

# PEACE AND CONFLICT STUDIES - B.A.

College of Sciences and Humanities  
School of Peace and Conflict Studies  
www.kent.edu/spcs

## About This Program

Make a difference in the world with Kent State's Bachelor of Arts in Peace and Conflict Studies. Our program explores issues of peace and conflict from interdisciplinary perspectives, empowering you to become a positive force for change in your community and beyond. Enroll now and become a peacebuilder. Read more...

## Contact Information

- **R. Neil Cooper** | cooper@kent.edu | 330-672-8940
- **Karen Cunningham** | kcunning@kent.edu | 330-672-8943
- Speak with an Advisor
- Chat with an Admissions Counselor

## Program Delivery

- **Delivery:**
  - In person
- **Location:**
  - Kent Campus

## Examples of Possible Careers and Salaries\*

### Arbitrators, mediators, and conciliators

- 7.7% faster than the average
- 7,300 number of jobs
- \$66,130 potential earnings

### Community and social service specialists, all other

- 11.7% much faster than the average
- 105,200 number of jobs
- \$46,770 potential earnings

### Lawyers

- 4.0% about as fast as the average
- 813,900 number of jobs
- \$126,930 potential earnings

### Human resources managers

- 6.3% faster than the average
- 165,200 number of jobs
- \$121,220 potential earnings

### Human resources specialists

- 7.0% faster than the average
- 666,500 number of jobs
- \$63,490 potential earnings

### Postsecondary teachers, all other

- 2.0% slower than the average
- 245,900 number of jobs
- \$71,950 potential earnings

### Social and community service managers

- 17.0% much faster than the average
- 175,500 number of jobs
- \$69,600 potential earnings

### Social scientists and related workers, all other

- 0.8% little or no change
- 38,800 number of jobs
- \$87,260 potential earnings

### Social workers, all other

- 5.1% faster than the average
- 62,500 number of jobs
- \$64,210 potential earnings

### Additional careers

- Professionals in business or finance (purchasing/sales/management/insurance/banking/financial advising)
- Community organizers, activists, and social justice advocates
- Corporate social responsibility and donor relations specialists
- Diplomats and peacemakers
- Humanitarian aid and development workers
- Law enforcement officers
- Transitional justice practitioners
- Government officials and public servants
- Ministers and clergy

### Careers requiring additional education

- Lawyers
- Social workers, all other
- Postsecondary teachers, all other
- Social scientists and related workers, all other

\* Source of occupation titles and labor data comes from the U.S. Bureau of Labor Statistics' Occupational Outlook Handbook. Data comprises projected percent change in employment over the next 10 years; nation-wide employment numbers; and the yearly median wage at which half of the workers in the occupation earned more than that amount and half earned less.

## Admission Requirements

The university affirmatively strives to provide educational opportunities and access to students with varied backgrounds, those with special talents and adult students.

**First-Year Students on the Kent Campus:** First-year admission policy on the Kent Campus is selective. Admission decisions are based upon cumulative grade point average, strength of high school college preparatory curriculum and grade trends. Students not admissible to the Kent Campus may be administratively referred to one of the seven regional campuses to begin their college coursework. For more information, visit the admissions website for first-year students.

**First-Year Students on the Regional Campuses:** First-year admission to Kent State's campuses at Ashtabula, East Liverpool, Geauga, Salem, Stark, Trumbull and Tuscarawas, as well as the Twinsburg Academic Center, is open to anyone with a high school diploma or its equivalent. For more information on admissions, contact the Regional Campuses admissions offices.

**International Students:** All international students must provide proof of proficiency of the English language (unless they meet specific exceptions) through the submission of an English language proficiency test score or by completing English language classes at Kent State's English as a Second Language Center before entering their program. For more information, visit the admissions website for international students.

**Former Students:** Former Kent State students who have not attended another institution since Kent State and were not academically dismissed will complete the re-enrollment process through the Financial, Billing and Enrollment Center. Former students who attended another college or university since leaving Kent State must apply for admissions as a transfer or post-undergraduate student.

**Transfer Students:** Students who attended an educational institution after graduating from high school or earning their GED must apply as transfer students. For more information, visit the admissions website for transfer students.

Admission policies for undergraduate students may be found in the University Catalog's Academic Policies.

Students may be required to meet certain criteria to progress in their program. Any progression requirements will be listed on the program's Coursework tab

## Program Requirements

### Major Requirements

Code	Title	Credit Hours
<b>Major Requirements (courses count in major GPA)</b>		
PACS 11001	INTRODUCTION TO CONFLICT MANAGEMENT (DIVD) (KSS)	3
PACS 31002	GENDER, POWER AND CONFLICT	3
PACS 31003	NONVIOLENCE: THEORY AND PRACTICE	3
PACS 31010	CONFLICT THEORY	3
PACS 32030	INTERNATIONAL CONFLICT RESOLUTION (DIVG)	3
PACS 35092	INTERNSHIP IN PEACE AND CONFLICT STUDIES (ELR) <sup>1,2</sup>	3
PACS 41010	RECONCILIATION VERSUS REVENGE: TRANSITIONAL JUSTICE (DIVG) (WIC) <sup>3</sup>	3
PACS 48080	MEDIATION: THEORY AND TRAINING	3
Major Electives, choose from the following: <sup>2</sup>		
PACS 30000	MAY 4, 1970, AND ITS AFTERMATH	
PACS 32020	STRATEGIC PLANNING	

PACS 32040	CROSS-CULTURAL CONFLICT MANAGEMENT (DIVG)
PACS 33030	CONFLICT IN THE WORKPLACE
PACS 34010	CAREER PATHWAYS IN PEACE AND CONFLICT STUDIES
PACS 35050	ENVIRONMENTAL CONFLICT RESOLUTION
PACS 35095	SPECIAL TOPICS IN PEACE AND CONFLICT STUDIES
PACS 40089	INTERNATIONAL EXPERIENCE: PEACE AND CONFLICT STUDIES (DIVG) (ELR)
PACS 40090	STUDY AWAY: PEACE AND CONFLICT STUDIES (ELR)
PACS 44040	NEGOTIATION
PACS 45050	COMMUNITY ORGANIZING: PEOPLE, POWER AND PEACEFUL CHANGE
PACS 49091	VARIABLE CONTENT SEMINAR IN PEACE AND CONFLICT STUDIES

### Additional Requirements (courses do not count in major GPA)

UC 10001	FLASHES 101	1
Foreign Language (see Foreign Language College Requirement below)		10-16
Kent Core Composition		6
Kent Core Mathematics and Critical Reasoning		3
Kent Core Humanities and Fine Arts (minimum one course from each)		9
Kent Core Social Sciences (must be from two disciplines)		3
Kent Core Basic Sciences (must include one laboratory)		6-7
Kent Core Additional		6
General Electives (total credit hours depends on earning 120 credit hours, including 39 upper-division credit hours)		43

**Minimum Total Credit Hours: 120**

- <sup>1</sup> Maximum 3 credit hours of PACS 35092 may count toward the major. Students may enroll in 1-9 additional credit hours, which can count toward upper-division credit hours.
- <sup>2</sup> Students who have completed the Columbus Program in State Issues or Washington Program in National Issues (total 15 credit hours for POL 41990 or POL 42990, respectively) may substitute 3 credit hours for PACS 35092 and 6 credit hours for major electives. The remaining 6 credit hours may be used to fulfill the upper-division requirement and/or as course substitutions for required courses. Course substitutions will be considered on a case-by-case basis in consultation with a program faculty advisor.
- <sup>3</sup> A minimum C grade must be earned to fulfill the writing-intensive requirement.

## Graduation Requirements

Minimum Major GPA	Minimum Overall GPA
2.000	2.000

### Foreign Language College Requirement, B.A.

Students pursuing the Bachelor of Arts degree in the College of Sciences and Humanities must complete the following:

- Elementary I and II of any language (or equivalent) **and**
- One of the following options:
  - Intermediate I and II of the same language
  - Elementary I and II of a second language
  - Any combination of two courses from the following list:

- i. Intermediate I of the same language
- ii. One to two college-level course(s) completed outside the United States
- iii. Courses: ARAB 21401, ASL 19401, CHIN 25421, MCLS 10001, MCLS 20001, MCLS 20091, MCLS 21417, MCLS 21420, MCLS 22217, MCLS 28403, MCLS 28404

All students with prior foreign language experience should take the foreign language placement test to determine the appropriate level at which to start. Some students may start beyond the Elementary I level and will complete the requirement with fewer courses. This may be accomplished in one of three ways:

1. Passing a course beyond Elementary I through Intermediate II level
2. Receiving credit through one of the alternative credit programs offered by Kent State University
3. Demonstrating language proficiency comparable to Elementary II of a foreign language

Certain programs may require specific languages, limit the languages from which a student may choose or require coursework through Intermediate II. Students who plan to pursue graduate study may need a particular language proficiency.

## Roadmap

This roadmap is a recommended semester-by-semester plan of study for this program. Students will work with their advisor to develop a sequence based on their academic goals and history. Courses designated as critical (!) must be completed in the semester listed to ensure a timely graduation.

Semester One	Credits
UC 10001 FLASHES 101	1
Foreign Language	4
Kent Core Requirement	3
Kent Core Requirement	3
Kent Core Requirement	3
<b>Credit Hours</b>	<b>14</b>
<b>Semester Two</b>	
Foreign Language	4
Kent Core Requirement	3
Kent Core Requirement	3
Kent Core Requirement	3
<b>Credit Hours</b>	<b>13</b>
<b>Semester Three</b>	
Foreign Language and/or General Elective	3
Kent Core Requirement	3
Kent Core Requirement	3
Kent Core Requirement	3
Kent Core Requirement	3
<b>Credit Hours</b>	<b>15</b>
<b>Semester Four</b>	
PACS 11001 INTRODUCTION TO CONFLICT MANAGEMENT (DIVD) (KSS)	3
Foreign Language and/or General Elective	3
Kent Core Requirement	3
General Electives	6
<b>Credit Hours</b>	<b>15</b>

Semester Five		
PACS 31002	GENDER, POWER AND CONFLICT	3
PACS 31010	CONFLICT THEORY	3
PACS 32030	INTERNATIONAL CONFLICT RESOLUTION (DIVG)	3
General Electives		6
<b>Credit Hours</b>		<b>15</b>

Semester Six		
PACS 41010	RECONCILIATION VERSUS REVENGE: TRANSITIONAL JUSTICE (DIVG) (WIC)	3
PACS 48080	MEDIATION: THEORY AND TRAINING	3
Major Elective		3
General Electives		6
<b>Credit Hours</b>		<b>15</b>

Third Summer Term		
PACS 35092	INTERNSHIP IN PEACE AND CONFLICT STUDIES (ELR)	3
<b>Credit Hours</b>		<b>3</b>

Semester Seven		
PACS 31003	NONVIOLENCE: THEORY AND PRACTICE	3
Major Elective		3
General Electives		9
<b>Credit Hours</b>		<b>15</b>

Semester Eight		
Major Elective		3
General Electives		12
<b>Credit Hours</b>		<b>15</b>
<b>Minimum Total Credit Hours:</b>		<b>120</b>

## University Requirements

All students in a bachelor's degree program at Kent State University must complete the following university requirements for graduation.

**NOTE:** University requirements may be fulfilled in this program by specific course requirements. Please see Program Requirements for details.

Flashes 101 (UC 10001)	1 credit hour
Course is not required for students with 30+ transfer credits (excluding College Credit Plus) or age 21+ at time of admission.	
Experiential Learning Requirement (ELR)	varies
Students must successfully complete one course or approved experience.	
Kent Core (see table below)	36-37 credit hours
Writing-Intensive Course (WIC)	1 course
Students must earn a minimum C grade in the course.	
Upper-Division Requirement	39 credit hours
Students must successfully complete 39 upper-division (numbered 30000 to 49999) credit hours to graduate.	
Total Credit Hour Requirement	120 credit hours

## Kent Core Requirements

Kent Core Composition (KCMP)	6
Kent Core Mathematics and Critical Reasoning (KMCR)	3
Kent Core Humanities and Fine Arts (KHUM/KFA) (min one course each)	9

Kent Core Social Sciences (KSS) (must be from two disciplines)	6
Kent Core Basic Sciences (KBS/KLAB) (must include one laboratory)	6-7
Kent Core Additional (KADL)	6
<b>Total Credit Hours:</b>	<b>36-37</b>

---

## Program Learning Outcomes

Graduates of this program will be able to:

1. Demonstrate the research and analytical skills that will be useful while working in the field of peace studies and conflict management.
2. Analyze the dynamics of social conflicts and apply the principles of nonviolent theory and practice in order to wage conflict constructively to bring about social or political change.
3. Utilize conflict management and peace-building skills and knowledge to effectively develop, teach and/or implement approaches to preventing, managing and resolving conflicts.
4. Demonstrate an ability to identify and analyze the cultural dimensions of conflicts and conflict management.
5. Describe and interpret the roles that gendered power dynamics play in conflicts and conflict management.
6. Demonstrate a broad grounding in the field of peace and conflict studies by being able to explain the historical evolution of the field, by identifying and analyzing a full range of conflict dynamics and by designing constructive and appropriate intervention tactics and strategies.
7. Demonstrate an ability to explain the main theories on causes, expression and consequences of international conflicts, and comparatively evaluate different mechanisms of prevention, management and resolution of international conflicts.

## Full Description

The Bachelor of Arts degree in Peace and Conflict Studies prepares students for careers or graduate study in the field of conflict management, peace studies and dispute resolution. This major gives students a solid background in managing conflicts in constructive, not destructive, ways. Students learn skills that are not only useful in a variety of workplace settings, but in everyday life and relationships as well.

Program areas of focus include mediation, negotiation, environmental conflict resolution, international conflict resolution, workplace conflict management, nonviolent action and community organizing. As this is an applied program, students learn skills and build professional networks through the internship, which can be completed in a wide variety of contexts.

Students may apply early to the M.A. degree in Peace and Conflict Studies and double count 9 credit hours of graduate courses toward both degree programs. See the Combined Bachelor's/Master's Degree Program Policy in the University Catalog for more information.