

# SIGNAL



International  
Association for  
Conflict  
Management

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## Editor's Note

This issue of *Signal* is coming to you later than usual. Because of the growth of our organization and because we are rapidly becoming known by a variety of other professional organizations, I am receiving increased information for inclusion in our newsletter. As a result, we would like to begin publishing the *Signal* three times a year instead of only twice. The new publication months will be **November, March, and July**. Please keep these dates in mind so we can inform members of coming events and deadlines in a timely manner.

## Second International Conference of the IACM a Success

Dr. Rahim would like to thank all of you who wrote to him to thank those who worked long and hard to make the Second International Conference of the IACM a success this past June. There were many gracious comments made concerning the quality and scope of the conference, but perhaps this excerpt from one of the letters sums them up best:

"... I belong to several organizations with the word **International** in the title and yet there does not seem to be an effort on their part to include people from other cultures/countries. This is obviously not the case with the IACM. The papers and discussions with international scholars and practitioners were extremely valuable to me. ... I was impressed with the quality of the discussions. ... noted scholars in the group were friendly and accessible. ... I look forward to continued participation with this group."

Once again, we would like to extend a "Thank You" to all those who helped to make the conference a success, particularly Afzal Rahim.

## 1990 Call for Papers

Below is the information you will need to participate in the **Third International Conference of the IACM**. You can contribute to the success of this conference in several ways. First, why not plan to be there! Vancouver is a great place to be and is particularly well-suited for a family vacation. Second, plan to submit a paper. As you can tell from the comment above concerning the last conference, this is a great place to share your work and receive useful input. Third, encourage your colleagues to attend and make submissions. **You** are the best advertisement we have for the quality of our association. Help us grow even better by encouraging those you know to join us at the conference and as members.

**Conference Location:** Simon Fraser University, Vancouver, B.C., Canada, June 13-16, 1990

**Submission Deadline:** Papers must be received by November 30, 1989.

**Program Theme:** Interdisciplinary approach to research and theory in conflict management.

**Program Objective:** To encourage scholars and practitioners to develop and disseminate theory and research that is useful to organizational and social system leaders for improving their conflict management skills.

**Program Organization:** The meeting will be organized around eight tracks and will feature competitive paper sessions, symposia, poster sessions, and workshops designed to share ideas and research findings. Innovative sessions are encouraged as are research and theory targeted toward practitioners.

**Submissions:** You are invited to submit a paper or 400-word abstract of the paper (or poster) to the appropriate track. For the paper or abstract include a separate title page with author's names, affiliations, and phone numbers.

The papers should be prepared according to the American Psychological Association style and should not exceed 25 pages. Submission implies that one or more authors will register for and attend the conference.

**Symposia and Workshops:** You are also invited to submit a proposal for a symposium(s) or workshop(s). Each copy should include title page (separate) with names, affiliations, and telephone numbers; abstract page (separate); and a detailed description of your proposal. Submission of a proposal implies that the proposal coordinator(s) will register for and attend the meeting to lead the session.

**Submission and Review Procedures:** Please send three copies of the papers, abstracts, and proposals directly to the appropriate track chair and one copy to the Program chair. Papers should not have been presented elsewhere or published elsewhere prior to the conference.

### Tracks and Chairs:

#### **Track 1: Organizational Conflict**

Dr. Boris Kabanoff, Co-Chair  
Australian Graduate School of Management  
P.O. Box 1, University of N.S.W.  
Kensington 2033 N.S.W.  
AUSTRALIA  
Phone: (02) 662-0267

Dr. William J. Ross, Jr., Co-Chair  
Department of Management University  
University of Wisconsin  
1725 State Street  
LaCrosse, WI 54601-7854  
Phone: (608) 785-8450

**Track 2: Communication and Conflict**

Dr. Michael E. Roloff, Chair  
Department of Communication Studies  
Northwestern University  
Evanston, IL 60201  
Phone: (312) 491-7532

**Track 3: Negotiations and Bargaining**

Dr. Joan G. Dahl, Chair  
Management Department  
California State University, Northridge  
Northridge, CA 91330  
Phone: (818) 885-2457

**Track 4: Mediation and Arbitration**

Dr. Donald E. Conlon, Chair  
Department of Business Administration  
University of Delaware  
Newark, DE 19716  
Phone: (302) 451-2081

**Track 5: Conflict in the Public Sector**

Dr. William L. Waugh, Jr., Chair  
Institute of Public Administration  
Georgia State University  
Atlanta, GA 30303  
Phone: (404) 651-3350

**Track 6: International Conflict**

Ambassador John W. McDonald, Chair  
President  
Iowa Peace Institute  
917 10th Avenue  
Grinnell, IA 50112  
Phone: (515) 236-4880

**Track 7: Papers Based on Doctoral Dissertations & Masters' Theses, 1987-1990**

Dr. Sanda Kaufman, Chair  
Department of Urban Studies  
Cleveland State University  
Cleveland, OH 44115  
Phone: (216) 687-2367

**Track 8: Decision Making**

Dr. Leigh L. Thompson, Chair  
Department of Psychology, N1-25  
University of Washington  
Seattle, Washington 98195  
Phone: (206) 543-5655

**Local Arrangements:**

Dr. Dean Tjosvold, Chair  
Faculty of Business Administration  
Simon Fraser University  
Burnaby, BC CANADA V5A 1S6  
Phone: (604) 689-2720

**Program Chair:**

Dr. James A. Wall  
Department of Management  
Middlebush Hall  
University of Missouri  
Columbia, Missouri 65211  
Phone: (314) 882-4561

**Track Descriptions:**

**Organizational Conflict:** the causes, effects, and measurement of conflict in organizational settings. Topics

include: intrapersonal, interpersonal, intragroup, intergroup, and interorganizational conflicts; style of handling interpersonal conflict; power and conflict; sources, moderators, and effects of conflict; research methodologies (e.g., simulations, surveys, direct observations) for studying conflict.

**Communication and Conflict:** verbal and nonverbal behaviors in communication interaction. Topics include: interaction analysis of communication behavior in negotiation, examination of the effects of communication styles, or relationship of styles to other outcomes or characteristics in conflict; descriptive, experimental, or quasi-experimental studies of communication as a central component of conflict.

**Negotiation and Bargaining:** activities whereby parties involved in a conflict seek to settle that conflict. Topics include: adversarialism vs. cooperation; concession bargaining; fact-finding, power and influence; coalitions; intraorganizational bargaining; concession behavior; and breakdown in negotiations.

**Mediation and Arbitration:** the study of third parties in all domains of social conflict. Topics include: factors that affect the techniques, strategies, tactics, and outcomes of mediation; comparisons of alternative forms of mediation and arbitration; influence of third party behavior on disputant satisfaction and procedural justice; influence of organizational grievance procedures on organizational outcomes (e.g., performance evaluations, turnover); economic factors and the use of arbitration and mediation.

**Conflict in the Public Sector:** conflict relative to public policy processes and conflict relative to public and not-for-profit organizations. Topics include: analyses of conflict relating to policy design, ethics values and policy; law and social conflict; social cleavages and public policy; public agency-client relationships; public sector labor-management relations; conflict management strategies; and interorganizational conflict.

**International Conflict:** theoretical and empirical contributions to our understanding of international conflict. Topics include: dynamics of conflict (e.g., escalation and deescalation processes); approaches to conflict prevention and conflict resolution, including deterrence, negotiation, and third party intervention.

**Papers Based on Doctoral Dissertations and Masters' Theses, 1987-90:** theoretical or empirical works from dissertations and theses on conflict topics.

**Decision Making:** theoretical and empirical contributions to understanding decision making and the manner in which decision making interfaces with conflict, negotiation, and mediation. Topics include: procedural justice, research methodologies for studying decision making; theoretical examination of the nature and role of decision making in conflict; the decision behavior of negotiators, mediators and arbitrators; and the implementation of decisions.

**Best Paper Awards:** The IACM will present an award for the best paper for each track.

**Publications:** Summaries of papers, symposia, and workshops presented at the conference will be included in the *Proceedings*. Selected papers presented in the conference will be included in the *International Journal of*

*Conflict Management.* If you want your paper to be considered for inclusion in this Journal, please send three copies of your paper to Dr. Afzal Rahim, Editor-IJCM, Department of Management, Western Kentucky University, Bowling Green, KY 42101, USA, Phone: 502-745-5408 Ext. 2499 or 782-2601, Fax: 502-745-5943.

## Financial Report of the IACM

Below is the latest financial report for our organization. As you can see, we are not only growing steadily in membership, but also in resources. These funds may seem modest, but given the age of the IACM, they're encouraging.

### International Association for Conflict Management Receipts and Expenses Analysis from 1/1/89 to 8/31/89 Checking and Savings Accounts

#### Membership Dues Account:

Beginning Balance 1/1/89			\$3,182.58
Revenue:			
Dues Collection	\$ 485.00		
Dividends	141.84		
Total Revenue		\$ 626.84	
			<u>\$3,809.42</u>
Expenses:			
Foreign Check Collection	\$ 5.00		
Adjustments	0.00		
Total Expenses		\$ 5.00	
Ending Balance 8/31/89			<u><u>\$3,804.42</u></u>

#### Conference Account:

Beginning Balance 1/1/89			\$2,495.85
Revenue:			
Book Sales	\$ 9.00		
Dividends	148.28		
Conference Registration	5,390.00		
Conference Sponsorship	50.00		
Proceedings Typing/Copying	43.00		
Conf. Social Fee Collection	179.78		
Total Revenue		\$5,820.06	
			<u>\$8,315.91</u>
Expenses:			
Salaries	\$ 383.84		
Office Supplies	29.50		
Postage	38.75		
Telephone	27.60		
Foreign Check Collection	85.00		
Service Charge	16.00		
Copyright Registration	40.00		
Georgia Conference Center	2,000.00*		
Honorarium	500.00		
Conference Plaques	218.52		
Conference Caps	120.00		
Conference Social	53.94		
Total Expenses		\$3,513.15	
Ending Balance 8/31/89			<u><u>\$4,802.76</u></u>
Total Cash 8/31/89			<u><u>\$8,607.18</u></u>

\*This is part payment. We have not yet received the final bill from Georgia!

## FRDR Research Grants

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In past issues of the *Signal* we announced the availability of research grants from the **Fund for Research on Dispute Resolution**. Below is a list of the recipients and descriptions of those grants which may be useful to you for future proposals. You'll notice some IACM members are among the recipients. If you'd like more information, please contact the Fund for Research on Dispute Resolution, 1901 L Street, N.W., Suite 600, Washington, D.C. 20036, (202) 785-4637.

- **Stephen Bundy**, School of Law, University of California – a \$37,506 grant to examine the effects of dispute resolution processes by comparing both the ways that customer claims against securities brokers are handled and their outcomes in arbitration and litigation. The study will look at disparities in resources and power between claimants and brokers, the ways litigation and arbitration differ in operation, and the ways in which these disparities and differences may affect the final outcomes.
- **Stephen Daniels and Lori Andrews**, American Bar Foundation – a \$57,060 grant for a study of two hospital units to explore why some patients initiate claims in response to medical error and malpractice, while many others do not. Using ethnographic methods, the researchers will examine how the perception of medical error develops by tracing the relationship between the history of various claims and the nature of the medical unit's work and organizational structure.
- **Marc Galanter, Joel Rogers and Stuart Macaulay**, Dispute Processing Research Program, University of Wisconsin – a \$89,152 grant to investigate the increase in the nation's business disputes and commercial litigation since 1960. Using case studies, the researchers will test a theory that suggests differences in industry structure and market characteristics may explain the increase in business disputes. The research will also examine why some commercial sectors rely more heavily than others on different forms of dispute resolution.
- **Patricia Gwartney-Gibbs**, Center for the Study of Women in Society, University of Oregon – a \$65,816 grant to examine the role and impact of gender in work place disputes. Through interviews the researcher will study employee grievances and dispute resolution processes in order to identify possible sex differences in the origins, processes and outcomes of these disputes.
- **Herbert Jacob**, Center for Urban Affairs and Policy Research, Northwestern University – a \$65,092 grant to examine the effects of "bargaining in the shadow of the law" in the context of divorce negotiations. The researcher will interview 300 divorcing couples, their lawyers and mediators, to explore how the parties' understandings of child support and custody laws influence the negotiated outcomes.
- **Joan Kelly**, the Northern California Mediation Center – a \$41,054 grant to compare how mediation and litigation affected the outcomes of divorce cases that involve such factors as child custody, financial support and property division. Through questionnaires administered to disputants at both one-year and two-year intervals after the divorce, the study will compare the psychological, legal and economic effects on disputants for the two processes and examine the role gender plays in these disputes.
- **Elizabeth Loftus**, Department of Psychology, University of Washington – a \$61,258 grant to support a two-year study examining the question of lawyer overconfidence and whether it can be a barrier to out-of-court negotiated settlements. Using telephone interviews of trial attorneys, the research will establish whether and when lawyer overconfidence occurs and examine if reducing it enhances productive settlement negotiations and leads to better results for clients.
- **Emily Mansfield, Karen James and Diane Vendiola**, Northwest Intertribal Court System – a \$50,000 grant to conduct a historical and ethnographic study of the traditional and contemporary dispute processes of Puget Sound Native Americans. The study will review historical records and interview tribal elders, officials and other members to examine from a cultural perspective, the degree of continuity in the tribes' approaches to disputing and dispute resolution.
- **Joseph McCartin**, Department of History, State University of New York at Binghamton – a \$9,302 grant to examine worker-elected, locally run grievance committees supervised by the National War Labor Board during World War I. The research will review historical records from Board cases between 1915-1922 to determine how effective the local committees were in preventing industrial disputes. The project will also assess the significance of this neglected chapter in American labor history to current labor policy debates.
- **Neal Milner**, Program on Conflict Resolution, University of Hawaii – a \$36,616 grant to develop a book with other scholars and practitioners that focuses on perspectives of popular justice and community-based mediation. The book will also include new analyses of the data produced by a major research project examining San Francisco's Community Boards program.
- **Neghin Modavi**, Department of Political Science, University of Hawaii – a \$15,000 grant to develop case studies of environmental land use disputes in Hawaii examining the nature and impact of state intervention. The research will explore the role of culture and ethnicity in these cases and the conditions under which the disputes result in favorable or unfavorable outcomes for community groups.
- **Margaret Neale, Robin Pinkley, Jack Brittain and Gregory Northcraft**, J. L. Kellogg Graduate School of Management, Northwestern University – a \$73,405 grant to study how managers resolve disputes within organizations. Past research has shown that managers, on average, spend twenty percent of their time trying to resolve disputes within their companies. The project will categorize dispute intervention techniques that practicing managers use in actual disputes and explore through computer simulations why managers chose one technique over another for various types of organizational disputes.
- **Janet Neelin and Sheena McConnell**, Department of Economics, University of California at Los Angeles – a

\$30,000 grant to examine what impact labor laws mandating different resolution procedures have on setting wages, rates of employment and number of bargaining impasses. The study will collect a unique data set including all state and local public sector contract negotiations and resulting disputes between 1970 and 1985.

- **Terrell Northrup and Marshall Segall**, Program on the Analysis and Resolution of Conflicts, Syracuse University - a \$53,375 grant to examine the role of gender in community mediation and whether women's perceptions of vulnerability and lack of power discourages their use of mediation. Using structured interviews with users and non-users of mediation services, the researchers will analyze the impact of gender on the utilization of mediation services.
- **James Perry**, School of Public and Environmental Affairs, Indiana University - a \$42,988 grant to study what happens when employees "blow the whistle" on their employers' illegal or illegitimate practices by initiating a complaint. Through case surveys, and review of federal agency records, the research will examine the aftermath of a large number of federal whistleblowing cases to determine what happens to whistleblowers who bring these grievances to their organizations.
- **Janet Rifkin and Sara Cobb**, Department of Legal Studies, University of Massachusetts at Amherst - a \$59,997 grant to study how the concept of neutrality in mediation is understood, discussed and practiced. Transcripts from mediation sessions taking place at five Massachusetts community mediation programs will be analyzed and mediators interviewed to determine the role of "neutrality" in producing settlements in mediation.
- **Nancy Thoennes and Patricia Tjaden**, Center for Policy Research, Denver, Colorado - a \$62,443 grant to study social worker and family negotiations in cases of child abuse and neglect. Cases will be observed at stages from intake to closure in the child protection process. Families, caseworkers and court and agency personnel will be interviewed to examine the range of interactions and how these disputes are handled in the face of power imbalances.
- **Edward Walsh**, Center of Research in Conflict and Negotiation, Pennsylvania State University - a \$55,000 grant to study the siting process for waste-to-energy incineration plants and the impact of community mobilization on the outcomes of these environmental disputes. Case studies will examine the connections between socioeconomic status, effective community action and the different ways communities have been mobilized in these disputes.
- **Carol Watkins**, School of Business Administration, Rider College - a \$33,000 grant to study the origins of observed gender differences in negotiating behavior and the impact of power on those differences and on negotiation outcomes. In simulated negotiations between male and female managers the role of status, power and gender will be analyzed.
- **Michelle White**, Department of Economics, University of Michigan - a \$25,000 grant to construct an economic

model to determine whether negligence or a strict liability standard is more efficient in preventing medical malpractice. The research will examine malpractice cases filed against a large urban hospital over the past ten years.

## Conflict Related Fellowships Available

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**Program:** United States Institute of Peace Fellows

**Agency:** United States Institute of Peace

**Next Deadline:** November 15, 1989

Supports one-year postdoctoral fellowships for mid-career professionals from all disciplines who demonstrate substantial accomplishment and promise for leadership in the field of international peace and conflict management. Fellows will work in residence at the USIP in Washington, DC on topics related to real problems and integrate theory with practice. The maximum stipend is \$57,158.

**CFDA Number:** N/A

**Contact:** Michael Lund, Fellowship Programs Manager  
United States Institute of Peace  
Suite 700  
1550 M Street, NW  
Washington, DC 20005  
202/457-1700

**Program:** Fellowships in International Peace and Security

**Agency:** Social Science Research Council

**Next Deadline:** December 1, 1989

With funding from the MacArthur Foundation, approximately 20 two-year doctoral and postdoctoral fellowships will be awarded in international peace and security studies. Doctoral students and postdoctoral scholars from the physical and biological sciences as well as from the social/behavioral sciences are eligible. Awards are \$15,000 per year for dissertation fellowships and not less than \$25,000 per year for postdoctoral fellowships.

**CFDA Number:** N/A

**Contact:** Felica Sullivan, Program in International Peace and Security  
**Social Science Research Council**  
605 Third Avenue  
New York, NY 10158  
212/661-0280

## ADR Questionnaire Results

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A questionnaire circulated by the American Bar Association Standing Committee on Dispute Resolution revealed the potential that exists for the use of alternative methods of dispute resolution in Attorney General offices. It was found that most offices practice negotiation, but that few use any other type of formal ADR. Further, most AG attorneys and staff report that they have had no specific training in delivering ADR or screening cases for such. The questionnaire also revealed three priorities which the American Bar Association, the National Association of

Attorneys General, and the United States Office of Consumer Affairs plan to pursue to promote the use of ADR in AG offices: creation of workshops to teach about ADR practices, establishment of a model ADR office, and formulation of guidelines for the creation and execution of ADR services.

These three priorities will provide a strong base on which to build a nationwide Attorney General ADR program. First, the workshops will be used to teach which cases are appropriate for ADR and which ADR technique is most effective for each type of case ("fitting the forum to the fuss"). Information for these workshops is being gathered largely through the ABA's Multi-Door Dispute Resolution Courthouse project. Second, a model ADR program will be able to provide the leadership necessary to move into such a new field. This is a method which NAAG uses quite frequently, and quite effectively. Finally, formulation of guidelines will enable attorney general offices to refer to recommendations concerning dispute resolution services, without being tied to formal standards. The ABA Standing Committee on Dispute Resolution has done much work with courts, state legislatures, governmental entities, and statewide entities in assisting them to create such standards and guidelines. (See *ABA Federal Legislation Monograph*, *ABA State Legislation Monograph*, *ABA Directory of Statewide Dispute Resolution Initiatives*.)

The American Bar Association, the National Association of Attorneys General, and the United States Office of Consumer Affairs plan on working together to actualize these three priorities. Jill Wine-Banks, the Executive Director of the ABA, after a recent NAAG meeting in Missouri, expressed her optimism by stating, "The ABA may be assured, given the enthusiasm I witnessed, that this cooperative venture will result in improved access to justice for the citizens of our various states."

For more information, or to obtain a copy of the questionnaire results, contact Larry Ray or Brian Kuehl, ABA Dispute Resolution, 1800 M Street, NW, Washington, DC 20036.

## IACM Member Looking for Help

The editor received the following letter and would like to forward its request to IACM members at large. Here's an opportunity to help a colleague get a worthy cause "off the ground." Perhaps some of you could help.

Dear co-member of the International Association for Conflict Management:

I am trying to build up a collection of books, reprints and papers on conflict, conflict management and related topics as complete as possible on my college. Therefore I should be most grateful to receive any such free material from you; e.g., (some of) those listed in the Bibliography on conflict, and other works as well.

If you are sending something that usually is not free as a gift to us, please indicate that, and you'll be listed as one of those who contributed to our collection even by gifts!

Cordially,

Olle Holm  
Principal, Aland College

The new telephone numbers are:  
(928) 25247  
(928) 17282

This is my new address:  
Dr. Olle Holm  
Aland College  
Pb 160  
SF-22101 Mariehamn  
Finland

## Children Resolving Conflict!

The *Signal* received an announcement from the organization listed below concerning a workshop they were holding in the beginning of August, 1989. We were not able to inform you of the workshop because of its early date, but we thought perhaps you might be interested in learning of other efforts to manage conflict.

**Organization:** Children's Creative Response to Conflict  
Fellowship of Reconciliation  
Box 271  
Nyack, New York 10960  
(914) 358-4601

**Program:** A 2-weekend workshop designed to train facilitators in the CCRC program: CCRC concepts, themes, and activities.

## Nuclear Free America Newsletter

### *The New Abolitionist*

*The New Abolitionist* is published by Nuclear Free America, an international clearinghouse and resource center for Nuclear Free Zones. Editor: Albert Donnay. NFZ-related letters and articles are welcome. Please address correspondence and subscriptions (\$15/year, \$17/year outside USA) to Nuclear Free America, 325 East 25th Street, Baltimore, MD 21218. Phone: 301-235-3575. Fax: 301-462-1039. All information contained herein may be freely reproduced and distributed.

### **Nuclear Free America Directors**

Patricia Birnie, Barry Castleman, Susan DeFrancesco, Chuck Johnson, Darrin Kafka, Thomas Lis

### **Nuclear Free America Sponsors**

Dr. Helen Caldicott, Daniel Ellsberg, Richard Falk, Dr. Jerome Frank, Erwin Knoll, Dr. Bernard Lown, David McReynolds, Dr. Linus Pauling, Anne Zill

### **Nuclear Free America Staff and Volunteers**

Albert Donnay, Charles Drake-Long, Jim Evering, Terry Hawkins, Greg Gunther, Steve Mizrach, Barbara Moore, Betty Schroeder, Jim Spath, Tom Wagner, Jenny Williams, Matthew Zeisberg

## AAA Announces International Arbitration Network

President Robert Coulson announced that the American Arbitration Association has established working relationships with arbitration agencies in other countries, providing a world-wide administrative network for business corporations who need reliable international arbitration services.

The following options are available:

1. Arbitration can be held outside the United States under the AAA rules, with support services provided by a cooperating agency in a foreign country.
2. Arbitration can be held in the United States under the rules or administrative control of one of the cooperating agencies, but at the premises of the AAA.

3. Arbitration under the UNCITRAL rules can be held anywhere in the world, with the AAA or cooperating agency designated to appoint arbitrators or provide mutually agreeable administrative services.

Coulson emphasized that value of administration in international commercial arbitration. "Impartial administrative agencies watch out for the best interests of the parties. They participate in the selection of arbitrators, arranging the terms of the arbitrators' compensation, in addition handling correspondence, settling hearing dates, storing exhibits and offering conference facilities. By referring to an agency's rules, a party can enforce the agreement to arbitrate against a reluctant party, without having to go to a foreign court. Also, agencies can arrange for mediation or schedule pre-arbitration procedural conferences to stream-line the process. Finally, the agency will review the award for procedural defects."

The AAA maintains relationships with arbitration agencies in many parts of the world, sharing the names of arbitrators and exchanging information on case administration and arbitration law. Among the agencies with which the AAA has working relationships are the following:

1. Arbitration Centre of the Federal Economic Chamber (Vienna, Austria)
2. Arbitration Institute of the Stockholm Chamber of Commerce (Stockholm, Sweden)
3. Australian Commercial Disputes Centre Limited (Sidney, Australia)
4. British Columbia International Commercial Arbitration Centre (British Columbia, Canada)
5. Court of Arbitration of the International Chamber of Commerce (Paris, France)
6. Greek Arbitration Association (Athens, Greece)
7. Japan Commercial Arbitration Association (Tokyo, Japan)
8. Korea Commercial Arbitration Board (Seoul, Korea)
9. London Court of International Arbitration (London, England)
10. Netherlands Arbitration Institute (Rotterdam, Netherlands)
11. Quebec National and International Commercial Arbitration Centre (Quebec, Canada)

## For Your Information

In case you didn't already know, the University of Minnesota houses the "Conflict and Change Center" in Minneapolis. This center holds an annual conference on Organizational Change and Conflict, publishes a newsletter titled, *Conflict and Change PROCESS*, conducts seminars on conflict management, and develops training programs and materials for conflict resolution among other things. If you'd like to find out more about them, contact:

Conflict and Change Center  
University of Minnesota  
248 Humphrey Center  
301 19th Avenue South  
Minneapolis, Minnesota 55455  
612-625-0362

## International Peace Research Newsletter

The International Peace Research Association publishes a quarterly newsletter that may be of interest to IACM members. The newsletter is published under the auspices of the ISSC and with assistance from UNESCO. If you would like to receive the newsletter, or if you would like more information, please contact the following:

International Peace Research Newsletter  
Paul Smoker, Editor  
Richardson Institute for Peace Studies  
Lancaster University  
Lancaster, LA14YF, England, UK  
Tel: Office (0524) 65201 ext 4568  
Telex: 65111 Lancul "G"  
Fax: (0524) 63806