

How to invest in Conflict Resolution: A menu

The mission of the UT Project on Conflict Resolution is to facilitate the study and practice of positive handling of conflict and potential conflict in contemporary culture, including planning, and development through research, education, and outreach. People need to deal effectively with each other, even if they have nothing in common. The UTPCR's projects reach into art, business, community and diversity, healthcare, terrorism, religion, education, environment, families and relationships, journalism, sports, music, technology, and other issues involving contemporary culture. It's what makes arbitrary things seem natural to any particular group of human beings, ranging from their food preferences and their family traditions to their work customs and forms of entertainment. It is what they take for granted. Contemporary culture touches virtually every aspect of people's daily lives, making it a prime breeding ground for conflicts of all types and an ideal focal point for the Project.

High School Summer Symposium

The summer symposium on conflict resolution skills and global ethics brings high school students to the campus to participate in a unique program. We are committed to outreach to students from all backgrounds and life histories. Your gift can pay the tuition and fees (including full board and room and all instructional costs) for a student or pay the salary for a university mentor/counselor. Each costs about **\$950.00** for two weeks.

Total cost: \$53,200

Action Seminars

Action Seminars allow community groups to make contracts with the University to study specific social issues. Action seminars could produce public-policy proposals, corporate strategies and partnerships, funded and published research, and new ways of discovering and communicating knowledge. An example:

Conflict Resolution in the Schools Action Seminar

Many Austin schools have diverse student bodies, but students of different races, ethnicities, and social backgrounds often do not interact and form the kinds of friendships that lead to cultural understanding. Managing conflicts in the schools takes more time than content instruction. Ranging from gossip behind a child's back to full scale gang fights, schools have serious challenges. Prejudice, harassment (including sexual harassment), cultural differences, in-group/out-group issues, and teacher/student issues are daily challenges. Using a UTPCR Action Seminar (underwritten by **\$150,000** in external funding), students and faculty from The University of Texas will explore effective ways of addressing school conflicts. In addition to UT faculty and students, AISD faculty will be included in the Conflict Resolution Action Seminar, part of which will take place at targeted AISD schools.

Total cost: \$150,000

Conflict Resolution in the Community Action Seminar

Many non-profit agencies are engaged in important community issues but do not have expertise in convening forums, dealing with public conflict, or managing internal conflict. There is a tendency to see people with different points of view as enemies. Other non-profit organizations are well structured within their own constituent communities but lack experience forming relationships with other groups. Using a UTPCR Action Seminar (underwritten by **\$150,000** in external funding), students and faculty from The University of Texas will explore effective ways to improve the effectiveness of non-profit groups in these situations.

Total cost: \$150,000

Conflict Resolution and Public Image Action Seminar

Many groups are concerned about stereotypes and public image and how these can cause conflict and impede successful conflict resolution. Using a UTPCR Action Seminar (underwritten

by **\$150,000** in external funding), students and faculty from The University of Texas will work with groups to explore effective ways to improve the public image of a group. Using a UTPCR Action Seminar (underwritten by **\$150,000** in external funding), students and faculty from The University of Texas will work with groups to explore effective ways to improve their public image or alter troublesome stereotypes.

Total cost: \$150,000

Instructional Incubators

Instructional incubators develop and deliver courses — for both students and community members — designed to address issues in the community. Undergraduates, graduate students, and faculty will spend the first semester of an academic year designing a community-oriented course they will teach during the second semester. Instructional Incubators create greater access to the intellectual assets of the University and help bring together academic and nonacademic forms of expertise. Topics for incubation include the domains of the UTPCR: art, business, community and diversity, healthcare, terrorism, religion, education, environment, families and relationships, journalism, sports, music, technology, and other issues involving contemporary culture. Two examples:

Conflict Resolution Instructional incubator: intractable moral conflicts

Many contemporary political issues resist political solutions because they are seen as moral issues, and moral positions are often seen as incommensurable, e.g., abortion and homosexuality, issues that are sometimes called part of "the culture wars". Because values and morals tend to be quite stable and differences threaten the moral order, such conflict resolution methods as negotiation and political compromise are likely to be unsuccessful. Even the most basic communication is likely to worsen the clash, because they do not share norms of communication or expectations about behavior. What can be done when parties are faced with moral differences that seem to be intolerable?

Graduate and upper-level undergraduate students from various disciplines, including Communication, Fine Arts, Social Work, Public Policy, American studies, history, anthropology, sociology, and the School of Information will form teams to research, document, analyze, and create public-education programs about intractable moral conflicts and new ideas for solutions.

Phase one: research and documentation

Students spend one year identifying intractable moral conflicts, the public policy issues, faculty resources, trends, communities, and locations.

Undergraduate stipends:

Semester stipends — **6 at \$1,000 each**

Summer stipends — **5 at \$4,500 each**

Graduate stipends:

Semester stipends — **6 at \$1,500 each**

Summer stipends — **5 at \$6,000 each**

(Subtotal: \$67,500)

Phase two: interviews and analysis

Students spend one year interviewing participants in an intractable conflict and experts proposing solutions. Students also search newspaper, legislative and legal records and other written accounts to identify the influence of political actions, court cases, and events. Students analyze the materials from year one and write papers, Web texts, and explanatory essays.

Undergraduate stipends:

Semester stipends — **6 at \$1,500 each**

Summer stipends — **5 at \$4,500 each**

Graduate stipends:

Semester stipends — **6 at \$2,000 each**

Summer stipends — **5 at \$6,000 each**

(Subtotal: \$73,500)

Phase three: public programs

Students spend one year designing, developing, and delivering a series of public-education programs showing the different perspectives, the elements of the conflict, and analysis of proposed solutions. These might include Web-based displays, testimonies and charts, public discussions in local forums, and radio or television programs.

Undergraduate stipends:

Semester stipends — **6 at \$2,000 each**

Summer stipends — **5 at \$4,500 each**

Graduate stipends:

Semester stipends — **6 at \$3,500 each**

Summer stipends — **5 at \$6,000 each**

(Subtotal: \$85,500)

Total cost: \$226,500 (plus fringe benefits)

UTPCR Instructional incubator: contemporary music and conflict

In the past decade scholars have increasingly reflected on the importance of contemporary arts and entertainment around the world as both sources of conflict, means of expression, and bridges to conflict resolution.

Graduate and upper-level undergraduate students from various disciplines, including Communication, Fine Arts, American studies, history, anthropology, and the School of Information will form teams to research, document, analyze, and create public-education programs about this topic.

Phase one: research and documentation

Students spend one year identifying trends, communities, and locations.

Undergraduate stipends:

Semester stipends — **6 at \$1,000 each**

Summer stipends — **5 at \$4,500 each**

Graduate stipends:

Semester stipends — **6 at \$1,500 each**

Summer stipends — **5 at \$6,000 each**

(Subtotal: \$67,500)

Phase two: interviews and analysis

Students spend one year interviewing participants from both the past and contemporary culture, including artists and musicians, business people, writers on the topic. Students also search newspaper and legal records to identify the influence of law enforcement, zoning, housing trends, business changes, and events. Students analyze the materials from year one and write papers, Web texts, and explanatory essays.

Undergraduate stipends:
Semester stipends — **6 at \$1,500 each**
Summer stipends — **5 at \$4,500 each**

Graduate stipends:
Semester stipends — **6 at \$2,000 each**
Summer stipends — **5 at \$6,000 each**

(Subtotal: \$73,500)

Phase three: public programs

Students spend one year designing, developing, and delivering a series of public-education programs investigating the role of the arts in conflicts. These might include Web-based archives, testimonies and charts, public discussions in local forums, commemorative events at local sites, artwork, and radio programs.

Undergraduate stipends:
Semester stipends — **6 at \$2,000 each**
Summer stipends — **5 at \$4,500 each**

Graduate stipends:
Semester stipends — **6 at \$3,500 each**
Summer stipends — **5 at \$6,000 each**

(Subtotal: \$85,500)

Total cost: \$226,500 (plus fringe benefits)

UTPCR Instructional Incubator Ideas The mission of the Project on Conflict Resolution is to facilitate the study and practice of positive handling of conflict and potential conflict in contemporary culture, including planning, and development through research, education, and outreach. People need to deal effectively with each other, even if they have nothing in common. The Project on Conflict Resolution seeks funding for graduate students to create instructional materials for secondary and undergraduate students. The program would include:

- Hiring a doctoral student or post-doc to direct content development for the curriculum initiative at a cost of **\$20,000 per year**. The program coordinator would work directly with Texas school systems to identify curriculum needs.
- Two transdisciplinary teams of **three graduate students** would develop course material at a cost of **\$1,500 per student per semester** or **\$9,000 per year**.
- Cost of administering and distributing materials: **\$1,500 per year**.
- Materials and supplies: **\$1,000 per year**. **Total annual cost: \$31,500** (plus fringe benefits)

Mentorships

Mentorships are designed to acquaint freshmen and sophomores with the university experience. Undergraduates will work with graduate-student mentors and community sponsors inside their proposed majors, finding important connections between academic fields and their career aspirations. A fixed number of mentorships will be offered each year:

20 \$2,500, 20 \$3,500 and 20 \$5,000 graduate-student stipends; stipends will be awarded each semester, with larger stipends being given to graduate students who have multiple undergraduate protégés or who have larger mentorship projects.

100 \$1,000 undergraduate scholarships; scholarships will be awarded competitively each semester to freshmen and sophomores. Priority will be given to first-generation and under-represented minority students.

Total annual cost: \$320,000

Follow the Knowledge Fellowships

Follow the Knowledge Fellowships serve two purposes: recruiting top graduate students and answering questions that are important to the community. The fellowships are designed to last throughout a graduate student's years at the University, typically running five years and paying \$20,000 to \$40,000 per year. Follow the Knowledge fellows will gain expertise spanning multiple academic disciplines in such arenas as art, business, community and diversity, healthcare, terrorism, religion, education, environment, families and relationships, journalism, sports, music, technology, and other issues involving contemporary culture:

Current Conflict Follow the Knowledge Fellowships

Three students will be selected annually to receive a UTPCR Current Conflict Follow the Knowledge Fellowship to spend one year on a conflict project that will include identification of a problem and faculty experts, and convening a faculty panel to help chart a course of action to resolve the conflict. Fellowships are **\$40,000 each**, including stipend, benefits, travel and supplies.

Total annual cost: \$120,000

Conflict Aftermath Follow the Knowledge Fellowships

Three students will be selected annually to receive a UTPCR Conflict Aftermath Follow the Knowledge Fellowship to spend one year on a conflict project that will include identification of a problem and faculty experts, and location and interviews with participants in the conflict and/or those affected by the aftermath. Fellowships are **\$40,000 each**, including stipend, benefits, travel and supplies.

Total annual cost: \$120,000

Citizen-Scholarships

Undergraduate and graduate students can apply for one-year Citizen-Scholarships to work on specific projects. Some examples:

Conflict Resolution Citizen-Scholarships

Each year undergraduate and graduate students from multiple disciplines will come together in seminars designed to assist museums in creating new, more sensitive, and more inclusive interpretations of historical conflicts. Via Citizen-Scholarships (**6 \$1,500 awards and 2 \$5,000 awards**), students will create online exhibits, films, brochures, and other public programs on topics that explore race, gender, and class. Other interdisciplinary teams of students, also supported with Citizen-Scholarships, will assist in collecting and making public the voices and memories of diverse communities.

Total annual cost: \$19,000

Conflict Resolution and the Arts Citizen-Scholarships

Each year undergraduate and graduate students from multiple disciplines will come together in seminars designed to assist non-profit groups and museums in creating new interpretations of the relationship between the arts and social engagement. Via Citizen-Scholarships (**6 \$1,500**

awards and 2 \$5,000 awards), students will create online exhibits, films, brochures, and other public programs on topics that explore the relationships between the arts and social engagement. Other interdisciplinary teams of students, also supported with Citizen-Scholarships, will assist in collecting and making public the voices and memories of artists and their supporters.

Total annual cost: \$19,000

Community Conflict Citizen-Scholarships

Sustainability of the environment, economy, and social equity requires new ways of conducting business, use of resources, and construction of buildings. Conflict between the constituents of new and old ways is often a barrier to implementation of good, new ideas. Scholarships (**6 at \$1,500 and 2 at \$5,000**) will be awarded to student teams to investigate ways to reconcile new and old ways, such as searching for mutual benefits for land owners, developers and environmental advocates. Other students will assist non-profit groups that provide services to new immigrants or with groups of immigrants and older, surrounding neighborhoods or agencies. These projects could also include planning for foreseeable community change, such as groups working on the future protection of aquifer water quality in a growing community.

Total annual cost: \$19,000

Research Fellowships

Research fellowships of differing amounts can be granted to faculty and students for conflict resolution projects. These will vary according to the expenditures and needs of the researcher and can include time off from their job duties and direct research expenditures. These funds could range from \$600 to \$6000.

Cost: to be determined

Endowed professorships and endowed chairs

Endowed professorships and endowed chairs, with naming rights, enable the University to recruit and retain a world-class director and faculty who will guide students and share their expertise in serving the community.

Cost: to be determined

Naming rights

The University of Texas at Austin seeks to name the UTPCR in honor of a visionary person — someone who epitomizes the philosophy of peaceful and creative conflict management and who accepts the challenge of partnering with one of the nation's elite public institutions to transform higher education.

Cost: to be determined