

AMBERTON UNIVERSITY
e-COURSE SYLLABUS

HBD6771.E1 Conflict Management & Resolution
Fall 2026

PROFESSOR INFORMATION:

Professor: Dr. Don Hebbard
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Amberton Email: **DHebbard@Amberton.edu**

COURSE INFORMATION:

HBD6771.E1 Conflict Management & Resolution
Level: Graduate
Beginning Date of Session: Saturday, June 12, 2026
Ending Date of Session: Thursday, August 19, 2026

Student access available to the Student Portal: Saturday, June 12, 2026.

Students enrolled in distance learning courses are not assessed any additional fees for security or identity verification.

COURSE PREREQUISITES:

None

TEXTBOOK(S) AND REQUIRED MATERIALS:

Title: Interpersonal Conflict
Author: Wilmot and Hocker
Publisher: McGraw Hill
Year Published: 2022
Edition: 11
ISBN: 13: 9781260836950
Price: Available at <http://amberton.ecampus.com>

Students should verify enrollment in course before purchasing textbooks. Textbook information and ordering options are available through the Amberton Virtual Bookstore. Since no books are sold on campus, students should plan accordingly and purchase their books in advance of the first day of class, allowing time for shipping.

APA REQUIREMENT:

APA (American Psychological Association) style is most commonly used to cite sources within the social sciences. This resource, revised according to the 7th edition, offers examples for the general format of APA research papers, in-text citations, endnotes/footnotes, and the reference page. For more information, please consult the Publication Manual of the American Psychological Association, (7th ed.). All coursework at Amberton University will comply with the standards contained in the APA Publication Manual.

COURSE COMPETENCIES:

The Ethics for Accountants course assists students in examining ethical dilemmas faced by those in the accounting profession. Students will develop a framework for ethical reasoning that provides for integrity, objectivity, independence, and professional skepticism. Using case studies and other methods, students will explore professional values and attitudes and resolve situations that are in the best interest of the public and the profession.

The following competencies are aligned with the approved course catalog and program.

UPON COMPLETION OF THE COURSE, THE STUDENT WILL BE COMPETENT IN:

1. Comparing and contrasting interpersonal and intrapersonal conflict.
2. Comparing and contrasting constructive and disruptive conflicts.
3. Examining the value of conflict.
4. Investigating preexisting conditions of conflict.
5. Differentiating among content goals, relational goals, identity goals, and process goals.
6. Analyzing power, power currencies and power balancing.
7. Identifying conflict patterns.
8. Discussing the roles of self-disclosure and feedback in a conflict situation.
9. Identifying personal styles of conflict resolution.
10. Detailing the role of the belief system in conflict, emphasizing beliefs that are conducive to problem solving.
11. Differentiating between process and content leadership in formal conflict resolution strategies.
12. Integrating systems theory as an organizing framework in conflict.
13. Comparing and contrasting competitive, accommodative, and collaborative tactics in conflict resolution.
14. Assessing the need to review and adjust perceptions and attitudes in a conflict situation.
15. Investigating the process of individual behavior change with regard to the management of conflicts.
16. Analyzing the process of searching for alternatives in a conflict situation.
17. Applying the assessment and intervention process to a conflict scenario.
18. Understanding the nature of forgiveness and reconciliation.
19. Examining how the application of artificial intelligence (AI) can enhance conflict resolution strategies in the workplace.
20. Applying active listening techniques in the resolution of conflict.

Acquired Skills:

1. Communications
2. Active Listening
3. Conflict Resolution Strategies

COURSE POLICIES:

Assignments are due on the due date. Late work is automatically deducted one letter grade for every day late. No late work is accepted after five days. Any evidence of cheating, improper use of AI, lack of proper citations for work from another source will result in an automatic zero. Students are expected to have books and materials on the first day of class, no moving of assignment deadlines for lack of materials. Students are expected to exhibit a respectful manner to fellow students and professor. Students are responsible for reading and following all course instructions. Failure to follow course instructions will result in a reduction of grade. Student is responsible for communicating any issues with the professor in a timely manner to address.

STUDENT'S RESPONSIBILITIES

This syllabus contains information, policies, and procedures for a specific course. By enrolling, the student agrees to read, understand, and abide by the policies, rules, regulations, and ethical standards of Amberton University as contained in the current university catalog and schedule of classes.

ATTENDANCE POLICY:

Regular and punctual class attendance and engagement is expected at Amberton University. In case of an absence, it is the student's responsibility to contact the professor as soon as possible. If a student intends on withdrawing from a course, it is the student's responsibility to follow the university's policy on formally withdrawing from a course. **Ceasing to attend classes does not constitute an official withdrawal.**

Attendance in a distance learning course is defined as active participation in the weekly online class sessions. "Active participation" can be defined as: submitting an academic assignment, taking an exam, engaging in an interactive tutorial, participating in an online discussion forum (or chat session), or initiating (or responding to) a communication with a faculty member about an academic assignment or the subject matter of the course. A student not meeting these requirements may be assigned a grade of an "F" or withdrawn at the discretion of Amberton University.

PLAGIARISM POLICY

Plagiarism is the presentation of someone else's work as though it were your own. If you use another person's words, ideas, or information; or if you use material from an outside source – whether a book, magazine, newspaper, business publication, broadcast, speech, or electronic media – you must acknowledge that source. Plagiarism is a violation of the University's code of student ethical conduct and is one that is taken seriously. Amberton University operates on an honor system; therefore, honesty and integrity are essential characteristics of all who are associated with the institution. All Amberton students are expected to abide by the honor system and maintain academic integrity in all their work. Amberton University and its instructors monitor student work for plagiarism and reserve the right to submit such work to technology-based plagiarism detection services and applications at any time.

Self-plagiarism means reusing work that you have already published or submitted for a class. It can involve:

- Resubmitting an entire paper
- Copying or paraphrasing passages from your previous work

Self-plagiarism misleads your readers by presenting previous work as completely new and original. Students may not submit the same paper in substance in two or more classes without prior written permission of the instructors involved.

Amberton University students who use Artificial Intelligence (AI) generated content must adhere to the following policies:

Originality: Students must avoid presenting AI generated content as their own original work. It is essential to acknowledge the involvement of AI in the content creation process in order to maintain academic and ethical standards.

Paraphrasing: When using AI generated content, students must rephrase and/or modify the generated text. Paraphrased AI generated content should also be properly cited.

Acknowledgement: When using AI generated content in any assignment, proper credit must be given to the AI system that generated the content. <https://apastyle.apa.org/blog/how-to-cite-chatgpt>

Students agree that by taking this course, all required assignments may be subject to submission for a textual similarity review to Turnitin.com for the detection of plagiarism and self-plagiarism. All submitted papers will be included as source documents in the Turnitin.com reference database solely for the purpose of detecting plagiarism in future papers. Use of Turnitin.com service is subject to the Usage Policy posted on the Turnitin.com website.

Turnitin is a writing improvement and plagiarism prevention tool which uses special algorithms, to compare text-based student submissions to the Turnitin database and other online sources. Turnitin produces a detailed **similarity report** that can be customized and viewed by instructors and students.

Turnitin "Draft Coach" is a Google based add-on to Turnitin which supports students in developing high-quality academic writing; and serves as an integrity coach. Draft Coach helps address errors and improve the quality of student's writing by highlighting grammar mistakes, identifying incorrectly cited sources, and scanning for similarity across several databases. By providing formative feedback on how to address citation issues, incorrect grammar, and matches with the Turnitin database, Draft Coach provides explanations to help students become more confident writers, capable of producing higher quality work both in academics and in the workplace.

COURSE OUTLINE AND CALENDAR:

The course will focus on the theory and application of conflict management and resolution methodologies. The course will use course readings, case study assignments, movie case review and application of theory to actual scenarios of conflict resolution for the purpose of application of concepts.

Week	Topic	Assignment	Competencies Covered	Due Date
1	Nature of Conflict	Chapter 1 Movie Clip 1	1	

2	Perspectives on Conflict	Chapter 2 Complete Movie Clip 1	2, 3, 4	Assignment 1 Due
3	Interests and Goals	Chapter 3 Movie Clip 2	5, 10	
4	Power	Chapter 4 Complete Movie Clip 2	6, 7	Assignment 2 Due
5	Conflict Styles	Chapter 5 Movie Clip 3	9, 15	
6	Emotions	Chapter 6 Movie Clip 3	8, 20	Assignment 3 Due
7	Analyzing Conflict	Chapter 7 Movie Clip 4	11, 12, 14	
8	Bullying	Chapter 8 Complete Movie Clip 4	19	Assignment 4 Due
9	Interpersonal Negotiation	Chapter 9 Movie Clip 5	13, 16, 17	
10	Reconciliation, Forgiveness	Chapter 10 Complete Movie Clip 5	18	Assignment 5 Due

GRADING CRITERIA:

(Grading Scale –

Assignment 1	Textbook and Movie Case Study	20%
Assignment 2	Textbook and Movie Case Study	20%
Assignment 3	Textbook and Movie Case Study	20%
Assignment 4	Textbook and Movie Case Study	20%
Assignment 5	Textbook and Movie Case Study	20%

Graduate

92 – 100	A
82 – 91	B
72 – 81	C
62 – 71	D
Below 62	F

GRADE NOTIFICATION AND INSTRUCTOR FEEDBACK:

Students should review instructor feedback provided through Moodle or Amberton CampusWeb Portal. Final grades are processed approximately one week after the session and may be viewed through the student portal. Grades will not be released by phone or through unsecured channels. University instructors will not leave a message with comments or grades in any type of media that is not secure.

For questions regarding grades after the semester has ended, students should use their university email account and contact the instructor at the faculty email address as provided above in Professor Information area.

INCOMPLETE GRADES

An "I" (Incomplete) grade is granted only at the professor's discretion for emergencies or illness.

Students have 30 days from the end of the session to complete the course requirements. If the conditions are not met within this 30-day window, the "I" automatically converts to an "F".

HOW TO WITHDRAW FROM A COURSE

To be official, the class withdrawal must be in writing and signed by the student requesting the withdrawal; no withdrawal is accepted verbally. Please review the "Schedule of Classes" (online or in-print) for procedures for class changes or withdrawals and the refund policy and schedule.

COURSE DELIVERY METHODOLOGY:

This course is delivered through Moodle. Students are expected to have reliable internet access, basic computer skills, the ability to upload/download files, use Amberton email, and submit assignments in the required format. Students needing assistance should use the Amberton SSO support/ticket process.

HOW TO ACCESS YOUR COURSE:

SINGLE SIGN-ON (SSO) INSTRUCTIONS FOR AMBERTON UNIVERSITY

Students should access Amberton systems through the Single Sign-On portal at <https://sso.amberton.edu>. After logging in, students can access Moodle, Amberton email, CampusWeb, and other assigned applications. Students who need help accessing SSO should submit a support request through the SSO support option or contact support@amberton.edu.

MOODLE TUTORIAL:

Upon successful log in and access to the Moodle learning platform, there is a Student Moodle Tutorial course available, to learn about the basics of Moodle. Simply click on the link for the Student Moodle Tutorial and read through the various learning topics: Navigating; Communicating; Assignments & Exams; Grades; and Student Resources.

COURSE COMMUNICATIONS:

Students will communicate with faculty through the Moodle Learning Platform or the Amberton University email system.

EMAIL COMMUNICATION

Students are expected to use their Amberton email account and Moodle for course communications. Students must use their official university email account for all university related communication and should check their Amberton emails regularly for course and university notices.

Upon completion of a session, all communication and course specific information is removed from the Moodle system. If a student needs to maintain a record of communications or assignments, the student is strongly encouraged to print out or download these items to a disk for their own records.

FORMAT AND SUBMISSION OF ASSIGNMENTS:

Assignments must be submitted through the appropriate Moodle assignment link unless otherwise directed by the instructor. Students are responsible for submitting files in the format required by the instructor.

INSTRUCTOR/COURSE EVALUATION:

Students will have the opportunity to complete an anonymous course and instructor evaluation near the end of the session. Instructions and dates will be provided through Moodle and/or Amberton email.

RESEARCH RESOURCES:

The Amberton Library provides access to full-text articles, peer-reviewed databases, and research tools, with options like Interlibrary Loan (ILL) and TexShare for items outside its collection. For research assistance, students can connect with library staff during operating hours via email (Library@amberton.edu), phone (972-279-6511 ext. 185), "How-to" videos, live online chat, or in person at the Garland campus. The online library is available through Single Sign On (SSO).

MICROSOFT OFFICE 365 EDUCATION:

Amberton University students may access Microsoft 365 Education resources as provided by the university.

GOOGLE WORKSPACE FOR EDUCATION:

Amberton students are assigned a Google Workspace for Education account, including Amberton Gmail, Google Drive, Google Docs, Sheets, and Slides. Students should use their Amberton Google account for course-related work when required.