

**AECO 4030.095 / 5050.095  
Spring 2009 Course Syllabus**

**Global Workplace Dispute Resolution**  
**Dave Renfro, Instructor**

***Class Location***

UNT Dallas  
Room 344

***Office Hours***

Saturdays at 5:00  
By Appointment

***Class Meeting Times***

Friday (5:00 p.m. to 10:00 p.m.): 3/27

Saturdays (8:00 a.m. to 5:00 p.m.): 3/28, 4/4, 4/18, and 4/25

***Course Objectives***

This course presents an overview of perceived benefits derived from and detriments created by escalating levels of world trade. It examines the various organizations that serve as umbrella coalitions for advocacy and opposition to such trade, the type of workplace and trade issues resulting domestically and internationally from such trade, and dispute resolution options contained within trade agreements for addressing such conflict.

Developing nations are hungry for industry as a means of creating jobs and becoming more competitive within regional and world economies. Developed nations are hungry for additional consumer and labor markets. As labor markets continue to be more cost competitive in developing nations, workers in developed nations experience dramatic shifts in employment sectors and lifestyle adjustments resulting from such shifts. While formal agreements between public and private trade partners allow the litigating of disputes within various legal jurisdictions, such is costly and often more time consuming than alternative dispute resolution approaches. This course will explore the nature of both trade-based and workplace-based conflict while focusing on alternative dispute resolution practices addressing each.

Students successfully completing this course will have a broad understanding of the history of globalization as it has evolved internationally and within the American workplace. They will gain understanding of the political and economic implications impacting business and workers domestically and internally. In addition, students will learn the benefits and limitations of ADR practices in addressing the multiple layers of world trade.

## ***Course Requirements***

**Text for the course** is MAKING GLOBALIZATION WORK by Joseph E. Stiglitz (W.W. Norton and Company, NY, 2006, ISBN-13: 978-0-393-06122-2 or ISBN-10: 0-393-06122-1, both hardcover texts).

**Readings for the course** include a compendium of articles from domestic and foreign journals along with other materials selected from organizations such as the Federal Mediation and Conciliation Service, the World Trade Organization, United Nations, U.S. Government, and European Union. In addition, students will select, read and report on at least one book from a list of authorized books dealing with workplace conflict and/or resolution.

**Lectures during the course** presented by the instructor and/or selected guest speakers will provide theoretical and practical information regarding globalization and/or the use of ADR methods. Students are expected to interact with both the instructor and guest presenters.

**Case studies and role-playing** will be important to students in evaluating applicable resolution practices for addressing conflict and decision-making. Assignments of case studies and role-playing will be as homework or in-class.

## ***Grading Procedure***

Grades will be determined according to the following weights:

In-class preparation and interaction	20%
Final exam	40%
Book analysis and perspective	<u>40%</u>
Total	100%

## ***Classroom Expectations***

By its very nature, this class provides significant opportunity for students to engage one another in class discussion and/or role-playing exercises. Students are expected to follow the discussion topics and/or role descriptions furnished with assignments and to maintain decorum and respect in all class sessions, as well as to further the educational experiences of all concerned.

A few common courtesies will make our class time more pleasant:

- No beepers or cellular phone interruptions
- No sleeping
- No talking while others have the floor
- No reading or writing pertaining to other endeavors or courses

## ***ADA Accommodation***

If you require accommodation for a special need, you must notify the instructor prior to the second weekend class meeting. If you have questions about an accommodation, please see the ADA advisor for the Institute of Applied Economics.

## ***Topics***

### Evolution of Globalization

- Political impact on the workplace
- Cultural impact on the workplace
- Historic impact on the workplace
- Economic impact on the workplace

### Understanding the Impact of Globalization

- On business, populations, and economies of developed nations
- On business, populations, and economies of developing nations

### Understanding Organizational Advocacy and Opposition

- Policy impact
- Geographic / demographic alignments
- Ethics issues
- Democracy issues

### Alternative Dispute Resolution Practices in a Global Marketplace

- Negotiation
- Mediation
- Arbitration
- Court jurisdictions

## ***Professional Certificate***

In conjunction with successful completion of AECO 4000, 4120, and 4420, this course can be used as the elective to receive the Professional ADR Certificate offered by the Institute of Applied Economics. Requests for the certificate **must be made in writing** and after grades for the semester have been issued. Request forms are available from the Institute of Applied Economics office in Chilton Hall, Room 263, or over the Internet at <http://www.unt.edu/aeco/adrstudies.htm>

*Syllabus is subject to minor change due to possible scheduling conflicts or special needs and considerations of the class.*

***APPROVED READING LIST FOR BOOK ANALYSIS:***

1. THE LEXUS AND THE OLIVE TREE: Understanding Globalization by Thomas Friedman (Anchor Books of Random House, New York, 2000, ISBN 0-385-49934-5)
2. IN DEFENSE OF GLOBALIZATION by Jagdish Bhagwati (A Council on Foreign Relations Book, Oxford University Press, New York, 2004; ISBN 0-19-517025-3)
3. FORTUNE FAVORS THE BOLD: What We Must Do To Build A New And Lasting Global Prosperity by Lester Thurow (Harper Business – Harper Collins, New York, 2003; ISBN 0-06-062365-4)
4. GEORGE SORROS ON GLOBALIZATION by George Soros (Public Affairs, NY, 2002; ISBN 1-58648-125-8)
5. PEOPLE BEFORE PROFIT: The New Globalization in an Age of Terror, Big Money, and Economic Crisis by Charles Derber (Picador of St. Martin’s Press, Pan Books Limited, NY, 2002; ISBN 0-312-30670-9)
6. WORLD ON FIRE: How Exporting Free Market Democracy Breeds Ethnic Hatred and Global Instability by Any Chua (Anchor Books of Random House, NY, 2003; ISBN 0-385-72186-2)
7. THE MYSTERY OF CAPITAL: Why Capitalism Triumphs in the West and Fails Everywhere Else by Hernando De Soto (Basic Books, NY, 2000; ISBN 1-465-01615-4)
8. GLOBALIZATION AND ITS DISCONTENT by Joseph E. Stiglitz (W.W. Norton & Company, New York, 2003; ISBN 0-393-05124-2)
9. EXPORTING AMERICA: Why Corporate Greed Is Shipping American Jobs Overseas by Lou Dobbs (Warner Books, NY, 2004, ISBN 0-446-57744-8)
10. GLOBAL MIND CHANGE: The Promise of the 21<sup>st</sup> Century by Willis Harman (Berrett-Koehler Publishers, Inc., San Francisco, 1998, ISBN 1-57675-029-9)
11. THE MYTH OF FREE TRADE: The Pooring of America by Dr. Ravi Batra (A Touchstone Book, Simon & Schuster, NY, 1993, ISBN 0-684-83355-7)
12. DISPOSABLE PEOPLE: New Slavery in the Global Economy by Kevin Bales (University of California Press, Berkley, 2000)
13. WHEN CORPORATIONS RULE THE WORLD by David C. Korten (Kumarian Press, Inc, and Berrett-Koehler Publishers, Inc., San Francisco, 2001)
14. THE NEW WORLD ORDER: Corporate Agenda and Parallel Reality edited by Gordana Yovanovich (McGill-Queen’s University Press, Montreal, 2003, ISBN 0-7735-2613-7 in paperback and 0-7735-2555-6 in hardback)

\*Other books may be added by the instructor or added by students with the instructor’s approval.