

CONFLICT ANALYSIS AND RESOLUTION, MS

Banner Code: CA-MS-CONF

Academic Advising

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This professional program prepares students for practice and further academic work by integrating conflict analysis and resolution theory, research, and practical techniques. Participants study the theory, methods, and ethical perspectives of the field, and apply this knowledge in laboratory simulations and workshops, internships, and field practice. Graduates work in a variety of settings where conflict resolution is useful and interest groups are in conflict with current and emergent public policy. Examples are businesses, unions, government agencies, religious groups, court systems, educational institutions, community centers, international relief and development organizations, and consulting firms.

Admissions & Policies

Admissions

Admission Requirements

Applicants to all graduate programs at George Mason University must meet the admission standards and application requirements for graduate study as specified in Graduate Admissions (<http://catalog.gmu.edu/admissions/graduate-policies/>). In addition, applicants must submit all undergraduate and graduate transcripts; two letters of recommendation, one of which should be from a faculty member in the applicant's undergraduate or graduate major field; a resume or curriculum vitae; and a 750- to 1,000-word essay on goals and reasons for seeking admission to the program. GRE or other standardized test scores are not required but may be submitted. The TOEFL is required of international students. For more information, see Admission of International Students (<http://catalog.gmu.edu/admissions/international-students/>). Students can be admitted to the MS program for either the Fall or Spring semesters.

Background courses in social sciences, as well as prior work experience, are desirable. Prior graduate academic work is evaluated on an individual basis for possible transfer credit and fulfillment of program requirements; however, Mason usually does not reduce the total credits required for the degree. Students may enroll on a full- or part-time basis. The MS Program is available on-campus, online (<https://masononline.gmu.edu/programs/conflict-analysis-and-resolution-ms/>) or in a hybrid format (on-campus and distance learning).

Policies

Mason requires all students to complete the master's degree within six years of their official admission date.

Consult the Carter School student handbook for information on registration procedures.

Transfer of Non-Degree Credit

A maximum of 12 credits of Carter School graduate courses taken at George Mason as a non-degree graduate student, or as part of the Carter School's graduate certificate program may be transferred into the MS

program. How credit will be counted will be determined in consultation with the admitted student's advisor. A maximum of six credits of non-Carter School courses taken as non-degree credit can be counted toward the MS program. Courses counted toward another degree cannot be transferred.

Adding a Carter School Certificate Program

Students may elect to complete a Carter School Graduate Certificate (<http://catalog.gmu.edu/colleges-schools/peace-conflict-resolution/#programstext>) in addition to the MS program. Graduate certificates are opportunities for students to further tailor their academic program and specialize in a specific area of conflict resolution practice. Certain graduate certificate courses can be used to fulfill MS program requirements. Students should consult with the Graduate Programs Director for policies on counting certificate courses toward the MS degree.

Requirements

Degree Requirements

Total credits: 33

Required Courses

Code	Title	Credits
Introductory Course ¹		
CONF 600	Foundations of Conflict Analysis and Resolution	6
Conflict Inquiry		
CONF 610	Conflict Inquiry	3
or CONF 660	Conflict Assessment and Program Evaluation	
Conflict Praxis ²		
CONF 657	Facilitation Skills	3
CONF 625	Engaging Conflict	3
Total Credits		15

¹ Students must take the introductory course in the first semester.

² Students must take CONF 657 Facilitation Skills and at least 3 credits of CONF 625 Engaging Conflict. Additional credits of CONF 625 Engaging Conflict will count as electives.

Concentration in Social Justice Advocacy and Activism (SJAA)

This concentration will be geared towards students who want to work in communities both in the United States and internationally on issues of social justice and critical human rights promotion.

Code	Title	Credits
Select twelve (12) credits from the following:		
CONF 651	Collaborative Community Action Participatory Governance	12
CONF 658	Diversity and Difference in Conflict Analysis and Resolution	
CONF 682	Principles of Environmental Conflict Resolution	

CONF 706	Ethics and Conflict
CONF 722	Conflict and Religion
CONF 723	Conflict and Gender
CONF 728	Human Rights Theory and Practice in Comparative Perspective
CONF 733	Law and Justice from a Conflict Perspective
CONF 747	Reconciliation
CONF 756	Addressing Intractable Conflict
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Total Credits	12

Professional Opportunities: Conflict Resolution NGOs, Advocacy NGOs, Human Right Organizations, International

Concentration in Dynamics of Violence (DYNV)

This concentration is geared towards students who are interested in understanding the various manifestations of violence, structural sources of violence, networks of violence that straddle the divides between domestic and international contexts and who want to work on violence prevention both in the United States and internationally.

Code	Title	Credits
Select twelve (12) credits from the following:		
CONF 653	World Religions, Diplomacy, and Conflict Resolution	12
CONF 702	Peace Studies	
CONF 706	Ethics and Conflict	
CONF 707	Gender and Violence	
CONF 720	Ethnic and Cultural Factors in Conflict Resolution	
CONF 723	Conflict and Gender	
CONF 730	Structural Sources of Conflict	
CONF 751	Dynamics of Civil Wars	
CONF 754	Micro-theories of Conflict	
CONF 758	Social Dynamics of Terrorism	
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Total Credits		12

Professional Opportunities: Gang Violence Prevention, Sexual Assault Prevention, Domestic Violence Prevention, Police, Conflict Resolution NGOs, Think Tanks, Development NGOs, Humanitarian organizations, USAID, State Department, UN

Concentration in Inclusive Conflict Engagement (ICEN)

This concentration prepares students for working to resolve conflicts and address divided cultures, societies, and organizations as advocates, mediators, peace-builders, and insider-partials. It will also prepare students for working with an intersectional awareness of diversity.

Code	Title	Credits
Select twelve (12) credits from the following:		
CONF 650	Conflict Analysis and Resolution Advanced Skills	12
CONF 651	Collaborative Community Action Participatory Governance	
CONF 653	World Religions, Diplomacy, and Conflict Resolution	

CONF 658	Diversity and Difference in Conflict Analysis and Resolution
CONF 682	Principles of Environmental Conflict Resolution
CONF 702	Peace Studies
CONF 704	Narrative Approaches to Conflict Analysis
CONF 706	Ethics and Conflict
CONF 707	Gender and Violence
CONF 708	Identity and Conflict
CONF 720	Ethnic and Cultural Factors in Conflict Resolution
CONF 721	Conflict and Race
CONF 722	Conflict and Religion
CONF 723	Conflict and Gender
CONF 731	Conflict in Organizations
CONF 741	Negotiating in Complex Systems
CONF 747	Reconciliation
CONF 755	Transforming Conflict through Insight
CONF 756	Addressing Intractable Conflict
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Total Credits	12

Professional Opportunities: Conflict Resolution NGOs, Advocacy NGOs, International Peacebuilding NGOs, USAID, State Department, Human Rights, Resilience, Community Development, Humanitarian NGOs, Courts, Ombudsmen, Public Schools, Private Sector

Concentration in Conflict-Sensitive Development and Resilience (CSDR)

This concentration will be geared towards students who wish to work in development and humanitarian assistance fields, bringing an in-depth knowledge of conflict dynamics to improving communities' capacity to adapt to change and be resilient in times of social, economic, and political stress.

Code	Title	Credits
Select twelve (12) credits from the following:		
CONF 650	Conflict Analysis and Resolution Advanced Skills	12
CONF 651	Collaborative Community Action Participatory Governance	
CONF 652	Conflict Analysis and Resolution for Prevention, Reconstruction, and Stabilization Contexts	
CONF 659	Leadership in Conflict Analysis and Resolution	
CONF 704	Narrative Approaches to Conflict Analysis	
CONF 705	Conflict and Discourse Analysis	
CONF 706	Ethics and Conflict	
CONF 707	Gender and Violence	
CONF 708	Identity and Conflict	
CONF 722	Conflict and Religion	
CONF 723	Conflict and Gender	
CONF 728	Human Rights Theory and Practice in Comparative Perspective	
CONF 730	Structural Sources of Conflict	
CONF 731	Conflict in Organizations	

CONF 751	Dynamics of Civil Wars	
CONF 755	Transforming Conflict through Insight	
Total Credits		12

Professional Opportunities: Conflict Resolution NGOs, Humanitarian organizations, development NGOs, USAID, UN, State Department

Concentration in Media, Narrative, and Public Discourse (MNPDP)

This concentration is designed for students who wish to work with and create representation, communication, media, discourse and narratives related to conflict.

Code	Title	Credits
Select twelve (12) credits from the following:		12
CONF 625	Engaging Conflict	
CONF 704	Narrative Approaches to Conflict Analysis	
CONF 705	Conflict and Discourse Analysis	
CONF 757	Conflict and Literature	
CONF 758	Social Dynamics of Terrorism	
Additional courses under development		
Total Credits		12

Professional Opportunities: Journalism, Media, Communications, Conflict Resolution NGOs, Advocacy NGOs, International NGOs, Film Production

Concentration in Peacebuilding (PCB)

This concentration is designed for students interested in real-world, practical and professional skills in project design, management, monitoring and evaluation that will enable them to work in the peacebuilding field, primarily in NGOs and international organizations.

Code	Title	Credits
Complete the following fifteen (15) credits:		15
CONF 661	Program Design and Monitoring	
CONF 662	Funding and Managing Peacebuilding Programming	
CONF 651	Collaborative Community Action Participatory Governance	
CONF 670	Conflict Sensitive and Inclusive Peacebuilding	
CONF 694	Internship	
Total Credits		15

Individualized Concentration (IND)

Students will also be able to craft their own twelve (12) credit concentration with the approval of MS Program Director.

Electives

Code	Title	Credits
Select 3- 6 credits of elective courses from any 500, 600, or 700 level CONF courses, except required courses. Students in the Peacebuilding concentration will complete 3 elective credits. Students in all other concentrations complete 6. (http://catalog.gmu.edu/courses/conf/) ¹		3 or 6
Total Credits		3-6

Students will need to declare their concentration by the start of their second semester of study. Students will need to take 12-15 credits of courses within the concentration to meet the concentration’s distribution requirement.

Because the choice of courses within concentrations can vary significantly according to individual goals or needs, each student should develop a plan of study that should be discussed once each semester with the advisor and updated as appropriate.

With the advisor’s approval, each student is eligible to include a maximum of six credits of electives from outside the S-CAR program, including courses in other Mason departments, consortium courses, and transfer courses from other universities.

Students wishing to complete a Master’s Thesis or Internship would count these credits towards their elective requirement.

Internship

The CONF 694 Internship internship course provides students with opportunities to use and develop conflict resolution skills, integrate theory and practice of conflict analysis and resolution, and network with professionals in the field to enhance employment opportunities. The internship requires 160 hours of supervised work per every 3 credits. The goals and objectives of the internship are defined in an application and memorandum of agreement to be signed by the student, the internship site supervisor, and the advisor before the internship begins.

Students may either take 3 or 6 credits of CONF 694 Internship.

Code	Title	Credits
CONF 694	Internship (take 3 or 6 credits)	1-6

Thesis

Students wishing to complete a Master’s Thesis are strongly encouraged to take CONF 797 Proposal Development (Proposal Development) the semester before beginning the thesis project. Before registering, students must have identified a Master’s thesis committee chair to supervise the project. Students should contact Carter School student services to receive the CRN to register for thesis.

Code	Title	Credits
CONF 797	Proposal Development	1
CONF 799	Thesis	1-6

Directed Readings

Only two directed readings may be applied toward requirements for the master’s degree (maximum 6 credits).

Code	Title	Credits
CONF 697	Directed Readings and Research	1-3

Dual Degree Options

Dual Degree Program with the University of Malta

Students have the opportunity to pursue a MS in Conflict Analysis and Resolution from George Mason University and a MA in Conflict Resolution and Mediterranean Security from the University of Malta through an innovative dual degree program. Teaching faculty includes professors from both George Mason University and the University of

Malta. All teaching is in English and all classes are held at the Valetta Campus of the University of Malta. The 400-year-old University of Malta Valletta campus incorporates state-of-the-art instructional technology. The entire program is delivered over three intensive semesters on a full time basis starting in late September. Classes are held on a two week intensive block basis for the first two semesters while the third semester is devoted to the completion of a thesis.

Orientation in Malta begins at the end of September. Classes run from the beginning of October through June. Students work on their theses from June until October. University of Malta graduation is in November and Mason graduation is in December. The total duration of the program is 15 months. More information is available at the program website (<http://scar.gmu.edu/academics/maltaprogram/>). US and Canadian students apply through the Mason graduate admissions process and indicate they want to participate in the Malta program. All other students should apply through the University of Malta. (<http://www.um.edu.mt/imp/>)

Conflict Analysis and Resolution, MS and Social Work, MSW Dual Degree

The Department of Social Work (<http://catalog.gmu.edu/colleges-schools/health-human-services/social-work/>) and the Jimmy and Rosalynn Carter School for Peace and Conflict Resolution (<http://catalog.gmu.edu/colleges-schools/peace-conflict-resolution/>) have joined forces to offer a three year dual-degree program. Students can earn both an MSW (<http://catalog.gmu.edu/colleges-schools/health-human-services/social-work/social-work-msw/>) and an MS in Conflict Analysis and Resolution while taking advantage of the diversity of the Washington, D.C., metropolitan area and the university's proximity to the nation's capital. This is the only dual-degree program of its kind.

Admission Requirements

Applicants must meet the admission standards and application requirements specified in Graduate Admissions (<http://catalog.gmu.edu/admissions/graduate-policies/>) and apply using the online Application for Graduate Admission (<http://admissions.gmu.edu/>). The application process is competitive, and applications are considered for the fall semester only.

Students interested in the 3-year dual degree program submit one online Application for Graduate Admission (<http://admissions.gmu.edu/>), select the MSW in Social Work (<http://catalog.gmu.edu/colleges-schools/health-human-services/social-work/social-work-msw/>) as a primary program, and submit all application support materials to the Office of Graduate Admission in the College of Health and Human Services. Applicants should communicate their interest in completing the dual degree program in their essays, and recommendations should address the dual program interest. Students must be admitted to both programs in the same semester (fall only) to be admitted to the dual degree program.

For application deadlines and detailed application requirements please refer to the CHHS Admissions website (<https://chhs.gmu.edu/admissions/graduate-admissions/standards-requirements-and-deadlines/>). Interested students should consult the MSW program website (<https://socialwork.gmu.edu/program/view/19658/>), the MSW program (<http://catalog.gmu.edu/colleges-schools/health-human-services/social-work/social-work-msw/>), and the MSW program director for additional information prior to applying.

Transfer of Credit

Transfer credit is governed AP.6.5.3 Transfer of Credit (<http://catalog.gmu.edu/policies/academic/graduate-policies/#ap-6-5-3>) and AP.6 Graduate Policies (<http://catalog.gmu.edu/policies/academic/graduate-policies/>). Transfer credits must be approved by the program director and the dean. Students who enroll initially through non-degree studies should seek course advising through the department prior to taking a course and plan to submit their application to the dual degree program as soon as possible.

Please refer to the Transfer of Credit policy for the MSW in Social Work (<http://catalog.gmu.edu/colleges-schools/health-human-services/social-work/social-work-msw/#admissionspolicies>) for departmental policy governing courses taken at another institution and the maximum number of credits allowed.

MSW-MS Degree Requirements

Total credits: 78

Social Work Courses

Code	Title	Credits
SOCW 600	Foundations of Social Work and Social Welfare	3
SOCW 623	Human Behavior and Social Systems	3
SOCW 644	Community Practice Across the Life Course	3
SOCW 650	Advanced Social Work Policy Practice Skills	3
SOCW 656	Poverty, Oppression, and Inequity	3
SOCW 659	Organizing and Advocating for Change	3
SOCW 660	Foundations of Direct Practice	3
SOCW 672	Generalist Field Practicum and Seminar I	3
SOCW 673	Generalist Field Practicum and Seminar II	3
SOCW 674	Psychopathology	3
SOCW 688 or CONF 660	Program Evaluation for Social Workers ¹ Conflict Assessment and Program Evaluation	3
Total Credits		33

¹ Students complete only one of SOCW 688 or CONF 660.

Specialization in Children, Youth, and Families (CYF)

Code	Title	Credits
SOCW 630	Clinical Social Work in Forensic Settings	3
SOCW 696	Specialized Practice Field Practicum and Seminar I	3
SOCW 698	Specialized Practice Field Practicum and Seminar II	3
Select two courses from the following. At least one course must be a Macro Elective Course.		6
Macro Elective Courses		
SOCW 653	Immigration Policy	
SOCW 654	Social Policy for Children and Youth	
SOCW 655	Aging Programs and Policies	
SOCW 663	Global Human Rights Policy	
SOCW 676	Selected Topics in Social Work and Social Change	
SOCW 684	Social Work and the Law	

SOCW 685	Organizational Leadership for Social Workers
Clinical Elective Courses	
SOCW 664	Creative Arts in Social Work Practice
SOCW 667	Advanced Group Theory and Practice
SOCW 675	Selected Topics in Clinical Practice
SOCW 677	Family Therapy
SOCW 678	Trauma and Recovery
SOCW 679	Military Social Work
SOCW 682	Substance Abuse Interventions
SOCW 640	Clinical Practice with Adults
SOCW 689	Clinical Practice with Older Adults

Total Credits 15

Specialization in Adults and Healthy Aging (AHA)

Code	Title	Credits
SOCW 640	Clinical Practice with Adults	3
SOCW 689	Clinical Practice with Older Adults	3
SOCW 696	Specialized Practice Field Practicum and Seminar I	3
SOCW 698	Specialized Practice Field Practicum and Seminar II	3

Select two courses from the following. At least one course must be a Macro Elective Course. 6

Macro Elective Courses	
SOCW 653	Immigration Policy
SOCW 654	Social Policy for Children and Youth
SOCW 655	Aging Programs and Policies
SOCW 663	Global Human Rights Policy
SOCW 676	Selected Topics in Social Work and Social Change
SOCW 684	Social Work and the Law
SOCW 685	Organizational Leadership for Social Workers

Clinical Elective Courses	
SOCW 630	Clinical Social Work in Forensic Settings
SOCW 664	Creative Arts in Social Work Practice
SOCW 667	Advanced Group Theory and Practice
SOCW 675	Selected Topics in Clinical Practice
SOCW 677	Family Therapy
SOCW 678	Trauma and Recovery
SOCW 679	Military Social Work
SOCW 682	Substance Abuse Interventions

Total Credits 18

Conflict Analysis and Resolution Courses

Code	Title	Credits
CONF 600	Foundations of Conflict Analysis and Resolution	6
CONF 610	Conflict Inquiry	3
CONF 657	Facilitation Skills	3
CONF 625	Engaging Conflict ¹	3

Total Credits 15

¹ CONF 657 Facilitation Skills should be completed before a student takes CONF 625 Engaging Conflict.

Electives

Code	Title	Credits
Select 12 credits of CONF Electives with approval from Carter School (http://catalog.gmu.edu/courses/conf/)		12
Total Credits		12

Accelerated Master's

Bachelor's Degree (any)/Conflict Analysis and Resolution, Accelerated MS

Overview

This accelerated Master's option is designed for highly qualified and motivated undergraduate students that have completed at least 6 credit hours of CONF coursework at the time of application. If accepted, students may take up to 12 credits of graduate coursework before undergraduate degree conferral and will be able to earn an undergraduate BA or BS and the Conflict Analysis and Resolution, MS after satisfactory completion of at least 147 credits. The time period for the combined program is typically five years. It provides a streamlined MS application process with no additional application fee.

For more detailed information, see AP.6.7 Bachelor's/Accelerated Master's Degrees (<http://catalog.gmu.edu/policies/academic/graduate-policies/#ap-6-7>). For policies governing all graduate degrees, see AP.6 Graduate Policies (<http://catalog.gmu.edu/policies/academic/graduate-policies/>).

Application Requirements

For specific application requirements and information for the accelerated Conflict Analysis and Resolution, MS, see Eligibility, Policies, and Deadlines (<http://scar.gmu.edu/undergraduate/degrees/accelerated-masters/>). Applicants to all graduate programs at George Mason University must meet the admission standards and application requirements for graduate study as specified in Graduate Admissions (<https://catalog.gmu.edu/admissions/graduate-policies/>).

Students must have a minimum undergraduate cumulative GPA of 3.25 at the time of application.

Accelerated Master's Requirements

- During the *first semester* in *senior status* admitted students may take up to 6 credits (1-2 classes) that will count towards both their undergraduate AND graduate degrees. During the *second semester of senior status*, students may take up to 6 credits (1-2 classes) that will count towards the graduate degree only.
- At the beginning of the last semester of undergraduate study, the *Bachelor's/Accelerated Master's Transition Form* signed by an S-CAR undergraduate advisor is submitted to the Director of Graduate Student Services who will then forward to Graduate Admissions. Upon completion and conferral of the undergraduate degree the student is admitted to graduate status.
- Students must begin their master's program the semester immediately following conferral of the undergraduate degree and will be expected to complete all remaining graduate program requirements within five years.

- Additional policies can be found on the program website (<https://scar.gmu.edu/academics/undergraduate/accelerated-masters/>).

Course Requirements

- No grade below a B is permitted for any undergraduate or graduate CONF course taken after application to the accelerated master's program until completion of the undergraduate program.
- If a student receives a grade below a B in any CONF course after acceptance in the program, they will not be allowed to continue on to the master's program. Students that have received a grade below a B in a CONF course after acceptance into the program may re-apply to the master's program after conferral of the undergraduate degree; however, re-application does not guarantee admission.
- At the time of the undergraduate degree conferral, students' GPAs must meet the standard required for admission to the master's degree.
- Students may not take more than 12 credits a semester if taking two graduate courses or 15 credits a semester if taking one graduate course.

Conflict Analysis and Resolution, BA or BS/Conflict Analysis and Resolution, Accelerated MS

Overview

This accelerated Master's option is designed for highly qualified and motivated undergraduate students that have completed at least 6 credit hours of CONF coursework at the time of application. If accepted, students may take up to 12 credits of graduate coursework before undergraduate degree conferral and will be able to earn an undergraduate degree and the Conflict Analysis and Resolution, MS after satisfactory completion of at least 147 credits. The time period for the combined program is typically five years. It provides a streamlined MS application process with no additional application fee.

For more detailed information, see AP.6.7 Bachelor's/Accelerated Master's Degrees (<http://catalog.gmu.edu/policies/academic/graduate-policies/#ap-6-7>). For policies governing all graduate degrees, see AP.6 Graduate Policies (<http://catalog.gmu.edu/policies/academic/graduate-policies/>).

Application Requirements

For specific application requirements and information for the accelerated Conflict Analysis and Resolution, MS, see Eligibility, Policies, and Deadlines (<http://scar.gmu.edu/undergraduate/degrees/accelerated-masters/>). Applicants to all graduate programs at George Mason University must meet the admission standards and application requirements for graduate study as specified in Graduate Admissions (<http://catalog.gmu.edu/admissions/graduate-policies/>).

Students must have a minimum undergraduate cumulative GPA of 3.25 at the time of application.

Accelerated Master's Requirements

- During the *first semester in senior status* admitted students may take up to 6 credits (1-2 classes) that will count towards both their undergraduate AND graduate degrees. During the *second semester of senior status*, students may take up to 6 credits (1-2 classes) that will count towards the graduate degree only.

- Students must begin their master's program the semester immediately following conferral of the undergraduate degree and will be expected to complete all remaining graduate program requirements within five years.
- See the program website (<https://scar.gmu.edu/academics/undergraduate/accelerated-masters/>) for additional information.

Accelerated MS Requirements

- No grade below a B is permitted for any undergraduate or graduate CONF course taken after application to the accelerated master's program until completion of the undergraduate program.
- If a student receives a grade below a B in any CONF course after acceptance in the program, they will not be allowed to continue on to the master's program. Students that have received a grade below a B in a CONF course after acceptance into the program may re-apply to the master's program after conferral of the undergraduate degree; however, re-application does not guarantee admission.
- At the time of the undergraduate degree conferral, students' GPAs must meet the standard required for admission to the master's degree.
- Students may not take more than 12 credits a semester if taking two graduate courses or 15 credits a semester if taking one graduate course.