



Morton Deutsch is First Recipient of IACM's Life Time Achievement Award

by Dean Tjosvold and William
Ross

Professor Morton Deutsch from Teachers' College, Columbia University, is the first winner of the IACM's Life Time Achievement Award. Dean Pruitt, Past President, Dean Tjosvold, current President, and Linda Putman, President-Elect, constituted the awards committee. "We feel proud that we can offer our first award to Morton Deutsch," Dean Tjosvold said. "He has made a career of significantly contributing to conflict management knowledge."

"Professor Deutsch has made very valuable contributions to our knowledge of cooperation and competition, conflict resolution, and justice. His research, is both broad and integrative. His four decades of theorizing, conducting research, and applying his knowledge through practice has moved us toward more creative approaches to understanding cooperative conflict," Tjosvold observed.

Indeed, Professor Deutsch's career bridges research and practice. He studied with Kurt Lewin at the Research Center for Group Dynamics. He has been a psychotherapist for many years and has continually spoken out on the implications of research for managing social and international conflict. Some of his books include, *Interracial Housing* (1951), *Preventing World War III: Some*

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Plan to Attend the June IACM Conference in Belgium!

Martin Euwema, Jean-Marie Hiltrop, K. Verhelst & Bill Donohue

Mark your calendars: The sixth annual conference of the International Association for Conflict Management (IACM) will take place in Belgium, June 14-17, 1993. This is a wonderful opportunity for scholars and scholar-practitioners to learn about the latest in conflict management research, teaching, case studies, and innovative practice from a variety of disciplinary perspectives.

Speakers will be organized around nine different content areas, or "tracks." These are as follows: Organizational Conflict, Communication and Conflict, Negotiation and Bargaining, Mediation and Arbitration, Conflict in the Public Sector, International Conflict, Decision Making, Intergroup Conflict, and Social Justice and Conflict. In addition to formal paper presentations, there will also be poster sessions, all-conference speakers, workshops and debates.

The conference will be housed in the splendid facilities of "Hengelhof" that is located in Houthalen in the heart of Belgium. This is a wonderful conference site, where participants will have plenty of time to exchange ideas and experiences in a relaxing environment (please see accompanying registration form).

Belgium was chosen because of its growing importance. Being the capital of Europe, it plays an important role in the "magic year of 1993"—that is, the year that the European Community creates one free common market among member states.

One of the aims of the 1993 conference is to integrate the IACM into existing European networks on negotiation, peace research, and conflict management. So we hope to encourage not only North Americans, but also Europeans to present papers at the conference. Naturally, we also hope that scholars and practitioners from other parts of the globe (e.g., Asia, Africa, Australia, and South America) will also attend and participate.

Currently, Martin Euwema, Program Chair for Europe, and Bill Donohue, Program Chair for North America, are making final preparations for the 1993 conference. Although the program is 99% completed, we are still looking for a few more Session Chairs or Discussants. So if you are willing to serve in either of those capacities, please telephone. For more details regarding the conference program or registration, please contact either of the following:

Dr. Martin C. Euwema
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3584 CS Utrecht
THE NETHERLANDS
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Proposals (1962), *The Resolution of Conflict* (1973), and *Distributive Justice* (1985). He is deeply committed to improving conflict management in schools and, as Professor Emeritus at Teachers' College, has created a new Conflict Management degree program to begin Fall, 1993.

He has received numerous awards during his career, such as: The Carl Hovland Memorial Award, the G. W. Allport Prize, the Kurt Lewin Memorial Award, the Nevitt Sanford Award, and he has been a William James Fellow. Dr. Deutsch has clearly had an interdisciplinary career as evidenced by the fact that he has been president of several different divisions of the American Psychological Association, as well as president of other organizations such as the International Society of Political Psychology, and the Society for the Psychological Study of Social Issues.

A scholar-practitioner with an international perspective, Dr. Deutsch will be a featured speaker at the upcoming IACM conference in Belgium where he will discuss, "Conflict Management in the Post-Cold War period." Please join us in congratulating Professor Deutsch in receiving this Life Time Achievement Award! ■

Signal is published twice yearly by the International Association for Conflict Management. Send Contributions to: William H. Ross, PhD. Editor, Department of Management, University of Wisconsin at La Crosse, 1725 State Street, La Crosse, WI 54601 USA. Tel: (608) 785-8450. Fax: (608) 785-6700.

Brian Hannum and Jon Richter at the University of Wisconsin at La Crosse assisted with the preparation of the content of this issue. The technical assistance of Peggy Sorrell and Mary Tjosvold is also deeply appreciated.

1994 IACM Conference Set for Oregon

by Linda Putnam, IACM President-Elect

The 1994 IACM conference will be held at The Inn at Otter Crest near Newport, Oregon, June 12-15, 1994. The Inn at Otter Crest is one of Oregon's superior coastal resorts. IACM will "take over" the resort during the entire conference time period. The Inn offers opportunities for hiking on beautiful nature trails, whale watching at the beach, swimming in a heated pool, soaking in saunas or whirlpools, indoor and outdoor tennis, and playing miniature ("putt-putt") golf.

The Inn also houses the Flying Dutchman Restaurant, a four-star, AAA-rated restaurant that overlooks the Pacific Ocean. Visitors can watch whales spouting and seals frolicking in the ocean year 'round. Newport is also the home of Hatfield Marine Center, the second-largest marine aquarium in the U.S. Newport offers numerous opportunities for recreational and deep sea fishing, tours of art museums, and dining at fine restaurants.

We have scheduled the conference from Sunday through Wednesday to receive lower resort rates and to facilitate lower plane fares. Rooms are available from Saturday through Thursday evening. All rooms have refrigerators and sundecks; studio and loft suites have fireplaces and fully-equipped kitchens. Greg Walker, local arrangements co-chair, is working on arranging bus and van transportation from the Portland Airport.

Clearly, Oregon offers natural beauty and a variety of attractions that each of us will want to experience. I hope that you will put the dates of June 12-15, 1994 on your calendar and plan to attend the Seventh Annual International IACM Conference. Peter Carnevale is working hard on the program. If you have ideas for special panels, debates, or would like to otherwise work with us in planning this conference, please contact me at (317) 494-9108 [FAX: (317) 496-1344] or contact Peter Carnevale at (217) 333-4899 [FAX: (217) 244-5876].

Relationship Between IACM and Humphrey Center Continues to Grow

by Mark Mattern

In 1991, the IACM and the University of Minnesota-Twin Cities' Hubert H. Humphrey Conflict and Change Center entered into an informal arrangement whereby the Humphrey Center would "house" papers presented at future IACM conferences in their archives. In 1992, the Humphrey Center collected most of the papers presented at the 1992 IACM conference and expects to do this again in subsequent years. If you have a paper that has been accepted at the 1993 Belgium conference, please send a copy to me at the address below.

In addition to archiving IACM papers, the Humphrey Center offers numerous other services. Among them is a bibliographic service. The Center is currently expanding the

bibliographic services it provides. Approximately 15,000 bibliographic citations are currently available on-line. Hard copies of some of these citations are also currently kept by the Center. A bibliographic guide for film and video is also being prepared by the Center, in cooperation with the University of Minnesota's Film and Video Center. For more information about this bibliographic assistance, please call the Center at (612) 625-0362. Finally, please note that the Conflict and Change Center, in conjunction with an interdisciplinary University of Minnesota committee, has formulated a proposal for a Graduate Minor in Conflict Management and has submitted it to the University Board of Regents for approval. Approval is expected and the minor

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President's Corner

by Dean Tjosvold, IACM President

One of the joys of leading the IACM is that I get to rely on very nice, able people. Jim Wall, our Executive Officer, provides stability and takes care of many important tasks—my thanks to Dean Pruitt for seeing the need for the Executive Officer position. Martin Euwema and William Donohue are creating an involving, international program in Belgium. Jean Marie Hiltrop and Rene' Bowen are making sure that we are going to be well treated when we are there—enjoyment, I know, comes easily to Belgians. Linda Putnam has found us a unique conference site on the coast of Oregon for 1994 (please see her accompanying article). William Ross has made our newsletter a real link for all of the members. It is fun to be part of such a great team!

Morton Deutsch, as announced in another part of the newsletter, is the first winner of our Life Time Achievement Award. He has agreed to come to Belgium to accept the award and to address the conference. Mort likes conflict so come prepared to question and probe. We also plan to ask him and others to engage in discussion to explore controversial and pressing issues.

The conference will emphasize how research and application can be integrated. Martin Euwema will urge us to take a more proactive stance in applying knowledge in the world's troubled spots. Nancy Yeend has offered to find practical ways for conflict professionals from the Society for Professionals in Dispute Resolution (SPIDR) to share their perspectives and agendas.

With so many people working on IACM matters, I have been able to do some strategic, long-term, planning. Traditionally, we have committed ourselves to North American conference sites for conferences held in even-numbered years, and, whenever possible, to arrange a conference in another part of the world for odd-numbered years. We were in the Netherlands in 1991 and we will be in Belgium in 1993. A survey of IACM officers, including European ones, indicated that I should explore a possible conference site in the Pacific Rim for 1995.

The vision that I have for this conference is that, in addition to networking European and North American

conflict researchers and professionals with their Pacific Rim colleagues, it would also help Pacific Rim conflict professionals to meet each other as well. Those of us who attended the first European Conference on Peace Making and Conflict Resolution, or the first IACM conference in European, know first hand the excitement of bringing together conflict professionals from one region. Sometimes, because of national and professional divisions, people with similar interests who live in close proximity simply are unaware of one another. We hope to be able to span those divisions.

With the advice of Rick Steers and others, I am recommending South Korea as a site. Korea has rich traditions and history and some very contemporary conflict issues. South Korean industry and universities look outward and are seeking closer ties to North America. Jay Kim from Ohio State University is serving as a valuable liaison as we identify possible sites within Korea. I will give you a report of my findings at the Belgium conference. Feel free to give me your feedback, questions, and suggestions regarding sites. Also alert your colleagues in the Pacific Rim that the IACM may be coming! To have a successful conference, we will need involvement and participation by our colleagues throughout the dynamic Pacific Rim.

Working on the 1995 conference site brings home again the value of the IACM. Like many of you, I easily get distracted by immediate matters—especially with four noisy children! The IACM helps us break out of our own "worlds." At the conferences, we meet people with similar interests and values but much different perspectives. There is something special about talking with colleagues face-to-face, especially when they are from another part of the world!

I find planning conferences and managing the other affairs of the IACM to be personally rewarding activities. There are numerous other officers who would attest to the satisfaction that comes from doing a job well for this organization. So when we ask for nominees for officers for the IACM, please take time to suggest people who will enjoy the positions and will do a good job. By the way, do yourself a favor: Volunteer to help! ■

Announcements

■ If you are willing to share Western business expertise with fledgling Eastern European companies, please contact the Organizational Development Institute, 11234 Walnut Ridge Road, Chesterland, OH 44026, USA. TEL: (216) 461-4333, FAX: (216) 729-9319.

■ The Conflict Resolution Center International is assembling a directory of conflict researchers and practitioners so that people with specialized needs can be paired with those with particular areas of conflict management expertise. If you wish to be included in this directory (or to learn about other services offered by the center) please contact Paul Wahrhaftig, Director,

7101 Hamilton Ave., Pittsburgh, PA 15208-1828 USA.
TEL: (412) 371-9884, FAX: (412) 371-9885.

■ William E. Simkin, former director of the U.S. Federal Mediation and Conciliation Service (FMCS) and author of the classic *Mediation and the Dynamics of Collective Bargaining*, has died. The University of Arizona has established a scholarship in his memory. Contributions may be sent c/o Ann Dowd, Treasurer, the Arizona Industrial Relations Research Association Chapter, 234 N. Central Ave, Suite 440, Phoenix, AZ 85004-2212.

Humphrey Center (cont.)

will become effective Fall Quarter, 1993. Students in various Masters and Doctoral degree programs will be eligible to earn this exciting new minor.

Curriculum in the Graduate Minor in Conflict Management emphasizes interdisciplinary research and practice. Students will take a set of core courses in Conflict Management theory and practice; then students will choose electives from an array of courses available in different departments throughout the University of Minnesota. If you know of students who might be interested in applying for this type of graduate training, please show them this article and ask them to contact me at: Conflict and Change Center, Hubert H. Humphrey Center, Room 248, 301 19th Avenue S., Minneapolis, MN 55455 USA. ■

Adopt-A-Scholar Program

In these difficult economic times, it is often difficult for some individuals to financially afford to attend the IACM conferences. To address this problem, we offer the "Adopt-A-Scholar" program. If you or your institution can contribute funds to help scholars from various parts of the globe who would not otherwise be financially able to attend an upcoming IACM conference, please contact Jim Wall, Executive Officer at (314) 882-4561.

1990 Proceedings Available

We recently discovered extra copies of the 1990 *Proceedings* from the conference in Vancouver, Canada. If you would like a copy write to Jim Wall, University of Missouri-Columbia, Dept. of Management, Middlebush Hall, Columbia, MO 65211 USA.

Special Profile: What does the Executive Officer Do?

by Jim Wall, IACM Executive Officer

When I was in the U.S. Army, I served as a Company Executive Officer (called "XO" for short). My job was to assume the Company Commanding Officer's position if he were shot. Then I was to lead (or be shot). Fortunately for all parties involved, the commander never was shot (although once he did contract diarrhea) and I never had the opportunity to lead my men to "Be all that they could be."

So is my job in the IACM to support Dean Tjosvold on the field of intellectual battle? Not exactly. My job is to give the association a "home" where we centralize and retain the records from year to year. In doing so, we at Missouri:

1. Send out dues statements about December of each year.
2. Deposit funds as checks and dues forms are returned to us.
3. Send subscription funds to *The International Journal of Conflict Management* and to *Negotiation Journal*.
4. Pay the bills.
5. Correspond with potential new members.
6. Mail conference materials to members.
7. Maintain an updated membership list.
8. Handle all the "screw-ups" with Nos 1-7.

As you can imagine, most of our time is spent with No. 8. Our major goal—in addition to handling the snafu's—is to make this operation one of service, rather than one of policy-making. That is, as the Association grows and develops, we'd like for the decisions to be made by the President and the other elected officers with the implementation of their decisions coming from the Executive Officer's office. This is especially important when it comes to distributing IACM funds.

Well, that's it—that's what the "XO" of the IACM does. Within the next year, we'll no doubt be formalizing the Job Description (where are those Industrial/Organizational Psychologists when you really need them?). If you have any input or suggestions for how to improve the Executive Officer position, please send them along. ■

Resources, Books, Curriculum Materials

- The following book is available for class reading: Sheppard, B.H., Lewicki, R.J., & Minton, J.W. *Organizational Justice: The search for fairness in the workplace*. Lexington Books.
- A new book is available on the 1992 L.A. riots. Vernon, R. (1993). *L.A. Justice: Lessons from the firestorm*. Colorado Springs, CO: Focus on the Family Publications.
- Congratulations to Dean Tjosvold! The Juran Institute now recommends his book *Leading the Team Organization* in its "Bookshelf."
- A collection of cross-cultural management exercises and cases is available for your courses. For information, contact John Yanouzas, TEL: (203) 486-3638, FAX: (203) 486-6415. (They are collecting cases too!)
- Daniel Dana has developed a university adult outreach (extension-type) course on Managing Organizational Conflict. For more information, telephone (913) 441-6444.
- The National Institute for Dispute Resolution (NIDR) offers teaching materials and cases. Contact: NIDR, 1901 L Street, NW, Suite 600, Washington, DC 20036, USA.

Upcoming Conferences

March 17-18, 1993. The New Frontier: Airline Labor Relations in the Global Era. Washington, DC, USA: The National Mediation Board. Contact Carol Bent. TEL: (703) 713-0230.

April 29-May 1, 1993. Industrial Relations Research Association national (Spring) Meeting. Seattle, Washington. TEL: (608) 262-2762.

May 16-18, 1993. 8th Annual Meeting of the Research and Study Team on Nonviolent Large Systems Change; Focus: Yugoslavia. Lake Geneva, WI. Contact George Williams College. TEL: (414) 245-5531, FAX: (414) 245-5652.

May 18-21, 1993. 23rd Annual Information Exchange: What is new in Organizational Development (OD) and Human Resource Development. Lake Geneva, WI: The OD Institute. Contact Dr. Richard Engdahl. TEL: (919) 395-3779.

May 22-25, 1993. Conference, "Confronting the challenges of dialogue in a multi-cultural society." Washington, DC: National Multi-Cultural Institute. TEL: (202) 483-0700. FAX: (202) 483-5233.

May 27-June 1, 1993. National Conference on Peacemaking and Conflict Resolution. Portland, Oregon, USA. Contact Linda Baron. TEL: (703) 993-3635, FAX: (703) 993-1302.

June 9-12, 1993. Organizational Behavior Teaching Society conference. Bucknell University, Lewisburg, PA. Contact Gordon Meyer. TEL: (717) 524-1888, FAX: (717) 524-1338.

June 13-July 2, 1993. Hewlett Socio-Legal Institute on Dispute Resolution. The Ohio State University College of Law, Columbus, Ohio. Contact Carol King at (614) 292-6821.

July 4-7, 1993. The 10th International Conference on Case Method Research & Application. Vienna, Austria. Contact Tim Edlund, Morgan State University, Baltimore, MD USA. TEL: (410) 337-9143. FAX: (410) 319-3358.

July 14-23, 1993. The Program on Cultural Studies will offer a workshop for faculty wishing to develop courses on intercultural topics in the behavioral sciences, social sciences, and international management areas. Contact Dr. Richard Brislin, East-West Center, 1777 East-West Road, Honolulu, HI 96848 USA.

July 18-24, 1993. The 13th OD World Congress. Samara, Russia. Contact either Victor Tslaf, Director, The Samara Business School, 4 Novo-Sadovaja Street #3, 443100 RUSSIA, [FAX: 8462-635 973] or the Organizational Development Institute, 11234 Walnut Ridge Road, Chesterland, OH 44026, USA. FAX: (216) 729-9319.

July 19-24, 1993. Academy of Family Mediators conference. Washington, DC. TEL: (503) 345-1205.

July 23-28, 1993. National Association for Mediation in Education conference. Cathage College, Kenosha, Wisconsin. TEL: (413) 545-2462.

August 5-9, 1993. The 11th Annual Conference: The Association of

Management. Atlanta, Georgia. Call for papers deadline is **March 31, 1993**. TEL: (804) 479-5363, FAX: (804) 479-0656.

August 8-11, 1993. Conflict Management Division, National Academy of Management meetings. Atlanta, Georgia. For more information, contact Debra Shapiro, TEL: (919) 962-3224, FAX: (919) 962-0054.

October 8-10, 1993. Global Alliances and the Changing Nature of Management Work in a New Era of Economic Competition. Special focus: building cooperative and collaborative relationships among business, government, and academic leaders from North America. Washington, DC: American Society for Competitiveness. Paper submission deadline is **May 7, 1993**. FAX: (412) 357-5743.

November 2-4, 1993. North American Case Research Association. Atlanta, Georgia. Call for papers deadline is **May 28, 1993**. Contact: Dr. David Rosenthal (513) 529-1203.

November 2-5, 1993. First International Conference on Mediation in Ireland. Dublin, Ireland: Mediators Institute of Ireland, and the Academy of Family Mediators. Contact the Mediators Institute at 30 Fortfield Park, Terenure Dublin 6W, IRELAND. TEL: 900198 and 2884190.

January 3-5, 1994. Industrial Relations Research Association national (Winter) meeting. Boston, Massachusetts. Call for papers deadline is **April 1, 1993**. TEL: (608) 262-2762.

ACM Membership offers several benefits including discounts on subscriptions to *The International Journal of Conflict Management and Negotiation Journal*. For information, please contact: Dr. Jim Wall, Executive Officer, University of Missouri-Columbia, Dept. of Management, Middlebush Hall, Columbia, MO 65211 USA. Telephone: (314) 882-4561 Fax: (314) 882-0365.

Registration Information for the Sixth IACM Convention in Hengelhoef

Hengelhoef-Houthallen, Belgium is a wonderful resort-type site for the IACM conference. It features a congress center and recreation facility, surrounded by nine pavilions. Each pavilion is subdivided into studio apartments. These apartments are completely equipped with a sitting room, a kitchenette, toilet and shower, and sleeping facilities with two beds.

Families are welcome. There are numerous recreational opportunities for the family, including an open-air swimming pool, a track, volleyball and basketball courts, and a large wooded area for hiking. When you reserve your room, please mention the number of extra persons who will be staying with you. There is an additional charge for extra persons. It is also possible to stay an extra day. Please telephone Dominique Rutten at Hengelhoef with specific inquiries (telephone: +32 11 38 01 66).

Space is limited. To reserve your room at Hengelhoef, please complete the form that is enclosed with this newsletter and mail it as soon as possible.

Your registration fee includes many amenities:

- (1) all conference fees,
- (2) accommodations for three nights,
- (3) almost all meals,
- (4) a welcome reception buffet, and
- (5) dinner in a beautiful old castle.

So plan on attending the conference at the Hengelhoef in Belgium, June 14-17, 1993!

About the hosts . . .

The 1993 conference will be hosted by CIBRE, the Center for Inter-Disciplinary Business Research, located at the Katholiek Universiteit, Leuven, Belgium. With 25,000 students, Leuven is the oldest Catholic University in the world.

Hengelhoef Conference Schedule

MONDAY, JUNE 14

- 1:00 Registration
- 4:00 Opening
- 4:15 Introduction Session
- 6:00 Welcome Reception
- 6:30 Dinner

TUESDAY, JUNE 15

- 9:00 Conference Session
- 10:30 Refreshment Break
- 11:00 Conference Sessions
- 12:30 Lunch
- 2:30 Conference Sessions
- 3:00 Refreshment Break
- 3:15 Conference Sessions
- 4:15 End Session
- 5:00 Visit to Bokrijk, Guided Walk
- 6:15 Special Event: Dinner in Bokrijk Castle

WEDNESDAY, JUNE 16

- 9:00 Conference Sessions
- 10:30 Refreshment Break
- 11:00 Conference Sessions
- 12:30 Lunch
- 1:45 Conference Sessions
- 3:15 Refreshment Break
- 3:30 Business Meeting
- 6:00 Awards Banquet

THURSDAY, JUNE 17

- 9:00 Conference Sessions
- 10:30 Refreshment Break
- 11:00 Conference Sessions
- 12:00 Farewell Lunch

POSITION AVAILABLE

Wayne State University is seeking to fill a senior professorship in Dispute Resolution Theory within the College of Urban, Labor, and Metropolitan Affairs. Highly competitive salary. Send Curriculum Vitae, references, and questions to: Dr. F.S. Peterson, Center for Peace and Conflict Studies, 2319 Faculty/Administration Building, Wayne State University, Detroit, MI 48202. TEL: (313) 577-3453.