

A photograph of a person standing on a rocky mountain peak. The person is silhouetted against the sky. The peak is covered in grey, jagged rocks. A single, tall, thin tree stands on the peak. The background shows a vast valley with rolling hills and mountains under a clear blue sky.

"THEY SAID IT COULDN'T  
BE DONE!"

Innovative Active Learning  
in Asynchronous Classes

Dr. Constance Staley  
Professor of Communication



One of our students?

**UCCS**

Ho hum... another asynchronous class...  
Read the chapter, take the quiz, write the paper, rinse and repeat...





**COMM 4250/5250: CONFLICT & NEGOTIATION**





Greetings, COMM 4250/5250 Student!



**Background:** Canvas has randomly partnered you with a classmate for this negotiation exercise. Go to "People" in the Canvas course shell and then "Negotiation Simulation Partners" to find out who your partner is. Contact that student right away via a Canvas or campus email message. The two of you should set aside one-half hour this week to play the "Hearts" negotiation game together. (You will be communicating with each other "live" during the negotiation session.) Do not discuss the game with classmates other than your partner. The game is over after one half



Below are your secret instructions:

The Role of **BUYER**: You are a senior manager in a mid-sized technology company in the United States. Your work involves a fair amount of travel and has taken you throughout the United States and Europe. Financially, your career has taken off although there are rumors about layoffs brewing. Among the things you like to do in your spare time while traveling is look at art. You have purchased a few art objects, but most of the time you just look. When you do buy art, it is mostly paintings. Purchasing art has been a hobby, but more recently, you have become interested in collecting some pieces. Some of the art you have purchased has really appreciated in recent years. Yesterday, while visiting New York, you came across an unusual art gallery that included some work by Jim Brine, a pop artist born in 1945. Most of the artwork in the gallery was post-modern stuff you don't like, but one of the paintings in the store, entitled "Hearts in

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The Role of **SELLER**: You own a small art gallery in New York. You specialize in post-modern art, but you occasionally purchase a few pieces from other genres as well. Your gallery has done well financially; however, you attribute most of your success to acquiring paintings that appeal to your particular customer base. Yesterday, you met a potential customer. Nothing struck you as remarkable about this customer. From your experience, most people come in just to browse around. This one, however, spent a fair amount of time staring at Jim Brine's "Hearts in the Spring," 1969. It raised your hopes a bit because you would really like to sell that painting. Jim Brine was a pop artist (born in 1945) who produced a lot of work in the 1960's and 1970's. People were very interested in his work into the 1990's, but from everything you can tell,

**NOTE:** As you prepare, please focus on these terms and questions generated from our texts:

1. What was your negotiation strategy going in?
2. What was your introductory offer?
3. What amount did you settle on?
4. Did you have a BATNA (**B**est **A**lternative **t**o **N**egotiated **A**greement, a famous principle discussed in our secondary text, *Getting to Yes*)?
5. Was the nature of your negotiation *competitive* or *integrative*? Why do you think so?

Later this week, you will receive a second campus email from me with further instructions about the assignment. Wait to finalize your R&R paper until you receive this second email from me.

Original Source: Adapted from Wharton School of Business, University of Pennsylvania

**Note: Please add the confidential questions below and your answers to them to your R&R paper.**

**CONFIDENTIAL QUESTIONS FOR THE SELLER:**

1. How satisfied are you with the outcome of the negotiation?
2. Did the Buyer disclose that they had purchased other Hearts paintings?
3. Did you ask the Buyer if they had purchased other Hearts paintings?
4. What did your counterpart do well?
5. What could your counterpart have done better?
6. What did your counterpart do that was particularly persuasive?
7. What did your counterpart do that was NOT particularly persuasive?
8. Are there questions your counterpart should have asked?
9. Would you want to negotiate with this simulation partner again in the future?



# Assessment: What Kind of Negotiator Are You?

by Michael Wheeler

February 05, 2016



Challenge

1

Control

4

**THE 4 Cs: THE  
ACADEMIC INTRINSIC  
MOTIVATION SCALE**

2

Career Outlook

3

Curiosity

French B. F., Oakes W. (2003). Measuring academic intrinsic motivation in the first year of college: Reliability and validity evidence for a new instrument. *Journal of the First-Year Experience*, 15, 83-102.



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