

SIGNAL



International
Association for
Conflict
Management

Steven Musser, Ph.D. – Editor Messiah College, Grantham, PA 17027 (717) 766-2511 Ext. 256

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See You In Vancouver!!!

Perhaps time moves faster for some, but it hardly seems possible to me that the IACM's Third Annual Conference will begin in less than 10 weeks. For those of you who may not have been able to set your plans before now, why not take this opportunity to involve yourself in a very positive experience that will yield high returns to you and your profession. Our past two conferences were well received and included participants from all over the globe. Some of the important specifics are listed below.

Program Theme:

Interdisciplinary approach to research and theory in conflict management

Program Organization

The meetings are organized around seven tracks including Organizational Conflict, Communication and Conflict, Negotiation and Bargaining, Mediation and Arbitration, Conflict in the Public Sector, International Conflict, and Doctoral Dissertations and Master's Theses. There will be competitive paper sessions, symposia, poster sessions, and workshops designed to share ideas and research findings.

Conference Dates:

June 13-16, 1990

Conference Location:

Simon Fraser University
Vancouver, British Columbia
CANADA

For Further Information Contact:

Dr. James A. Wall, Program Chair
Department of Management
Middlebush Hall
University of Missouri
Columbia, MO 65211, USA
(314) 882-4561

The International Journal of Conflict Management

For those of you who expressed interest in this new journal edited by Afzal Rahim, below is the table of contents for the premier issue. Looks interesting!

Articles

Tactical Behavior and Negotiation Outcomes by Laurie R. Weingart (Carnegie Mellon U), Leigh L. Thompson (U of Washington), Max H. Bazerman (Northwestern U), and John S. Carroll (M.I.T.)

Goal Achievement, Procedural Justice and Success of Mediation by Dean G. Pruitt, Robert S. Peirce, Jo M. Zubek (State U of New York at Buffalo), Gary L. Welton (Tabor College), and Thomas H. Nochajsk (State U of New York at Buffalo)

The Analytic Hierarchy Process in Conflict Management by Thomas L. Saaty (U of Pittsburgh)

Sternberg's Styles of Handling Interpersonal Conflict: A Theory-Based Reanalysis by Evert van de Vliert (U of Groningen, The Netherlands)

Positive Effects of Conflict: A Field Assessment by Richard A. Cosier and Dan R. Dalton (Indiana U)

Case Study

Power and Politics in Privatization Negotiations by Gabriel F. Buntzman (Western Kentucky U)

Book Reviews

Managing Conflict: The Key to Making Your Organization Work by Dean Tjosvold. Reviewed by Bonnie L. Roach (Ohio U)

Getting Disputes Resolved: Designing Systems to Cut the Costs of Conflict by William L. Ury, Jeanne M. Brett, and Stephen B. Goldberg. Reviewed by Donald Conlon (U of Delaware)

Social Conflict: Escalation, Stalemate, and Settlement by Dean G. Pruitt and Jeffrey Z. Rubin. Reviewed by William H. Ross (U of Wisconsin at La Crosse)

Simulation Reviews

Teaching Module for the Tartan Negotiation Game by George T. Duncan and Sanda Kaufman. Reviewed by James A. Wall, Jr. (U of Missouri at Columbia)

The Frustrated Supervisor by Allen R. Solem. Reviewed by James A. Wall, Jr. (U of Missouri at Columbia)

If you are interested in subscribing to this journal or if you would like to submit some of your work for publication consideration, contact:

The International Journal of Conflict Management
Dr. M. Afzalur Rahim, Editor
Department of Management and Marketing
Western Kentucky University
Bowling Green, KY 42101, USA
(502) 745-5408

Fund for Research on Dispute Resolution

The Fund for Research on Dispute Resolution has announced a special initiative to encourage research on disputing and dispute resolution focusing on minorities, the poor, the underclass and dependent populations. The Fund welcomes concept papers addressing important research issues in these areas and anticipates providing support for several projects addressing these social problems in upcoming grants rounds.

In its previous program announcements, the Fund welcomed a wide spectrum of projects that might develop theory and shed light on the relationship between disputing, dispute resolution and important social problems. The Fund encouraged studies on disputing and dispute processing in different racial, ethnic and cultural groups, and in particular, efforts to study the impact of disputing patterns and processes on the poor, the underclass, minorities or dependent at-risk populations. The Fund's Council continues to believe these issues need to be addressed in the scholarship on disputing and dispute resolution. By underscoring its interest in this area, the Fund hopes to be able to support a number of dispute resolution research projects focused on these critical concerns.

Consistent with its guidelines for the competitive program to date, the Council will continue to evaluate each research project's potential contribution to theory and to understanding particular social problems, as well as assessing the feasibility of the research and the qualifications of the investigators. Concept papers focusing on the issues highlighted above will be judged competitively with all other concept papers received in each round. Technical assistance, in a limited number of instances, may be available to some applicants invited by the Council to submit full proposals.

For more information contact:

Fund for Research on Dispute Resolution
1901 L Street NW
Suite 600
Washington, DC 20036, USA
(202) 785-4637

ABA Conference to Stress Family Dispute Resolution

The ABA Standing Committee on Dispute Resolution is planning the Third National Conference on Dispute Resolution, to be held on March 21-23, 1990, at the Clarion Castle Resort Hotel in Miami Beach.

The conference, focusing on resolving family conflict, will include workshops exploring issues affecting older Americans, settling disputes involving juveniles

and youth, court-based mediation programs, and building a successful mediation practice. There will also be skills-building workshops addressing issues of divorce, custody, and child visitation rights, as well as discussions on writing good agreements and the financial aspects of divorce mediation. The 2½-day conference will provide the family mediation practitioner, as well as the novice, with comprehensive information about family dispute resolution. Continuing legal education credit (CLE) can be earned by lawyers attending the conference.

For conference registration materials, contact Ray Gravely or Frederick E. Woods at the ABA Standing Committee on Dispute Resolution, 1800 M Street NW, Washington, DC 20036, USA (202) 331-2258.

Mennonite Conciliation Service Offers Two Training Institutes

The Mennonite Conciliation Service is sponsoring two Training Institutes at its headquarters in Akron, PA in 1990. The first event, Conflict and Cultural Context: Transformation and Training, is scheduled for March 21-23, 1990. This Institute will be an advanced training, designed for experienced mediation trainers and practitioners with a special interest in issues about culturally-appropriate conflict transformation. The second event, the Sixth Summer Training Institute, is June 25-29, 1990. This Institute will introduce participants to the practice of interpersonal mediation, as well as to group facilitation and group conflict intervention skills. One unit of college or seminary credit is available for the Summer Institute.

Lead trainer for the March event will be the director of Mennonite Conciliation Service, John Paul Lederach. Lederach is an internationally-known mediator and trainer, with experience in Central American negotiations, as well as in other cross-cultural training and intervention settings. Joining Lederach as a lead trainer for the Summer Institute will be Alice M. Price, Associate Director of Mennonite Conciliation Service. Price joined the MCS staff in 1988, following several years of practice as a mediator and attorney in Colorado.

Registration for both events will be limited. For additional information call or write: Mennonite Conciliation Service, 21 So. 12th St., Akron, PA 17501, USA (717) 859-1151.

American Arbitration Association Announces Growth of Worldwide Network for International Arbitration

The American Arbitration Association (AAA) announced the establishment of an "AAA Network" consisting of working relationships with affiliated organizations from 24 nations around the world. The purpose: to provide worldwide administrative services for businesses needing reliable international arbitration.

"For global businesses and those planning now to operate more intensively within the post 1992 European marketplace and in Asia and the Pacific Rim, litigation in a foreign country must be a matter of concern," says Robert Coulson, President of the American Arbitration Association. "The availability of international arbitration encourages trade between nations. The AAA Network recognizes the need for an impartial and effective arbitration mechanism at a convenient neutral site."

The AAA Network includes arbitration agencies in the following countries:

Australia	Italy
Austria	Japan
Canada	Korea
Czechoslovakia	Malaysia
Egypt	Mexico
France	New Zealand
Great Britain	Poland
Greece	Spain
Holland	Sweden
Hong Kong	Switzerland
Hungary	USSR
India	

The latest agreement, signed in June, 1989, is the SRI LANKA.

The following options are available to those using the AAA Network:

- Arbitration can be held outside the United States under the AAA rules, with support services provided by a cooperating agency in a foreign country.
- 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.
- Arbitration under the UNCITRAL (United Nations Commission on International Trade Law) rules can be held anywhere in the world, with the AAA or one of the cooperating agencies designated to appoint arbitrators or provide mutually agreeable administrative services.

The AAA Network, through agreements with agencies all over the world,

- Shares the names of arbitrators and exchanges information on case administration and arbitration law.
- Cooperates on processing at the request of parties.
- Supports administered arbitration.

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

For further information about the AAA Network and how international arbitration can facilitate global business ventures, please contact the American Arbitration Association, Office of the General Counsel, 140 W. 51st Street, New York, NY 10020, USA.

Sociological Practice to Publish Special Issue on Dispute Processing

Sociological Practice, an official publication of the Sociological Practice Association, is planning a special issue on dispute processing.

This issue seeks manuscripts that focus on the application of mediation, arbitration or other innovative dispute processing techniques in diverse settings, including education settings, commercial establishments, families, government agencies, health organizations, criminal and civil law agencies. Manuscripts should cover research on dispute processing and/or state of the art intervention design and implementation. Submitted manuscripts should be no longer than 25 pages in length (double-spaced including references) and must be written in APA style. Original manuscripts are to be submitted no later than March 30, 1990. The scheduled publication date is early 1991.

Manuscripts should be submitted in a form where author identifying information does not appear in the text. A blind review process is used. Dispute resolution experts and members of the Editorial Board of *Sociological Practice* will review the

manuscripts. Standards for acceptable manuscripts include: quality of the theory, rigor of research design and methodology, appropriateness of data analysis, likely contribution to a sociological understanding of dispute processing, and writing style. The Editors reserve the right to return a manuscript for format, style, or other revisions before accepting it for publication.

Authors are asked to submit 6 copies. These copies will not be returned. The Editors will acknowledge receipt of manuscripts and notify authors of the decision with respect to publication as quickly as possible. Manuscripts submitted for publication must not have been published previously or be under review elsewhere while they are being reviewed by *Sociological Practice*.

The copyright for articles accepted for publication is held by the Sociological Practice Association. A copyright agreement must be signed subsequent to the decision to publish the author's manuscript.

Manuscripts and inquiries should be sent to:

Maria R. Volpe, Ph.D.
Dispute Resolution Program
John Jay College of Criminal Justice - City University
of New York
445 West 59th Street
New York, NY 10019, USA
(212) 237-8693

Academy of Family Mediators Announces Conferences

The Academy of Family Mediators, in co-sponsorship with Family Mediation Canada, announced the First International Family Mediation Forum to be held on Tuesday, July 24, 1990 beginning at 2:00 p.m. through Wednesday, July 25 at 5:00 p.m. This first International Family Mediation Forum titled, "Mediation Worldwide: Gaining Acceptance, Sharing Knowledge," will be held as part of the Academy's Seventh Annual Conference, July 22-28, 1990, at the Sheraton Tara Hotel and Resort in Danvers, Massachusetts (18 miles from Boston).

Mediators from the United States, Canada, France, England, Scotland, Ireland, Israel, New Zealand, Australia, and South Africa are expected to attend this special event.

The Academy Conference, "Expanding Family Mediation: Technique and Beyond," will follow Academy Advanced Mediation Institutes, to be held July 22-24.

The Conference will celebrate the expansion of the field of family mediation and support the expanding family of family mediators.

For further information contact:

Academy of Family Mediators
P.O. Box 10501
Eugene, OR 97440, USA
(503) 345-1205

Call for Presentations

Research/Study Team on Nonviolent Change
May 21-22, 1990
Williams Bay, Wisconsin

You are invited to make a presentation at a meeting of the interorganizational, international Research/Study Team on Nonviolent Large Systems Change May 21-22, 1990 at George Williams College outside Chicago. Participants will hear reports from: the consulting team going to the USSR in April/May 1990; the consulting team that went to Poland August 1989 and our question and answer meeting with Lech Walesa; the consulting team that went to South Africa and plans for another team to go in 1991; and plans for a meeting on nonviolent solutions in the Middle East as well as other subjects. It is anticipated that Dr. Fred Borodkin, President of the Soviet Sociological Association in Siberia will be able to come from the USSR. Registration is free.

20th Information Exchange
May 22-25, 1990
George William College
Williams Bay, Wisconsin

You are invited to make a presentation at the 20th Annual Information Exchange May 22-25 on the beautiful Lake Geneva Campus of George Williams College in Williams Bay, Wisconsin outside Chicago. The theme for this year's conference is "Vision 20/20." Participants will look 20 years back and 20 years into the future with an emphasis on "What Is New in O.D. and Human Resource Development." Dee Burman, RODC, Chair and Don Carter, RODC, Deputy Chair have organized a distinguished committee of people which includes: Pierce Howard, RODC, opening night exercise; Joe Rybowiak, RODP and Joe Holler, RODP, hospitality; Joe Holler, RODP, industry and business track; Pierce Howard, RODC, evaluations; Tom Head, RODP, student recruiting and mentoring activities; Bunny Jarvis, registration desk and program administration; Tom Head, RODP and Joel Finlay, RODC, proceedings; Dick Engdahl, RODC and Joanne Preston, RODC, refereed paper track; Steve Sachs, non-cognitive activities; Don Weldon, RODC, George Dirksen, RODP and Bill Walker, track moderators; Peter Sorensen, Jr., RODC and Kumiko Watanuki, RODP,

international track; Nancy Yugo, RODP, Thursday night; Dr. Terry Armstrong, RODC, keynote speaker; Richard Mizell, RODP, corporate involvement in financial support of the conference; Tom Head, RODP, Hana Tomasek, RODP, Joe Rybowski, RODP and Jeanne Gourguechon, RODP, membership; and Dr. Don Carter, RODC, chair and Hana Tomasek, RODP, deputy chair for the 21st Annual Information exchange May 21-24, 1991. If you register before October 15th, registration is \$160 and just \$110 for members of the O.D. Institute. A room with three meals is \$45/person/day in a double and \$55/person/day in a single. Space is limited to about 140 people so you are encouraged to share a room.

10th O.D. World Congress

July 24-30, 1990

Budapest, Hungary

You are invited to make a presentation at the 10th O.D. World Congress being planned for Budapest, Hungary. The theme proposed at the 9th O.D. World Congress was "World Bureaucracy in Transition." Budapest was chosen so that it would be easier for people from Eastern Europe to attend. Dr. Tibor Vamos from the Hungarian Academy of Sciences has offered to help locate a site, possibly in an old castle. Registration before November 15th will be \$190 and \$140 for members of The O.D. Institute.

For more details contact:

Donald W. Cole, RODC

International Registry of Organizational Development Professionals

Organization Development Institute

11234 Walnut Ridge Road

Chesterfield, Ohio 44026, USA

(216) 461-4333

Negotiations Teaching Materials

For those of you who expressed appreciation for the last teaching manual published by the folks at Northwestern's Dispute Resolution Research Center, you'll be pleased to know that there is now a new manual available.

The manual of new materials for teaching negotiations and dispute resolution will be available in late spring. The manual will be spiral bound and will cost \$10.

Contents:

1. El Tek - a quantified integrative negotiation exercise set within a firm. Max Bazerman and Jeanne Brett

2. Comparative Advertising - iterated Prisoner's Dilemma. Decision is whether or not to advertise. Len Greenhalgh and Max Bazerman

3. Amanda Project - manager-as-a-third party set within a corporation. High emotional content. Jeanne Brett and Rekha Karambayya

4. Social Services - a coalition exercise in the not-for-profit sector. Based on Howard Raiffa's coalition game (*The Art and Science of Negotiation*, pp. 257-274) Max Bazerman

5. Five applied game theory cases: Sargasso Shelf (the winner's curse); Bialystok and Associates (multiple and correlated equilibria and mediation in games); Ware Medical Corporation (randomized equilibrium); Stonecraft Account (illustrates problems of moral hazard, adverse selection and the utility of mediation); Pagemaster Corporation (role of informational incentive constraints). Roger Myerson

6. Negotiating a Job Offer - a quantified, multi-issue integrative negotiation exercise. Maggie Neale and Robin Pinkley

7. Southern Electric Company - a union-management grievance mediation simulation. Steve Goldberg

8. Carter Racing - an intra-organizational negotiations perspective on the Challenger disaster case. Case: Jack Brittain and Sim Sitkin. Teaching note: Maggie Neale

9. Zephyr - an intra-firm coalition exercise that deals with social dilemmas. Beta Mannix

Copies of the teaching manual can be purchased for \$10 by writing to:

The Dispute Resolution Research Center

J.L. Kellogg Graduate School of Management

Organization Behavior

Northwestern University

Evanston, Illinois 60208-2011, USA

(312) 491-8086