



SEPTEMBER, 1987 VOLUME II, No. 2

First International Conference a Success

The First International Conference of the International Association for Conflict Management (formerly Conflict Management Group) was held on June 22-25 at George Mason University in Fairfax, Virginia. There were seven tracts which contributed a total of 76 papers, 4 symposia and 2 workshops and participants were in attendance from as far away as Poland, India, Turkey, Switzerland and the Netherlands. As can be seen from the evaluation responses below, the conference went well, particularly for a first attempt.

(5-satisfied, 1-dissatisfied)

Satisfaction with quality of the session papers	3.80
Satisfaction with quality of invited speakers	4.24
Satisfaction with track topics	3.76
Satisfaction with George Mason facilities	3.79
Satisfaction with administration of the conference	4.26

Many participants reported that in addition to the paper sessions, they particularly enjoyed the opening day presentations by Dean G. Pruitt (SUNY-Buffalo), Robert Coulson (American Arbitration Association) and the Panel Discussion with Dean Tjosvold (Simon Fraser University), Bob Baron (Purdue University), Steve Robbins (San Diego State University) and Ken Thomas (Naval Post Graduate School).

Best Paper Awards:

During the Conference Lunch, the best paper awards in each track were announced as follows:

Organization Conflict:

Robert A. Baron, Purdue University (Destructive criticism [ineffective negative feedback] as an elicitor of organizational conflict)

Communication and Conflict:

Robert J. Bies, Northwestern University (Resolving conflict before it happens: the role of social accounts)

Tricia S. Jones, University of Denver (Lag sequential analysis of mediator-spouse and husband-wife interaction in successful and unsuccessful divorce mediation)

Negotiation and Bargaining:

Rajesh Kumar, New York University (Affect, cognition, and decision making in negotiation: a conceptual integration)

Mediation and Dispute Resolution:

William H. Ross, Jr., University of Wisconsin-La Crosse (Beliefs of mediators and arbitrators regarding the effects of motivational and content control techniques in disputes)

Papers Based on Doctoral Dissertations and Master Theses:

Sanda Kaufman, Case Western University (Third party intervention: a theoretical framework)

Many thanks to all those who participated and helped in the running of this conference. Particular thanks must go to Afzal Rahim (Western Kentucky University) who worked continually over the past two and one half years to make our association and its first conference a reality. His unselfishness and hard work have laid a strong foundation for the future. Thanks Afzal!

Minutes from the General Meeting of the IACM

At the Wednesday June 24 session of the First Conference of the IACM, a general meeting was held for all members of the Conflict Management Group to discuss and decide the future direction of the organization. After broad discussion, the following decisions were made:

1. The name of the organization will be changed to the **International Association for Conflict Management (IACM)**. There were many reasons suggested for the name change. Among these were the need for a broader title to reflect the international character of our interests and membership and the need to convey an accurate representation of our organization as an association rather than a group to enhance our prospects of obtaining grants and outside support.
2. It was agreed that there be a Second International Conference of the IACM to be held at the University of Georgia, Athens, GA, June 11-14, 1987. It was requested that Dr. Rahim investigate any conference possibilities for 1988 as well.
3. In order to increase member participation in the organization and to expedite the business of the IACM efficiently, it was decided that a Steering Committee be created comprised of the Conference Track Chairs and the Newsletter Editor.
4. Thanks to the generosity of individual members and some of the academic organizations with which they are associated, no membership dues

have been collected in the past. Unfortunately, if the IACM is to grow, it will be necessary to seek additional financial support. Thus it was decided that the following membership dues system be implemented immediately:

Regular members: \$15/yr.
Students: \$5/yr.

Dues will be collected bi-annually making each member's current dues \$30.00 for 1987-1989 membership. It was further decided that members from developing countries who may find the dues prohibitively expensive should not be excluded from membership because of this expense. It was agreed that the Steering Committee should decide on an equitable policy to deal with these situations as they arise.

5. It was also decided that the IACM should publish a journal on a regular basis in the future which would deal exclusively with conflict topics such as those covered by the conference. The Steering Committee was given charge of developing this publication.

Dr. Rahim Receives Plaque

This year at the Academy of Management meeting in New Orleans (August 9-12) the IACM held a "social hour" for IACM members at the Marriott. During the hour Dean Tjosvold presented a plaque to Dr. Rahim on behalf of the Association. The plaque was in appreciation of his "Entrepreneurial Leadership" at the First International Conference. Dr. Rahim wished to convey his thanks to all and expressed gratitude for the excellent cooperation he has received.

Membership Dues

As indicated in the minutes of the General Meeting of the IACM above, it is now our policy to collect bi-annual dues from all members. Thus, we would like to remind you that if you haven't already done so, please send in your \$30.00 (regular members) or \$10.00 (student members) for your 1987-1989 membership. If you are a member outside the United States you will need to include an additional \$4.00 as a collection charge for international checks. Remember, membership fees are due now. Please send your check to:

International Association for
Conflict Management
Management and Marketing Department
Western Kentucky University
Bowling Green, KY 42101, U.S.A.

Membership entitles you to:

1. Continuing editions of "A Bibliography on Conflict: Research and Publications of IACM Members"

2. Continuing editions of "A Bibliography of Doctoral Dissertations and Master's Theses on Conflict"
3. Continuing editions of the *SIGNAL* (IACM Newsletter)
4. Discounted registrations for IACM Conferences
5. An opportunity to promote interaction among professionals concerned with theory and practice of managing social and organizational conflict.

New Members

We are very pleased to inform you that we now have 187 official members. It seems that there is growing interest in our organization and its momentum is increasing. New members include:

Nancy Scott, Occupational Health Consulting, Inc., New York
Tricia S. Jones, University of Denver
Lewis D. Michaelson, ICF Incorporated, Virginia
Joan G. Dahl, California State University, Northridge
John G. Zeiger, Bryant College, Smithfield, Rhode Island
Thomas J. Pavlak, University of Pittsburgh, Pennsylvania
Gregory E. Kersten, Carlton University, Ottawa, Canada
Mainuddin Afza, University of Wisconsin, Platteville
Jitenfra M. Mishra, Grand Valley State College, Allendale, Michigan
Lizabeth A. Barclay, Oakland University, Rochester, Michigan
Stephan Parmentier, Catholic University of Lueven, Belgium
Sheryl A. Youngblood, Madison Avenue, Chicago
Charity B. Gourley, Galveston, Texas
Roya Ayman, Illinois Institute of Technology, Chicago
Gerald M. Pops, West Virginia University, Morgantown
Wojtek Michalowski, Carlton University, Ottawa, Canada
Robert W. Scott, Conflict Management Group, Inc., Springfield, Virginia
Ryszard Stach, Institute of Psychology, Jagiellonian University, Poland
Eugene G. Gomolka, University of Dayton, Ohio
Mary H. Zinkin, Portland State University, Oregon
Edith M. Fuentes, City of Miami, Building and Zoning Department, Florida
Gregory D. Olson, Montana State University, Bozeman
James I. Walling, AAA Michigan, Dearborn, Michigan
Sanda Kaufman, Case Western University, Cleveland, Ohio
Ann C. Wendt, University of Utah, Salt Lake City
Robert J. Bies, Northwestern University, Evanston, Illinois

- Robert W. Boozer, Memphis State University, Tennessee
- James B. Dworkin, Purdue University, W. Lafayette, Indiana
- Eugene Owens, W. Washington University, Bellingham
- Samuel M. Natale, Iona College, New Rochelle, New York
- Michael N. Chanin, Baruch College, New York
- Lawrence K. Finley, Western Kentucky University, Kentucky
- Paul F. Clark, Pennsylvania State University, New Kensington
- Rajesh Kumar, New York University, New York
- Zofia O. Rummel-Syska, Warsaw University, Poland
- Jane Clark, Independent Arbitration Services, Inc., Lexington, Kentucky
- Thomas J. Bergman, University of Wisconsin, Eau Claire
- Raghu Nath, University of Pittsburgh, Pennsylvania
- Steven R. Wilson, Purdue University, W. Lafayette, Indiana
- Laurie S. Coltrie, Mediator, Clinton, Ohio
- Robert W. Sanders, Florida International University, North Miami Beach
- Linda J. Groff, California State University, Carson
- Cynthia S. Fobian, University of Iowa, Iowa City
- Sandra V. Horowitz, Cornell University Medical College, New York
- Mary Anne C. Ashworth, Findlat City School, Ohio
- P. Christopher Earley, University of Arizona, Tucson
- Ruth Kaan, Illinois Institute of Technology, Chicago
- Eric T. Assur, Juvenile and Domestic Relations District Court, Virginia
- Debra L. Tolar, University of Denver, Colorado
- Jeraldine Brown, State Employees Mediation Program, Denver, Colorado
- Cassie DallaSanta, Chicago
- Eusuf H. Chowdhury, Dhaka Match Industries, Dhaka, Bangladesh
- Franklin Cardona, Tri-County Community Hospital, Edmore, England
- Moses S. Koch, Murray State University, Kentucky
- Center for Conflict Resolution, George Mason University, Fairfax, Virginia
- Thomas A. Taylor, Roanoke, Virginia
- Joyce Brewer, Bowling Green, Kentucky
- Barbara E. Orbe
- Major Clyde C. Caufield, Iowa City, Indiana

A hearty welcome to all of you!

Publication Schedule of the SIGNAL

It has been decided to publish the *Signal* (IACM Newsletter) twice a year in September and March. This means that you can begin sending any information or announcements you would like to see in the *Signal* now. Please help to make this newsletter useful by forwarding items of interest to the editor at the address on front.

Consulting Opportunities

(Note: The following listing is being offered only as a courtesy and does not necessarily carry the endorsement of the International Association for Conflict Management.)

The Mediation Training Institute (International) offers free Managerial Mediation Resource Manual, Instructor Manual, seminar videotape, trainer-certification, and follow-up marketing assistance and referrals to mediators and consultants who have generic training (group facilitation) skills and experience, and who wish to maintain a part-time consulting practice to businesses and other organizations. Involves coordinating a training-of-trainer seminar in "Managerial Mediation: The Next Step in Modern Participative Management" in your geographical area (U.S. and elsewhere) - with our help. Contact:

Daniel Dana, Ph.D.
MTI International
P.O. Box 584
Bloomfield, CT 06002
U.S.A.

Publications Catalog Available

The American Arbitration Association has available to IACM members a catalog which contains books, reporting services, periodicals, films, videotapes, pamphlets, articles, and rules useful to labor-management professionals and others who serve the labor community. If you are interested and would like to receive a copy of this free catalog, write to:

Robin Green
Publications Promotion Coordinator
American Arbitration Association
140 West 51 Street
New York, New York 10020-1203
U.S.A.

Address Changes

If you have changed addresses since you received the last issue of the *Signal*, why not take a moment now to fill out the change of address form listed below and mail it to the editor at the address on front?

Name _____

New Address _____

Old Address _____

Books Published by IACM Members

The following books have been written by IACM members and are being listed here for member information. If any of you have written books that you would also like to have IACM members aware of for their research and study please let us know and we will gladly list them as well.

- Coulson, R. (1987). *Business mediation – what you want to know*. New York: American Arbitration Association.
- Bendahmane, D.B. and McDonald, J.W. (Eds.). (1984). *International negotiation: art and science*. Washington D.C.: Department of State.
- McDonald, J.W. (1984). *How to be a delegate*. Washington D.C.: Department of State.
- Folger, J.P. and Poole, M.S. (1984). *Working through conflict: a communication perspective*. Glenview, Illinois: Scott, Foresman and Company.
- Pops, G.M. and Stephenson, M.O., Jr. (1987). *Conflict resolution in the public policy process*. Department of Public Administration, West Virginia University.
- Pruitt, D.G. and Rubin, J.Z. (1986). *Social conflict: escalation, stalemate, and settlement*. New York: Random House.
- Rahim, M.A. (1986). *Managing conflict in organizations*. New York: Praeger Publishers.