

**Request for Authorization to Establish a  
Master of Arts in Conflict Management and Resolution at UNC Wilmington**

UNC Wilmington requests authorization to establish a Master of Arts in Conflict Management and Resolution degree program (CIP 30.0501).

**Program Description**

Astute conflict management skills are central to successful relationships in any context, from business and industry to governmental affairs to family conflicts. The proposed Master of Arts in Conflict Management and Resolution program is designed to equip students with skills in conflict resolution from various orientations, whether theoretical, practical, ethical or professional. While these skills are applicable in a variety of contexts, this program is being developed in response to a specific need and request of military and special forces installations in North Carolina. As such, specialty courses are being developed to serve targeted needs of the military and defense communities and will be delivered via a hybrid approach that includes intensive instructional blocks followed by self-paced but guided distance education.

It is expected that students entering the MA in Conflict Management and Resolution will have completed an undergraduate major in areas such as political science, international relations, sociology, criminology, communications, social work, psychology, military science, or other areas. The program is also expected to attract professionals for whom this degree would enhance their current position or career path. All MA students will complete four core courses in conflict management theory, mediation and conflict resolution practicum, decision making and negotiation, and intercultural dispute resolution. Students will select the remainder of courses from one of two concentrations: 1) national and international security or 2) domestic, social and organizational conflict transformation. The program requires 36 graduate semester credit hours to complete, including a capstone course in the area of concentration.

**Relevance to Institutional Mission and Strategic Plan**

The proposed program is consistent with UNCW's Strategic Vision which states that the institution will promote and engage in high-quality scholarship and in master-focused graduate education. The program addresses Strategic Goal #4, which commits UNCW to create an educational environment that prepares students to be global citizens who can 1) demonstrate knowledge of the complexity and interconnectedness of environmental, socio-cultural and geopolitical issues; 2) communicate effectively within and among diverse cultural groups; and 3) respect cultural differences and embrace common humanity.

**Highlights from UNC-GA Data Template**

UNC Greensboro offers an M.A. in Conflict and Peace Studies, awarding 25 degrees in 2010-11 and enrolling 50 students in Fall 2011. No other public or private institution in North Carolina offers a similar program. In the past three years, UNC Wilmington has established four masters and five baccalaureate programs and has discontinued two masters and five baccalaureate programs.

### **Outcome of Consultation with Disciplinary Panels**

The panel included two faculty and one staff representative from UNCG, three faculty from ECU, and one from FSU, in addition to the UNCW faculty presenters. UNCW presenters provided supplementary details on core courses, concentrations, and plans for the development of new courses. Panelists were consistently complimentary of the curriculum, the hybrid delivery approach, and the intent to meet established military needs and demand. Panelists suggested that UNCW could clarify how participation in this program would help professionals achieve state or national level credentials, such as mediation licenses. Many expressed interest in future collaboration with the program; there is precedence in the current UNCW certificate program to cooperate with other institutions in course identification and delivery. There was consensus favoring the offering of this degree program.

### **Student Demand**

As discussed above, this Master of Arts program is being pursued to meet a need identified by the military community in North Carolina. Two years ago, when developing its Certificate in Conflict Management Resolution, UNCW surveyed students in Psychology, Political Science, Public and International Affairs, and Social Work, among other relevant programs. Of those responding, 71% indicated their career interests would be furthered by a graduate certificate in conflict management. Current students in the graduate certificate program at UNCW express interest in applying to the Master of Arts program upon availability. UNC Wilmington projects full enrollment of the program in its fourth year will be 20 full-time and 25 part-time students.

### **Opportunities for Graduates of the Program**

UNCW notes that a unique focus of this program is to serve military and Special Forces needs in stability operations and reconstruction efforts. Additionally, the program will enhance skills in promoting cooperative relationships that are valuable in many professions, including but not limited to law, politics, public bureaucracies, social work, clinical psychology, and human resources.

### **Resource Implications**

**Resource needs:** No new facilities, equipment, library resources, or information technology services are needed to implement the proposed degree program. No new faculty positions are needed in the first year, but as enrollments increase, a new faculty member could be needed as soon as the second year of the program offering.

**Resources allocated:** The UNCW Department of Public and International Affairs will administer the proposed program. UNCW has committed to supporting and sustaining this program through reallocation of existing resources in the event that enrollment growth funding is not available.

**Funding Formula Calculation:** After four years when the program reaches full projected enrollment, based upon the current enrollment change funding formula, UNCW would receive additional funding of approximately \$522,000 if fully funded by the General Assembly.

### **Recommendation**

It is recommended that the Board of Governors approve UNC Wilmington's request to establish a Master of Arts in Conflict Management and Resolution degree program (CIP 30.0501).

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**General Information Template for Academic Program Review**

***Degree Area and Level:***

M.A. Conflict Management and Resolution at UNCW (CIP 30.0501)

***Addressing UNC Tomorrow:***

This proposed program would address several Recommendations within the UNC Tomorrow Report including the components to enhance Our Global Readiness (Recommendation 4.1), Our Citizens and Their Future: Access to Higher Education (Recommendation 4.2), Our Communities and Their Economic Transformation (Recommendation 4.4), and Our University’s Outreach and Engagement (Recommendation 4.7).

***Role of Program in Relation to State and Regional Needs:***

According to the UNCW proposal, “We live in a time of unparalleled conflict at the local, national, and international levels – racial and ethnic conflict, economic conflict, interpersonal conflict, political conflict, class conflict, identity conflict, among others. In almost every organization, institution, career area or personal or professional relationship, conflict management skills are increasingly sought after. All societies have the need for promoting cooperative relationships, improving security and ensuring efficiency and effectiveness at all levels of industry and governance. Hence, manpower needs are evident within and outside of North Carolina. Our unique focus on the military brings security needs to the forefront as Special Forces engage more and more in stability operations and reconstruction efforts. Promoting cooperative relationships is a crucial dimension of those efforts as it is in every industry, agency and discipline. Decision making, problem solving, and intercultural dispute resolution among other skills, are in and of themselves valuable but clearly enrich almost all professions or positions in industry, governmental and non-governmental organizations.”

***US Labor Department Analysis:***

- *Summary Data* – Not available.

***Availability of Program Statewide (Enrollment and Degrees Awarded in Last 3 Years):***

- *Public universities* – UNC Greensboro offers a similar program, M.A. Conflict and Peace Studies with CIP 44.0201.

Enrollment			Academic Year						
			Fall 08	Spr 09	Fall 09	Spr 10	Fall 10	Spr 11	Fall 11
UNCG	Conflict and Peace Studies	MA	68	25	57	57	60	54	50

Number of Degrees Awarded			Academic Year		
			2008-2009	2009-2010	2010-2011
UNCG	Conflict and Peace Studies	MA	19	19	25

- *Private universities* – N/A

***UNCW Campus enrollment and degrees awarded in similar programs at the Masters level:***

*(Based on two CIP digits – 30 CIP is the summary group for Multi/Interdisciplinary Studies under which Conflict Management and Resolution is listed as a program.)*

Enrollment			Academic Year						
			Fall 08	Spr 09	Fall 09	Spr 10	Fall 10	Spr 11	Fall 11
UNCW	Gerontology	MS	8	10	12	10	7	9	16

APPENDIX W

Number of Degrees Awarded			Academic Year		
			2008-2009	2009-2010	2010-2011
UNCW	Gerontology	MS	1	6	2

***Campus Average of enrollment and degrees awarded per degree program in this area at the Masters level over the last 3 Academic Years, Fall 2008-Fall 2011:***

*(Based on two CIP digits – 30 CIP is the summary group for Multi/Interdisciplinary Studies under which Conflict Management and Resolution is listed as a program.)*

Campus Average			
	Number of Active Programs	Enrollment per Semester	Degrees Awarded per Year
ASU	1	8	4
ECU	3	44	5
NCSU	3	31	12
UNC-CH	2	33	15
UNCC	2	45	17
UNCG	2	19	7
UNCW	1	10	3
WCU	1	N/A	N/A
Campus Average:		27	9

***UNCW Campus Degree Programs added in the past three years:***

- Bachelor
  - BS Information Technology (02/10/2012)
  - BS Exercise Science (06/11/2010)
  - BA International Studies (04/09/2010)
  - BS Oceanography (02/12/2010)
  - BS Community Health Education (06/13/2008)
- Master
  - MS Coastal and Ocean Policy (11/11/2011)
  - MS Clinical Research and Product Development (04/09/2010)
  - MA Environmental Studies (01/11/2008)
  - MA Spanish (01/11/2008)
- Doctoral
  - N/A

***UNCW Campus Degree Programs discontinued in past three years:***

- Bachelor
  - BA Special Education, Cross-Categorical (03/20/2009)
  - BA Special Education, Behaviorally/Emotionally Handicapped (03/20/2009)
  - BA Special Education, Mental Retardation (03/20/2009)
  - BA Special Education, Learning Disabilities (03/20/2009)
  - BA History, Teacher Licensure (03/20/2009)
- Master
  - MEd Special Education (02/12/2010)
  - MA Mathematics (03/20/2009)
- Doctoral
  - N/A