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Conference Book Published

Praeger Publishers has published a book titled, *Managing Conflict: An Integrative Approach* edited by M. Afzalur Rahim which is based on 21 selected papers presented at the First International Conference of the IACM. The competitive papers were selected on the basis of their reviewers' comments and recommendations of their respective chapter editors. The invited papers by eminent scholars were accepted on the basis of the recommendations of their chapter editors.

Chapter titles and authors are as follows:

Chapter I: Organizational Conflict

1. Introduction
Dean Tjosvold
2. Understanding and Managing Interpersonal Conflict at Work: Its Issues, Interactive Processes and Consequences.
Thomas J. Bergmann and Roger J. Volkema
3. Negative Effects of Destructive Criticism: Impact on Conflict, Self-Efficacy, and Task Performance
Robert A. Baron
4. Integrative and Distributive Dimensions of Styles of Handling Interpersonal Conflict and Bargaining Outcome
Clement Psenicka and M. Afzalur Rahim
5. Interdependence Approach to Conflict Management in Organizations
Dean Tjosvold
6. The Difference in the Meaning of Forcing in the Conflict Management of Actors and Observers
Evert van de Vliert and Hugo C.M. Prein

Chapter II: Communication and Conflict

7. Introduction
Linda L. Putnam
8. Criteria for Developing Communication Theory in Mediation
William A. Donohue
9. Managing Conflict Before it Happens: The Role of Accounts
Robert J. Bies
10. Lag Sequential Analyses of Mediator-Spouse and Husband-Wife Interaction in Successful and Unsuccessful Divorce Mediation
Tricia S. Jones

11. The Role of Argumentation in Distributive and Integrative Bargaining Contexts: Seeking Relative Advantage But at What Cost?
Michael E. Roloff, Frank E. Tutzaur and William O. Dailey

12. Argumentation and Bargaining Strategies as Discriminators of Integrative Outcomes
Linda L. Putnam and Steve R. Wilson

Chapter III: Negotiation

13. Introduction
Margaret A. Neale
14. Cognitive Aspects of Negotiation: New Perspectives of Dyadic Decision Making
Margaret A. Neale, Gregory B. Northcraft and Max H. Bazerman
15. Goal Setting, Resource Interdependence, and Conflict Management
P. Christopher Earley and Gregory B. Northcraft
16. The Impact of Managerial Arbitration and Subunit Power on Bargaining Behavior and Commitment
Frederick A. Starke and W. W. Notz
17. Affect, Cognition and Decision Making in Negotiation: A Conceptual Integration
Rajesh Kumar

Chapter IV: Mediation

18. Introduction
Gabriel F. Buntzman
19. The Process of Mediation: Caucusing, Control and Problem Solving
Dean G. Pruitt, William R. Fry, Lynn Castrianno, Josephine Zubeck, Gary L. Welton, Neil B. McGillicuddy and Carol Ippolito
20. Beliefs of Mediators and Arbitrators Regarding the Effects of Motivational and Content Control Techniques in Disputes
William H. Ross, Jr.
21. A Taxonomy of Effective Mediator Strategies and Tactics for Non-Labor-Management Mediation
Tricia S. Jones
22. Incorporating Idiosyncratic Family System Characteristics in the Development of Agreements: Toward an Expanded Understanding of "Success" in the Mediation of Child Custody Disputes
E. Joan Hunt, Elizabeth J. Koopman, Laurie C. Coltri and Francine G. Favretto

Chapter V: Integrating Perspective

23. Introduction
M. Afzalur Rahim and Evert van de Vliert
24. Controversy Within Decision-Making Situations
David W. Johnson, Roger T. Johnson and Karl Smith
25. Norms as an Integrating Theme in Conflict and Negotiation: Correcting Our "Sociopathic" Assumptions
Kenneth W. Thomas
26. Third Party Intervention: A Theoretical Framework
Sandra Kaufman and George T. Duncan

The IACM is pleased to have played a role in producing this book and we look forward to another such publication emerging from the next international conference.

A Special Thanks

The IACM would like to express a hearty and grateful thank you to Western Kentucky University for all the support it has given us and continues to make available. Western Kentucky has given both financial support and encouragement to our association and without their help, it is unlikely we would have the quality organization we now have. Thanks!

Track Chairs Announced

As most of you should already be aware, the 2nd International Conference of the IACM will be held on June 11-14, 1989 at the University of Georgia. The tracks and respective chairs for that conference include:

- Organizational Conflict: Bob Baron, RPI
- Communication and Conflict: Tricia Jones, University of Denver
- Negotiation and Bargaining: Jim Dworkin, Purdue University
- Mediation and Arbitration: Peter Carnevale, University of Illinois
- International Conflict: Rod Kramer, Stanford University
- Conflict in the Public Sector: Tom Pavlak, University of Pittsburgh
- Doctoral Dissertations and Masters' theses: Michael Chanin, CUNY

Each IACM member will be receiving a *Call for Papers* announcement in the near future. All papers as well as workshop and symposia proposals will be blind reviewed. Please encourage your colleagues to consider submitting a paper or proposal for consideration so we can have another high quality conference.

Dues Reminder

Unfortunately there are still some individuals who have not paid their current dues for membership in the IACM. Please check your records to see if you have overlooked payment. If you have paid, you should have received a receipt from us. Thank you.

IACM Finances

Since we have begun to collect dues for IACM membership we thought it appropriate to publicly report the Association's finances in this newsletter. If you have any questions or if you would like more specific information, please contact our president, Dr. M. Afzalur Rahim, Department of Management and Marketing, Western Kentucky University, Bowling Green, KY 42101.

Receipts and Expenses Analysis to 1/1/88**Savings:**

Receipts:			
Deposits	\$1488.00		
Dividends	13.06		
Total Receipts		\$1501.06	
Expenses:			
Fee		5.00	
Ending Balance 1/1/88			\$1496.06

Checking:

Receipts:			
Deposits	\$6181.98		
Dividends	169.35		
Book sales	101.00		
Total Receipts		\$6452.33	
Expenses:			
Conference	\$3304.88		
Office Supplies	36.44		
Telephone	38.01		
Student Help	450.00		
Miscellaneous	259.21		
Total Expenses		\$4088.54	
Ending Balance 1/1/88			\$2363.79
Total Cash 1/1/88			\$3859.85

Announcements:

The IACM would like to familiarize members with the **Negotiation Journal: On the Process of Dispute Settlement**. This excellent publication is designed to be of interest to both dispute resolution scholars and practitioners and is published in cooperation with the Program on Negotiation, an Inter-University Consortium. Submissions or questions about editorial policy should be directed to:

Negotiations Journal
Program on Negotiation
500 Pound Hall
Harvard Law School
Cambridge, MA 02138
(617) 495-1684

Potential subscribers should contact:

Circulation Manager
Plenum Publishing
233 Spring Street
New York, NY 10013

Management Communication Quarterly is publishing a special issue on "Communication and Conflict Styles in Organizations," February 1988, Vol. 1, No. 3. The issue, edited by Linda Putnam, Purdue University, is devoted to a conceptual and empirical assessment of five separate measures of conflict style: the Conflict Management Survey, the MODE Survey, the ROCI-II, the Organizational Communication Conflict Instrument, and the Conflict Management Message Style. Each article examines development and scoring of the scale, reliability and validity tests, research findings with the scale, and uses of the scale in training and consulting. The issue also includes an overview article on the conceptual and theoretical roots of conflict style, a critique and commentary on new directions for style research, and a forum by Kenneth Thomas on the assumptions that underlie conflict-handling modes. Copies of this issue can be purchased for \$8.00, individual order, and \$12.00, institutional order, plus \$1.50 postage and shipping. Please order by volume and issue number of *Management Communication Quarterly*. Send orders to: SAGE Publications, Inc., 2111 West Hillcrest Drive, Newbury Park, CA 91320.

Afzal Rahim is revising his handbook **Rahim Organizational Conflict: Professional Manual**. If you have used ROCI-I or ROCI-II in your research work, Afzal would like to have a copy of your research report or reprints of articles. If you are in the process of collecting data for your study, he would like to have a copy of your research proposal. He would also like to have raw data on the two instruments to prepare percentile and reference group norms. Afzal appreciates any help you might render.

Call for Presentations: A Research/Study team on Non-Violent Large Systems Change will meet May 16-17, 1988 at George Williams College in Williams Bay, Wisconsin just outside Chicago. Registration is free as a contribution from the O.D. Institute but please let them know if you plan to attend this two-day meeting. There will be a charge for meals and for a sleeping room if you plan to stay overnight. It has been terribly difficult, but they think they have arranged to bring a Soviet citizen to this meeting. He will come as a "private citizen" and not as a member of an "official" delegation. For further information contact Dr. Stephen Sachs, 7 Valley Avenue, #4, Iowa City, IA 52240 Telephone (319) 351-5639.

Call for Presentations: You are invited to make a presentation at the 8th O.D. World Congress being held November 15-19, 1988 in the Philippines. The theme for the Congress is "Peaceful Transitions: Models and Strategies." The Philippine members of the planning committee feel confident that President

Corazon Aquino will deliver the opening address at The Palace. Dr. Robert Golembiewski, RODC has agreed to deliver a second keynote address. Tours will also be available. If interested contact: The International Registry of Organization Development Professionals, Organization Development Institute, 11234 Walnut Ridge Road, Chesterland, OH 44026.

The Community Board Program, Inc. is an innovative conflict resolution service established in San Francisco in 1976. They offer intensive training sessions to provide the understanding and practical experience necessary to resolve conflicts in diverse settings. The three Institutes listed below are sponsored by them. If you are interested in any of them, contact The Community Board Program, Inc., 149 Ninth Street, San Francisco, CA 94103 (415) 552-1250.

Advanced Conflict Resolution, a four-day institute for managers, human resources professionals and others who intervene in disputes. Participants learn advanced conflict management skills. Prerequisite: Mediation training or experience. April 27-30, 1988, San Francisco, \$485.

The Trainers Institute is a five-day session that prepares conflict resolution program representatives to train volunteers and staff in a step-by-step dispute settlement process. May 16-20, 1988, Washington, D.C., \$485.

Resolving Cross Cultural Workplace Disputes is a three-day institute for supervisors and others whose work involves helping a multi-cultural workforce function effectively. Participants learn to communicate with people from other cultures and to resolve cross-cultural workplace disputes. May 31-June 2, 1988, San Francisco, \$485.