week 3</i> <i>Week 4</i>	Unit 3	Restorative Justice
<i>Week 5</i> <i>Week 6</i>	Unit 4	Principles of Mediation
<i>Week 7</i>	Unit 5	Mediation in Practice
<i>Week 8</i> <i>Week 9</i>	Unit 6	Principles of Negotiation
<i>Week 10</i>		Reading Break
<i>Week 11</i>	Unit 7	Negotiation in Practice
<i>Week 12</i>	Unit 8	Arbitration and Hybrid models of ADR
<i>Week 13</i>		Review and Presentations