

# 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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## 1990 IACM Conference a Success!

The 1990 IACM conference held in Vancouver was well attended and well received by all. As in the past, papers were presented by participants representing a number of countries, giving the conference a true international flavor. A hearty thanks goes to all who helped maintain the IACM's tradition of excellence in Vancouver, with special appreciation to Dean Tjosvold and Jim Wall.

## New Board of Directors

The following were elected to serve as members of the IACM Board of Directors for 1990-1991 at the conference in Vancouver:

Dean Pruitt, President  
State University of New York at Buffalo

Peter Carnavale  
University of Illinois at Urbana-Champaign

Linda Putnam  
Purdue University

M. Afzalur Rahim, Founder and Past President  
Western Kentucky University

Dean Tjosvold, Program Chair  
Simon Fraser University

James Wall, Past Program Chair  
University of Missouri

## 1991 IACM Conference to be Held in Netherlands

Another important item of business addressed in Vancouver was the site for the IACM's 1991 conference. The site selected was The Netherlands and everyone is looking forward eagerly to our first conference outside of North America. There will be more specifics coming to you soon, so keep June open on your calendars and start planning for this special event.

### Netherlands Conference Committee:

Martin C. Euwema  
Dept. of Social and Organizational Psychology  
University of Utrecht  
Heidelberglaan 1  
3584 CS Utrecht  
The Netherlands  
(TEL) (011) 31-30-534198

Evert van de Vliet  
Department of Social and Organizational  
Psychology  
University of Groningen  
Kraneweg 4  
9718 JP Groningen  
The Netherlands  
(TEL) (011) 31-50-636386

## Special Recognition to Afzal Rahim

Dr. Rahim, the founder and past president of the IACM, was presented with a special plaque at the Vancouver conference recognizing his invaluable contributions to our organization. The plaque read, "His Vision and Remarkable Dedication Has Moved Us, and the Field of Conflict Management, June 1990." Dr. Rahim was also given a standing ovation.

(Editor's note: I also would like to personally thank Afzal for his patience, insight, and commitment over the years. His commitment to excellence has set the course for years to come.)

## IACM Publications News

Our Praeger book, *Theory and Research on Conflict Management*, should be available now (September 1990).

The 1990 membership directory and "A Bibliography on Conflict: Publications of the IACM Members," 3rd Edition, was sent to all members of the association. If you have not received your copy, write to Dr. Rahim.

The proceedings for the 1990 IACM Conference will be published soon.

## NCPCR Conference

The fifth National Conference on Peacemaking and Conflict Resolution will be held June 4-8, 1991, in Charlotte, North Carolina, NCPCR executive director Susan Shearouse announced today. "The conference theme, 'Community in Conflict' will consider how conflict tears apart the web of human relationships between individuals, groups, and nations," said Shearouse. Participants will explore how peacemaking and conflict resolution processes can mend these tears and build and strengthen community at all levels.

Among the special features of this conference are the Institute, June 4 to 5, offering skills development workshops, a seminar series, addressing special topics in depth, and the Community Fair, providing exhibits and special media presentations.

Questions to be addressed at the conference include:

- What is the nature of conflict within and between communities?
- How is conflict utilized to build community?
- When is it counterproductive?
- What are the ethical standards for the field?
- What are the differences in practice or participation due to ethnicity or gender?
- What needs to be done to bridge the interests of the peacemaking and conflict resolving communities?

"We invite everyone interested to participate," said Shearouse. One may organize a workshop or short course, chair a conference session, present a paper, poster session or special media session, or just attend. NCPCR also welcomes support through co-sponsorship as well as participation.

## ABA's Dispute Resolution Conferencing: ONLINE

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You are probably familiar with the term "conference call" but have you ever heard of conferencing via computer? Through the use of a computer and modem, you are now able to access a variety of legal "conferences" online! Designed and managed by the American Bar Association and operated by iNet Company of America, an exciting service called ABA/net offers a variety of services to the subscriber. Those working in the fields of mediation or arbitration will be especially interested to know that they may now interact on a dispute resolution conference.

ABA/net's online Caucus conferences keep you up-to-date in many areas of law by turning your computer terminal into a national conference center where you can share views and information with colleagues – without leaving your office. A unique service within ABA/net is Dispute Resolution Exchange (DREX). DREX was established by the ABA Standing Committee on Dispute Resolution and is organized to disseminate dispute resolution information. The conference also provides a forum to bring together information from others outside of the ABA to develop a depository of dispute resolution information. DREX provides information in specific areas including training, job opportunities, workshops, legislation, and publications.

Once accessed into DREX, the user finds, among other services, NOEX (National Opportunities Exchange). Here, the user will find a listing of job opportunities in the area of dispute resolution. In addition, a separate item can be found which exclusively features resumes, personal statements, and recommendations. NOEX is the perfect resource for anyone wishing to have their job history exposed to the dispute resolution community. The current number of ABA/net users – specifically law firms, alternative dispute solution committees, and law libraries is an estimated 14,000 and all of these users have access to the DREX service. The NOEX system, under the DREX network, is one of the most innovative means available to those seeking careers in dispute resolution, not to mention those who are looking to fill positions in their own organizations.

The legal conferences accessed through ABA/net are one of the most efficient means of gathering information that pertains to areas of law. The DREX and NOEX conferences, in particular, conveniently provide updates within the fields of dispute resolution. So the next time you want to know what's going on in mediation or just want to "chat," get your hands on a computer terminal and join in on a conference.

For further information regarding DREX or NOEX, please contact the ABA Standing Committee on Dispute Resolution at 1800 M Street, N.W., Suite 790, Washington, DC 20036; or call 202-331-2258. To find out more about ABA/net call 1-800-322-4638.

## National Institute for Dispute Resolution: 1990-1991 Innovation Fund Grants Program

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The purpose of the Innovation Fund is discovery. Dispute resolution uses third party processes such as mediation and arbitration. The Institute seeks to discover new ways for using these processes in settling conflicts and solving problems.

For this reason, the Institute is interested in funding innovations where dispute resolution efforts have yet to be applied; where potential benefits from innovations will likely serve an important segment of society; and where persons and groups, due to lack of financial resources or access to appropriate forums, typically have difficulty in resolving disputes.

Among the many areas that may be ripe for innovation are race relations, urban poverty and problems of rural communities.

The Institute has awarded 18 grants totaling \$376,000 over the first two years of the three year Innovation Fund program. The grants to date fund new applications of dispute resolution techniques to critical dispute arenas: national energy policy, city council deadlocks, child abduction, medical malpractice, hospital bioethics policy, drug and alcohol abuse, artificial intelligence, adoption, small high-tech businesses, homelessness, nursing homes, pensions, and intellectual property.

A complete program announcement that explains application guidelines and selection criteria will be available by the end of August, 1990. However, for your information, the time-line for this competitive grants program is as follows:

- concept papers due: November 16, 1990
- applicants notified of status of submissions: January 31, 1991
- final proposals due: March 15, 1991
- grants awarded: May and June, 1991

If you have any questions, please feel free to contact: Ms. Unyong Kim, Program Associate, or Mr. Thomas A. Fee, Director of Research and Development at NIDR, 1901 L St., N.W., Suite 600, Washington, DC 20036, (202) 466-4764.

## Symposium on Gender and Conflict

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January 18-19, 1991

Papers are sought that explore issues of gender and conflict.

The topic of gender has remained largely unexplored in conflict research and theory. To promote further exploration, a symposium is planned at which participants will investigate the impact of gender within a variety of conflict situations.

Papers that examine theoretical bases, structural influences, culture, communication patterns, personality, etc., will be welcomed.

The planners of the symposium hope to generate an increase in research and discussion about how gender defines conflicts, or functions within situations of conflict and as elements causing or contributing to solutions to conflict. The papers and discussions may examine gender and conflict at any level from interpersonal to international.

One goal of the symposium will be to collect and edit papers presented for publication.

Anyone interested in participating should submit a 2-3 page abstract or prospectus by October 15, 1990 to:

Anita Taylor  
Center for Conflict Analysis and Resolution  
George Mason University  
4400 University Drive  
Fairfax, VA 22030

For more information, write Anita Taylor at the above address, call (703) 764-6127, or use BITNET to ATAYLOR@GMUVAX.

## Negotiation in Cross-Cultural Settings

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Third Symposium on Cross-Cultural Consumer and Business Studies  
Honolulu, HI, December 17-19, 1990.

Goals and relevance of the special session: To provide new interdisciplinary insights into one of the most important aspects of international consumer marketing – face-to-face communication and negotiation – and to illustrate similarities, differences, and the relevance of recognizing and dealing with culturally conditioned values, biases, motivations, and attitudes in cross-cultural settings.

## Get Acquainted with The Program on Conflict Management Alternatives

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The Program faculty's work focuses on the relationship between social justice, social change and social conflict, specifically: (a) the fundamental differences and inequalities between parties that often create conflict and threaten its stable resolution; (b) the design and implementation of intervention techniques and strategies in situations of conflict injustice; (c) the institutionalization of innovative mechanisms and the adoption of organizational and community structures that permanently alter the way conflicts are managed.

The Program's primary focus is on United States settings, in conflicts arising within and between families, organizations and communities, and between different racial, gender, and economic constituencies. In recent years we have conducted research, and sponsored conferences and speakers on such topics as Grassroots Organizing, Empowerment, and Changing Organizational Racism and Sexism.

These specific efforts are supported by a variety of research and action grants/contracts with governmental agencies, foundations and private and public organizations and agencies. The PCMA is housed within the Center for Research on Social Organizations, Department of Sociology, College of Literature and the Arts, at the University of Michigan.

## PCMA Book in Progress

The PCMA is in the process of a book on the relationship between conflict, social justice and social change. Its focus is on multiple levels of conflict – intra- and interpersonal, group, community, society and global. The book contains illustrative examples from the theoretical and applied social sciences, the law and public health, and will reflect the group's thinking as gathered from our seminar series on these topics. This book also contains a case analysis of PCMA's purpose as we attempt to integrate issues of race, gender and class in our own practice. The manuscript will be completed in June, 1991.

## Recent Additions to the PCMA Working Paper Series

15. Mediating Ethnic Minority Conflict in the Classroom: The Case of Blacks and Jews (Schoem & Stevenson)
16. Difference and Social Justice: A Feminist Perspective (Douvan)
17. The Politics of Environmental Dispute Resolution (Rabe)
18. Retrieval Conference on Changing Organizational Racism and Sexism (a preliminary report) (Lewis, Linzie, Chesler)
19. Neighborhood Needs and Organizational Resources: New Lessons from Detroit (Checkoway)
20. Alternative Dispute Resolution/Conflict Intervention and Social Justice (Chesler)
21. Racism in Higher Education I: An Organizational Analysis (Chesler & Crowfoot)

To order from the PCMA Working Paper series, please send \$2.00 per paper (shipping & copy costs). Checks should be made out to University of Michigan, and sent to:

PCMA  
4016 LS&A Building  
The University of Michigan  
Ann Arbor, MI 48109-1382

For more information call: 313-763-0472

## Australian Dispute Resolution Journal

The Australian Dispute Resolution Journal is a quarterly journal devoted to the publication of articles which advance the theory, analysis and practice of dispute resolution in Australia, New Zealand and overseas.

The journal is unique in Australia and New Zealand, and is in response to the rapid development in

dispute resolution processes and the significant increase in the number of people employed as dispute resolvers. This trend is certain to continue in view of the high cost of court adjudication and the growing recognition both within the legal profession and outside of it of the effectiveness and appropriateness of alternative dispute resolution processes.

Articles will cover the wide range of processes applied and the legal social and economic factors relating to the current and potential use of dispute resolution.

The Australian Dispute Resolution Journal is available from The Law Book Company Limited by calling 008-25-2314, or 887-0177 if in Sydney, or by mail 44-50 Waterloo Road, North Ryde 2113.

## Public Disputes Network Newsletter Available

### *The Public Disputes Network Our Credo*

*Why does the Public Disputes Network exist?  
Why does its work gain greater significance each year?*

Consider this:

1. All too often, public policy initiatives are stalled by opposition from organized groups, which seem to have formed to block every action of government.
2. These disputes frequently wind up in the courts, where they drag on for months and years. And even when court decisions are handed down, they are frequently based on narrow grounds, leaving important issues unresolved.
3. There ARE alternative dispute resolution methods that have worked in hundreds of difficult, complex cases. These methods could be and should be applied more widely.
4. Mediation, facilitation and other forms of assisted negotiation are innovative, cost-effective and comprehensive methods to resolve disputes. They offer the hope of improving the way our society functions, while promoting fairness and harmony.

*And why do we publish Consensus?*

*Consensus* is a quarterly publication of the Public Disputes Network. It exists to spotlight cases of successful dispute settlement from around the nation. Its mission is to promote a better understanding of alternative dispute resolution techniques, to encourage the use of these techniques, and to serve the public good.

You are the Network!

We value your opinions. Please send news of your work and ideas for future editions, as well as all other correspondence, to:

## CONSENSUS

The Public Disputes Network  
Program on Negotiation at Harvard Law School  
513 Pound Hall, Cambridge, MA 02138  
Telephone: (617) 495-1684 FAX: (617) 495-7818

*Consensus* is published four times annually – in January, April, July, and October – by the Public Disputes Network, a collaborative public education effort sponsored by the MIT-Harvard Public Disputes Program with additional support provided by The General Electric Education Foundation, The National Institute for Dispute Resolution, Endispute, Inc. and The National Civic League.

*Consensus* is distributed free of charge to more than 30,000 federal, state, and municipal public officials in the United States.

**Publisher:** Lawrence E. Susskind

**Associate Publisher:** J. William Breslin

**Editor:** Donna L. McDaniel

**Senior Writer:** Kristin Dawkins

**Editorial Assistant:** Maria Hortaridis

### Editorial Policy Committee:

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## FRDR Fund Award Research Grants

WASHINGTON-The Fund for Research on Dispute Resolution has awarded 16 new grants covering a wide range of issues in disputing and dispute resolution. Funded by the Ford Foundation, the Fund for Research on Dispute Resolution is an independent grants program affiliated with the

National Institute for Dispute Resolution. The Fund awards grants semi-annually on a competitive basis, and has awarded 31 grants to date.

Last year the Fund issued a special call to encourage research on such issues as race, gender, ethnicity and class. In addition, it sought to address diversity concerns by making a special effort to reach out to minority researchers. A substantial number of the new grants are responsive to that call. The grants, totaling \$746,227, brings to \$1.5 million the amount the Fund has awarded in its two years of operation. The recent awards were supplemented by \$575,011 in contributions from grantees' institutions and other foundations.

Besides its grants program, the Fund is developing research agendas in important new directions. This new initiative of the Fund is intended to move the broad field of disputing and dispute resolution into new areas. Major topics featured are Public Bureaucracies, Privatization, Ethnic and Racial Conflict, and Environmental and Community Disputes. "Our intention is to generate new ideas and directions for research and to recruit new people into the field" according to Sanford Jaffe, the chairman of the Fund for Research on Dispute Resolution.

Recipients of the Fund's new grants include:

**Robert Bullard**, Department of Sociology, University of California at Riverside, \$45,227 to analyze the siting of solid waste disposal facilities in two minority and two white communities. Through detailed interviews with grassroots organizers and citizens in Los Angeles, Atlanta, Seattle and Houston, the researcher will explore citizen activism about toxic issues and how the different communities handled the disputes. The research will also examine the role of structural barriers to community mobilization in environmental conflicts.

**Janet Helms**, Psychology Department, University of Maryland, \$55,000 to study interracial and intraracial conflict and group dynamics among university students. Through the use of experiments, the researcher will investigate the effect that self-perceived ethnic or racial identity has on the quality of student group interactions and whether discussions on implicit or explicit race themes causes different levels and types of conflict.

**James Holstein and Gale Miller**, Department of Social and Cultural Sciences, Marquette University, \$55,000 to study the emergence, transformation and resolution of client-staff disputes within human service organizations. The research will focus on disputes in a Work Incentive Program over the termination of social service benefits. Concepts of status, power, and dependency will be explored to determine their role in the histories of these disputes.

**Dionne Jones and Monica Jackson**, National Urban League, \$72,643 to examine power inequalities in the context of interracial conflict and community violence. The study will develop a complex model which combines both values, stereotypes, attitudes and structural causes of interracial crime and violence which will be used to assess the likelihood of conflict in various communities. Surveys and interviews will be conducted in heterogeneous and homogeneous communities to determine the existence of any relationship between community characteristics and interracial crime and violence.

**Arlene Lowenstein and Catherine Glanville**, School of Nursing, Medical College of Georgia, \$54,813 to investigate the role of race and class in disputes between nurses and nursing assistants. Through interviews with nursing administrators, staff nurses and nursing assistants in Athens, Atlanta and Augusta, Georgia, the researcher will analyze the ways that racial and class conflict manifest in the workplace and the perception of health care workers on those conflicts. The research will also identify the manner in which these conflicts are processed.

**Otwin Marenin**, University of Alaska, Fairbanks, \$49,425 to study the role of the Village Public Safety Officer program in family disputes in the native villages of Alaska. The researcher will analyze the dynamics of family disputes and how Village Public Safety officers handle these conflicts, focusing on the differences between informal and formal legal systems. Extensive fieldwork will be conducted in three Native Alaskan communities to examine concepts of empowerment and legitimacy.

**Neghin Medavi**, Department of Political Science, University of Hawaii, \$15,000 to investigate environmental land use disputes in Hawaii that explore the role of culture, ethnicity, and state intervention and the impact of decisions on community groups. Through in-depth interviews with governmental actors, private developers, community and environmental leaders, the research will analyze four disputes, two with positive outcomes for the environmental or community groups and two with negative outcomes.

**Marilyn Ray and Carol Bohmer**, Finger Lakes Law and Social Policy Center, \$50,244 to determine the impacts of mediated, attorney-negotiated and judicially assisted divorce agreements on the economic situation of women and children after divorce. The research will explore the relationship between the mechanism used in the divorce process and differences in distribution of marital property, child support and custody arrangements through a comparison of cases in New York and Iowa.

**Karen Roberts and Sandra Gleason**, Social Science Research Bureau, Michigan State University, \$43,245 to investigate the dispute processing of workers' compensation claims filed by disabled workers in Michigan. The research will explore concepts of economic and procedural fairness through an analysis of 300 disabled workers decisions about whether to continue, settle, or drop a claim in each stage of the process.

**Beth Roy**, Department of Sociology, University of California, Berkeley, \$17,000 to study Hindu-Muslim enmity in 4 villages in rural Bengal and to examine how ideology, group identity and languages combine to escalate conflicts. The researcher will study through participant observation, historical analysis and in-depth interviewing how religiously articulated community conflict proceeds from conflicting interests to dispute formulation to action and escalation.

**Marilyn Stern and Michael Van Slyck**, Department of Counseling Psychology, State University of New York at Albany, \$59,000 to examine the impacts of parent-child mediation, continued judicial intervention and mental health counseling services on family functioning and conflict. Through questionnaires and interviews, the research focuses on the influence of different dispute processes on the future relationship of disadvantaged adolescents with their families.

**Nancy Thoennes and Patricia Tjaden**, Center for Policy Research, Denver, Colorado, \$62,443 to study social worker and family negotiations in cases of child abuse and neglect and how these disputes are handled in the face of power imbalances. The research will examine the context, nature and outcomes of caseworker/family negotiations focusing on power relationships. The content and structure of the negotiation will be explored through observations and interviews.

**Janet Walker**, Family and Community Dispute Research Centre, University of Newcastle upon Tyne, \$52,000 to evaluate the long-term effectiveness of mediated divorce settlements and to compare the impact of different resolution methods on future family functioning. The research will investigate, through in-depth questionnaires and interviews, the ways in which parents and children adjust to post-divorce life, particularly exploring dispute processes as ex-spouses share parenting responsibilities and change family configurations.

**Edward Walsh**, Center for Research in Conflict and Negotiation, Pennsylvania State University, \$55,000 to study siting processes for waste-to-energy incineration plants and the impact of community mobilization and socioeconomic status on the outcomes of these environmental disputes. The

research will focus on 10 proposed incinerators, 5 that were sited and 5 that were not sited, to explore the emergence of community grievances, the evolution of the dispute and the varying capacities of communities to impact the decision.

**Carol Watson**, School of Business Administration, Rider College, \$33,000 to study the origins of gender differences in negotiating behavior and the impact of power on those differences and on negotiation outcomes. The research will experimentally test the hypothesis that status and power, not gender, affect differences in negotiation behavior.

**Mary Beth West and Michele Herman**, School of Law, University of New Mexico, \$70,000 to study the effects of race and gender on small claims adjudication and mediation. Using random assignment of civil non-jury cases to either adjudication or mediation, the research will explore whether bias affects objective and subjective outcomes in both processes and whether the disparity is even greater in mediation.

For further information regarding the 1990 grants program, contact Juliana Birkhoff, program coordinator, Fund for Research on Dispute Resolution, 1901 L Street, N.W., Suite 600, Washington, DC 20036, (202) 785-4637.