

Conflict Mediation Services is administered through the Sider Institute for Anabaptist, Pietist and Wesleyan Studies. It represents one tangible way of implementing the Peace and Conflict Studies Initiative housed in the Sider Institute.

Mission Statement

CMS promotes peacemaking by helping people resolve disputes respectfully through active listening, direct communication, and mutually acceptable agreements.

Director of the Sider Institute

Eric Seibert (Ph.D.) is the director of the Sider Institute. Dr. Seibert is assistant professor of Old Testament in the Department of Biblical and Religious Studies and is a licensed minister in the Brethren in Christ Church. He has completed mediation training through Mennonite Central Committee and the Lancaster Mediation Center.

Contact Information

To learn more about Conflict Mediation Services, visit www.messiah.edu/siderinstitute or call CMS at ext. 2108.



THE SIDER INSTITUTE FOR
ANABAPTIST, PIETIST &
WESLEYAN STUDIES



Having difficulty getting along with your roommate? Experiencing a disagreement with a person on your athletic team? Or because someone has failed to keep an agreement they made with you? Locked in serious conflict with someone on campus?

conflict mediation services



Having difficulty getting along with your roommate? Experiencing a disagreement with a person on your

If you answered
"Yes" to any of
these questions,
Conflict Mediation
Services may be
right for you.

Conflict Mediation Services

Conflict Mediation Services (CMS) provides assistance to students and employees of Messiah College who request help in resolving disagreements and conflicts they have with other members of the College community.



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What is mediation?

Mediation is a process designed to help individuals (or groups) resolve conflict respectfully and fairly. At CMS, mediators provide a safe environment which allows for an open and honest discussion of the situation. During mediation, each participant is given the opportunity to share his or her perspective and to indicate what issues they feel need to be addressed. Once these issues have been identified, mediators assist the participants in coming up with workable solutions that will resolve the conflict.

Who are the mediators?

Typically, mediators at CMS are members of the Messiah College community. Each person who mediates has received training in conflict mediation. Mediators remain neutral throughout the process. They do not take sides. Nor do they try to determine who is “right” and who is “wrong.” The mediator’s role is to help the conversation along, giving each side the opportunity to work toward a solution all involved can accept.

Why mediation?

Mediation is a helpful option when individuals find it difficult to resolve a conflict on their own. It is beneficial because it involves trained mediators who can facilitate the process and create an atmosphere that allows for creative solutions. Mediation can defuse tensions and help relationships work more smoothly. As such, it is one valuable way of working toward reconciliation, a central component of the College’s mission.

General Information

WHAT SORT OF ISSUES CAN BE MEDIATED?

Many situations in which individuals find themselves unable to resolve their differences can be mediated. Examples include (but are not limited to) the following:

- roommates having difficulty getting along because of living arrangements, irritating behaviors, or personality conflicts
- group members finding it challenging to work together
- employees experiencing interpersonal difficulties with co-workers, other employees, or colleagues.

Mediation is also available for a variety of conflicts that may arise between faculty members and administrators and between students and professors.

HOW LONG DOES A MEDIATION SESSION LAST?

A typical mediation session lasts about 2 hours. Many conflicts can be resolved in a single session.

WHO CAN REQUEST MEDIATION?

A mediation session can be requested by any individual at Messiah College. While cocurricular educators, supervisors, faculty members, and others can strongly encourage students and employees to participate in mediation, mediation is always voluntary.

IS THERE ANY CHARGE FOR PARTICIPATING IN A MEDIATION SESSION?

No. This service is available to everyone at Messiah College free of charge.

HOW DO I SET UP AN APPOINTMENT FOR MEDIATION?

To schedule an appointment, call CMS at ext. 2108. After gathering some basic information to ensure its services are right for you, CMS will then contact the other individual(s) involved to

determine his or her willingness to participate in a mediation session. If this person agrees, a session will be scheduled.

Other services

In addition to facilitating mediation sessions, CMS offers the following services:

- Consultations for dealing with specific problematic situations
- Basic mediation training
- In-class presentations describing the process and value of conflict mediation
- Resource materials for personal or academic use

