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<h2>Conflict Resolution in Organizations</h2> <p>(中略)</p> <p>Outline This course examines different systems for managing conflict. The system may exist in a large corporation, or between two or among many nations, between labor and management, or within a family. The system may be explicit and clear, informal and invisible, or both. The system may be effective or not. The course explores different kinds of conflict management systems and criteria for measuring their effectiveness; and discusses the analysis and design of dispute managing systems.</p>			<h2>Conflict Resolution in Organizations</h2> <p>(中略)</p> <p>Outline -The Multiple Faces of Conflict in Organizations -Mediation inside an organization -The Peacemaker -Ombudsman -Limits on the power of an intervener -Negotiation and Hierarchy -Horizontal and Vertical Conflict Management -How To Define The Conflict -Manager as conflict resolver -Conflict Systems -Systems and Small Organizations</p>																				
<p>Details for Individual Classes</p> <table border="1"> <thead> <tr> <th>Scheduled Class</th> <th>Theme of Course</th> <th>Brief Outline of Course</th> </tr> </thead> <tbody> <tr> <td colspan="3">(中略)</td> </tr> <tr> <td>2</td> <td>Read Raines, Sources of Organizational Conflict</td> <td>Discussion: Kolb and Putnam, The Multiple Faces of Conflict in Organizations We will discuss the following topics: According to Kolb, what</td> </tr> </tbody> </table>			Scheduled Class	Theme of Course	Brief Outline of Course	(中略)			2	Read Raines, Sources of Organizational Conflict	Discussion: Kolb and Putnam, The Multiple Faces of Conflict in Organizations We will discuss the following topics: According to Kolb, what	<p>Details for Individual Classes</p> <table border="1"> <thead> <tr> <th>Scheduled Class</th> <th>Theme of Course</th> <th>Brief Outline of Course</th> </tr> </thead> <tbody> <tr> <td colspan="3">(中略)</td> </tr> <tr> <td>2</td> <td>Read Raines, Sources of Organizational Conflict</td> <td>Discussion: Kolb and Putnam, The Multiple Faces of Conflict in Organizations Journal 1: According to Kolb, what is success in the handling of intra-</td> </tr> </tbody> </table>			Scheduled Class	Theme of Course	Brief Outline of Course	(中略)			2	Read Raines, Sources of Organizational Conflict	Discussion: Kolb and Putnam, The Multiple Faces of Conflict in Organizations Journal 1: According to Kolb, what is success in the handling of intra-
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		is success in the handling of intra-organizational conflict?			organizational conflict?
3	Mediation inside an organization.	Discussion: Lewin: The Solution of a Chronic Conflict in Industry. Goldman, Cropanzano, Stein, Benson: The Role of Third Parties/Mediation in Managing Conflict in Organizations Kolb and Sheppard: Do Managers Mediate, Or Even Arbitrate? Elangovan: Managerial Third Party Intervention Raines, p 97: Background reading: Survey of ADR Processes in Organizations We will discuss the following topics: What are the techniques that the psychologist uses in the Lewin reading? Does he seem to use the Elangovan approach?	3	Mediation inside an organization.	Discussion: Lewin: The Solution of a Chronic Conflict in Industry. Goldman, Cropanzano, Stein, Benson: The Role of Third Parties/Mediation in Managing Conflict in Organizations Kolb and Sheppard: Do Managers Mediate, Or Even Arbitrate? Elangovan: Managerial Third Party Intervention Raines, p 97: Background reading: Survey of ADR Processes in Organizations Journal 2: What are the techniques that the psychologist uses in the Lewin reading? Does he seem to use the Elangovan approach?

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4	The Peacemaker	Discussion: Readings from previous class continued. Read: Kolb: Women's Work: Peacemaking in Organizations We will discuss the following topics: List the techniques a peacemaker uses in the examples given by Kolb. If we assume that a peacemaker has the power to reach certain goals, what are the sources of that power in Kolb's examples?	4	The Peacemaker	Discussion: Readings from previous class continued. Read: Kolb: Women's Work: Peacemaking in Organizations Journal 3: List the techniques a peacemaker uses in the examples given by Kolb. If we assume that a peacemaker has the power to reach certain goals, what are the sources of that power in Kolb's examples?
5	Ombudsman.	We plant to invite a guest speaker. Read: Block, Miller, Rowe: Systems for Dealing With Conflict and Learning from Conflict – Options for Complaint Handling: An Illustrative Case. Rowe: Options, Functions, and Skills: What an Organizational	5	Ombudsman.	guest speaker: Melissa Brodrick, Ombudsman, Harvard Medical School. Read: Block, Miller, Rowe: Systems for Dealing With Conflict and Learning from Conflict – Options for Complaint Handling: An Illustrative Case. Rowe: Options, Functions, and Skills: Whatan Organizational

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		Ombudsman Might Want to Know. Rowe: Helping People Help Themselves.			Ombudsman Might Want to Know. Rowe: Helping People Help Themselves. Journal 4: Questions for guest speaker (Ombudsman).
6	Limits on the power of an intervener.	Discussion: Goldberg and Brett: Getting, Spending, and Losing Power. Wiseman and Poitras: Mediation Within a Hierarchical Structure. We will discuss the following topics: Suppose the interveners in the two cases had been insiders to the org, e.g. ombudspeople. How might that have made a difference in the process and the outcome?	6	Limits on the power of an intervener.	Discussion: Goldberg and Brett: Getting, Spending, and Losing Power. Wiseman and Poitras: Mediation Within a Hierarchical Structure. Journal 5: Suppose the interveners in the two cases had been insiders to the org, e.g. ombudspeople. How might that have made a difference in the process and the outcome?
(中略)			(中略)		
9	Horizontal and Vertical Conflict Management.	We will discuss the following topics: What role can the president play in resolving this conflict?	9	Horizontal and Vertical Conflict Management.	Journal 6: What role can the president play in resolving this conflict? What are the costs of playing that role?

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		What are the costs of playing that role?			
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11	Manager as Conflict Resolver.	We plan to invite a guest speaker.	11	Manager as Conflict Resolver.	guest speaker: Martin Meehan , President, University of Massachusetts Journal 7: Did the major players in the movie define the conflicts in the same way? How did each do so? Did the different definitions help or hinder moving toward agreement? How?
12	Manager as Conflict Resolver.	We plan to invite a guest speaker.	12	Guest Speaker	Amanda Bennet , Manager of Talent Development, Human Resources, MIT
13	Conflict Systems	Discussion: Ury, Brett, and Goldberg: Diagnosing the Existing Dispute Resolution System. Bordone, Diagnosing goals, etc. Bordone, Trust, Fairness. Lipsky, Seeber, Fincher: Design of Conflict Management Systems.	13	Conflict Systems	Discussion: Ury, Brett, and Goldberg: Diagnosing the Existing Dispute Resolution System. Bordone, Diagnosing goals, etc. Bordone, Trust, Fairness. Lipsky, Seeber, Fincher: Design of Conflict Management Systems. Journal 8: TBD.
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組織内の紛争解決 (Conflict Resolution in Organizations) (中略) 授業の方法 グループワーク (中略) 各回の授業内容			組織内の紛争解決 (Conflict Resolution in Organizations) (中略) 授業の方法 グループ・ディスカッション形式で行う (中略) 各回の授業内容		
回	テーマ	概要	回	テーマ	概要
1	文献についての議論	Kolb and Putnam : The Multiple Faces of Conflict in Organizations について議論する。	1	組織内紛争(1)	Kolb and Putnam : The Multiple Faces of Conflict in Organizations について議論する。
2	組織内紛争	Raines, Sources of Organizational Conflict を読む。また、Kolb and Putnam : The Multiple Faces of Conflict in Organizations について議論する。Kolb によると、組織内紛争の処理における成功は何であるか、ということを考える。	2	組織内紛争(2)	Raines, Sources of Organizational Conflict について議論する。

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3	組織内でのメ ディエーション	Lewin : The Solution of a Chronic Conflict in Industry について議論する。以下についても議論する。 Goldman, Cropanzano, Stein, Benson: The Role of Third Parties/Mediation in Managing Conflict in Organizations Kolb and Sheppard: Do Managers Mediate, Or Even Arbitrate? Elangovan: Managerial Third Party Intervention Raines, p 97: Background reading: Survey of ADR Processes in Organizations Lewin の文献で心理学者が使用している技術は何か、また彼は Elangovan のアプローチを使用しているか、ということを考える。	3	組織内でのメ ディエーション (1)	Lewin : The Solution of a Chronic Conflict in Industry について議論する。
4	Peacemaker とは	前回の授業の文献についての議論を続ける。Kolb: Women's Work: Peacemaking in Organizations を読む。Peacemaker が Kolb の例で使用している技術を列挙し、Peacemaker が特定の目標を達成する力を持っていると仮定すると、Kolb の例ではその力の源は何か、ということを考える。	4	組織内でのメ ディエーション (2)	Goldman, Cropanzano, Stein, Benson : The Role of Third Parties/Mediation in Managing Conflict in Organizations について議論する。
5	オンブズマン	トピックに関連するゲストスピーカーを招聘して話を聞き議論する。また以下の文献を読む。Block, Miller, Rowe:	5	Peacemaker とは (1)	Kolb : Women's Work: Peacemaking in Organizations について議論する。

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		Systems for Dealing With Conflict and Learning from Conflict – Options for Complaint Handling: An Illustrative Case. Rowe: Options, Functions, and Skills: What an Organizational Ombudsman Might Want to Know. Rowe: Helping People Help Themselves.			
6	介入者のパワーの限界	Goldberg and Brett: Getting, Spending, and Losing Power と Wiseman and Poitras: Mediation Within a Hierarchical Structure について議論する。2つのケースにおける介入者が、オンブズマンのような組織の内部関係者であったとすると、プロセスと結果にどのような違いがあるか、ということを考える。	6	Peacemaker とは(2)	Systems for Dealing with Conflict and Learning from Conflict—Options for Complaint-Handling: an Illustrative Case について議論する。
7	受講者の報告		7	介入者のパワーの限界(1)	Goldberg and Brett: Getting, Spending, and Losing Power について議論する。
8	交渉とヒエラルキー	Morrill : The Management of Managers : Disputing in an Executive Hierarchy について議論する。	8	介入者のパワーの限界(2)	Wiseman and Poitras: Mediation Within a Hierarchical Structure について議論する。
9	水平的・垂直的紛争管理	紛争において組織のトップが果たす役割は何か、そしてその役割のコストは何か、といった問題について議論する。	9	交渉とヒエラルキー	Morrill : The Management of Managers : Disputing in an Executive Hierarchy について議論する。
10	紛争をどう定義するか	Gadlin : Scaling Up The Fractal to Organizational Level について議論する。	10	水平的・垂直的紛争管理	紛争において組織のトップが果たす役割は何か、そしてその役割のコストは何か、といった問題について議論する。

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11	紛争解決者としての経営者	トピックに関連するゲストスピーカーを招聘して話を聞き議論する。	11	紛争をどう定義するか	Gadlin : Scaling Up The Fractal to Organizational Level について議論する。
12	紛争解決者としての経営者	トピックに関連するゲストスピーカーを招聘して話を聞き議論する。	12	紛争解決者としての経営者	経営者としての経験のあるゲストスピーカーを招聘して話を聞き議論する。
13	紛争システム	Ury, Brett, and Goldberg : Diagnosing the Existing Dispute Resolution System について議論する。また、以下についても議論する。 System. Bordone, Diagnosing goals, etc. Bordone, Trust, Fairness. Lipsky, Seeber, Fincher: Design of Conflict Management Systems.	13	紛争システム	Ury, Brett, and Goldberg : Diagnosing the Existing Dispute Resolution System について議論する。
(以下略)			(以下略)		
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評価方法・基準 毎回の課題レポート 20%、最終レポート 40%、議論への参加態度 40%			評価方法・基準 毎回の課題レポート 20%、最終レポート 40%、受講態度 40%		

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Mediation Internship Seminar			Mediation Internship Seminar		
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Details for Individual Classes			Details for Individual Classes		
Scheduled Class	Theme of Course	Brief Outline of Course	Scheduled Class	Theme of Course	Brief Outline of Course
(中略)			(中略)		
2	Mediation in Court	Observation and discussion of mediation in small claim court	2	Mediation in Court	
(中略)			(中略)		
4	Mediation in Court	Observation and discussion of mediation in small claim court	4	Mediation in Court	
(中略)			(中略)		
6	Mediation in Court	Observation and discussion of mediation in small claim court	6	Mediation in Court	
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8	Mediation in Court	Observation and discussion of mediation in small claim court	8	Mediation in Court	

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9	A Closer Look at the Principles of Mediation	Neutrality ・Toward a New Discourse for Mediation: A Critique of Neutrality by Rifkin, Millen and Cobb. In Mediation Quarterly, Winter (1991). ・On "Toward a new discourse for mediation: A critique of neutrality." By M. Feer. In Mediation Quarterly, (1992). Pages 173-177. Confidentiality ・No Place for Secrecy by J. Kirtley. In Dispute Resolution Magazine (1998). Pages 21-22. ・Confidential, More or Less by C. Honeyman. In Dispute Resolution Magazine (winter 1998). Pages 12-13. ・A Closer Look, the case for a mediation confidentiality privilege still has not been made by	9	A Closer Look at the Principles of Mediation	Neutrality ・Toward a New Discourse for Mediation: A Critique of Neutrality by Rifkin, Millen and Cobb. In Mediation Quarterly, Winter (1991). ・On "Toward a new discourse for mediation: A critique of neutrality." By M. Feer. In Mediation Quarterly, (1992). Pages 173-177. Confidentiality ・No Place for Secrecy by J. Kirtley. In Dispute Resolution Magazine (1998). Pages 21-22. ・Confidential, More or Less by C. Honeyman. In Dispute Resolution Magazine (winter 1998). Pages 12-13. ・A Closer Look, the case for a mediation confidentiality privilege still has not been made by

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	<p>S. Hughes. In Dispute Resolution Magazine (winter 1998). Pages 14-16.</p> <ul style="list-style-type: none"> ·Protecting Confidentiality in Mediation by D. Hoffman. In Lawyers Weekly, April 17, 1995. ·Key Questions When Analyzing a Mediation Privilege Statute. In Dispute Resolution Magazine (winter 1998). Page 8. <p>Mediator Influence</p> <ul style="list-style-type: none"> ·Decision Making in Mediation: The new old grid and the new new grid system. by L. L. Riskin. In Notre Dame Law Review, (2003). Pages 1-53. ·Mediation's Dirty Little Secret: Straight Talk About Mediator Manipulation and Deception by J.R. Coben. 		<p>S. Hughes. In Dispute Resolution Magazine (winter 1998). Pgs 14-16.</p> <ul style="list-style-type: none"> ·Protecting Confidentiality in Mediation by D. Hoffman. In Lawyers Weekly, April 17, 1995. ·Key Questions When Analyzing a Mediation Privilege Statute. In Dispute Resolution Magazine (winter 1998). Page 8. <p>Mediator Influence</p> <ul style="list-style-type: none"> ·Decision Making in Mediation: The new old grid and the new new grid system. by L. L. Riskin. In Notre Dame Law Review, (2003). Pages 1-53. ·Mediation's Dirty Little Secret: Straight Talk About Mediator Manipulation and

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	<p>In Journal of Alternative Dispute Resolution 4 (2000). Pages 239-240.</p> <ul style="list-style-type: none"> ·The Proper Role of the Mediator: Rational Assessment, Not Pressure by J.B. Boskey. Negotiation Journal. October, 1994. Pages 367-372. ·Mediator Pressure and Party Autonomy: Are they consistent with each other? By D. Matz. In Negotiation Journal (1994). 7 pages. ·The Top Ten Reasons Why Mediators Should Not Evaluate by L. Love. In 24 Florida Law Review 937 (1997). ·Evaluative Mediator Responds by John Bickerman and ADR Toolbox: The Highwire Art of Evaluation by Marjorie Corman Aaron (from Menkel-Meadow, 		<p>Deception by J.R. Coben. In Journal of Alternative Dispute Resolution 4 (2000). Pages 239-240.</p> <ul style="list-style-type: none"> ·The Proper Role of the Mediator: Rational Assessment, Not Pressure by J.B. Boskey. Negotiation Journal. October, 1994. Pages 367-372. ·Mediator Pressure and Party Autonomy: Are they consistent with each other? By D. Matz. In Negotiation Journal (1994). 7 pages. ·The Top Ten Reasons Why Mediators Should Not Evaluate by L. Love. In 24 Florida Law Review 937 (1997). ·Evaluative Mediator Responds by John Bickerman and ADR Toolbox: The Highwire Art of Evaluation by Marjorie Corman Aaron

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		Love et al.)			(from Menkel-Meadow, Love et al.)
10	Mediation in Court	Observation and discussion of mediation in small claim court	10	Mediation in Court	
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12	Mediation in Court	Observation and discussion of mediation in small claim court	12	Mediation in Court	
(中略)			(中略)		
14	Mediation in Court	Observation and discussion of mediation in small claim court	14	Mediation in Court	
(以下略)			(以下略)		
(以下略)			(以下略)		

(新旧対照表) シラバス (授業計画) (137-143 ページ)

新	旧
<p>メデイエーション</p> <p>(中略)</p> <p>授業の方法 インターンシップおよびグループワーク</p> <p>授業の目的 この授業は、あなたがメデイエーターのように考え、行動できるようになることを意図したもので、少額裁判所での実務を経験することを目的としている。 この授業の範囲は広範にわたり (例えば可能なメデイエーションモデルや戦略など)、また深いものである (たとえば、メデイエーターとしていかにあるべきかなど)。授業では以下の各トピックを通して、理論とスキルの向上を目指している。少額裁判での実務の経験はメデイエーションの基礎的なセミナーとして企画されており、少額訴訟のみを目的とするものではない。したがって、この授業は少額裁判のみならず、メデイエーション全般について学ぶことを目標としており、大きな学習体験である。</p> <p>到達目標 このコースでは、メデイエーションのスキルとテクニックを開発し、実際の実践に照らして理論的な概念を再検討し、実践上の問題や倫理的なジレンマと一緒に学んでいく。</p>	<p>メデイエーション</p> <p>(中略)</p> <p>授業の方法 インターンシップおよびグループ・ディスカッション形式</p> <p>授業の目的 このコースでは、メデイエーションのスキルとテクニックを習得し、実際の実践に照らして理論的な概念を再検討し、実践的な問題や倫理的なジレンマにも取り組んでいく。このコースでは特に、少額裁判所 (small claims court) でメデイエーションを実際に経験することも行い、それと教室での演習を連携させるように設計されている。</p> <p>到達目標 ・メデイエーションの理論を理解し、少額裁判所での実際の実践と結びつけることができるようになる。 ・自分自身でメデイエーションのスキルやテクニックを使用できるようになる。</p>

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授業の概要 このコースでは、実際の演習の大半は少額裁判所で行われるが、このコースは、少額請求についてのみのコースではなく、メディエーションの基本を学ぶセミナーとして設計されている。少額請求は決して取るに足らない問題というわけではない。少額裁判所は、一般的なメディエーションを学ぶための格好の場なのである。また、演習、ロールプレイ、ビデオ、ゲストスピーカーなどの方法によって学習をサポートする。授業時間は、少額裁判所でのメディエーションの観察及びメディエーション技術の向上のための回と、文献購読などにより理論、概念の枠組みなどを議論する回に分けられる。文献は授業の始めにリストを提供する。			授業の概要 このコースでは、実際の演習の大半は少額裁判所で行われるが、このコースは、少額請求についてのみのコースではなく、メディエーションの基本を学ぶセミナーとして設計されている。少額請求は決して取るに足らない問題というわけではない。少額裁判所は、一般的なメディエーションを学ぶための格好の場なのである。また、演習、ロールプレイ、ビデオ、ゲストスピーカーなどの方法によって学習をサポートする。授業時間は、少額裁判所でのメディエーションの観察の回と、文献購読などにより理論、概念の枠組みなどを議論する回に分けられる。		
各回の授業内容			各回の授業内容		
回	テーマ	概要	回	テーマ	概要
(中略)			(中略)		
3	メディエーション・メディエーターとは何か	Mediation: Practice, Policy and Ethics by Menkel-Meadow, Love and Schneider のメディエーション入門の部分の記述などを用いて議論する。ほかに次を参照のこと。“Introduction to Mediation”, “Competitive Approaches to Positional Bargaining”, “Integrative, Interest-based, or Problem-solving Negotiation”, and “Getting	3	メディエーション・メディエーターとは何か	Mediation: Practice, Policy and Ethics by Menkel-Meadow, Love and Schneider のメディエーション入門の部分の記述などを用いて議論する。

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		to Yes” summary. <ul style="list-style-type: none"> •“Definitions, Origins, Ideologies, and Controversies: What is Mediation?” •Notes Toward a Mediator’s Theory of Mediation by D. Matz. (Unpublished, 1996). •Theory Meets Practice in Court Internship Program by Doug Thompson in The PDR Newsletter •Combining the Elements of Interactive Process by M.D. Lang and A. Taylor in The Making of a Mediator. Pages 153-189. •Mediation by B. Mayer in The Dynamics of Conflict Resolution. Pages 189-213. •Mediator Orientation, Strategies, and Techniques by L.L. Riskin. 111-114 (1994). 			
(中略)			(中略)		
5	紛争とメディエーションの心理学	Difficult Conversations, How to Discuss What Matters Most by D. Stone, B. Patton and S. Heen <ul style="list-style-type: none"> • How People Conflict by B Mayer in The Dynamics of Conflict Resolution. Pages 26-49. •Emotionally Intelligent Mediation, Four Key 	5	紛争とメディエーションの心理学	Difficult Conversations, How to Discuss What Matters Most by D. Stone, B. Patton and S. Heen を用いて議論する。

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		Competencies by M.E. Johnson, S. Levine and L.R. Richard. In <i>Bringing Peace Into the Room</i> . Pages 151-164.を用いて議論する。			
(中略)			(中略)		
7	メデイエーションのスタイルの概要	<p>Mediation Theory vs. Practice: What are we really doing? Re-solving a professional conundrum by Susan Oberman in <i>Ohio State Journal of Dispute Resolution</i>. no. 3 (2005). Pages 775-823.</p> <ul style="list-style-type: none"> •The Many Ways of Mediation: The transformation of traditions, ideologies, paradigms and practices by C. Menkel-Meadow. In <i>Negotiation Journal</i> (1995). Pages 217-241. •Interview with Patrick Phear by D. Kolb and Associates (editors). In <i>When Talk Works</i>. Pages 1-18. •The Mediation Movement: Four Diverging Views by R.A. Bush and J.P. Folger in <i>The Promise of Mediation</i> (Chapter 1). •Changing People, Not Just Situations: A transformative view of conflict and mediation by R.A. Bush and J.P. Folger in <i>The Promise</i> 	7	メデイエーションのスタイルの概要	<p>Mediation Theory vs. Practice: What are we really doing? Re-solving a professional conundrum by Susan Oberman in <i>Ohio State Journal of Dispute Resolution</i>. no. 3 (2005). Pages 775-823.</p>

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		of Mediation (Chapter 4) Pages 77-98 を用いて議論する。			
(中略)			(中略)		
9	メデイエーションの原則の検討	<p>中立性について Toward a New Discourse for Mediation: A Critique of Neutrality by Rifkin, Millen and Cobb. In <i>Mediation Quarterly</i>, Winter (1991),</p> <ul style="list-style-type: none"> •On "Toward a new discourse for mediation: A critique of neutrality." By M. Feer. In <i>Mediation Quarterly</i>, (1992). Pages 173-177. 守秘義務について No Place for Secrecy by J. Kirtley. In <i>Dispute Resolution Magazine</i> (1998). Pages 21-22, •Confidential, More or Less by C. Honeyman. In <i>Dispute Resolution Magazine</i> (winter 1998). Pages 12-13. •A Closer Look, the case for a mediation confidentiality privilege still has not been made by S. Hughes. In <i>Dispute Resolution Magazine</i> (winter 1998). Pages 14-16. •Protecting Confidentiality in Mediation by D. Hoffman. In <i>Lawyers Weekly</i>, April 17, 1995. •Key Questions When Analyzing a Mediation Privilege Statute. In <i>Dispute</i> 	9	メデイエーションの原則の検討	<p>中立性について Toward a New Discourse for Mediation: A Critique of Neutrality by Rifkin, Millen and Cobb. In <i>Mediation Quarterly</i>, Winter (1991),</p> <p>守秘義務について No Place for Secrecy by J. Kirtley. In <i>Dispute Resolution Magazine</i> (1998). Pages 21-22,</p> <p>メデイエーターの影響について Decision Making in Mediation: The new old grid and the new new grid system. by L. L. Riskin. In <i>Notre Dame Law Review</i>, (2003). Pages 1-53,</p> <p>などを用いて議論する。</p>

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		<p>Resolution Magazine (winter 1998). Page 8.</p> <p>メデイエーターの影響について Decision Making in Mediation: The new old grid and the new new grid system. by L. L. Riskin. In Notre Dame Law Review, (2003). Pages 1-53, •Mediation's Dirty Little Secret: Straight Talk About Mediator Manipulation and Deception by J.R. Coben. In Journal of Alternative Dispute Resolution 4 (2000). Pages 239-240.</p> <p>•The Proper Role of the Mediator: Rational Assessment, Not Pressure by J.B. Boskey. Negotiation Journal. October, 1994. Pages 367-372.</p> <p>•Mediator Pressure and Party Autonomy: Are they consistent with each other? By D. Matz. In Negotiation Journal (1994). 7 pages.</p> <p>•The Top Ten Reasons Why Mediators Should Not Evaluate by L. Love. In 24 Florida Law Review 937 (1997).</p> <p>•Evaluative Mediator Responds by John Bickerman and ADR Toolbox: The Highwire Art of Evaluation by Marjorie</p>			

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		Coman Aaron (from Menkel-Meadow, Love et al.)などを用いて議論する。			
	(中略)			(中略)	
1 1	メデイエーターのスキルと質	<p>Training Mediators to Listen: Deconstructing dialogue and Constructing Understanding, Agendas, and Agreements by L. Love. In Family and Conciliation Courts Review 27 (2000). Pages 80-85. •Traits, Tasks and Qualifications of the Mediator from Menkel-Meadow et al.</p> <p>•The Paradoxes of Mediation by D. A. Hoffman. In Bringing Peace into the Room. Pages 167-181.</p> <p>•Unintentional Excellence: An exploration of Mastery and Incompetence (Being also a rumination on art, craft, career, bungling, skill acquisition, bell curves, baseball, cooking, surfing, dentistry, tree trimming, and why mediators and facilitators may be dangerous to those we are trying to help) by P. Adler. In Bringing Peace into the Room. Pages 57-77.</p> <p>•Mindfulness: Foundational Training for Dispute Resolution by L.L. Riskin. In Journal of Legal Education, Vol. 54, No. 1</p>	1 1	メデイエーターのスキルと質	<p>Training Mediators to Listen: Deconstructing dialogue and Constructing Understanding, Agendas, and Agreements by L. Love. In Family and Conciliation Courts Review 27 (2000). Pages 80-85.</p> <p>などを用いて議論する。</p>

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		(2004). Pages 79-90 などを用いて議論する。			
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1 3	パワーとメディエーション、倫理的ジレンマ	<p>Power and Conflict by B. Mayer in The Dynamics of Conflict Resolution. Pages 49-70.</p> <ul style="list-style-type: none"> •How Mediation Can Effectively Address the Male-Female Power Imbalance in Divorce by Diane Neumann. In Mediation Quarterly (spring 1992). Pages 227-237. •The Effects of Participants' Ethnicity and Gender on Monetary Outcomes in Mediated and Adjudicated Civil Cases by G. LaFree and C Rack in Law and Society Review (1996). Pages 296-300. •Is It Her Voice or Her Place That Makes a Difference? Gender Differences in Negotiation by D. Kolb in MCS Conciliation Quarterly (winter/spring 1994). •Dealing with Power Imbalances in the Mediation of Interpersonal Disputes by A. Davis and R. Salem in Mediation Quarterly (December 1984). Pages 17- 26. •The Dilemmas of Mediation Practice: A study of ethical dilemmas and policy 	1 3	パワーとメディエーション、倫理的ジレンマ	<p>Power and Conflict by B. Mayer in The Dynamics of Conflict Resolution. Pages 49-70.</p> <p>などを用いて議論する。</p>

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		<p>implications by R.A.B. Bush. In Journal of Dispute Resolution (1994). Pages 1-55.</p> <ul style="list-style-type: none"> •Some Reflections on the Practice of Mediation by H. Bellman. In Negotiation Journal (July 1998). Pages 205-210. •Standards and accountability •Review standards of practice included in Court Orientation Manual. •Quantitative or “Objective” Measures and Qualitative or Subjective Measures by Menkel-Meadow, Love and Schneider in Mediation: Practice, Policy and Ethics. •Environmental Mediation and the Accountability Problem by L. Susskind in Vermont Law Review (1981). •The Life of the Mediator: To be or Not to Be Accountable by S.B. Goldberg, E.D. Green and F.E.A. Sander in Dispute Resolution.などを用いて議論する。 			
(中略)			(中略)		
1 5	まとめ	<p>The Dangers of Mediation by Kenneth Cloke. In Mediating Dangerously. Pages 3-14.</p> <ul style="list-style-type: none"> •Mediation: The Field of Dreams? If We Build It, They Will Come! By A. Davis in Negotiation Journal (January 1993). Pages 	1 5	まとめ	<p>The Dangers of Mediation by Kenneth Cloke. In Mediating Dangerously. Pages 3-14.</p>