

UEP Policy and Planning Competency Grid

Course Name/Number: Negotiation, Mediation and Conflict Resolution, UEP 230
Semester: Fall, Spring and Summer

Instructor: Bob Burdick

a) Knowledge Competencies	Specific sub-competencies or examples as developed in this course
1. History, structure, function of urban and metropolitan settlements	
2. Economic influences on policy and planning (e.g. 'market' and 'polis' relationships)	
3. Environmental, social and cultural influences on policy and planning	
4. Understanding different roles in policy and planning	
i) Levels of government	
ii) Governance structures	
iii) Citizens and residents	
iv) NGOs	
5. History, theory and processes of policymaking	
6. History, theory and process of planning	
7. Implementation of policy and planning	

8. Evaluation of policy and planning	
9. Administrative and legal aspects of policy	
10. Administrative and legal aspects of planning	
11. Politics of policy and planning	

b) Skills Competencies	Specific sub-competencies or examples as developed in this course
1. Critical thinking	Problem framing with multiple interests practiced
i) Defining problem	
ii) Documenting the extent of a problem	
iii) Documenting the political and social context	
iv) Documenting the environmental and spatial context	
v) Identifying possible analysis strategies and their implications	Teaching a theory of joint problem solving; Susskind's Mutual Gains Approach for Dealing With An Angry Public
vi) Identifying criteria for proposing solutions	We study Getting to Yes's theory of objective criteria and principled negotiation; "normative power", Shell
vii) Identifying criteria for selecting solutions	Same as above

viii) Evaluating the development and results of policies and plans	
2. Research skills	
i) Understanding research design	
ii) Collecting relevant literature	
iii) Analyzing relevant literature	
iv) Identifying and assessing data sources and limitations	
v) Developing data collection instruments and tools	
3. Data Analysis skills	
i) Interpreting and synthesizing data	
ii) Drawing inferences from specific observations to make	
iii) More generalizable findings	
iv) Comparative analysis	
v) Longitudinal analysis	
vi) Recognizing and accounting for limitations to findings	
4. Qualitative Analysis skills	
i) Direct observation	
ii) Analysis of primary qualitative data	

iii) Analysis of secondary qualitative data	
5. Quantitative Analysis skills	
i) Descriptive statistics	
ii) Inferential statistics	
iii) Basic forecasting	
iv) Use of spreadsheets and statistical software	
6. Spatial Analysis skills	
i) Understand how to identify spatial problems and frame spatial questions for analysis and research	
ii) Use Geographic Information System for basic spatial analysis and mapping	
7. Communication skills	
i) Writing skills	
ii) Speaking skills	We conduct 9 negotiation simulations that every student must participate in.
iii) Graphic presentation skills	
iv) Presentation strategies and methods	A major portion of the negotiation course is planning negotiation strategies in writing and then debriefing the adequacy of the plans.

c) Policy and Planning in Practice Competencies	Specific sub-competencies or examples as developed in this course
1. Collaboration skills i) Negotiation	My course is obviously primarily about negotiating with other people in many different settings.
ii) Group project management	
iii) Group problem solving	Many of the negotiation simulations we conduct are in groups of 8 with a team leader or mediator.
iv) Perspective-taking	My negotiation simulations are role playing exercises that require students to put themselves into the shoes of very different positions from their own, e.g. representing Walmart in a zoning dispute.
v) Adaptability, flexibility	Students prepare written negotiation strategies, attempt to implement those strategies and then debrief the strategy and their execution of it.
vi) Networking	
2. Organizational management skills i) Decision making	Our simulations require making lots of planning decisions and then collective decisions at the bargaining table.
ii) Strategic problem solving and adapting to change	Same as immediately above
iii) Human resource development	
iv) Financial management and resource development	
3. Political and economic power mapping skills i) Understanding political and economic power structures and dynamics	Students are introduced to a simple theory of bargaining power and asked to conduct multiple “power analyses” in writing.
ii) Modes of influencing their use	
4. Ethical and professional behavior skills i) Understanding and upholding the role of ethics and accountability in professional policy and planning processes, practices, and behavior	We do discuss issues of honesty and fairness in the negotiation process.

