

MGT162 – Negotiation

TERM - Spring 2021 - Remote Learning

PROFESSOR: Burt De Mill

EMAIL: bdemill@ucsd.edu

OFFICE HOURS: Mondays 3:30 p.m. to 4:30 p.m., 20-minute increments available. Other days & times by appointment as needed. Office hours will be scheduled via ZOOM.

TEACHING ASSISTANT/TUTOR: Heather Romero-Kornblum

EMAIL: hromerok@ucsd.edu

CLASS SESSIONS

Subject	Course	Section	Days	Start	End	Building	Room	Final Exam	Date	Start	End
MGT	162	A00	M,W	12:30p	1:50p	Remote	ZOOM	W	Jun. 9	11:30a	2:30p

Class for **Spring Quarter** will begin on Monday, March 29th – **Wed, June 2nd**, for a total of 19 lectures (HOLIDAY - Monday, May 31 Week 10)

DESCRIPTION

The ability to negotiate effectively is a critical skill for all business professionals as well as a valuable life skill. In this course, the student will develop a systematic and thoughtful approach to negotiation. The course provides an introduction to strategic thinking and planning as well as the basic concepts applied during successful negotiations. Specific tactics and techniques, both verbal and non-verbal will be honed through in-class role playing exercises.

This is truly a “real world” course experience designed to improve your ability to negotiate favorable outcomes in a variety of situations. You are expected to **enthusiastically participate** in realistic negotiation scenarios with your fellow classmates in order to get the maximum value from this course. **“In business as in life, you don’t get what you deserve.....you get what you negotiate!”** – Chester Karrass

ONLINE LECTURES

Due to the extraordinary viral pandemic in the U.S., Spring Quarter will be delivered exclusively via **ZOOM Teleconferences**. All Students have access to a University supported **ZOOM account**; access is critical for course participation!

Lecture content will be **delivered live at the appropriate scheduled class time via ZOOM**. Lecture slide content will be made available before the start of the online class in Canvas. **Lectures will be recorded and posted in Canvas** for asynchronous learning options.

REMOTE LEARNING OPTIONS

Due to the unique challenges of the global pandemic, some students will be participating in difference time zones. During week 1, students will be asked to select **one of two options**:

A. Remote, live “in-class” participation

Students currently residing in a **Pacific Time Zone** area will be expected to **attend class at the scheduled time**. In order to encourage active participation in the class, **camera’s must be on** at all times. Non-verbal, visual communication is a critical component of effective negotiation.

It is expected that you come to class! MGT 162 is a “workshop” style class, classroom engagement is a very important part of the learning experience. Your negotiation partner is dependent on your participation. **Attendance will be taken** for all “live lecture” participants, absences require a 12-hour advance notice through an email to the TA. Absences without prior notice will result in a **50-point deduction for each absence**.

B. Asynchronous learning participation

Students living **outside of a Pacific Time Zone** may choose to take this course asynchronously and watch the lecture video at a time that suits their time zone. Asynchronous learning students will be given **separate “role playing” assignments** to make up for missed in-class opportunities.

Students that **do not wish to turn on their camera or participate in a recorded video** of the class may also choose the asynchronous learning option.

Please note that this course is available as a **fully “remote learning” course (MGT 162R)** that may better suit the needs of overseas students or those that prefer self-study. Please contact Rady undergraduate for mor information.

OBJECTIVES

Specific course goals for MGT162 include:

- Understand the basic strategies, concepts, and tactics are used in negotiation, including how and why to apply them.
- Understand and demonstrate how different strategic choices and interpersonal skills can drive relative success at the bargaining table.
- Understand and apply the psychological processes that contribute to negotiation decisions.
- Explore and effectively demonstrate how elements of cooperation and competition can generate successful “win-win” scenarios.
- Gain self-awareness regarding your individual negotiation style and preferences, as well as valuable experience and confidence from repeated negotiation exercises.

MATERIALS

Required Textbook

“Negotiation Genius – How to Overcome Obstacles and Achieve Brilliant Results at the Bargaining Table and Beyond”- Deepak Malhotra, Max H. Bazerman, Harvard Business School.

Bantam Books, 2008. ISBN 978-0-553-38411-6

SCHEDULE

Date	Lecture number	Topic	Reading Assignments Due Dates
M- Mar 29	#1	Syllabus Review, Introduction to Negotiations	Syllabus Review Introduction “Becoming a Negotiation Genius”
W- Mar 31	#2	Negotiation Terminology, BATNA, ZOPA Zero Sum - Claiming Value	Chapter 1
M- Apr. 5	#3	In-Class Role Plays	Chapter 2
W- Apr. 7	#4	Creating Value-Integrative Bargaining	Video Homework #1 assigned
M- Apr. 12	#5	Negotiation Styles - The Power of Why?	Chapter 3 Homework #1 due (!)
W- Apr. 14	#6	Bias in Negotiation	Chapter 4,5
M- Apr. 19	#7	Developing Rapport, the Power of Likeability	Course reader material to be assigned
W- Apr. 21	#8	Non-Verbal Communication	Course reader material to be assigned
M- Apr. 26	#9	In-Class Role Plays	Chapter 6
W- Apr. 28	#10	Multi-Party Negotiations/Coalitions	Peace in Korea Brief
M- May 3	Exam	Mid-Term Exam	Lecture material, Chapters 1-6

Date	Lecture number	Topic	Reading Assignments Due Dates
W- May 5	#11	Salary Negotiations	“15 Rules for Negotiating a Job Offer” Video Homework #2 assigned
M- May 10	#12	In-Class Role Plays	Homework #2 due
W- May 12	#13	Strategies of Influence	Chapter #7
M- May 17	#14	Blind Spots Ethics & Dealing with Deception	Chapter #8,9
W- May 19	#15	Negotiating from a Position of Weakness	Homework #3 assigned Chapter 11
M- May 24	#16	In-Class Role Plays	Chapter 10
W- May 26	#17	When Negotiations get ugly When to NOT Negotiate	Chapter 12,13 Homework #3 due
M- May 31	Holiday	MEMORIAL DAY HOLIDAY	NO CLASS
W- June 2	#18	Wrap up & Final Exam Review	Chapter 14
W- June 9	Final	Final Exam - 11:30a - 2:30p	Chapters #1-14, case studies

Reading Assignments

All lecture specific reading assignments should be completed **before the scheduled lecture** for maximum benefit.

Class Participation (30%)

As negotiation skills are best learned with **consistent practice, extensive class participation is expected and required**. Students will be asked to contribute their views on both textbook and lecture materials, as well as enthusiastically engage in negotiation role playing. **Active classroom engagement** is critical for success in this course, especially to attain the grade of “A”. Please note that quality participation must:

- Be respectful
- Promote discussion
- Be constructive
- Show original thought and deeper understanding of material

Asynchronous learning students will be given **separate “role playing” assignments** to make up for missed in-class assignments.

Examinations (40%)

The **Mid-Term and Final Exams** will be “open book” examinations. You may use class notes and lecture materials during the Exam. You may **NOT** surf the internet or communicate with others during the Exam. Mid-Term Exam represents a total of 40% of the course grade. The Exams will be administered via Canvas Quiz.

Homework (30%)

Three (3) video homework assignments will be given during the course. Specific assignment information and due dates to be communicated during the course. Homework assignments are to be submitted via Canvas.

Each homework assignment will consist of **Group Work, 2-3 individuals per group**. It is expected that group members communicate with each other in a timely matter in order to complete the assignment. Failure to respond to your Group Members **may result in the deduction of Participation Points**.

Each homework assignment will be worth 100 points towards the final course grade.

GRADING

Assignments	Points (%)
Mid-Term & Final Exams (200 pts. ea.)	400 (40%)
Homework Assignments (3 @ 100 pts. ea.)	300 (30%)
Class Participation	300 (30%)
Totals	100%

COURSE POLICIES

Student Responsibility for grades. It is the students’ responsibility to meet with the Teaching Assistant and/or the Professor to discuss performance progress. Any significant concern with a grade or individual assignment should be documented via email to the TA within 24 hours of the grade posting on Canvas.

Students may appeal grades to the professor, but only **AFTER** attempting to resolve grade disputes with the TA.

Tardy or missed assignments. There is no “make-up” work for this course, assignments are to be completed and submitted by the assigned deadline unless special arrangements are made in advance.

ACADEMIC INTEGRITY

Integrity of scholarship is essential for an academic community. As members of the Rady School, we pledge ourselves to uphold the highest ethical standards. The University expects that both faculty and students will honor this principle and in so doing protect the validity of University intellectual work. For students, this means that all academic work will be done by the individual to whom it is assigned, without unauthorized aid of any kind.

The complete UCSD Policy on Integrity of Scholarship can be viewed at:
<http://senate.ucsd.edu/Operating-Procedures/Senate-Manual/Appendices/2>

STUDENTS WITH DISABILITIES

A student who has a disability or special need and requires an accommodation in order to have equal access to the classroom must register with the Office for Students with Disabilities (OSD). The OSD will determine what accommodations may be made and provide the necessary documentation to present to the faculty member.

The student must present the OSD letter of certification and OSD accommodation recommendation to the appropriate faculty member in order to initiate the request for accommodation in classes, examinations, or other academic program activities. **No accommodations can be implemented retroactively.**

Please visit the [OSD website](#) for further information or contact the Office for Students with Disabilities at (858) 534-4382 or osd@ucsd.edu.

TITLE IX

The Office for the Prevention of Harassment & Discrimination (OPHD) provides assistance to students, faculty, and staff regarding reports of bias, harassment, and discrimination. OPHD is the UC San Diego Title IX office. Title IX of the Education Amendments of 1972 is the federal law that prohibits sex discrimination in educational institutions that are recipients of federal funds. Rady students have the right to an educational environment that is free from harassment and discrimination.

Students have options for reporting incidents of sexual violence and sexual harassment. Sexual violence includes sexual assault, dating violence, domestic violence, and stalking. Information about reporting options may be obtained at OPHD at (858) 534-8298, ophd@ucsd.edu or <http://ophd.ucsd.edu>. Students may receive confidential assistance at CARE at the Sexual Assault Resource Center at (858) 534-5793, sarc@ucsd.edu or <http://care.ucsd.edu> or Counseling and Psychological Services (CAPS) at (858) 534-3755 or <http://caps.ucsd.edu>.

Students may feel more comfortable discussing their particular concern with a trusted employee. This may be a Rady student affairs staff member, a department Chair, a faculty member or other University official. These individuals have an obligation to report incidents of sexual violence and sexual harassment to OPHD. This does not necessarily mean that a formal complaint will be filed.

If you find yourself in an uncomfortable situation, ask for help. The Rady School of Management is committed to upholding University policies regarding nondiscrimination, sexual violence and sexual harassment.

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