

Antioch University Midwest
Conflict Analysis and Engagement

Program Overview

In today's complex conflict environments, where negotiating differences often devolves to violent struggle, interveners must have heightened capacities for integration, collaboration, and creativity. In working with difficult and intractable conflicts, we believe that interveners, both formal and informal, must develop advanced capacities of perspective-taking in order to navigate the multifaceted challenges these real-life situations present.

Antioch's conflict programs are designed to engage the whole person through a process of learning strategies that support the growth of consciousness, contemplative practices, authentic conversation skills, social competencies, and emotional intelligence. Our program design draws on the work of many pioneers in a wide array of disciplines including John Burton, Johan Galtung, Morton Deutsch, Bill Ury, Vamik Volkan, Jack Mezirow, Robert Kegan, Ken Wilber, and Daniel Goleman.

There are three unique hallmarks to our program design:

- An integral approach to understanding conflict
- Transformational Action Inquiry
- A developmental curriculum

To enroll in Antioch's conflict program is to accept our invitation to join us on a transformational journey, where we will accompany and support you in traveling to the edges of your known world, and where the deep understanding that dwells within you begins to shift and makes room for a new vision, a broader perspective, a new experience of yourself in relation to your world. This transformation happens in our Yellow Spring classrooms, our online virtual classrooms, our university seminars, and in your own thinking, writing, and talking about becoming a cutting edge peace worker and conflict intervener.

Come be with us and let our faculty instruct, guide, and work with you to become more of who you truly are. Come be with us and win a victory for humanity.

An Integral Approach to Understanding Conflict

Just as there are many ways of seeing the world, there are many ways to interpret a conflict. The theoretical and historical roots of the conflict field are admirably inter-disciplinary. At the same time, however, conflict theorists and practitioners have often referred to and emphasized a single perspective, such as an anthropological, sociological, or economical perspective. An investigative outlook that employs only one approach is restrictive because it relies on an incomplete research tool: it limits our capacity to understand, manage, and support the myriad dimensions that underlie a conflict. The application of only one particular theory to the understanding of a conflict will arrive at only one part of the truth, particularly since what constitutes truth is often in question.

Our innovative program teaches you to see the *integrated whole* of a conflict, not just a *part* of a conflict. From the integral perspective every conflict has both exterior aspects that can be directly observed and interior depths that must be illuminated and interpreted. An integral approach highlights the multiple truths that are revealed by the individual, *culture, and social*

Antioch University Midwest
Conflict Analysis and Engagement

systems. The integral approach synthesizes these bodies of knowledge into a comprehensive meta-map of conflict, one that both clarifies and broadens our understanding of the interconnected layers of conflict as well as the development and the underlying rationale of conflict. For example, how an individual defines meaning or intentions in a conflict is deeply influenced by his or her given culture, which is, in turn, held within and shaped by a larger social system.

Antioch's integral model of conflict recognizes that the integration of multiple perspectives of the meaning, experience, and resolution of conflict is essential to understanding conflict theory and guiding intervention work.

Transformational Action Inquiry

Traditional reflective practice approaches ask the practitioner to see more clearly what already is—to gather more information about current practices, current assumptions, and current perspectives. In contrast, transformational action inquiry asks the practitioner to go beyond simply noticing what is, and begin to unpack what is (question assumptions, use new lenses, new perspectives, etc.). Our approach to transformational action inquiry asks you to create new forms of thinking, to allow new discoveries to emerge, and to challenge yourself to expand the limits of your current meaning-making. Through our approach, you are guided to a new form of understanding and, therefore, to a new place and vision in your life. More simply put, you are transformed.

A Developmental Curriculum

The developmental curriculum for Antioch's Graduate Programs in Conflict Analysis and Engagement is founded on one basic principle: that to encourage and support growth, an environment must offer an optimal balance of challenge and support. We do this through supporting the learner's current level of understanding, while, at the same time, challenging the limits thereof. Think of our developmental curriculum as a bridge; a structure firmly anchored both in a learner's current frame of reference and in the one toward which he or she is growing. This bridge fulfills the essential requirement of a transformational journey, of *meeting learners where they are* and then guiding and accompanying them on the journey of change to a new place in their lives.

Programs Available

Applicants may select from the following programs:

- Master of Arts
- Master of Arts with Concentration
- Graduate Certificate

Master of Arts Program

The Master of Arts degree in Conflict Analysis and Engagement is a 48 or 52 credit program depending on whether you complete the professional seminar (48) or thesis (52) option. The program is designed to engage the whole person with learning strategies that support the growth of consciousness, contemplative practices, authentic conversation skills, social competencies, and emotional intelligence.

Antioch University Midwest
Conflict Analysis and Engagement

The masters degree consists of seven core courses (28 credits)*, three concentration or general track courses (12 credits), three Institute for conflict Analysis and Engagement practitioner workshops**, a practicum (4 credits), and either the professional seminar (4 credits) or thesis (8 credits).

The program can be completed in 18 months as a full time student (two classes each quarter) or students may elect to participate half time (1 class a quarter).

Master of Arts students are required to attend three six day residencies (residency optional for graduate certificate students) and stay in the housing designated by the program. Residencies occur in the spring and fall. Other than the three short residencies the program is entirely online and can be completed from your own home and community.

Designed for the adult learner and lifestyle, the programs include:

- 6-day, weekend sessions in Yellow Springs OH in the fall and spring (total of 3 residencies for the masters degree; residency optional for the graduate certificate), with online study in-between
- A cohort model to create supportive and collaborative learning communities of students and faculty
- Ability to participate from home or anywhere in the world that has Internet access
- Opportunity to complete a graduate program while continuing to meet obligations to family, work, and community
- Faculty who are academic and professional leaders in the field
- Option to attend full time (8 credits each quarter) or part time (4 credits per quarter)
- Option to complete an applied professional seminar or a traditional thesis

Practicum and Skill Development Workshops

Master students will participate in a field placement or internship (Practicum) utilizing professional opportunities within their communities. Practicum experiences are intended to allow students to develop new skills, advance current skills, gain a deeper understanding about the application of theory to practice, and broaden the experience in the field generally.

All students must complete training in negotiation, mediation and facilitation skill development. Students may complete this training at Antioch's Institute of Conflict Analysis and Engagement (ICAE) by taking ICAE 140, ICAE 160 and ICAE 285. Alternatively, students may complete the training in their own community upon approval of the program.

*Courses are 4 credits each

**ICAE workshops are non-credit bearing and consist of 21 hours of instruction over three days. Workshops are scheduled immediately before and after residency.

Antioch University Midwest
Conflict Analysis and Engagement

Core Courses

COM530 Academic Writing & Discourse
RSH510 Research Methods
CAE540 Action Inquiry
CAE550 Integral Approach to Foundations of The Conflict Field
CAE560 Integral Conflict Analysis & Action
CAE630 Identity and Conflict
CAE570 Negotiation & Mediation Theory

General Track

CAE620 Culture and Conflict
CAE615 Structures and Systems of Conflict
CAE610 Consensus Building & Facilitation Theory

Practitioner Workshops

ICAE140: Introduction to Negotiation
ICAE160: Introduction to Mediation
ICAE285: Group Facilitation Skills

Concentrations and Certificates

Concentrations consist of three topic-specific courses, three ICAE practitioner workshops, practicum and the professional seminar or thesis. Concentrations with the professional seminar option are twenty credits while the thesis option is twenty-four credits.

The Graduate Certificate consist of the three topic specific courses* and three Institute for conflict Analysis and Engagement practitioner workshops** of the track chosen.

A Concentration or Certificate is may be earned in one of the following areas:

- Civic Development and Systemic Transformation
- Environmental Conflict Analysis and Engagement
- Healthcare Conflict Analysis and Engagement
- Organizational Conflict Analysis and Engagement
- International Mediation
- The Evolution of Meaning in Conflict and Identity
- Individualized Program Design in Conflict Analysis and Engagement

For a full description of each topic please visit our website at:
www.midwest.antioch.edu/cae/concentrations.html

Certificate students who wish to transfer to the Master of Arts program may apply earned credit from their specific certificate to the corresponding concentration with program approval.

*Courses are 4 credits each

**ICAE workshops are non-credit bearing and consist of 21hours of instruction over three days. Workshops are scheduled immediately before and after residency.

Antioch University Midwest
Conflict Analysis and Engagement

Residencies*

The residencies are held on the Antioch campus in Yellow Springs, Ohio and are designed as one component of the integrated coursework. These sessions are integral to the development of the learning community which helps to sustain the student during the at-home portion of the academic program.

Residencies occur in the fall and spring quarters. Students in the master's degree complete a total of 3 residencies during their program. Residencies are optional for certificate students.

** All students must stay in lodging specified by the program.*

Program Faculty

In addition to learning from the experiences of fellow students, the student also draws from the expansive knowledge of the faculty, many of whom are major contributors to the intellectual dialogue in their profession. The strategic combination of Antioch's faculty and associated faculty provides the student with exposure to some of the field's leading-edge and highly innovative theorists, researchers, and practitioners

To view a list of program faculty and their faculty profile please visit our website at:
www.midwest.antioch.edu/cae/faculty.html

Cohort Model

The cohort model allows students of varying backgrounds and interests in the field to converge as a community of learners with a broad base of knowledge and experience. This learning community is further enhanced by the online coursework which uses chat room discussions and threaded conversations allowing for thoughtful exchange of dialogue relating to the theoretical framework and practical application of the discipline. The result is a dynamic multi-faceted experience that enhances the student's own knowledge and skill base while allowing students to move through the program as a class, providing students the support and interaction that a cohesive learning community can produce.

Online Courses

Using Antioch's intranet system accessed through the World Wide Web, students participate in online classes in conflict studies. Students study together, dialogue with their professor and student colleagues about the issues raised, get assignments, and turn in assignments, all from wherever they happen to be in the world. The majority of the online learning takes place in an asynchronous environment allowing daily/weekly student participation at times convenient for the student. However, some scheduled group interactions, via live chats, as well as written assignments are structured according to deadlines outlined in each course syllabus

Course Descriptions

To view a list of course descriptions visit our website at:
www.midwest.antioch.edu/cae/coursedescriptions.html

Antioch University Midwest
Conflict Analysis and Engagement

Prior Learning

The Conflict Resolution faculty values the rich experiences that students bring to the learning community. In some instances, students are able to demonstrate learning through documented experience or academic work. Students may petition the program for consideration of prior learning subsequent to admission to the program.

Courses that have been used for graduate level study terminating in a Master's, Ph.D., or other degree, cannot be used for prior learning. All prior learning is subject to faculty approval and no prior learning credit is available to Certificate students.

Narrative Evaluations

Qualitative narrative evaluations provide information about the student's learning progress, enabling the student to build on strengths and to address weaknesses. A single narrative evaluation provides an analysis and explanation of the instructor's assessment of the learning in that course. The collection of narrative evaluations from all of the courses provides a bigger picture of the student's progress and learning in the field of study as a whole.

For the evaluation of overall student performance in the course, instructors provide a designation of Credit, No Credit, or Incomplete along with a brief narrative statement of reasons for the given designation. To be awarded credit, the instructor must determine the work to be at graduate level and the equivalent of a "B" or better in a traditional grading system for the entire course.

Program Requirements

In addition to meeting the course, practicum and professional seminar or thesis requirements of their selected program, all students are required to take three Institute for conflict Analysis and Engagement practitioner workshops. In addition, all students are required to attend three six day residencies (residencies are optional for certificate students) and stay in the housing designated by the program. Residencies occur in the spring and fall. Other than the three short residencies the program is entirely online and can be completed from your own home and community.

The program requires significant computer use and students should be able and comfortable accessing the Internet and using common computer programs. It is preferable for students to own their own computer with webcam to avoid a reliance on equipment that has public or limited access.

Internet Technologies

The Conflict Analysis and Engagement (CAE) Programs use Internet technologies as essential tools for building and enhancing the student's learning. Through Antioch's intranet and courseware, which may be accessed via standard Internet service providers, students are able to:

- Participate in online courses, obtain and submit course assignments
- Discuss assignments and current issues
- Communicate with each other and with program faculty
- Conduct official communication with administrative offices
- Obtain information on academic policies and processes
- Access your academic transcripts and student account information

Antioch University Midwest
Conflict Analysis and Engagement

Because the Internet is essential to the learning experience, students are required to have Internet access and basic computer skills. Students should consult with the Information Services Department for recommended hardware and software specifications.

Admissions Information

Entry Times

The Student and Services office accepts applications to the Master of Arts program in Conflict Analysis and Engagement on a year-round basis. Students are admitted to the program each fall and spring quarter. Prospective students may also apply online by visiting <http://www.midwest.antioch.edu>

Prerequisites for Admission

A Bachelor's degree from a regionally accredited institution of higher learning (or its equivalent, for those credentials outside of the United States) is required as a basis for admission to a graduate level program.

Application Materials

The Conflict Analysis and Engagement graduate programs have the following application requirements:

- A completed application form and a non-refundable application fee. Please respond to all relevant items on the form. Omission of information may result in delays as well as misinterpretation of circumstances.
- An up-to-date resume that details educational and professional experiences.
- An Educational Goal Statement addressing your individual learning style and ability to succeed. Applicants will find additional instruction for this statement in the application materials.
- A transcript from the institution of higher learning from which you earned your Bachelors degree. Applicants should arrange to have original transcripts sent directly from the institution to the Antioch University Midwest, Office of Student Services.

(Note: Once transcripts have been requested, it is usually three weeks before they arrive at Antioch. Applicants are urged to request transcripts as soon as possible after deciding to apply for admission.)

International Applicants

Credentials in the form of diplomas or certificates that do not provide detailed transcript information should be the original copy or a certified copy, and include the institution's description of the course of studies.

Documents mailed from outside the United States and Canada should be sent to the University by registered mail. Diplomas and certificates that are issued only once will be returned by registered mail at the applicant's request.

Antioch University Midwest
Conflict Analysis and Engagement

If documents are in a language other than English, both the original document and a certified translation must be submitted. This certified translation must be sent directly from the evaluation service that provides the translation. For more information about foreign credential evaluation services, contact the Student Services Office at (937) 769-1818.

Admissions Procedures

The Student Services Office confirms receipt of documentation and remains in contact with each applicant to answer questions, offer support and provide assistance during the application process. When all documentation has arrived, the applicant's file is circulated to the admissions committee for review and action. Students are usually notified of the committee's decision by mail within two weeks. It is the responsibility of the student to make sure his/her application file is complete. No admission decision will be made until the file is complete.

Enrollment

Admitted students receive a letter of acceptance, a schedule of tuition payments, and an enrollment form that requests the applicant's desired enrollment date. A non-refundable fee must accompany the enrollment form, which must be signed. The enrollment fee and the signed acceptance form secure the student's position in the program.

When an applicant wishes to postpone enrollment after admission, he or she should notify the Registrar in writing. In this case, the deferment can extend enrollment one year. Application materials will be retained for five years after the date of initial application however matriculation after one year requires submission of a new application, required documentation and fees.

Minimum and Maximum Enrollment Time

Students in the Conflict Analysis and Engagement program are enrolled for a minimum three quarters for the Graduate Certificate and six quarters for the Master of Arts and have a maximum of five years from the original quarter of entry to complete the program. This is inclusive of periods of hiatus (leave of absence or withdrawal).

Financial Aid

Antioch believes that the primary responsibility for financing education rests with the student. Interested students may apply for grants and, if available, scholarship assistance. Loans form an essential part of many financial aid awards. Limited Title IV funds may be considered under very unusual circumstances.

To receive consideration for financial aid students must:

- Be seeking a degree
- Complete the financial aid process
- Be accepted for enrollment
- Make satisfactory progress
- Be a U.S. citizen (or in this country for other than a temporary purpose)
- Be registered for Selective Service, if required
- Provide required documentation

Antioch University Midwest
Conflict Analysis and Engagement

Students at Antioch University Midwest can apply for financial aid in the form of student loans regulated by the federal government. To be eligible, a student must be an U.S. citizen or eligible non-citizen, be enrolled on at least a half-time basis and maintain satisfactory academic progress. In addition, some of the programs require that a student have "need," which is defined by federal regulation; however, there are also programs available that are not based on need.

In order to apply for financial aid, all students must complete the following:

1. Free Application for Federal Student Aid (FAFSA)
2. Antioch Midwest Financial Aid Application
3. Financial Aid Transcript Request (one for each college attended in the previous academic year)
4. Federal Stafford Loan Request Form (if student loan is requested)
5. Submit copies of the most recent tax returns (1040's) and W-2's

NOTE: Items 1 through 4 can be found on the Antioch University Midwest website (<http://www.midwest.antioch.edu/fa>).

Commencement

Students who have successfully completed all requirements for their Master of Arts degree are encouraged to participate in the annual commencement ceremony.

General Information

The Antioch Tradition

Antioch College was founded in 1852 in Yellow Springs, Ohio, as a private, Liberal Arts College. Horace Mann, the architect of the American public school system, turned down the nomination for governor of his native Massachusetts and headed west by train, stagecoach, and boat to become the first president of Antioch College.

Mann believed in educating the whole individual, not just the mind. Though Antioch's curriculum was based on the Harvard model of its day, Mann pioneered the introduction of coeducation, nonsectarianism, and nonsegregation in order to educate "minds free from prejudice and yearning after truth."

While Antioch continues Mann's commitment to the education of the whole individual, Antioch's philosophy has also been greatly influenced by Arthur Morgan, who became president in 1920. Morgan's genius was to ask students not to wait for the end of their studies to move into the work world, but to travel back and forth, making that movement between work and study the focus of their learning. His introduction of this work-study program into a liberal arts college broke tradition, making Antioch in the 1920's different from all other liberal arts colleges.

Antioch University is an institution proud of serving learners across their life spans. Antioch has evolved into a multi-campus university of more than 4,000 students who study at Antioch University Midwest in Yellow Springs, and at campuses in Seattle, Washington; Los Angeles and Santa Barbara, California; and Keene, New Hampshire.

Antioch University Midwest
Conflict Analysis and Engagement

Antioch University Midwest

Antioch University Midwest, established in 1988, offers adults interested in furthering their education a range of graduate and undergraduate programs that are responsive to emerging societal needs. Each program emphasizes critical thinking, provides opportunities for collaborative learning, emphasizes cultural diversity and an international perspective, and promotes the integration of life and work experience with academic knowledge.

Accreditation

Antioch University Midwest is an integral unit of Antioch University, which is accredited by the Commission on Institutions of Higher Education of the North Central Association of Colleges and Schools. Antioch's credentials also include federal government recognition of eligibility for various forms of federal assistance, grants, and contracts, including the eligibility of Antioch students for federal financial aid and veteran's benefits. The University is in compliance with appropriate federal laws and regulations concerning civil rights, affirmative action, tax exemption, and eligibility for foundation support.

Antioch University Midwest
Conflict Analysis and Engagement

2010-2011 TUITION AND FEES

- Tuition \$ 480.00* per credit hour
- Residency Fee \$ 500.00 each residency (not including room or board)
- Application Fee \$ 50.00
- Enrollment Fee (Non-refundable) \$ 100.00 applied to first quarter's tuition
- Late Registration Fee \$ 50.00
- General Fee \$ 150.00 per quarter
- Thesis Maintenance Quarter \$1,500.00
- Thesis-Binding Fee \$ 25.00 personal copies only
- Graduation Application Fee \$ 80.00
- Transcript Fee \$ 5.00 each / \$10 same day / \$15 overnight
- Leave of Absence Fee \$ 30.00
- Additional Fees:
 - Late Payment Fee \$ 50.00
 - Return Check Fee \$ 25.00
 - Collection Fee \$ 30.00
 - Petition for Re-enrollment Fee \$ 250.00
- Concentration/Certificate Fee
 - Mentor model \$ 200.00 per credit

* Tuition and fees effective July 1, 2010 through June 30, 2011.

Quarter	Application Deadlines	Residencies
Fall 2010	July 1 (Early Consideration)** Sept. 1 (Final Consideration)***	<i>First - September 8, 2010 to September 13, 2010****</i> <i>Second – March 2011</i> <i>Third – TBD</i>
Spring 2011	Feb. 1 (Early Consideration)** March 1 (Final Consideration)***	<i>First – TBD</i> <i>Second – TBD</i> <i>Third – TBD</i>

** *Early Consideration – Application fee waived*
 *** *Final Consideration – Call regarding seat availability*
 **** *Tentative Dates*