

Opening Reception & Statements in The Gresham Ballroom

Join us in The Gresham's Ballroom for an opening conference reception from 5:30pm – 6:00pm, followed by our opening statements from 6:00pm – 6:45pm. Immediately afterwards, we will head to Murray's Pub, beside The Gresham, for our opening dinner and Visual Presentations.

Visual Presentations at Murray's Pub

Following dinner in Murray's Pub, enjoy some coffee or tea while conversing with our Visual Presentation authors. Visual presentations will be able to be discussed further throughout the conference in The Gresham's breakout rooms.

When the Gig Isn't Up: The Influence of Employment Arrangement and Psychological Contract Type on Effort and Performance Rachel Campagna; Jennifer Griffith

Factors Influencing Turning Points In Cross-Border Merger and Acquisition Negotiations Between Automobile Manufacturers Yadvinder Rana

The Intangible of the Tangible: Behavior and Outcomes in Negotiations About Value-Relevant Issues Carolin Schuster; Roman Trötschel; Johann Majer

The Ripple Effects of Shareholder Activism: Avoiding Conflicts Neighboring Firms Have Experienced Jennifer Lee; Guy Shani; Gerry McNamara

Ask-Bragging and Ask-Complaining: Feigning Interest In Others to Elicit Admiration and Sympathy Ryan Hauser; Alison Wood Brooks; Michael Norton

Threat or Savior? Exploring How Gender and Legitimate Power Influence Retaliation Against Moral Objectors Timothy Kundro; Nancy Rothbard

A Conflict Manager's Life Lens, the Intersection with Ethics, and Negotiation Pamela Kay Struss

From Shared Climate To Micro-Environments: An Alternative View Ray Friedman; Mara Olekalns

Transforming Relationships Between Israeli Settlers and West Bank Palestinians: Assessing the Case of "Roots" Ben Mollov; Chaim Lavie

Economic Capital and Social Capital In Integrative Negotiations Kai Zhang; Hong Zhang; Roman Troetschel

The Impact of Cognitive Biases On Integrative Negotiation Ann-Sophie de Pauw; Tiaan Smit

Blowback: Retaliating Against Anger Expressions In Group Decision Making and the Role of Gender Jack Zhang; William P. Bottom

Understanding and Managing the Motives to Initiate Negotiations Ilias Kapoutsis; Antonia Lampaki; Roger Volkema

Penchant For Passion: How Presentations of Work Passion Influence Employment Outcomes Andrea Freund; Margaret Neale

Improvisation Training Increases Negotiators' Creativity But Not Necessarily Their Outcomes F. Harinck; Valentin Ade, Kalaidos

When Extraversion and Agreeableness Help Claim Value: The Role of Personality, Gender, and Communication Medium In Multiparty Negotiations Jonathan Lee; Elizabeth Luckman; Daisung Jang; William Bottom

Turning Points at the Round Table Talks Dominika Bulska; Daniel Druckman; Łukasz Jochemczyk

The Power of Lost Alternatives In Negotiations Garrett Brady; Ena Inesi; Thomas Mussweiler

Impact of Language Choices On the Humanization of Stigmatized Groups Esther Uduehi; Maurice Schweitzer

Can Learning Off Work Facilitate Recovery and Resilience From Work Stress? Two Quasi-Experiments Yiwen Zhang

The Role of Deservingness In Coalition Formation Joeri Wissink; Ilja van Beest; Tila Pronk; Niels van de Ven

The Effect of Expectancy Violations About Conflict Styles On Negotiation Colleen Tolan; Deborah Cai

Marginal Unethicality: Transgressor and Victim Perspectives On The Unethicality of Additional Transgressions Julia Langdon; Daniel Effron; Jonathan Berman

Indigenous Workers and Conflict Management Chloe Addie; Wendi Adair

Cross-Cultural Adaptivity: An Examination of Conflict Resolution Instructional Strategies and Prescriptive Versus Elicitive Training Styles Elisabeth Mah; Lea Lynn Yen; Regina Kim; Peter Coleman

Role Negotiation: A Communicative Perspective Vernon Miller; Rose Hitt; Kevin Mahler; Eric Meiners; Jacqueline Mercier

Motivated Meritocracy: How the Advantaged Mobilize and Conceal Their Advantages L. Taylor Phillips; Olivia Foster-Gimbel

Topic Selection In Conversation Michael Yeomans; Alison Wood Brooks

Examining Conflict In Long-Term Care: Some Preliminary Findings Shannon Webb; Ken Rondeau; Terry Wagar

The Effects of Accountability In Intergenerational Conflicts Clara Schütte; Roman Trötschel; Johann Majer

Action Evaluation: Research Towards Building "Islands of Theory" About Success In the Field Jay Rothman; Deborah Sachare

Dynamic Resource Development: How Parties Exploit vs. Invest Into Common Resources Marie van Treek; Roman Trötschel; Johann Majer

Do Attributions Matter When Task Conflict Becomes Personal? The Relationship Between Team Task Conflict Attributions, Relationship Conflicts and Work-Sense of Coherence In Agile Software Development Teams Ariane Vetter; Albert Vollmer

A Case Study of Crisis Management: Pre-Negotiation In An Effort To Prevent A Second Korean War – Readiness Theory Perspective Amira Schiff; Alon Levkowitz

CONFERENCE DAILY NOTES | MONDAY, JULY 8, 2019

- Coffee & Conversation will take place at 10:00am and 3:00pm
- Lunch will take place from 12:00pm – 1:30pm at Murray’s Pub, beside The Gresham
- Keynote Conversation with Peter Cassells (in Q&A with Bruce Barry) will take place at 5:00pm in the *Ballroom*
- The All-Conference Reception Sponsored by NCMR will take place from 6:00pm – 7:00pm in the *Ballroom*
- The Scavenger Hunt briefing and dispersal will take place at 6:30pm in *Swift*
- An Asterisk (*) Beside a Name Denotes an IACM 2019 Award Winner
- Visual presenters can discuss their posters further throughout the conference in our conversation rooms-Goldsmith, Hyde, Burke, Hamilton

Monday | 8:30am – 10:00am | July 8, 2019

Discussion Papers	8:30 – 8:51	8:52 – 9:13	9:14 – 9:35	9:36 – 9:57
Complex Conflicts <i>Ballroom</i>	Failing to Seize Opportunities for Peace Oded Adomi Leshem; Ruthie Pliskin; Eran Halperin	From International Inter-Group Conflict to Similar Intra-Society Conflict - The Case of Arab-Jew Conflict Rachelly Ashwall-Yakar; Oriana Abboud-Armaly; Ephraim Tabory; Victor Friedman	Network Goal Analysis: A Tool for Assessing Complex Conflict Dynamics Aimee Lace; James Westaby; Peter Coleman	Petrotrin, OWTU and the Nation: Narrating and Negotiating Oil in An Industrial Conflict Complex Godfrey A. Steele
Discussion Papers	8:30 – 8:51	8:52 – 9:13	9:14 – 9:35	9:36 – 9:57
Culture <i>Ballroom</i>	Toward Greater Inclusivity in ADR Soft Law Design: Tracing the Role of the UNCITRAL Regional Centre On the Development of Cross Border ADR Shahla Ali	The “Chosen” Business Practices: How Narratives of Jewish Practices Construct Advantages of Foreignness in China Joshua Keller; Wen Shan	An Examination of Cross-Cultural Preference for Apology Moderated by Locus of Control Alexa Dewhirst; Wendi Adair	A Cross-Cultural Understanding of the Role of Trust, Social Norms and Economic Context in Predicting Cooperation in Environmental Dilemmas Eric Scalone; Stefan Hoeller; Tetsu Okumura; Anna Ramon; Poonam Arora
Emotions in Conflict and Social Decision Making <i>Swift</i>	<i>Symposium</i> Gerben van Kleef; Gert-Jan Lelieveld; Smadar Cohen-Chen; Jonathan Gratch			
Dynamics of Intergroup Exposure: Novel Perspectives and Real-World Implications <i>Trinity 1</i>	<i>Symposium</i> Franki Y. H. Kung; Melody M. Chao; Arianne Eason; Cheryl Kaiser; Jessica A. Sommerville; Alex Koch; Angela Dorrough; Andreas Glöckner; Roland Imhoff; Justin P. Brienza			
Paper Presentations	8:30 – 8:51	8:52 – 9:13	9:14 – 9:35	9:36 – 9:57
Conflict in Organizations <i>Trinity 2</i>	Task Conflict Among Top Managers and Firm Performance: The Moderating Effects of Information Exchange, Collaborative Behaviors, and Joint Decision Making Kyoung Yong Kim; Leanne Atwater	The Impact of Integrative Approach of Conflict Resolution Strategy on Employees’ Job Satisfaction in The Business Alliance Tsungting Chung; Hsianghan Huang	Daily Conflict and Employee Well-Being: The Moderating Role of Conflict Detachment Sonja Rispens	Daily Conflict and Employee Well-Being: The Moderating Role of Conflict Detachment Sonja Rispens
Paper Presentations	8:30 – 8:51	8:52 – 9:13	9:14 – 9:35	9:36 – 9:57
Negotiation Processes in Organizations <i>O’Connell 1</i>	The Effect of Hierarchical Rank on Norm Perception Accuracy Emily Reit; Jennifer Dannals	Dark Side of Negotiation: When Negotiating Undermines Organizational Productivity Einav Hart; Rachel Campagna; Jared Curhan; Hillary Anger Elfenbein	Rookies as Risk – The Relationship Between Professional Experience and Ethically Questionable Bargaining Tactics Johann Majer; Conny Antoni; Moshe Banai	
Old and New Tensions in Gender Research: Understanding Fundamental Expectations of Female Negotiators <i>O’Connell 4</i>	<i>Symposium</i> McKenzie Rees; Robin Pinkley; Jessica Kennedy*; Mary-Hunter McDonnell; Nicole Stephens; Sora Jun; Stephanie Lin; Naomi Fa-Kaji; Nazli Bhatia; Zoe Barnes; Julia Bear; Dustin J. Slesman; Laura Kray*; Michael Rosenblum			

Monday | 10:30am – 12:00pm | July 8, 2019

Monday 10:30am – 12:00pm July 8, 2019				
Discussion Papers	10:30 – 10:51	10:52 – 11:13	11:14 – 11:35	11:36 – 11:57
Organizational Conflict & Culture <i>Ballroom</i>	What Is Honor? Broadening and Rebalancing How Cultures of Honor are Studied in Organizational Life Laura Rees	Intergenerational Hypocrisy: When an Organization's Past Erodes Legitimacy Brian Lucas; Kieran O'Connor; Daniel Effron	How Authorities Act to Manage Conflict and Foster Cooperation Through Control, Trustworthiness, and Fairness Chris Long; Sim Sitkin; Laura B. Cardina	Attracting Desirable Job Applicants Is Hard Work: Organizations that Endorse Hard Work as A Cultural Value Attract More Givers and More Women Sooyun Baik; Selin Kesebir; Dan Cable
Discussion Papers	10:30 – 10:51	10:52 – 11:13	11:14 – 11:35	11:36 – 11:57
Ethics & Values <i>Ballroom</i>	Helping the Organization but Harming Yourself: How and When Unethical Pro-Organizational Behavior Increases Work-to-Family Conflict Xin Liu; Jackson Lu; Hongyu Zhang; Yahua Cai	Dances with Thieves: How Stealing Ideas Vs. Money Influences How Coworkers Manage Conflict with a Thief Lillian Ellis; Joshua Katz; Phoebe Strom	Seeing Harm, Thinking "Humans": Perceptions of Harm Prompt Human-Driven Explanations Naomi Fa-Kaji; Brian Lowery	Additional Time for Discussion / Q&A
Discussion Papers	10:30 – 10:51	10:52 – 11:13	11:14 – 11:35	11:36 – 11:57
Status & Power <i>Ballroom</i>	Negotiation and Gender: An Exploration in Virtual Reality Gwendolin Sajons; Catherine Tinsley	Do Jerks Get Ahead? The Consequences of Incivility for Social Rank Jessica Kennedy*; Christine Porath; Alexandra Gerbasi	The Preference for Second Rank Emily Reit; Deborah Gruenfeld; Benoît Monin	The Power in Helping Others: Helping Behaviors as Power Signals at the Workplace Lily Chernyak-Hai; Daniel Heller
Recent Books on Negotiation and Conflict <i>Swift</i>	<i>Symposium</i> Session Chair: Zhaleh Semnani-Azad Brian Gunia; Michele Gelfand; Deepak Malhotra; Maurice Schweitzer; Adam Galinsky			
Paper Presentations	10:30 – 10:51	10:52 – 11:13	11:14 – 11:35	11:36 – 11:57
Culture <i>Trinity 1</i>	Scenarios for Labor Relations Dynamics Maria Koutsovoulou; Sanda Kaufman; Miron Kaufman	The Epistemic Motivation Approach to Expatriation: Host Cultural Knowledge, Leader-Member Conflict and Subordinate Performance Jeanne Ho-Ying Fu; Ziguang Chen; Ringo Moon-Ho Ho; Chun To Luk	The Future of Business Negotiations – Current Trends and New Perspectives on Negotiation Behavior Patricia Oehlschläger; Sandra Haggemüller; Markus Voeth; Uta Herbst	International Negotiation Prototypes: the Impact of Culture Enrique Ogliastris; Carlos Quintanilla; Sara Benetti
Paper Presentations	10:30 – 10:51	10:52 – 11:13	11:14 – 11:35	11:36 – 11:57
Real-World Conflict <i>Trinity 2</i>	Is the Ukraine Conflict Intractable? Is a Negotiated Resolution Possible? P. Terrence Hopmann	"We do Not Negotiate with Terrorists!"—But What Could We Expect? Marc Mertes; Jens Mazei; Joachim Hüffmeier	Opponent Modeling of the Taliban In Afghanistan's Emerging Peace Talks Leo Klenner	Using Collaboration to Transform Community Conflict to Resiliency Laurel Singer; Connie Ozawa; Jennifer Allen
Paper Presentations	10:30 – 10:51	10:52 – 11:13	11:14 – 11:35	11:36 – 11:57
Age, Generations & Social Progress <i>O'Connell 1</i>	Equality for (Almost) All: Social Egalitarians Reject Sexism and Racism, But Not Ageism Ashley Martin; Michael North	Wunderkind Wisdom: Younger Advisers Discount Their Effectiveness Ting Zhang; Michael North	Time is on My Side: Inherited Privileges are Viewed as Equally Fair Across Generations Elinor Flynn; Taylor Phillips	The Illusion of Linear Social Progress Julia Hur; Rachel Ruttan
Moving the Spotlight: New Applications for Mediation Education and Practice <i>O'Connell 4</i>	<i>Symposium</i> Jessica Jameson; Noam Ebner; Timea Tallodi; Jennifer Parlamis			

Monday | 1:30pm – 3:00pm | July 8, 2019

Discussion Papers				
	1:30 – 1:51	1:52 – 2:13	2:14 – 2:35	2:36 – 2:57
Negotiation Processes & Outcomes <i>Ballroom</i>	Why are Some Goals More Difficult to Achieve than Others? A Logical Perspective on Goal Achievement in Negotiation Frieder Lemp	A Linguistic Analysis of Intercultural Business Negotiations Christel Blamberg; Robert Wilken; Hannah Martensen	What Predicts Willingness to Negotiate Again? The Role of Collective Emotional Expressions and Cooperative Intentions Tatiana Astray; Kevin Tasa	Is Stress Helping or Hurting Negotiation Outcomes? An Evaluation of Social Motivation Jimena Ramirez Marin; Adrian Barragan Diaz; Sinem Acar-Burcay
Discussion Papers				
	1:30 – 1:51	1:52 – 2:13	2:14 – 2:35	2:36 – 2:57
Task & Relationship Conflict <i>Ballroom</i>	The Value of Respect: Theorising Cooperative and Conflictive Relationships Jack Richard Williams	Relationship Conflict and Creative Performance Behavior in a Leader-Follower Context Ming-Hong Tsai	Exploring the Curvilinear Relationship Between Task Conflict and Team Performance: The Roles of Expertise Disparity and Informal Network Strength Eun Kyung Lee; Wonjoon Chung; Woonki Hong	Intra-Team Conflict in the Nascent Venture Crucible: The Consequences of Misalignments and Conflict Management Processes Amanda Weirup; Melissa Manwaring; Lakshmi Balachandra
Discussion Papers				
	1:30 – 1:51	1:52 – 2:13	2:14 – 2:35	2:36 – 2:57
Stereotypes, Biases, & Discrimination <i>Ballroom</i>	Women Negotiating in STEM Professions Beth Fisher-Yoshida; Kathleen Banzon	Mitigating Accent Bias with Disclosure: How Disclosure Type and Agent Influence Nonnative Accent Evaluations and Decision Outcomes Yunzi (Rae) Tan; Regina Kim	How Might Female Stereotypes Benefit Organizations? CEO Gender Guides Perceptions and Moral Judgments of Organizations Simone Tang; Edward Chang	
Paper Presentations				
	1:30 – 1:51	1:52 – 2:13	2:14 – 2:35	2:36 – 2:57
Mediation <i>Swift</i>	A Matter of Feelings: Mediators' Perceptions of Emotion in Hierarchical Workplace Conflicts Meriem Kalter; Katalien Bollen; Martin Euwema	Mediation and Reframing in Civil Wars Owen Frazer	Micro Level Peace Agreements - How Neighbors Settle Disputes in Mediation Lin Adrian; Solfrid Mykland Fjell	The Changing Nature of International Mediation 2001 - 2021 Jose Pascal da Rocha
Paper Presentations				
	1:30 – 1:51	1:52 – 2:13	2:14 – 2:35	2:36 – 2:57
Political Psychology <i>Trinity 1</i>	Bridging Political Divides by Focusing on Shared Moral Values Chelsea Schein; Emily Kubin; Yochanan Bigman; Kurt Gray	Discrediting the Imaginary Hypocrite: Thinking Counterfactually About Political Criticism Increases Judgments of Hypocrisy Beth Anne Helgason; Daniel Effron	You Can't Handle the Truth (But I Can)! The Unexpected Affective Consequences of Disagreement Charles Dorison; Julia Minson	Collectivism as a Moderator of the Link Between Political Ideology and Social Attitudes Roxie Chuang; Heejung Kim
Paper Presentations				
	1:30 – 1:51	1:52 – 2:13	2:14 – 2:35	2:36 – 2:57
Intra- and Intergroup Cooperation <i>Trinity 2</i>	Impact of Political Beliefs on Intergenerational Environmental Dilemmas Gwendolyn Tedeschi; Eric Scalone; Poonam Arora	Psychological Barriers to Resolving Intergroup Conflict: An Extensive Review and Consolidation of the Literature William Friend; Deepak Malhotra	Peer Punishment of Free Riders in Task Groups Jin Wook Chang	Negotiating with the Enemy: Team Negotiation, Mixed Trust, and Finding a Way Forward Naomi Fa-Kaji; Nir Halevy
Paper Presentations				
	1:30 – 1:51	1:52 – 2:13	2:14 – 2:35	2:36 – 2:57
Conflict in Organizations <i>O'Connell 1</i>	An International Comparison of Workplace Mediation Services (IRL/NZ) Deirdre Curran; Alec Coakley; Ian Mc Andrew	Employees' Territorial and Conflict Behaviours In Open-Plan Offices Oluremi (Remi) Ayoko; Aurelia Connelly	Intragroup Conflict is Probably More Functional Than You Think: Exploring the Benefits for Teams and Individuals Xiaoran Hu; Randall Peterson	Types of Ties: Do People Perceive the Fairness of Nepotistic Hiring Differently When the Hiring is Based on a Family, Friend or Acquaintance Tie? Teodora Tomova Shakur; L. Taylor Phillips
Ethics in Negotiation <i>O'Connell 4</i>	<i>Symposium</i>			
	Session Chair: Zhaleh Semnani-Azad Brian Gunia; Maryam Kouchaki; Erik Helzer; Noam Ebner; Said Shafa			

Monday | 3:30pm – 5:00pm | July 8, 2019

The Fellows Session <i>Ballroom</i>	<i>Symposium</i> Session Chairs: Peter Carnevale; Linda Putnam James Wall*; Bruce Barry; Jeanne Brett; Don Conlon; Bill Donohue; Barbara Gray; Mara Olekalns			
Double-Edge Swords: Factors that Induce or Prohibit Prosocial and Ethical Behavior <i>Swift</i>	<i>Symposium</i> Sam Skowronek; Maurice Schweitzer; Alex van Zant; Laura Kray*; Jessica Kennedy*; Maryam Kouchaki; Samantha Kassirer; Nir Halevy; Shilaa Alzahawi; Jennifer Dannals; Rebecca Schaumberg; Nicholas Hays			
Paper Presentations	3:30 – 3:51	3:52 – 4:13	4:14 – 4:35	4:36 – 4:57
Multi-Issue Negotiations <i>Trinity 1</i>	Indications for Biased Valuations and Mental Accounting in Multi-Issue Representative Negotiations Adi Amit; Hillie Aaldering	Mental Accounting in Negotiations: Cognitive Segregation and Integration as a Means to Solve the Puzzle of Multi-Issue Negotiations Hong Zhang; Marco Warsitzka; Johann M. Majer; Kai Zhang; Roman Trötschel	Does Expanding the Pie Spoil the Cake? How and Why the Number of Issues Affect Behaviors and Outcomes in Integrative Negotiation Marco Warsitzka; Hong Zhang; Johann Martin Majer; David Demian Loschelder; Roman Trötschel	Multiple Equivalent Simultaneous Offers Reduce the Negotiator Dilemma: How a Choice of First Offers Increases Individual and Joint Outcomes Geoffrey Leonardelli; Jun Gu; Adam Galinsky
Paper Presentations	3:30 – 3:51	3:52 – 4:13	4:14 – 4:35	4:36 – 4:57
Sexual Harassment & Sexual Assault <i>Trinity 2</i>	Connecting Functional Definitions of Workplace Harassment to Enacted Conflict Expression: An Analysis of Online Commentary Regarding Workplace Harassment Conflict Jillian Yarbrough; Alison Berry	Good Intentions Aren't Good Enough: Moral Courage in Opposing Sexual Harassment Rachael Goodwin; Jesse Graham; Kristina Diekmann	The Power of Silence: Using Sentiment Text Analysis to Examine Twitter Responses to Sexual Harassment Accounts Michelle Chambers; Aida Mostafazadeh Davani; Rachael Goodwin; Samantha Dodson; Leigh Yeh; Morteza Dehghani; Jesse Graham; Kristina Diekmann	She Said, He Said – But Who Is Responsible? A Real-World Conceptual Replication Linking Moral Foundations and Attitudes Toward Sexual Assault Victims and Perpetrators Samantha Dodson; Rachael Goodwin; Michelle K. Chambers; Jesse Graham; Kristina A. Diekmann
Paper Presentations	3:30 – 3:51	3:52 – 4:13	4:14 – 4:35	4:36 – 4:57
Conflict in Organizational Context <i>O'Connell 1</i>	Real Life Conflicts in Family Business: The Experiences of Emerging Organizational Consultants Helena Desivilya; Ariela Harel; Oshra Maimon Cymbalista; Meytal Masuri; Michal Perry	Giving Information Technology a Check-Up: How HIT Shapes Conflict & Collaboration in Healthcare Phoebe Strom; Ariel Avgar; Harry Katz	Once Low Power, Always Low Outcomes? Analyzing Negotiations in Different Business Relationship Types Over Time Maximilian Ortmann; Michael Merz; Uta Herbst	Human "Resources"? Objectification in Organizational Contexts Peter Belmi; Juliana Schroeder*
Climate Change and Conflict: Motivational Approaches to Understanding Conflict Over Environmental Issues <i>O'Connell 4</i>	<i>Symposium</i> Leaf van Boven; David Sherman; Adam Pearson; Kimberly Wade-Benzoni			

Keynote Conversation with Peter Cassells (in Q&A with Bruce Barry) | 5:00pm – 6:00pm | Ballroom

Bruce Barry will lead a Q&A session with Peter Cassells. Peter is the Executive Chair of the Edward M. Kennedy Centre for Conflict Intervention at Maynooth University. Learn more about Peter's career at <https://www.dhr.ie/team/peter-cassells/>.

CONFERENCE DAILY NOTES | TUESDAY, JULY 9

- Coffee & Conversation will take place at 10:00am and 3:00pm
- Lunch will take place from 12:00pm – 1:30pm at Murray’s Pub, beside The Gresham
- The Lifetime Achievement Award Address will take place at 5:00pm in the Ballroom
- The Annual Group Photograph will be taken at 5:45pm (location to be determined)
- The Business Meeting will take place from 6:00pm – 7:15pm in Swift
- Access to a private self-guided tour of the Guinness Storehouse will begin at 6:30pm
- The Awards Banquet at the Guinness Storehouse will begin at 7:30pm
- An Asterisk (*) Beside a Name Denotes an IACM 2019 Award Winner
- Visual presenters can discuss their posters further throughout the conference in our conversation rooms-Goldsmith, Hyde, Burke, Hamilton

Tuesday | 8:30am – 10:00am | July 9, 2019

Insights from Cross-Cultural Research on Intractable Conflicts in Ireland and Israel <i>Ballroom</i>	<i>Symposium</i> Jessica Jameson; Ifat Maoz; Janice Barrett; Patrick Kinsella			
Paper Presentations	8:30 – 8:51	8:52 – 9:13	9:14 – 9:35	9:36 – 9:57
Integrative Negotiation <i>Trinity 1</i>	Dovish and Hawkish Influence in Distributive and Integrative Representative Negotiations Hillie Aaldering; Shirli Kopelman	Time for a Win-Win Deal: A Social Exchange Process Model for Negotiation A.J. Corner; Nikolaos Dimotakis; Lisa Schurer Lambert; Leigh Anne Liu; Edward W Miles	Respect Fosters Forming Creative Agreements Jeffrey Loewenstein; Chao Wang	Creativity in Multi-Party Negotiations Jaelah S. van Tol; Eva Funcke; Wolfgang Steinel
Paper Presentations	8:30 – 8:51	8:52 – 9:13	9:14 – 9:35	9:36 – 9:57
Unethical Behavior <i>Trinity 2</i>	Lying to Appear Honest Shoham Choshen-Hillel; Alex Shaw; Eugene Caruso	Is the Cover-Up Worse Than the Crime? Exploring How Third-Party Group Membership Influences Punishment of Cover-Ups Timothy Kundra*; Samir Nurmohamed	Green with Envy: The Mitigating Role of Trust on Enviars’ Post-Negotiation Cooperative Behaviors Rachel Campagna	Demeaning: Dehumanizing Others by Minimizing the Importance of Their Psychological Needs Juliana Schroeder*; Nicholas Epley
Paper Presentations	8:30 – 8:51	8:52 – 9:13	9:14 – 9:35	9:36 – 9:57
Peace & Peacemaking <i>O’Connell 1</i>	Coercion and Concession: The Relation of Sanctions and Negotiations Tobias W. Langenegger	Humanitarian Negotiation Power: Bridging the Theory-Practice Gap Rob Grace; Alain Lempereur	Ripples of Hope and Understanding - The Role of Sharing Joint Experience and Collaboration Between Two Conflictual Identity-Groups in Israel Rachelly Ashwall-Yakar; Ephraim Tabory; Revital Hami-Ziniman	From 1600 Disagreements to None. A Behind-the-Scene Analysis of the COP 21 Multilateral Negotiation Process Aurelien Colson
Competition and Aggressive Behavior: Contextual and Perceptual Predictors of Competitive and Cooperative Decision-Making <i>O’Connell 4</i>	<i>Symposium</i> Erika Kirgjos; Sam Skowronek; Maurice Schweitzer; Lindred Greer; Siyu Yu; Nir Halevy; Jeremy Yip; Lisanne van Bunderen; Robert Böhm; Tamar Kugler			

Tuesday | 10:30am – 12:00pm | July 9, 2019

Using the Arts in Conflict Management <i>Ballroom</i>	<i>Novel Session</i> Michelle LeBaron; Nadja Alexander; Chris Honeyman; Sanda Kaufman; Rena Sharon			
Voices, Narratives, and Identities in Intergroup Conflict <i>Swift</i>	<i>Symposium</i> Ifat Maoz; Deborah Cai; Yiftach Ron; Clila Gerassi-Tishby; Ibrahim Hazbun; Tal Harel			
Paper Presentations	10:30 – 10:51	10:52 – 11:13	11:14 – 11:35	11:36 – 11:57
Communication <i>Trinity 1</i>	An Investigation of Life Dissatisfaction and Aggressive Communication Rebecca Merkin	Engineer Your Story for the Glory: Design Parameters of Storytelling and How They Affect Negotiation Outcomes Anke Degenhart; Markus Voeth	The Economic and Interpersonal Consequences of Deflecting Direct Questions T Bradford Bitterly; Maurice Schweitzer	Compensatory Jargon: Feeling Lower in Status Increases the Use of Jargon Zachariah Brown; Eric Anicich; Adam Galinsky
Paper Presentations	10:30 – 10:51	10:52 – 11:13	11:14 – 11:35	11:36 – 11:57
Emotions & Emotional Intelligence <i>Trinity 2</i>	The Interpersonal Effect of Guilt Expressions on Cooperation: The Role of Social Perceptions Nadhilla Melia; Ming-Hong Tsai	Amidst Rational and Emotional: A Meta-Analysis of Discrete Emotions in Negotiations Tina Dudenhoeffer; Anne Kranzbuehler; Alfred Zerres	Understanding the Role of Self-Awareness in Conflict Management Valon Murtezaj	Too Busy to Feel Shame: Cognitive Job Demands Improve the Task Focus and Performance for the Highly Shame-Prone Rebecca Schaumberg; Scott Wiltermuth
Research Reports	10:30 – 10:37	10:37 – 10:44	10:44 – 10:51	10:52 – 10:59
Real-World Conflict <i>O'Connell 1</i>	The Influence of Belief in Offender Redeemability and Decision-Making Competence on Receptivity to Restorative Justice Gregory Paul	Negotiating Quartermasters: Preferred Negotiation Style and the Influence of Time Pressure, Uncertainty, Trust and the Constituency Jorinde Voskes; Wolfgang Steinel; Herman Steensma	Perceived Effects of the Climatic Change on the Pastoralism of The Gujjar and Bakarwals and Related Environmental Conflict in Kashmir Valley, India Tufail Jarul	The Consequences of Missed Opportunities in International Disputes: An Inaction Inertia Analysis of Negotiation Deadlocks Noya Lishner-Levy; Lesley Terris; Orit Tykocinski
	10:59 – 11:06	11:06 – 11:13	11:14 – 11:21	11:21 – 11:28
	The Emotional Primacy of Team Structures: A Microdynamic Model of How Emotions Shape Team Structural Adaptation Maartje E. Schouten; Anna C Lennard; Yanjinkham (Yanjaa) Shuumarjav	A Social Lab Initiative: Organized Leadership and "Organic" Forms of Mediation Joan Lopez; Beth Fisher-Yoshida	A Culturally Sensitive Approach for The Inclusion of Women with Deaf and Hearing-Impaired Children in Bedouin Society Kjerstin Pugh; Deborah Sachare	Exploring Team Conflict Dynamics with An Agent-Based Model Nancy Lewis; Christine Straw; Peter Coleman
	11:28 – 11:35	11:36 – 11:43	11:43 – 11:50	11:50 – 12:00
	Workplace Mediation: An Irish Study Treasa Kenny	Fair Mediation with Tele-Operated Android Robots – An Experimental Study Lin Adrian; Daniel Druckman; Michael Filzmoser; Malene Flensburg Damhold; Sabine T. Koeszegi; Nicolas Navarro Guerrero; Johanna Seibt; Catharina V. Smedegaard; Christina Vestergaard; Oliver Quick	Common Ground and Degrees of Formality: Insights for Communication Research on Third Party Facilitation Emma van Bijnen	Opportunity for Q&A
Negotiation via and with Technology: Media Effects, AI, and Beyond <i>O'Connell 4</i>	<i>Symposium</i> Noam Ebner; Ingmar Geiger; Roy Lewicki; Shira Mor; Jennifer Parlamis; Andrea Schneider			

Tuesday | 1:30pm – 3:00pm | July 9, 2019

Community Conversation: The Impact of Donald Trump's Presidency on Teaching Negotiation <i>Ballroom</i>	<i>Symposium</i> Noam Ebner; Ilias Kapoutsis; Roy Lewicki; Melissa Manwaring; Andrea Schneider			
Paper Presentations	1:30 – 1:51	1:52 – 2:13	2:14 – 2:35	2:36 – 2:57
Status & Power <i>Swift</i>	An Interdependence Advantage: Working Together Leads Groups from Working-Class Contexts to Outperform Groups from Middle-Class Contexts Andrea Dittmann	Why do High Status People Have Larger Social Networks? Belief in Status-Quality Coupling as a Driver of Network Broadening Behavior and Social Network Size Jiyin Cao; Ned Smith	You Don't Know Me: Status Incongruence Hurts Teams Kyle Emich; Jamie Perry	A Relational Account of Powerlessness: The Role of the Attachment System in Inaction Jieun Pai; Jennifer Whitson; Junha Kim; Sujin Lee
Paper Presentations	1:30 – 1:51	1:52 – 2:13	2:14 – 2:35	2:36 – 2:57
Perceptions of Diversity and Discrimination <i>Trinity 1</i>	Diversity and Conflict Management: A Self-Other Sensemaking Perspective Yan Zhang; Leigh Anne Liu	Asking White Americans About Personal Hardships Increases Willingness to Engage in Discussions of Racial Inequity Olivia Foster-Gimbel; L. Taylor Phillips	The Diversity-Morality Link Sunyoung Kim; Katherine Phillips	The Divergent Effects of Diversity Ideologies for Race and Gender Relations Ashley Martin
Paper Presentations	1:30 – 1:51	1:52 – 2:13	2:14 – 2:35	2:36 – 2:57
Prosocial Behavior <i>Trinity 2</i>	I Will Share with You Because You Are Kind: How Saying "Thank You" Pays Off in Repeated Zero-Sum Resource Allocation Exchanges Dejun Tony Kong; Liuba Belkin	Winning A Contest: The Effect of Contest Outcome on Prosocial Behavior Adiel Moyal; Ilana Ritov	Does Paying Back Pay Off? Effects of Reciprocity and Economic Outcomes on Trust Emergence in Negotiations Dominik Sondern; Guido Hertel	The Help-Decliner's Dilemma: How to Decline Requests for Help at Work Without Hurting One's Image Basima Tewfik*; Timothy Kundro*; Philip Tetlock*
Research Reports	1:30 – 1:37	1:37 – 1:44	1:44 – 1:51	1:52 – 1:59
Ethics, Social Trends, & Organizations <i>O'Connell 1</i>	Leaders' Humor and Subordinate Perceptions in Chinese Context: Investigating the Pivotal Role of Relationship Harmony Shu-Cheng Steve Chi; Inju Yang; Chih-Chieh Chu; Hsi-Fang Lai; Raymond A. Friedman	Blinded by Passion: How Perceptions of Passion Shape Expectations and Evaluations of Others' Moral Behavior Monica Gamez-Djokic; Maryam Kouchaki	When and Why Allyship Backfires in The Pursuit of Workplace Equality Andrew Carton; Karren Knowlton	Fake-News Headlines Seem Less Unethical When Previously Encountered Daniel A. Effron; Medha Raj
	1:59 – 2:06	2:06 – 2:13	2:14 – 2:21	2:21 – 2:28
	Putting the Pieces Back Together or Throwing Them Out? A Theory of Salvaging Workplace Relationships Following Ethical Transgressions Erin Frey; Evan Bruno; Gabrielle Adams	Mimicry Plus Power is a Toxic Brew That Undermines Authenticity Jae-e Cho; Adam Galinsky; Sol Jee Lee	The Effect of the Impostor Phenomenon and Self-Handicapping on Performance Rebecca Badawy; Brooke Gazdag; Jeff Bentley	Trust Through Control: How Managers' Efforts to Demonstrate Their Trustworthiness Moderate the Relationship Between Managerial Controls and Subordinate Trust Chris Long
	2:28 – 2:35	2:36 – 2:43	2:43 – 2:50	2:50 – 3:00
The Effect of Hurricanes on Psychological Experience of Conflicts Polly Kang; David Daniels; Maurice Schweitzer	Moral Courage in Auditing: Characteristics of Ethical Accountants Lily Morse; Taya Cohen	Astrological Stereotypes and Discrimination in China Jackson Lu; Xin Liu; Hui Liao; Adam Galinsky; Lei Wang	Opportunity for Q&A	
New Developments in Conflict Framing <i>O'Connell 4</i>	<i>Symposium</i> Linda L. Putnam; Ryan Fuller; Boniface Michael; Greg Paul; Ian Borton; Noelle Aarts; Ann van Herzele; Barbara Gray; Jessica Jameson			

Tuesday | 3:30pm – 5:00pm | July 9, 2019

What the Youth Have to Say: Listening as Praxis Ballroom	<i>Symposium</i> Claudia Gonzalez; Joan Lopez			
The Psychology of Humor Swift	<i>Symposium</i> T Bradford Bitterly; Maurice Schweitzer; Alison Wood Brooks; Ovul Sezer; Michael Yeomans			
Paper Presentations	3:30 – 3:51	3:52 – 4:13	4:14 – 4:35	4:36 – 4:57
Policies & Current Politics Trinity 1	The Costs of Autonomy: Decisional Autonomy Undermines Judgements of Experts Samantha Kassirer; Emma Levine*; Celia Gaertig	Concerns About Automation and Negative Sentiment Toward Immigration Monica Gamez-Djokic; Adam Waytz	Understanding Cooperation in a Populist Landscape Jimena Gonzalez-Ramirez; Hillie Aaldering; Poonam Arora	Preference Reversals in Equivalent Choices Between Individuals and Policies that Affect Individuals David Munguia Gomez*; Emma Levine*
Conflict Management and Media Impact Trinity 2	<i>Roundtable</i> Tricia Jones; Deborah Cai; Quaiser Abdullah; Deanna Geddes; Jessica Jameson; Edward L Fink			
Research Reports	3:30 – 3:37	3:37 – 3:44	3:44 – 3:51	3:52 – 3:59
Decision Making & Negotiation O'Connell 1	When Negotiators with Honest Reputations Are Less (and More) Likely to Be Deceived Simone Moran; Ilanit Siman Tov-Nachliel	In High Offers I Trust: The Effect of First Offer Value on Economically Vulnerable Behaviors Martha Jeong; Julia Minson; Francesca Gino	When Concern for You and For Me Are in Conflict: Felt Gratitude and Escalation Bias in Relational Dilemmas Dejun Tony Kong; Liuba Belkin	Status and Idea Evaluation: Explaining the Bias in Favor of Men Lillien Ellis; Jack Goncalo; Michelle Duguid
	3:59 – 4:06	4:06 – 4:13	4:14 – 4:21	4:21 – 4:28
	Does Closing A Package Close A Deal or Close a Door? Issue Packaging and Agenda Setting in Integrative Negotiations Hong Zhang; Johann M. Majer; Ingmar Geiger; Roman Trötschel	How- and Why-Mindsets in Negotiations: How Asking "How" Versus Asking "Why" Impacts Negotiators' Behaviors and Outcomes Roman Trötschel; Hong Zhang; Benjamin P. Höhne; Jeanne M. Brett	The Gerrymandering of Attributes Daniel Feiler; Jennifer Dannals	Why Women Don't Ask: An Empirical Study Exploring the Underlying Mechanisms of Gender Differences in the Initiation of Negotiations Katharina Kugler; Julia Reif; Felix Brodbeck
	4:28 – 4:35	4:36 – 4:43	4:43 – 4:50	4:50 – 5:00
	Political Skill at the Bargaining Table: Linking Social Competence to Negotiation Outcomes Kevin Tasa; Thomas O'Neill	Gender and Identity Threat in Negotiations: The Role of Upward Counterfactuals Brooke Gazdag; Alexandra Mislin	Gain Without Pain: How to Make Optimal Negotiation Packages Uta Herbst; Markus Voeth; Manuel Hefner; Ernestine Siebert	Opportunity for Q&A
What Does it Take to Live in Peace? Modeling and Measuring Sustainable Peace for Research and Policy O'Connell 4	<i>Symposium</i> Peter Coleman; Douglas Fry; Geneviève Souillac; Larry Liebovitch; Joshua Fisher; Allegra Chen-Carrel			

Lifetime Achievement Award Address | Ballroom | 5:00pm – 5:45pm

Please join us in honoring **Jim Wall** with the *Lifetime Achievement Award*. Jim will be giving an address to the Association upon receiving this award. The All-Conference Photo will immediately follow the Lifetime Achievement Award Address.

Annual Business Meeting of the Association | Ballroom | 6:00pm – 7:15pm

If you are interested in hearing what the past year has brought IACM and where we are headed, stick around for our business meeting before heading off to Guinness.

Awards Banquet at the World-Famous Guinness Storehouse in the Arrol Suite

Self-Guided Tours Begin at 7:30pm | Awards Banquet Begins at 8:00pm | Live Entertainment Begins at 9:00pm

Join us at our annual awards banquet where we honor attendees who have been selected for their outstanding contributions. Please proceed to make your way to the Guinness Storehouse, located at: *St James's Gate, Ushers, Dublin 8, Ireland*. If you opt to walk, it is an approximately 30-minute walk alongside the river taking you past many famous sites. Should you wish to get a ride, you can use Uber (which will bring you a Taxi in Ireland), download an app called MyTaxi (mytaxi.ie), or simply hail a cab from the street.

- Coffee & Conversation will take place at 10:00am
- Lunch will take place from 12:00pm – 1:30pm at Murray’s Pub, beside The Gresham
- The IACM Board Meeting (by Invitation Only) will take place from 1:30pm – 4:00pm (Location TBD)
- An Asterisk (*) Beside a Name Denotes an IACM 2019 Award Winner

Wednesday | 8:30am – 10:00am | July 10, 2019

“Changing My Life, My Work – and The World?” - Designing Research for Impact of Postgraduate Academic Training in Mediation, Conflict Resolution and Negotiation <i>Swift</i>	<i>Symposium</i> Lin Adrian; Ulla Gläßer			
Paper Presentations	8:30 – 8:51	8:52 – 9:13	9:14 – 9:35	9:36 – 9:57
Diversity and Discrimination in Organizations <i>Trinity 1</i>	Can an Hour of Online Diversity Training Promote Inclusive Attitudes and Behaviors at Work? Edward Chang; Katherine Milkman; Dena Gromet; Robert Rebele; Cade Massey; Angela Duckworth; Adam Grant	Leveraging Tension for Social Change in the Workplace: Social Identity and Activist Types Allegra Chen-Carrel; Rebecca Bass; Danielle Coon; Keerthana Hirudayakanth; Diego Ramos-Ochoa	Asymmetric Attributions to Discrimination: Why Benefitting from Discrimination Is Not Seen as Discriminatory L Taylor Phillips; Sora Jun	Negotiating Difference: Applying a Negotiation Lens to Diversity Management Melissa Thomas-Hunt; Tiffany Galvin Green; Allison Elias
Paper Presentations	8:30 – 8:51	8:52 – 9:13	9:14 – 9:35	9:36 – 9:57
Distributive Negotiation <i>Trinity 2</i>	No Numbers Needed - The Semantic Anchoring Effect Marie-Christin Weber; Uta Herbst	Ethical Decision-Making in Phantom Batna Situations Shuqi Li; Donald Conlon	How Time Is Used Strategically in Negotiation Peter Carnevale	Is the Buyer Really King? A Meta-Analysis on the Influence of Buyer and Seller Roles on Economic Negotiation Outcomes Ingmar Geiger; Andreas Salmen; Alfred Zerres
Teaching Collaborative Governance <i>O’Connell 1</i>	<i>Workshop</i> Michael Kern; Laurel Singer; William Hall			
Managing Conflict Through Communication <i>O’Connell 4</i>	<i>Symposium</i> Nicole Abi-Esber; Einav Hart; Annabelle Roberts; Emma Levine*; Ovul Sezer; Eric Vanepps; Maurice Schweitzer; Grant Donnelly; Alison Wood Brooks; Lindred Greer; Alisa Yu; Preeti Srinivasan; Jared Curhan; Jennifer Overbeck; Yeri Cho; Teng Zhang; Yu Yang			

Wednesday | 10:30am – 12:00pm | July 10, 2019

Engaging Diversity and Political Tensions in a Complex Work Environment <i>Swift</i>	<i>Symposium</i> Helena Desivilya; Victor Friedman; Daniella Arieli; Michal Raz; Oriana Abboud Armaly			
Paper Presentations				
Ethics & Trust <i>Trinity 2</i>	10:30 – 10:51 I May Not Agree with You, But I Trust You: Caring About Social Issues Signals Integrity Julian Zlatev	10:52 – 11:13 Everyday Dilemmas: New Directions on The Judgment and Resolution of Benevolence-Integrity Dilemmas Alexander Moore; David Munguia Gomez; Emma Levine*	11:14 – 11:35 Fibbing About Your Feelings: When Feigning Happiness in The Face of Personal Distress Increases Trust Kristina Wald; Emma Levine*	11:36 – 11:57 Can't I Be Honest? Rebuilding Trust After an Integrity-Based Violation Alexandra Mislin; Rachel Campagna
Paper Presentations				
Women in Negotiation & Organizations <i>O'Connell 1</i>	10:30 – 10:51 What Happens If Women do Ask? Gender and Negotiation in an Online Labor Market Christy Koval; David Daniels	10:52 – 11:13 Equal Investments with Unequal Returns: High Status Contacts Benefit Women's Status Attainment Less Than Men Siyu Yu; Catherine Shea	11:14 – 11:35 Reconceptualizing What and How Women Negotiate for Career Advancement Hannah Riley Bowles; Thomason Bobbi; Julia Bear	11:36 – 11:57 Mighty Women, Weak Men Or Vice Versa--Who Is Best at Expanding the Pie? A New Paradigm to Explore the Effects of Gender and Power on Integrative Negotiation Wolfgang Steinle; Fieke Harinck
Meet the Editors <i>O'Connell 4</i>	<i>Symposium</i> Organizer: Nazli Bhatia, <i>Wharton School</i> Michael Gross, <i>Negotiation & Conflict Management Research</i> Lindred Greer, <i>Academy of Management Journal</i> Peter Kim, <i>Academy of Management Review</i> Bruce Barry, <i>Business Ethics Quarterly</i> Nir Halevy, <i>Journal of Personality and Social Psychology</i> Hillary Elfenbein, <i>Management Science</i> Scott Wiltermuth, <i>Organizational Behavior and Human Decision Processes</i> Maurice Schweitzer, <i>Organizational Behavior and Human Decision Processes</i>			