About the Center . . .

The Center for Alternative Dispute Resolution, in partnership with Salisbury University's Center for Conflict Resolution and the Cooperative Consortium for Dispute Resolution, exists to promote and provide education and comprehensive approaches to dispute resolution that constructively serve the needs of a culturally diverse society.

For additional information, contact the Center at PO Box 4744, Crofton, MD 21114-4744, (301) 313-0800.

THE CERTIFICATE PROGRAM
IN
ALTERNATIVE DISPUTE RESOLUTION

The Certificate Program continues the Center for Alternative Dispute Resolution's (the Center) tradition of serving the needs of our culturally diverse society by providing comprehensive education and training in alternative dispute resolution processes. Alternative Dispute Resolution (ADR) means using techniques other than litigation and violence to resolve disputes. The Center uses the principles of ADR that actually work in resolving everyday conflicts.

The Certificate Program is designed specifically to meet the challenges encountered in today's increasingly diverse world. Participants are provided with the knowledge and understanding vital to the constructive resolution of disputes in the workplace, community, schools, family, and beyond. The program demystifies the origins of conflict and provides participants with the tools to minimize, manage, and resolve future conflicts wherever they might occur.

PHILOSOPHY AND INSTRUCTIONAL MODEL

The Center's Certificate Program employs a learning model that is structured to explore and integrate relevant theories and processes during the development of each participant's personal and professional style.

The Certificate Program's primary emphasis is to provide candidates with an array of highly transferable dispute resolution skills. The course format is highly participatory and integrative. Self-diagnostic instruments and activities are used to help candidates analyze and understand how they currently process disputes. This information provides the basis for equipping the candidates with alternative conflict resolution strategies and techniques. The courses utilize a combination of mini-lectures, role plays, case studies, written analysis, and Socratic dialogues.

CORE COURSES

Course Requirements

The Certificate will be awarded upon completion of seven courses, five required and two electives. Each course entails twenty to thirty hours of instruction (excluding SKBS-MED) and the completion of a writing assignment or course project.

Candidates must successfully complete the Center's Skill-Based Mediation Training before taking any subsequent required or elective courses.

The courses are taught by a diverse faculty with a rich academic and professional background. Class scheduling makes it possible for persons engaged in full-time employment to pursue study in this program to successful completion.

SKBS-MED:	Skill-Based Mediation Training (40 Hours)
ADR 510:	Negotiation, Collaborative Problem Solving and Third Party Roles
ADR 530A:	Understanding Cultural Diversity and World Views [Race Demystified and the Healing Process]
ADR 530B:	Understanding Cultural Diversity and World Views [Assessing Our Internal GPS (Global Positioning System) When Navigating the Transitions through Cultural Diversity, Conflict, and Change in Our Personal Lives]
ADR 780:	The Law of Dispute Resolution
ADR 790:	Ethical and Professional Implications of ADR

ELECTIVE COURSES

ADR 590:	Mediation Simulation and Evaluation
ADR 610:	Community and Public Policy Dispute Resolution
ADR 620:	Building School Conflict Management Systems from Within
ADR 630A:	Property and Financial Issues in Divorce Mediation Training
ADR 630B:	Parenting and Child Access in Divorce Mediation Training
ADR 640:	Labor/Workplace Dispute Resolution
ADR 650:	Environmental Dispute Resolution
ADR 660:	Dispute System Design
ADR 670:	Leadership Coaching: Leading in the Workplace During Times of Conflict
ADR 680:	Cross-Border Family Mediation Training – Parenting Plans