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, 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 is supportive of, and complementary to, work emphasizing conflict and means for dealing with it in such majors as Communication Arts and Sciences, Criminology/Criminal Justice, Human Development and Family Studies, Labor and Employment Relations, Political Science, Psychology, and Sociology.

Program Requirements

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. A maximum of 6 credits earned in the minor, if appropriate, can be used to satisfy requirements in the Communication Arts and Sciences or Labor and Employment Relations majors.

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](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).

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

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
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<tbody>
<tr>
<td>Prescribed Courses: Require a grade of C or better</td>
<td></td>
<td></td>
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<tr>
<td>CAS 203</td>
<td>Interpersonal Communication</td>
<td>3</td>
</tr>
<tr>
<td>LER 100</td>
<td>Introduction to Labor and Human Resources</td>
<td>3</td>
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<tr>
<td>Additional Courses: Require a grade of C or better</td>
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<tr>
<td>Select 12 credits of which 9 credits must be taken at the 400 level:</td>
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<td>LER 437</td>
<td>Workplace Dispute Resolution</td>
<td>3</td>
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<tr>
<td>or CAS 404</td>
<td>Conflict Resolution and Negotiation</td>
<td>3</td>
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Select 9 credits of the following:

- CAS 250 Small Group Communication
- CAS 403 Interpersonal Communication Theory and Research
- CAS 452 Organizational Communication Theory and Research
- CAS 471 Intercultural Communication Theory and Research
- CRIM/CrimJ/WMNST 423 Sexual and Domestic Violence
- HDFS 311 Human Development and Family Studies Interventions
- HDFS 414 Resolving Human Development and Family Problems
- LER/WMNST 136 Race, Gender, and Employment
- LER 434 Advanced Collective Bargaining and Contract Administration
- PLSC 14 International Relations
- PLSC 418 International Relations Theory
- PLSC 437 War in World Politics
- PSYCH 281 Introduction to Industrial-Organizational Psychology
- PSYCH 423 Social Psychology of Interpersonal/Intergroup Relationships
- PSYCH 484 Work Attitudes and Motivation
- SOC 119N Race, Ethnicity and Culture
- SOC 403 Advanced Social Psychology
- SOC 432 Social Movements
- SOC 455 Work and Occupations

Java Park

Liberal Arts Academic Advising
814-865-2545

Use the Liberal Arts Majors and Minors web page ([https://www.la.psu.edu/current-students/undergraduate-students/education/majors-and-minors/](https://www.la.psu.edu/current-students/undergraduate-students/education/majors-and-minors/)) to see the contact information for the specific adviser(s) of this program.

READ SENATE POLICY 32-00: ADVISING POLICY ([https://senate.psu.edu/policies-and-rules-for-undergraduate-students/32-00-advising-policy/](https://senate.psu.edu/policies-and-rules-for-undergraduate-students/32-00-advising-policy/))
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https://www.worldcampus.psu.edu/degrees-and-certificates/penn-state-online-dispute-management-and-resolution-minor/overview/