



Bill Bottom to Serve as New Executive Officer of IACM

By William Ross

Bill Bottom, of Washington University in Saint Louis, Missouri (USA), is the third Executive Officer of the IACM. He succeeds Tom Fiutak, of the University of Minnesota who retired from the position after nearly five years of service in order to pursue other projects (Jim Wall, of the University of Missouri - Columbia was the organization's first Executive Officer).

"I'm looking forward to the opportunity to serve this great organization as executive director," Bill remarked. "I appreciate your patience during the transition. I'd also like to express my thanks to Tom Fiutak for his help in managing the process and for his years of service to the organization."

The Executive Officer's duties are varied. Bill must keep accurate and up-to-date membership records as well as prior membership records. He must solicit and process dues payment checks. He also sends discount coupons for professional journals such as *Negotiation Journal* and the *International Journal of Conflict Management* to IACM

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To the Basque Country! IACM 1999 in San Sebastián, Spain

by Bruce Barry, Vanderbilt University, IACM 1999 Program Co-Chair

I invite IACM members to contemplate the prospect of balmy June evenings with colleagues and friends on the shores of the Cantabrian Sea. IACM 1999 is June 20-23, in the picturesque city of San Sebastián-Donostia in the Basque Country region of Spain. The deadline for submissions for the conference is February 15, 1999.

The IACM conference program accommodates submissions and session proposals that take many forms. You may submit papers, of course, or an extended abstract in lieu of a full paper. Proposals are also encouraged for symposia, workshops, roundtables, debates, and other session forms that you can think of but I haven't. The "Call for Submissions," available on the Web at <http://mba.vanderbilt.edu/bruce.barry/iacm/call4submissions.htm>, contains full details on submitting a paper or proposal, along with other conference information.

As veteran IACM members well know, IACM meetings feature presentations and discussion of first rate work in an informal setting that attracts an international profile of scholars and practitioners. We have also come to value participation that spans the boundaries of experience, from senior-level scholars to graduate students, with everything in between.

The 1999 conference in Spain should be another great opportunity to renew old connections and make new ones with colleagues from around the world.

Although research and practice remain at the center of IACM's mission, I also emphatically wish to encourage submissions that revolve around teaching and pedagogy in the fields of conflict, negotiation, dispute resolution, and related areas. Members attending the IACM conference in recent years have voiced a desire for more attention to this aspect of our work. Please don't hesitate to turn your ideas for teaching workshops, roundtables, symposia, etc., into submissions for the 1999 conference.

The Venue: San Sebastián-Donostia

With the site selection for 1999 we extend a strong track record of convening highly appealing destinations for the IACM conference. We also carry on the tradition of meeting outside North America in alternate years, by situating the conference in Spain's Basque Country. San Sebastián-Donostia is a beautiful resort

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The President's Corner

By Barbara Gray, IACM President

Conflict has hardly been more ubiquitous than it is today. While fragile peace accords have been crafted for Kosovo, Northern Ireland and the Middle East, episodic violence continues to threaten these agreements. Here in the U.S. the brutal beating of Matthew Shepard confronts us with the depth of hatred within our own otherwise "peaceful" communities. And violence by ecoterrorists in Vail Colorado reveals the distance we have to go to learn how to constructively and peaceably settle our differences over values, land use and personal rights. Not to mention, of course, the political battles in Washington over Clinton's impeachment. The need for our work grows by the minute. The challenges are daunting. The distances are great. I don't know about you, but I find it worthwhile to step back every once in a while and consider the larger purposes that we as dispute resolution scholars and practitioners can serve and to ask, "Can we make a difference?"

As I reflect on my own efforts to teach a bunch of bright young MBAs to deal with conflict in their work teams, I cannot help but conclude that we are, indeed, in the right place at the right time. Though we are a relatively small group, we have the capacity and the resources to probe the reasons why conflicts are so prevalent, what fuels them and, perhaps most importantly, how to manage or resolve them. We can help others develop confidence that non-violent approaches are viable. We can help them acquire skills and techniques for using conflict creatively rather than destructively. In small and not so small ways we can contribute to the creation and maintenance of civil societies.

I don't mean this to be self congratulatory nor evaluative—but I find it is critical to my well being to rise above the angst of publication pressures, tenure decisions, faculty politics, and grading to ask if I and how I might use my talents for the greater good. Can I help some to see with new eyes? Others to gain voice? Others to find joint gains? Or to have a basis for new hope?

If you are still reading at this point, thanks for indulging me in my musings. I see it as the President's prerogative to wax philosophical from time to time. In the end, however, I am curious to know if you, too, engage in such queries, and, if you do, what answers you discover? Perhaps some of us may even want to have such conversation in the palace or on the beach in San Sebastian this June. ☐

Contributions Needed for the Rubin Award Fund

Rubin Fund Award

By Barbara Gray

Name

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Pledge Amount US\$

To be paid as follows:

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Date

This past summer, IACM received a generous donation of \$2500 from an anonymous donor for an award honoring our colleague and former member, Jeffrey Z. Rubin. Jeff was a Professor of Psychology at Tufts University and had served as Director of the Harvard Program on Negotiation and as editor of *Negotiation Journal*. Jeff was a top notch conflict scholar who had authored several books on social conflict, negotiation, third-party intervention and social psychology. He was also an active member of IACM and was elected President of the Association in 1996. The award WILL BE GIVEN ANNUALLY to honor a promising young scholar in the field.

The inaugural contribution carries with it a challenge for matching contributions of an equal amount. Therefore, I am appealing to all of you now to consider making a contribution to help meet this challenge. If each of IACM's members contributed just US\$10.00, we could easily exceed this challenge. If each member contributed US\$17.00 we could generate an endowment of US\$10,000. This would enable us to make an annual award of US\$500 to one of our members.

Please consider what you may be able to give to this cause. If you would like to make a contribution, please send a check or fill out the pledge form and mail it to:

Prof. Barbara Gray
C/o Rubin Fund Award
408 Beam Business Administration Bldg.
Pennsylvania State University
University Park, Pa 16802 USA

Raiffa to Receive Lifetime Achievement Award at IACM 1999

By Bruce Barry

The receipt of the IACM Lifetime Achievement Award at the 1999 conference in San Sebastian-Donostia, Spain next June will be Howard Raiffa, Professor Emeritus at the Harvard Business School. Raiffa, a pioneer in the field of decision analysis and author of a classic text on negotiation, will be honored and deliver an address at the annual conference banquet.

Raiffa earned his Ph.D. in mathematics at the University of Michigan in 1951. He began his academic career with an appointment in mathematical statistics at Columbia University, where he wrote "Games and Decisions" (1957, with Luce). Shortly after that book's publication, he moved to Harvard, accepting a joint appointment in the Department of Statistics and the Graduate School of Business Administration. Before taking emeritus status, Raiffa held the Frank P. Ramsey chair in managerial economics - a chair sponsored jointly by the Harvard Business School and the Kennedy School of Government.

During the late 1960s and early 1970s, Raiffa participated in negotiations leading to the creation of the International Institute for Applied Systems Analysis, which was sponsored by 16 different Academies of Science. From 1972-1975 he served as the Austria-based Institute's first Director.

Raiffa describes himself as an applied mathematician who works on complex decision problems. The central focus of his long and distinguished academic career has been on how analysis can help individuals and groups of individuals make better decisions. Raiffa has pursued this fundamental issue from a number of angles, including statistical decision theory, game theory, risk analysis, behavioral decision theory, and negotiation analysis.

He is the author, co-author, or editor of many widely respected books. Perhaps best known to many IACM members is "The Art and Science of Negotiation" (1982), which is still in print and widely used in negotiation courses in schools of business and law, among others. In 1985 the book won the Melamed Prize from the University of Chicago Business School, which honors the most significant published work by a business school faculty member in the preceding two years.

Raiffa's other books include "Applied Statistical Decision Theory (1961, with Schlaifer); "Decision Analysis" (1968); "Decisions with Multiple Objectives: Preferences and Value Tradeoffs" (1976, with Keeney); "Conflicting Objective in Decisions" (1977, with Bell and Keeney); "Decision making: Descriptive, Normative, and Prescriptive Interactions" (1988, with Bell and Tversky); "Introduction to Statistical Decision Theory" (1995, with Pratt and Schlaifer). His latest is "Smart Choices: A Practical guide to Making Better Decisions" (1999, with Hammond and Keeney).

Raiffa has been honored with the Frank P. Ramsey medal for outstanding contributions to the field of decision analysis by the Operations Research Society of American, and with the Distinguished Contributions Award from the Society of Risk Analysis. He has been awarded honorary doctorates by Carnegie Mellon, the University of Michigan, Northwestern University, and Ben Gurion University of the Negev. □

Interested in U.S. Labor Law?

Perhaps you can prevail upon your university library to subscribe to the Bureau of National Affairs Labor & Employment Law Library multiple CD-ROM product. While pricey (about \$4500/year), it contains powerful search engines and contains all of the U.S. National Labor Relations Board (NLRB) cases, NLRB-appealed cases heard by U.S. federal courts, Americans with Disabilities Act (ADA) cases, and most Labor Arbitration (LA) cases. You can also search by arbitrator if you are interested in research projects where you model arbitrator decision making. Contact: BNA, 1250 23rd Street, NW, Washington DC 20037-1165.

Alternatively, you can subscribe to the *Union Contract Law Bulletin*, a newsletter containing summaries of the latest NLRB, court, and private arbitration decisions. Cost: US\$68/year. Contact: Quinlan Publishing Company, 23 Drydock Ave., Boston, Massachusetts 02210-2387 USA. Tel: (617) 542-0048. Web: www.quinlan.com □

Signal is published twice yearly (or whenever we can get everything together) by the International Association for Conflict Management. Please send contributions to Dr. William H. Ross, 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 or (608) 785-8549. Internet e-mail: rosscba@uwlax.edu or ross_wh@mail.uwlax.edu. The IACM thanks the Department of Management at the University of Wisconsin at La Crosse and Washington University at St. Louis for assistance with this publication. Lori Chellevoid, Assistant Editor for Signal, greatly assisted in the preparation of this issue. Bill and Jean Ross prepared the envelopes while enjoying their latest grandchild, Carolyn Jeanette Ross (Baby #4 for William and Kristine). Finally, Christian Cook of Simply Graphics, West Salem, Wisconsin, [Tel: (608) 786-0199], provided needed technical expertise (and a sense of humor) while enjoying his new baby, Amanda Faith Cook!

Reflections upon the 1998 Maryland Conference

The 1998 IACM conference was a great success and memories of that conference should spur IACM members to submit their best papers to the 1999 conference in San Sebastian, SPAIN. Scholars interested in mediation, international conflict, cross-cultural psychology, business, communication studies, and other disciplines gathered at the University of Maryland USA last June to share their research findings and to discuss practical and theoretical developments in the field.

Roy Lewicki and Susan Brodt who served as Program Co-Chairs, assembled a program that used numerous innovative formats. The conference began with a Showcase Poster Session. There were also Roundtable Discussion Sessions dealing with topics such as "Negotiation and mediation in development conflicts," "Building bridges between organizational conflict management theory and practice" "Dealing with an angry public..." and "Evaluation of conflict resolution programs in schools." There was an Interactive Lecture dealing with "The Agency Ombudsman." Interactive Workshops dealt with "Ethical Issues in Designing Organizational Conflict" and "Conflict Bridge Building: Using Theatre and Adventure-based Learning."

Several Symposia were offered. A few of these dealt with "Trust AND Distrust" (asking the question: "Are trust and distrust different ends of the same continuum or are they two qualitatively different concepts?"), "Conflict Management Styles," "Culture and Negotiation Scripts" "Conflict and the Workplace" "Anger in Conflict" and "Advances in Negotiation Analysis." In addition, there were several symposia dealing with organizational conflict.

Traditional paper presentations were also offered dealing with topics such as: communication and negotiation, mediation, social judgment, culture and conflict, training children to deal with conflict, evaluating multimedia conflict training tools, international conflict, conflict at work, group identification, and peace, war, and international mediation. So the IACM lived up to its interdisciplinary billing, covering a variety of topics from "cognitive errors in conflict" to "war and peace!"

The Honorable Chester A. Crocker, a former U.S. Ambassador, offered the Keynote Address, (see related story for a summary). Herbert Kelman, Harvard University, received the Life Time Achievement Award and offered an address summarizing his problem-solving approach that he has used with Arab-Israeli disputes (see related story).

Michele Gelfand, Local Arrangements Chair, and France Pruitt, Conference Coordinator, also arranged for the conference to take advantage of its setting. There was a Golf Outing, a Washington DC Brunch and Tour, an evening Dinner Cruise on the Potomac River, and an "after-hours" Jazz Band performance! It was an excellent conference in a lovely setting and sets a high standard for future conferences! ☺

IACM 1998 Business Meeting and Board Meeting Highlights

At the 1998 Business Meeting (and at the Board Meeting) there was a discussion of raising IACM dues (dues had not been raised since the founding of the organization in 1984) and the membership was surveyed in order to determine what the new dues level should be. Tom Fiutak, Executive Officer, observed that the new system where members could pay dues up to three years in advance was working well. Also pertaining to financial matters, the IACM is in good health financially with approximately 250 dues-paying members at any given moment. However, the 1997 conference in Bonn did post a financial loss due, in part, to currency fluctuations, and to fewer attendees staying at the conference center than had been planned.

The 1998 Conference Committee (Susan Brodt, Roy Lewicki, Michele Gelfand) reported that the conference generated nearly 100 paper and symposia submissions (approximately 70 were accepted). There were 128 registrants from 14 countries. One feature not seen since the initial (1987) IACM conference was a book table where authors and publishers' representatives could show their new books and take orders. The table had several representatives and was a center of much activity.

Peter Carnevale (University of Illinois USA), created an IACM website; however, he did not want to maintain this website by himself for perpetuity; therefore, volunteers were sought at the business meeting to serve on a website committee. Susan Brodt (Duke University USA), Eddy Jehn (University of Pennsylvania), and Sanda Kaufman (Cleveland State University USA) volunteered to serve on the website committee. Incidentally, the IACM website is found at <http://s.psych.uiuc.edu/~org/iacm/>

Election results were announced: Roy Lewicki was elected President-Elect and will succeed Barbara Gray as President when her term ends in June, 1999. New Members of the Board of Directors are Lourdes Munduate and Kwok Leung.

Several institutions contributed to the 1998 conference and their financial support was gratefully acknowledged. Among them, George Mason University's Institute for Conflict Analysis and Resolution, University of Maryland Center for International Development, the University of Maryland Psychology Department, the Maryland Business School, the National Institute for Dispute Resolution, and the Georgetown University School of Business.

Finally, the IACM plans to create a new brochure. Members can distribute these to friends and colleagues! ☺

Photos From the 1998 Maryland Conference

Chester Crocker Delivers Keynote Address at IACM Conference

The Honorable Chester A. Crocker, distinguished professor in diplomacy at Georgetown University's School of Foreign Service delivered a thoughtful Keynote Address at the IACM conference in Maryland. Dr. Crocker comes well-qualified to offer such an address. He has served as Assistant Secretary of State for African Affairs from 1981-1989 and is Chairman of the Board of the U.S. Institute of Peace. He spoke before a "packed house" on June 8th.

Dr. Crocker noted that his own experience in the field of conflict management is through his professional work in foreign policy and his subsequent academic experience. "I am primarily a practitioner," he observed, "but I like to think of myself as a practitioner who can read and who keeps one foot in the academy! Thus, when I returned to Georgetown University in 1989... it was with the spirit of the person who quipped, 'I know that this worked in practice; now let's see if we can make it work in theory.'"

"In our increasingly compartmentalized and specialized civilization, we urgently need to rise above the little boxes in which we place ourselves. It is time for holistic thinkers who can grasp the big picture of how conflict origins and conflict remedies relate to each other, and how the field of international conflict relates to other agendas such as economic growth, the revolution in information and communication technology, democratization, and the global environment." Using the recent conflict between India and Pakistan as an example of the complex and multiple factors that can exacerbate a conflict, Dr. Crocker noted, that "we need to look at South Asia strategically if we are to understand what is going on and devise appropriate policies for the future. And that is the topic I would like to expand upon in these remarks: the place of conflict management in American strategy and what it means to think strategically about conflict."

He stated that diplomacy, even when backed by military power is "unlikely to be effective unless there is an overarching strategic framework. In my lexicon, effectiveness in foreign policy comes when (a) power in all its forms is (b) harnessed to a good strategy and (c) translated into action by creative diplomacy. You need all three – power, diplomacy, and strategy. Otherwise, our efforts are just motion, words, and saber-rattling – power without context."

Lamenting that the United States has sometimes appeared to lack an overarching foreign policy strategy since the end of the Cold War, Dr. Crocker offered suggestions for formulating a new strategy. He outlined "three essential requirements of an effective conflict management strategy"... "These are, first, developing a state-of-the-art analysis of the problem at hand: strategy is only as good as the analysis which supports it. That is why conflict analysis is so important, at the general, conceptual level and, equally vital, at the case-specific level." "[M]y second essential requirement of effective strategy: selecting and defining goals that bear some relationship to the resources made available to carry them out." Dr. Crocker noted that in an era of limited resources, effective international conflict management often requires a long-term commitment of resources and energy. "Above all, perhaps, effective strategy in conflict management seems to require the presence of certain intangibles: generating and sustaining the political will to see the job through and grasping of the nettle of providing hands-on coordination and coherence of action among the multiplicity of actors and parties (governmental, inter-governmental, non-governmental organizations, eminent persons) which are often present in contemporary conflicts. Much depends on sustained, competent leadership and a determination to translate words and hopes into reality."

Then Dr. Crocker considered conflict management as a component of U.S. foreign policy. He called for conflict management to be an explicit strategic focus of American policy. He argued that an effective conflict management strategy should be preemptive; it should involve "sustained diplomatic engagement in peacemaking and mediation"; and it should guide whether other actions (e.g., trade sanctions, arms transfers) are taken. He noted that this perspective differed from the "purely reactive and crisis-driven" approach to foreign policy. The latter approach is limited in what it can achieve to "short-term conflict containment or suppression" and it may "simply 'freeze' the conflict in place."

The Keynote Speaker observed that many other governments, private agencies and inter-governmental agencies were vital to conflict management, but he also argued that the U.S. should demonstrate strategic conflict management leadership when unique opportunities present themselves. Yet, he argued for a balance. He did not favor "indiscriminate activism in conflict management" by the U.S. government. Rather, certain "filters" could guide when the U.S. should become involved. These filters were: (1) historical relationships and roles, (2) "our relevance and special potential as a third party," and (3) consideration of U.S. interests and regional or global security. "These 'filters' help assure some self-discipline" Dr. Crocker observed.

Finally, he argued that strategic conflict management, while worthy in its own right, should also play a relationship in achieving other worthy goals—promoting the development of democratic institutions and limiting nuclear arms proliferation. "Rogue regimes and mafias live off conflict and may literally depend upon it...conditions of conflict produce polarization which weakens respect for democratic values and pluralism in any society...You cannot usefully compartmentalize our interest in expanding democracy or battling [nuclear] proliferation from our degree of seriousness about managing the conflict which often stand in our way" he said. "We need to strengthen the conceptual bridges between these activities." ☐

IACM Awards Announced

The 1998 IACM awards (sometimes affectionately referred to as the "IAC-Emmys") have been announced by the various awards committees and SIGNAL would like to honor the authors and their works:

- **Best (Overall) Paper** submitted to the 1998 conference, there was a tie:
 - (a) "Showing respect among Chinese: A study of social face in conflict," by Dean Tjosvold (Simon Fraser University CANADA) and Chun Hui (Hong Kong University of Science and Technology PEOPLE'S REPUBLIC OF CHINA).
 - (b) "When an aversary is caught telling the truth: Reciprocal cooperation versus self-interest in distributive bargaining," by Paul Paese and Debra Gilin (University of Missouri - St. Louis USA)
- **Best Theoretical Paper** submitted to the 1998 IACM conference: "Time commitment to work, work intereference with family and well-being," by Virginia Smith-Major (University of Maryland, College Park USA).
- **Best Empirical Paper** submitted to the 1998 IACM conference: "Cultural influences on cognitive representations of conflict: Interpretations of conflict episodes in the US and Japan," by Michele Gelfand, Lisa Nishii, Naomi Dyer, Karen Holcombe (University of Maryland) and Ken-Ichi Ohbuchi and Mitsuteru Fukuno (Tohoku University, JAPAN)
- **Best Practice-Related Paper** submitted to the 1998 IACM conference: "The Peaceful Kids, Safe Kids conflict resolution program," by Sandra Horowitz, Susan Boardman, and Kathleen Mayo Cochran (Columbia University, USA).
- **Most Creative Paper** submitted to the 1998 IACM conference: "Trouble in the team: Dealing with the unconscious dynamics surrounding an alleged affair," by Barbara Gray (Pennsylvania State University USA) and Bert Overlaet (Katholieke Universiteit, Leuven BELGIUM).

In addition to conference papers, the IACM also gave two awards to publications.

- **Outstanding Book Award** (determined by a committee chaired by Chris McCusker): *Dynamic Processes of Crisis Negotiation* edited by Randall Rogan and Mitchell Hammer (Praeger Press, 1997).
- **Outstanding Article Award** (determined by a committee chaired by Bruce Barry): "An empirical examination of three models of integrative and distributive bargaining" by William Donohue. This article appeared in the July, 1996 issue of *the International Journal of Conflict Management* (vol. 7, no. 3, pp. 209-229).
- Tom Fiutak, (University of Minnesota - Twin Cities) who recently retired as IACM Executive Officer received a special **Service Award** for his many years of service to the organization.
- Herbert C. Kelman (Harvard University) received the 1998 **Life Time Achievement Award** for his many scholarly and practical efforts to understand international conflict (see related article).

In related news...

IACM members recently won several awards from other organizations.

The Conflict Management Division of the U.S. Academy of Management gave several awards during 1998 and many of them went to IACM members. The Academy gave the "Most Influential Chapter Award" for a chapter or article that has "stood the test of time," and is "cited frequently in a variety of works." Peter Carnevale and Dean Pruitt won for their chapter, "Negotiation and Mediation," which appeared in the 1992 *Annual Review of Psychology*, 43, 531-582.

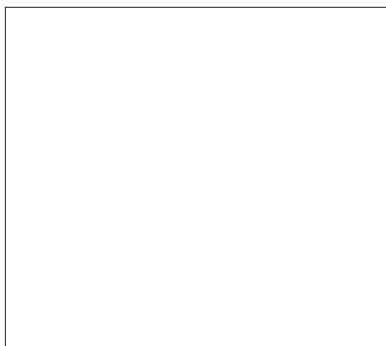
Laura Kray, Leigh Thompson, and E. Allan Lind won the Conflict Management Division "Best Paper Award" for 1998. Congratulations to all of these award winners! ☺

Management Development Forum Seeks Articles

Management Development Forum (MDF) is seeking articles to stimulate innovative thinking, share new developments and ideas, and report on new techniques and intervention programs relevant to managers. Conflict management and resolution ideas will be considered.

MDF is published twice a year by the FORUM program at the State University of New York's Empire State College. This publication is distributed to human resource professionals, trainers, and consultants engaged in management development and education. Contact: Alan Belasen, Ph.D., Editor-in-Chief, or Marilyn McCabe, Assistant Editor. For full submission guidelines contact Marilyn McCabe at mdf@sescva.esc.edu ☺

Herbert Kelman discusses interactive problem solving



Herbert Kelman (right) receives the Lifetime Achievement Award from Past President Dean Pruitt.

At the 1998 IACM Awards Banquet, Herbert Kelman, Professor of Social Ethics at Harvard University received the Life Time Achievement Award. In his acceptance speech, Dr. Kelman shared some of his insights in an address entitled, "Interactive Problem Solving: An Approach to Conflict Resolution and its Application in the Middle East." What follows are a few highlights of his presentation.

Dr. Kelman noted that his work employs a scholar-practitioner model using problem-solving workshops between representatives of groups in conflict. Dr. Kelman noted that problem-solving workshops can be used to address underlying issues to find solutions that would be responsive to each of the parties' underlying needs, but that these workshops are best accomplished in an interactive context. "Often, the parties think that they can influence the other without being influenced by each other," he noted. That simply is not so. To insure that the influence is positive, rather than escalatory, a third party must often help the parties transform the relationship.

He outlined four major processes for problem-solving conflict workshops: (1) problem identification; (2) the joint shaping of ideas, where the parties develop solutions to a specific aspect of the conflict; (3) influencing the other side —because any approved ideas must be satisfactory to both sides, both must identify constraints to the various options and try to modify proposals so both are happy; (4) creating a supportive political environment for outcome implementation.

Dr. Kelman observed that the problem-solving approach was not a substitute for formal negotiations by national leaders. Rather, he argued that this was a "complementary approach that provided an opportunity for exploratory communication in a nonbinding context." It allows for a level of creativity that is difficult in formal, binding, negotiations.

Dr. Kelman has been using these workshops to promote peace between Israel and her Arab neighbors for several years. The focus has been on citizens at the local level. "We try to set new norms...and to act as a repository of trust: a safe setting where rights and confidentiality will be protected." This is important, because in some situations, contact with the opposing side may be viewed as treasonous. He noted that in his workshops, citizens who previously had little contact (e.g., Israeli and Palestinian) "listen to each other. They express emotions in order to understand each other...each side's needs, rights, and concerns have an equal right to be heard...in the context of this workshop." The goal is to create a "working trust" with the eventual goal of producing written, joint papers by the participants; such papers will deal with recommended solutions for specific problems as well as the broader issue of how the experience of interacting improved the relationship between the parties. ☒

Practitioner Profile: Reid Hardin and Reconciliation NOW

By William Ross

During World War II, in Coventry, England (UK), the town's historic cathedral was bombed by a Nazi Germany air raid. After the air raid, local residents built a cross from wood and nails pulled from the wreckage. Not knowing who would win the war, members of the congregation began to pray, "Lord, may one day we become friends with the people who made these bombs." When a new cathedral was built next to the old during the 1960s, a special "altar of reconciliation" was built. Thus, Coventry became a symbol of forgiveness and reconciliation, of reaching out to make peace with one's enemies.

Reid Hardin visited Coventry in 1987 and was so moved by the cathedral's symbolism of reconciliation at a time when his own church denomination (the Southern Baptist Convention of the USA) was embroiled in conflict that he resolved to promote reconciliation. "It hit me like a bomb," Hardin said, "God called Southern Baptists to be a network of global reconciliation." He went about establishing lay-renewal reconciliation groups within the denomination. As the years passed, however, he became convinced that reconciliation was more important than the conflicts within one denomination and he worked to establish broader-based organization. The result was a grassroots effort that led to the first Reconciliation Networks Of the World (Reconciliation NOW) conference, held at Coventry Cathedral in 1997. Hardin helped organize a second conference held in Louisville, Kentucky in November, 1998; over 650 people attended. Reconciliation NOW has also recently started selling books and videotapes dealing with themes of forgiveness, justice, and relationship restoration.

Both the 1997 and 1998 conferences squarely addressed issues such as racial prejudice, ethnic and sectional conflict, and religious quarrels. As one writer described the first conference, "We have sought to hear and understand others in the midst of our own need to be understood. We listened in shock to the stories of mass murder – massive, persistent, prevailing, brutal death – and we marveled as we learned that when the surviving believers gathered to worship, they prayed earnestly for the forgiveness of the killers from whom they had fled. ...We marveled at the power and pristine beauty of music from an ancient culture and then wept when reminded of the treatment of indigenous and enslaved people who suffered in the wake of colonial empire building. We were chastened by their prayers of confession and forgiveness and liberated by their Call to walk together as brothers and sisters in Christ Jesus united by the bond of love. We have been reminded painfully, yet joyfully, that God is in the business of turning enemies into friends."

At the 1998 Louisville conference, there were speakers from several prominent conflicts, such as Northern Ireland and South Africa. Antoine Rutayisirie, a minority Tutsi from Rwanda described how he overcame hatred for rival Hutus despite their murdering his father and making attempts upon his own life. He said that God answered his prayers to remove "all the anger and bitterness" toward the Hutus from his heart. His change of heart led to attempts to reach out in friendship to his enemies. There were similar stories of hatred turned to friendship from Blacks and Whites in the United States and White Settlers and Aborigines in Australia. The conference closed with an "old fashioned footwashing" where participants humbled themselves by washing the feet of members of an ethnic group for whom they had previously held hostile feelings.

Peter Storey, a former Methodist Bishop in South Africa offered "five principles" for reconciliation at the Louisville conference. His five principles are:

1. *Acknowledge the permanency of those you are divided from.* "The person you least want to spend the rest of your life with is always going to be there, so you may as well get on with the job of learning to live with them now," he said.
2. *Recognize the enemy within.* We create our own obstacles to reconciliation by our intransigent attitudes. Further, we are often unwilling to acknowledge our own potential for contributing to the escalation of the conflict. "I cannot reconcile with the people who have done great wrong until I recognize that I too am capable of doing everything that they have done," Bishop Storey observed.
3. *Recognize evil, but do not demonize people.* "We wrestle not against flesh and blood, against human beings...we wrestle against the forces which drive their lives...fear, hate, prejudice which push [them] into doing terrible and hateful things," he stated. He also noted that if they are released from those forces then others can change.
4. *Understand how people change.* "I believe that true change happens in our lives only when we discover how greatly we've already been forgiven..." Bishop Storey stated. Such recognition leads us to be more forgiving of others.
5. *Always hold reconciliation and justice together.* "It's very difficult to reconcile with your foot on my neck..." Often the recognition of wrongdoing and the willingness to make restitution will precede forgiveness and full reconciliation. In other words, there must be genuine repentance.

Finally, Bishop Storey observed that there must be a "prime mover" –someone must take the initiative if there is to be a restored relationship. "...we know who it should be; surely it should be the person or the group that have done the wronging. But the really great moments in history...are the moments when it is the people who have been wronged...who have taken the first step."

For more information about Reconciliation NOW including the next conference scheduled for October, 2000, in Boston, contact: Reconciliation NOW, 2839 Whipoorwill Court, Tucker, GA 30084 USA. Tel: (770) 939-4351. E-Mail 70420.2305@compuserve.com

Bibliography:

1. Reconciliation NOW website: http://www.reconciliation97.org/reconciliation_now.html.
2. Joyce S. Martin (Dec., 1998). Principles & ingredients of reconciliation. *Minnesota-Wisconsin Baptist*, vol. 14, no. 3, page 9.
3. Bob Allen (Dec., 1998). Reconciliation NOW: Gospel stronger than conflict. *Minnesota-Wisconsin Baptist*, vol. 14, no. 3, pages 1, 9.

Electronic Signals

Health Care Bibliography Being Compiled

Mediation Works consulting company is seeking any of the following types of information pertaining to mediation of intra-organizational conflict in hospitals and the health care industry (i.e., conflicts between people who work together in health care settings on an ongoing basis): (1) references to documents (journal articles, book chapters, case studies, book reviews, etc.), (2) actual documents that may be posted on the web, or (3) links to documents that are already on the world-wide web. Documents may be included in an on-line resource, with author's permission.

Contact: Researcher Stephanie Takemoto takem100@chapman.edu

National Science Foundation Announces Funding

For full details see: <http://www.nsf.gov/pubs/1999/nsf9932/nsf9932.htm>

Key elements excerpted below:

1. The Directorate for Social, Behavioral and Economic Sciences (SBE) of the U.S. National Science Foundation (NSF) announces a Special Focus to increase and improve infrastructure to support the social and behavioral sciences.This Special Focus aims to realize this opportunity by expanding the number and variety of infrastructure projects that are large, innovative, and long-running.
2. This Special Focus aims to create or extend innovative large-scale infrastructure projects that promise widely spread support to social and behavioral scientists. Proposed projects may fall entirely within one of the following four areas or a combination of them.
 - (a) Collect data from surveys, experiments, or administrative records; case or historical records; or objects of investigation (archaeological items, for example); that will support broad-based investigations into the most important scientific questions facing social and behavioral science in the next decade.
 - (b) Create Web-based data archiving systems that enable world-wide access to linked databases, and that incorporate innovative capabilities for metadata, file searching, and data confidentiality protection.
 - (c) Create Web-based collaboratories to enable real-time controlled experimentation, to share the use of expensive experimental equipment, and/or to share widely the process and results of research in progress.
 - (d) Establish Center programs to facilitate intensive cross-fertilization of research ideas and projects among selected researchers of diverse backgrounds, disciplines, and interests. Such centers will use innovative measures to encourage collaborative research activity that would not otherwise occur. The centers may be geographically and/or virtually organized.Proposals may be to establish complete infrastructure projects or to prototype particularly new and risky ideas. Proposals must include specific suggested criteria for evaluation of the project at both intermediate and final stages of the grant.
3. There will be four to eight awards, depending on the quality of submissions and the availability of funds. These awards will be at the level of \$500,000 to \$1 million per year, continuing for up to ten years. Approximately \$3 million will be available in FY 1999. Meritorious projects not funded in FY 1999 may be held over for funding in FY 2000. All awards will be made as grants or cooperative agreements, subject to specified reporting procedures.

Contact: Mr. William P. Butz, Director, Division of Social, Behavioral and Economic Research, Room 995N, National Science Foundation, Arlington, VA 22230, tel.: (703)306-1760, email: wbutz@nsf.gov.

Role-Playing Exercise Available on the Web

According to Ethesis@aol.com, "Dick Coughlin has provided a role-play exercise, the Apple City Elementary School Case which is at <http://adrr.com/adr3/apple.htm>. You can reach him at eccs@compuserve.com for permission to use the role-play in classes and to give him feedback on his work. The role play is designed to sharpen dispute resolution skills and avoids an "easy" out resolution."

Teaching Ideas and Materials Available on the Web

Psychwatch.com reports that the Office of Teaching Resources in Psychology Online (OTRP) "distributes teaching and advising materials on behalf of the American Psychological Association (APA), Division 2. Site provides course syllabi, teaching resources, etc. Check this site out if you are teaching:" <http://www.lemoyne.edu/OTRP/>

Web-based Newsletter Seeks Articles

Psychwatch, an on-line newsletter, is putting together a "Hot News" page, geared towards providing up-to-date information on a variety of psychological issues. The site will feature "peer reviewed articles." Submissions welcomed. Contact: <http://www.psychwatch.com/feedbackform.htm>

How Many Subjects Do I Need For my "Trial by Ordeal" Procedural Justice Study?

The Sample Size Calculator is a free website that calculates necessary sample sizes based on desired confidence intervals, and vice versa. Also offers definitions of these terms, and explanations of how they work together. <http://www.surveysystem.com/sscalc.htm>

The Perfect Gift! An IAM Membership

International Academy of Mediators at <http://iamed.org/> is a group of professional mediators and attorneys. Their membership dues are steep (\$500.00 a year) but their website is free, describing the group's most recent by-invitation-only conferences and speakers (e.g., a mediator from the Dayton accords as well as a Texas Supreme Court justice). Contact: President Robert A. Creo, 1807 Jancey Street, Pittsburgh, PA 15206-1065. Tel: (412) 362-3470; Fax: (412) 363-7913; e-mail: rcreo@compuserve.com

Peace-Related Websites

- The Sunflower is a newsletter of the Nuclear Age Peace Foundation. To subscribe send a message to: sunflower-napf@igc.org
- Pave Peace has a homepage: <http://tx.technion.ac.il/~ada/home.html>
- The International Peace Research Association has a home page: <http://www.copri.dk/ipra/ipra.html>
- Peace Home Page: <http://come.to/peace.on.earth>
- Psychology of Religion Page - A resource for people interested in the psychological aspects of religious beliefs and behaviors: <http://www.psych-web.com/psyrelig/>
- Pacific News Service, a left-of-center news resource with an emphasis on peace stories and threats to peace, is available at www.webactive.com/webactive/pacifica/
- Christian Peacemaker Teams, which document and try to prevent what they feel are human rights abuses has a website: www.prairienet.org/cpt

Want to know more about mediation in Germany?

For a look at mediation in the new German Republic visit Dr. Nina Dulabaum's website at <http://members.aol.com/DrDuly/> The site includes summaries of her thesis paper, and her new book. The site is in both English and German. ☺

Job Announcement: Conflict/Dispute Resolution

The Division of Legal, Ethical, and Historical Studies in the College of Liberal Arts at the University of Baltimore seeks a qualified person for a full-time, academic, tenure-track position in Negotiations and Conflict Management. The candidate must possess either a Ph.D. in dispute/conflict resolution, or a Master's degree in dispute/conflict resolution and a J.D. degree. The successful candidate will bring to the position an ability to teach both theoretical and practical approaches to Negotiations and Conflict Management and will provide evidence of scholarly achievements in the fields of Conflict Theory, Mediation Research, or Negotiations. The candidate will have a primary teaching and research focus in the M.S. in Negotiations and Conflict Management; depending on qualifications, the candidate may also teach in the M.A. program in Legal and Ethical Studies. Deadline: January 15, 1999. Applicants should send curriculum vitae, letters of recommendation, and other supporting documents to: Dr. Catherine Albrecht, Chair, Division of LEHS, University of Baltimore, 1420 N. Charles St., Baltimore, MD 21201. AA/EOE/ADA ☺

Recent Publications by IACM Members and Associates

Compiled by Lori Chellevoid

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- Babcock, L.**, (1998). Pittsburgh labor market adjustments in the 1980s: Who gained and who lost? *Journal of Urban Affairs*, 20, 53.
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Resources

Compiled by Lori Chellevoid and William Ross

Books For Children (Or To Be Used With Children)

Before Push Comes to Shove: Building Conflict Resolution Skills With Children by Nancy Carlsson-Paige, Diane E. Levin. US\$14.95. Hardcover (May 1998). Redleaf Press.

Dealing With Arguments (The Conflict Resolution Library) by Lisa K. Adams. US\$15.95. Hardcover (August 1998). Powerkids Press.

Dealing With Fighting (The Conflict Resolution Library) by Marianne Johnston. US\$15.95. Library Binding (August 1998). Powerkids Press.

Israel and the Arab Nations in Conflict (New Perspectives) by Nathaniel Harris. US\$27.12. Reading level: Ages 9-12. Library Binding - 64 pages (September 1998). Raintree/Steck Vaughn.

Ready-To-Use Conflict-Resolution Activities for Elementary Students: Over 100 Step-By-Step Lessons and Illustrated Activities For Grades K-6 by Beth Teolis. US\$28.95. Paperback Spiral edition (March 1998). Center for Applied Research in Education.

Books Dealing with International Conflict & War

The Absence of Peace: Israel, Palestine and the Failure of the Oslo Accords by Nicholas Guyatt. US\$19.95. Paperback - 144 pages (August 1998) St Martins Press.

The Multiple Realities of International Mediation by Marieke Kleiboer. US\$55.00. Hardcover (January 1998). Lynne Rienner Publishers; ISBN: 1555877699.

After the First Rain: Israeli Poems on War and Peace by Moshe Dor & Barbara Goldberg (Editors). US\$24.95. Hardcover - 192 pages. Syracuse Univ Pr (Trade); ISBN: 0815605242 .

Anticipating Ethnic Conflict by Ashley J. Tellis, Thomas S. Szayna, & James A. Winnefeld. US\$15.00. Paperback - 118 pages (February 1998). Rand Corporation; ISBN: 0833024957.

Apocalypse Then: American Intellectuals and the Vietnam War, 1954-1975 by Robert R. Tomes. US\$50.00. Hardcover - 288 pages (October 1998). New York Univ Pr;

The Armenia-Azerbaijan Conflict: Causes and Implications by Michael P. Croissant. US\$60.00. Hardcover (August 1998). Praeger.

Arms & Armour; Autonomy and Community: Readings in Contemporary Kantian Social Philosophy (Sunny Series in Social and Political Thought) by Jane Kneller (Editor), Sidney Axinn (Editor). US\$22.00. Paperback - 334 pages (May 1998). State Univ of New York Press.

The Brink of Peace: The Israeli-Syrian Negotiations by Itamar Rabinovich. US\$24.95. Hardcover - 288 pages (September 1998). Princeton Univ Press.

Code-Name Bright Light: The Untold Story of U.S. POW Rescue Efforts During the Vietnam War by George J. Veith. US\$25.00. Hardcover - 320 pages (January 1998). Free Press.

Collective Conflict Management and Changing World Politics (Sunny Series in Global Politics) by Joseph Leggold (Editor), Thomas G. Weiss (Editor) US\$59.50. Hardcover (July 1998). State Univ of New York Press.

The Decline of the Arab-Israeli Conflict: Middle East Politics and the Quest for Regional Order by Avraham Sela. US\$24.95. Paperback - 423 pages (January 1998). State Univ of New York Press.

Encyclopedia of the Vietnam War: A Political, Social, and Military History by Spencer Tucker (Editor). US\$275.00. Hardcover (September 1998). Abc-Clio.

The Ethics of War and Peace: An Introduction to Legal and Moral Issues by Paul Christopher. US\$24.67. Paperback - 336 pages 2nd edition (August 1998). Prentice Hall;

If War Comes Tomorrow?: The Contours of Future Armed Conflict by M. A. Gareev, Yakov Vladimirovich Fomenko. US\$49.50. Hardcover (June 1998). Frank Cass & Co;

The International Spread of Ethnic Conflict: Fear, Diffusion, and Escalation by David A. Lake (Editor), US\$60.00. Hardcover - 424 pages (April 1998). Princeton Univ Press.

Origins and Development of the Arab-Israeli Conflict (Greenwood Press Guides to Historic Events of the Twentieth Century) by Ann Mosely Lesch, Dan Tschirgi. US\$39.95. Hardcover (August 1998). Greenwood Publishing Group.

The Origins of the Angolan Civil War: Foreign Intervention and Domestic Political Conflict by Fernando Andresen Guimaraes. US\$65.00. Hardcover - 270 pages (March 1998). St. Martins Press.

Postmodern War: The New Politics of Conflict by Chris Hables Gray. US\$23.95. Paperback - 314 pages (August 1998). Guilford Press.

Rambo and the Dalai Lama: The Compulsion to Win and Its Threat to Human Survival (SUNY Series, Global Conflict and Peace Education) by Gordon Fellman. US\$65.50. Hardcover (June 1998). State Univ of New York Press.

Russia Confronts Chechnya: Roots of a Separatist Conflict by John B. Dunlop. US\$59.95. Hardcover (October 1998). Cambridge Univ Pr (Short)

Sources of Conflict in the 21st Century: Regional Futures and U.S. Strategy by Zalmay Khalilzad (Editor), Ian O. Lesser (Editor). US\$20.00. Paperback - 336 pages (April 1998). Rand Corporation.

Sustainable Peace: The Role of the UN and Regional Organizations (Carnegie Commission on Preventing Deadly Conflict Series) by Connie Peck. US\$22.95. Paperback - 224 pages (May 1998). Rowman & Littlefield.

Theory, Doctrine and Practice of Conflict De-Escalation in Peacekeeping Operations by David M. Last. US\$23.50. Paperback - 262 pages (April 1998). Canadian Peacekeeping Press.

Unwinnable Wars: American Power and Ethnic Conflict by David Callahan. US\$13.00. Paperback - 288 pages (September 1998). Hill & Wang Publishers.

War: Identities in Conflict 1300-2000 by Bertrand Taithe (Editor), Tim Thornton (Editor). US\$75.00. Hardcover - 288 pages (September 1998). Sutton Publishing.

Books on Social Conflict

African Reckoning: A Quest for Good Governance by Francis M. Deng (Editor), Terrence Lyons (Editor), Editors Terrence Lyons, Francis M. Deng. US\$19.95. Paperback - 300 pages (September 1998) Brookings Inst; ISBN: 0815717830.

The Limits of Social Cohesion: Conflict and Mediation in Pluralist Societies: A Report of the Bertelsmann Foundation to the Club of Rome by Peter L. Berger (Editor), Bertelsmann Stiftung(Gutersloh, Germany). US\$75.00. Hardcover - 496 pages (January 1998). Westview Press; ISBN: 0813334012.

April Is Forever (Mystery) by Doris Elaine Fell. US\$21.95. Hardcover - 571 pages largeprint edition (May 1998). Thorndike Press.

Campus Hate Speech on Trial by Timothy C. Shiell, Timothy C. Chiell. US\$30.00. Hardcover - 232 pages (June 1998). Univ Pr of Kansas;

Civil Wars, Civil Peace: An Introduction to Conflict Resolution by Kumar Rupesinghe, Sanam M. Anderlini, Sanam Naraghi Anderlini (Contributor). US\$49.95. Hardcover - 160 pages (May 1998). Pluto Press.

Class Warfare in the Information Age by Michael Perelman. US\$35.00. Hardcover - 160 pages 1 Ed edition (April 1998). St. Martins Press.

Collaborations & Conflict by Andrew Strathern. US\$11.50. Paperback (October 1998). Harcourt Brace Jovanovich, College & School Division.

The Coming Class War: Power, Conflict and the Consequences of Middle Class Decline by Wallace C. Peterson, Frederick R. Strobel. US\$60.95. Hardcover (October 1998). M E Sharpe.

Conflict and Cooperation on Trans-Boundary Water Resources (NaturalResource Management and Policy) by Richard E. Just (Editor), Sinaia Netanyahu (Editor). US\$135.00. Hardcover (January 1998). Kluwer.

Confronting Violence: Answers to Questions About the Epidemic Destroying America's Homes and Communities by George A., Md. Gellert, Frank Keating. US\$59.00. Hardcover - 320 pages (January 1998). Westview Press.

Elections and Conflict Management in Africa by Timothy D. Sisk (Editor), Andrew Reynolds (Editor). US\$14.95. Paperback (July 1998). United States Institute of Peace.

Freud, Conflict, and Culture by Michael S. Roth (Editor). US\$26.00. Hardcover - 288 pages. (October 1998). Knopf;

Home Divisions; Aristocracy, the State, and Provincial Conflict by Thomas Cogswell. US\$55.00. Hardcover - 368 pages (July 1998). Stanford University Press.

Ideology, Conflict, and Leadership in Groups and Organizations by Otto F. Kernberg. US\$47.00. Hardcover - 384 pages (August 1998). Yale Univ Press.

Ireland Since 1800: Conflict and Conformity (Studies in Modern History) by Theodore Hoppen. US\$25.95. Paperback - 352 pages 2nd edition (November 1998). Longman Pub Group.

The New Age Movement and the Biblical Worldview: Conflict and Dialogue by John P. Newport. US\$35.00. Paperback - 620 pages (February 1998). Wm. B. Eerdmans Publishing Co.

New Perspectives on the U.S. Civil War: Myths and Realities of the National Conflict by John Y. Simon (Editor), & Michael E. Stevens (Editor). US\$27.95. Hardcover - 256 pages 1 Ed edition (December 1998) Madison House Pub

Northern Ireland: Conflict and Change by Johnathan Tonge. US\$29.95. Paperback (August 1998). Prentice Hall.

Parish Communities and Religious Conflict in the Vale of Gloucester, 1590-1690 (Harvard Historical Studies Series) by Daniel C. Beaver. US\$49.50. Hardcover - 480 pages (October 1998). Harvard University Press.

Pluralism by the Rules: Conflict and Cooperation in Environmental Regulation by Edward P. Weber. US\$55.00. Hardcover (February 1998). Georgetown Univ Press.

Post-Soviet Political Order: Conflict and State Building by Barnett R. Rubin, & Jack L. Snyder (Editors). US\$25.99. Paperback - 208 pages 1 edition (April 1998). Routledge.

Social Conflict by N. Jayaram (Editor), Satish Saberwal (Editor). US\$32.00. Hardcover - 563 pages (July 1998). Oxford Univ Press

Wild to the Last: Environmental Conflict in the Clearwater Country by Charles Pezeshki. US\$22.95. Paperback - 274 pages (March 1998). Washington State Univ Press.

African Americans and Jews in the Twentieth Century: Studies in Convergence and Conflict by V. P. Franklin (Editor), Nancy Grant (Editor), Harold M. Kletnick (Editor), Genna R. McNeil (Editor). US\$34.95. Hardcover - 360 pages (October 1998). Univ of Missouri Press.

The Ambivalence of the Sacred: Religion, Violence, and Reconciliation (Carnegie Commission on Preventing Deadly Conflict) by R. Scott Appleby. US\$55.00. Hardcover - 224 pages (October 1998). Rowman & Littlefield.

Labor and Urban Politics: Class Conflict and the Origins of Modern Liberalism in Chicago, 1864-97 (The Working Class in American History) by Richard Schneirov. US\$24.00. Paperback - 400 pages (April 1998). University of Illinois Press.

Land and Labour Relations in South-West Bangladesh: Resources, Power and Conflict (Institute of Social Studies) by Anjan Kumar Datta. US\$69.95. Hardcover - 304 pages (August 1998). St Martins.

Legal Reasoning and Political Conflict by Cass R. Sunstein. US\$14.95. Paperback - 240 pages (February 1998). Oxford Univ Press.

Books Dealing with Mediation, Arbitration, and Alternative Dispute Resolution

Dealing in Virtue: International Commercial Arbitration and the Construction of a Transnational Legal Order (Language and Legal Discourse (Paper)) by Yves Dezalay, Bryant G. Garth. US\$17.00. Paperback - 344 pages Reprint edition (May 1998) University of Chicago Press; ISBN: 0226144232.

Coping Through Conflict Resolution and Peer Mediation by Carolyn Simpson. US\$6.95. Paperback - 104 pages (July 1998) Rosen Publishing Group; ISBN: 1568382162.

Divorce Mediation: Theory and Practice by Jay Forberg, Ann Milne (Editor), Jay Folberg (Editor). US\$55.00. Hardcover - 508 pages (June 1988) Guilford Pr; ISBN: 0898627087.

Mediating Child Custody Disputes: A Strategic Approach by Donald T. Saposnek, Saposnek Donald. US\$32.95. Paperback - 352 pages Revised edition (May 1998). Jossey-Bass Publishers; ISBN: 0787940518.

Advocacy, Counselling and Mediation in Casework by Yvonne Craig. US\$29.95. Paperback (May 1998) Jessica Kingsley Pub; ISBN: 185302564X.

Affordable Justice: How to Settle Any Dispute, Including Divorce, Out of Court by Elizabeth L., Jd Allen, & Donald D., Ma Mohr. US\$19.95. Hardcover - 216 pages 2 edition (July 1998). West Coast Pr; ISBN: 0965587665.

The Common Law of the Workplace: The Views of Arbitrators by Theodore J. St. Antoine (Editor). National Academy of Arbitrators. Price information not available. Hardcover (September 1998). BNA Books; ISBN: 1570181209

Conflict of Laws: American, Comparative, International: Cases and Materials (American Casebook Series) by Symeon Symeonides, Wendy Collins Perdue, Arthur Taylor Von Mehren US\$59.95. Hardcover (March 1998). West/Wadsworth.

Coping Through Conflict Resolution and Peer Mediation by Carolyn Simpson. US\$6.95. Paperback - 104 pages (July 1998). Rosen Publishing Group;

Books Dealing with Interpersonal Conflict Management

Getting to Resolution: Turning Conflict into Collaboration by Stewart Levine. US\$19.95. Hardcover - 200 pages (April 1998). Berrett-Koehler Pub; ISBN: 1576750051

Chores Without Wars: Turning Dad and Kids from Reluctant Stick-In-The-Muds to Enthusiastic Team Players (Developing Capable People Series) by Riki Intner. US\$12.00. Paperback - 208 pages (January 1998). Prima Publishing;

The Christian's Handbook on Conflict Resolution; Biblical Principles for Restoring and Preventing Broken Relationships by Greg M. Sumii. US\$9.95. Paperback - 64 pages (July 1998). Providence House Publishers; ISBN: 1577360982.

The Complete Idiot's Guide to Dealing With In-Laws (Complete Idiot's Guides) by Laurie E. Rozakis, Jonathan Katz. US\$16.95. Paperback - 314 pages (March 1998). Macmillan General Reference.

Conflict Resolution: Cross-Cultural Perspectives by Kevin Avruch (Editor), Peter W. Black (Editor), Joseph A. Scimecca (Editor). US\$22.95. Paperback (August 1998). Praeger.

Conflict and Cohesion in Families: Causes and Consequences (Advances in Family Research.) by Martha J. Cox (Editor), Jeanne Brooks-Gunn (Editor). US\$90.00. Hardcover (November 1998). Lawrence Erlbaum Association.

Conflict Resolved: A Critical Assessment of Conflict Resolution by Alan C. Tidwell. US\$24.95. Paperback - 192 pages (September 1998). Pinter Pub Ltd.

Constructive Conflicts: From Escalation to Resolution by Louis Kriesberg. US\$65.00. Hardcover - 320 pages (April 1998). Rowman & Littlefield.

Cross-Cultural Encounters and Conflicts (Studies in Middle Eastern History) by Charles Issawi. US\$27.50. Hardcover (March 1998). Oxford Univ Press.

The Dark Side of Close Relationships by Brian H. Spitzberg (Editor), William R. Cupach (Editor). US\$89.95. Hardcover (August 1998). Lawrence Erlbaum Associates.

The Developmental Course of Marital Dysfunction (Cambridge Studies in Social and Emotional Development) by Thomas N. Bradbury (Editor). US\$59.95. Hardcover (August 1998). Cambridge Univ Press

Everyone Can Win: How to Resolve Conflict by Helen Cornelius, Helena Cornelius, Shoshana Faire. US\$12.95. Paperback - 192 pages (October 1998). Simon & Schuster Australia.

Getting to Resolution: Turning Conflict into Collaboration by Stewart Levine. US\$19.95. Hardcover - 200 pages (April 1998). Berrett-Koehler Pub;

Books Dealing with Business and Organizational Conflict

Controlling the Costs of Conflict: How to Design a System for Your Organization by Karl A. Slaikeu, Ralph H. Hasson. US\$29.95. Hardcover - 256 pages 786 edition (November 1998). Jossey-Bass Publishers; ISBN: 0787943231.

The American Perception of Class (Labor and Social Change) by Reeve Vanneman, Lynn W. Cannon. US\$22.95. Paperback Reprint edition (September 1988). Temple Univ Press; ISBN: 0877225931.

Conflict Management in the Asia Pacific: Perspectives in International Business by Kwok Leung (Editor), Dean Tjosvold (Editor). US\$49.95. Paperback - 350 pages (November 1998). John Wiley & Sons.

Controlling the Costs of Conflict: How to Design a System for Your Organization by Karl A. Slaikeu, & Ralph H. Hasson. US\$29.95. Hardcover - 256 pages 786 edition (November 1998). Jossey-Bass..

The New Battle over Workplace Privacy: How Far Can Management Go? What Rights Do Employees Have? Safe Practices to Minimize Conflict, and Confusion by William S. Hubbartt. US\$27.95. Hardcover - 224 pages (January 1998). AMACOM.

Why Scripture Matters: Reading the Bible in a Time of Church Conflict by John P. Burgess. US\$20.00. Paperback - 200 pages 1 edition (September 1998). Presbyterian Publishing House.

Working Anger: Preventing and Resolving Conflict on the Job by Ronald T., M.S.W., Ph.D. Potter-Efron. US\$12.95. Paperback - 176 pages (November 1998). New Harbinger Publications.

Videos

Art of Resolving Conflict in the Workplace by Lawrence Schwimmer. US\$89.99. VHS Tape Vhs Video edition (September 1998). University of Kansas.

Careertrack Teams: Conflict by Business Management. US\$149.95. VHS Tape Vhs Video edition (May 1998). C A R Values.

Civilizations in Conflict: Byzantium Islam and Crusades. US\$99.00. VHS Tape Vhs Video edition (January 1998). Louisiana State Univ Press.

Conflict Resolution by Justice Factory. US\$99.95. VHS Tape Vhs Video edition (January 1998).

Conquering Team Conflict - 4 Vols. (Videos, Workbook) \$299.95. VHS Video Tape (April 1998). C A R Values.

Escape With Your Life by Don Stratton offers children and middle-school students non-violent escape tactics for dealing with bullies and threatening situations. US\$14.95. Contact: Non-Violent Physical Escape Education, 4625 West Abington Way, 2A, Indianapolis IN 46254. E-mail: IndyPLC@aol.com.

Most of the above titles can be found at Amazon.com or comparable book/video retailers. ☒

Upcoming Conferences and Workshops

Compiled by Lori Chellevoid and William Ross

Academic Conferences (all dates are 1999):

February 18-21. International Sunbelt Social Network Conference. Location: Charleston, South Carolina USA. Contact: John Skvoretz, Department of Sociology, University of South Carolina, Columbia South Carolina 29208 USA. Tel: (803) 777-4968. E-mail: skvoretz-john@sc.edu Web: <http://www.heinz.cmu.edu/project/INSNA>

March 17-19. National Association for Business Simulation and Experiential Learning (ABSEL)/Mid-Antlantic Organizational Behavior Teaching Conference joint meeting. Location: Philadelphia, Pennsylvania USA. Contact: Bill Biggs. Tel: 1-800-THEBELL. Web: <http://www.towson.edu/~ABSEL>

March 28-30. Society for Advancement of Management. Theme: "Business Issues for the New Millennium." Location: Las Vegas, Nevada USA. Contact: Dr. Moustafa Abdelsamad, Dean, College of Business, Texas A&M University at Corpus Christi, 6300 Ocean Drive, Corpus Christi, Texas 78412 USA. Tel: (512) 994-2655.

April 8-11. Consortium on Peace Research, Education, and Development (COPRED). Theme: "Transforming Violent Conflict." Location: Siena College, Loudonville, New York USA. Contact: COPRED, Institute for Conflict Analysis and Resolution, George Mason University, Fairfax, Virginia 22030-4444 USA. Tel: (703) 993-2405. E-mail: copred@gmu.edu

April 23-24. Midwest Mediation Conference. Theme: "A roomful of views: Framing our future through mediation." Location: Lawrence, Kansas, USA. Contact: Sandra Sabanske, Exec. Director, Heartland Mediation Service, 8826 Santa Fe Drive, Overland Park, Kansas 66212 USA. Tel: (913) 381-4458. E-mail: sabanskes@aol.com

April 30-May 2. Society for Industrial-Organizational Psychology (SIOP). Location: Atlanta, Georgia, USA. Contacts: (1) Ron Johnson; tel: (717) 941-4208; e-mail: johnsonr2@uofs.edu or (2) the SIOP office; tel: (419) 353-0032; e-mail: LHakel@siop.bgsu.edu

May 6-16. Seventh Annual International Conference on Conflict Resolution. Theme: "Sharing Tools for Personal & Global Harmony." Location: St. Petersburg, RUSSIA. Contact: Steve Olween, Common Bond Institute, 12170 S. Pine Ayr Drive, Climax, Virginia USA. Tel: (616) 665-9393. E-mail: solween@aol.com. Web: <http://ahpweb.org/cbi/icr.html>

May 16-18. Organizational Development (OD) Institute. Theme: "Nonviolent Large Systems Change." Location: Bandera (near San Antonio), Texas USA. Contact: OD Institute, 11234 Walnut Ridge Road, Chesterland, OH 44026 USA. Tel: (440) 729-7419. E-mail: DonWCole@aol.com

May 26-28. Center for the Study of Work Teams. "Seventh Annual University of North Texas Symposium: Individual, Team, and Organizational Effectiveness." Location: Denton, Texas USA. Contact: Melanie Bullock. E-mail: melanieb@unt.edu

May 28-June 1. National Conference on Peacemaking and Conflict Resolution. Theme: "Weaving a New Beginning: Healing and Community." Location: Phoenix, Arizona USA. Contact: Victoria Nash, NCPCR, Institute for Conflict Analysis and Resolution, George Mason University, 4400 University Drive, Fairfax, Virginia 22030-4444. Tel: (703) 993-2440. E-mail: ncpcr@gmu.edu.

May 29-June 2. International Industrial Relations Association (IIRA). World Congress. Theme: "Global Integration and Challenges for Industrial Relations and Human Resource Management in the 21st Century." Location: Tokyo, JAPAN. **Submission Deadline (in English): January 31.** Contact: IIRA Secretariat, c/o Japan Institute of Labor, 8-23, Kamishakujii, 4-chome, Nerimaku, Tokyo 177-8502 JAPAN. Tel: +81 3-5991-5195. E-mail: iira12th@jil.go.jp

June 4-6. The Association of Japanese Business Studies. Twelfth Annual Conference. Location: Salt Lake City, Utah USA. **Submission Deadline: February 1, 1999.** Contact: Dr. Shane Schvaneveldt e-mail: schvaneveldt@weber.edu. Web: <http://www.ajbs.org>

June 6-9. Human Resource Planning Society. Theme: "Building Corporations Through People in the Midst of Major Economic and Cultural Shifts." Location: Ithaca, New York USA. Contact: Dr. Miles Overholt, Riverton Management Consulting Group, 303 East Broad Street, Palmyra, New Jersey 08065 USA.

June 11-12. Innovative Teaching in Human Resources & Industrial Relations. Location: Atlanta, Georgia USA. Contact: Dr. Bruce E. Kaufman, W.T. Beebe Institute of Personnel & Employment Relations, Georgia State University, University Plaza, Atlanta, Georgia 30303-3083 USA. Tel: (404) 651-2922. E-mail: ecfbek@ba-ecfor.gsu.edu.

July 5-10. Academy of Family Mediators (AFM) Annual Conference. Location: Chicago, Illinois USA. Contact: AFM, 4 Militia Drive, Lexington, MA 02173. Tel: (617) 674-2663. E-mail: afmoffice@igc.apc.org

July 7-10. Sixth Annual International Conference on Advances in Management. Location: Baton Rouge, Louisiana USA. Contact: Afzal Rahim, 1574 Mallory Court, Bowling Green, KY 42103 USA. Tel: (502) 782-2601. E-mail: icam2000@aol.com

January 7-9, 2000. Industrial Relations Research Association (IRRA) national meeting. Location: Boston, Mass. USA. **Submission Deadline: January 15, 1999.** Contact: IRRA, University of Wisconsin at Madison, 4233 Social Science Building 1180 Observatory Drive, Madison, WI 53706-1393. Tel: (608) 262-2762.

Workshops/Training Courses:

January 26-29. Community Board Program (CBP). Title: "Introductory Peer Mediation Program." Location: San Francisco, California USA. Contact: CBP, 1540 Market Street, Suite 490, San Francisco, CA 94102. Tel: (415) 552-1250. E-mail: cmbrds@conflict.net.org

January 26. Professional Development & Applied Studies. Title: "Conflict Management [Within Governmental Employment]." Location: Madison, Wisconsin USA. Instructor: Harry W. Behrman. Cost: US\$85. Contact: Robbi Dreifuherst. Tel: 1-800-442-4617. Web: <http://www.dcs.wisc.edu/pda/cpm>

February 1-3. American Management Association (AMA). Title: "Negotiating to Win—Basic Negotiation Skills." Location: New York, New York USA. Cost: US\$1545. Contact: AMA, 1601 Broadway, New York, New York USA 10019-7420. Tel: 1-800-262-9699. E-mail: cust_serv@amanet.org.

February 13-14. Executive Programs. Title: "Managing Projects & Project Teams." Location: Eau Claire, Wisconsin USA. Instructor: Michael Keifer, author of *the Powermind System*. Cost: US\$350. Contact: Marilyn Kanne, P.O. Box 4004, Eau Claire, WI 54702-4004. Tel: (715) 836-5637. E-mail: Mgmt_Seminars@uwec.edu

March 10-11. Professional Development & Applied Studies. Title: "Divorce mediation theory and practice, Part 1" (Note: Part 2 is offered April 19-20, and "Advanced divorce mediation skills" is offered April 26; each carries an additional charge). Location: Madison, Wisconsin USA. Instructors: Ann Milne and/or Peter Salem. Cost: US\$155. Contact: Jim Campbell, 313 Lowell Center, 610 Langdon Street, Madison, Wisconsin 53703 USA. Tel: (608) 262-2352. Web: <http://www.dcs.wisc.edu/pda>

March 15-16. Business Assistance Programs. Title: "Taking Charge of Change." Location: La Crosse, Wisconsin USA. Instructor: Ken de Meuse. Cost: US\$350. Contact: Christina Trombley. Tel: (608) 785-8782.

March 22-24. American Management Association (AMA). Title: "Managing and Working with Difficult People." Location: Atlanta, Georgia USA. Cost: US\$1490. Contact: AMA, 1601 Broadway, New York, New York USA 10019-7420. Tel: 1-800-262-

The IACM is an international association, founded in 1984, to encourage research and training in the handling of all forms of social conflict. For annual dues of only US\$15.00, IACM members receive a year's subscription to the newsletter, Signal, a membership directory, and discounts on subscriptions to the International Journal of Conflict Management, International Negotiation, Negotiation Journal, and perhaps a free copy of the editor's Christmas form letter (supplies are limited—reserve yours today!). For information about membership, please contact Dr. Bill Bottom, IACM Executive Officer, Professor of Organizational Behavior, John M. Olin School of Business, Washington University, Campus Box 1133, One Brookings Drive, St. Louis, MO 63130 USA. Tel: 314-935-6351, fax: 314-935-6359. E-mail: bottom@mail.olin.wustl.edu

members. He must also solicit new IACM members. On these duties Bill noted the importance of member participation, "Let me know about other people you feel might make good members. I'll be happy to send them an application for membership and conference information."

During Tom Fiutak's tenure as Executive Officer the IACM experienced several positive changes. There were many, but I will simply mention three. First, Tom's organization, the Humphrey Conflict and Change Center, began systematically collecting and archiving all IACM conference papers, SIGNALs, and other pertinent IACM documents. Second, Tom, working with numerous IACM Presidents (e.g., Evert van de Vliert, Jim Wall, Tricia Jones, and Peter Carnevale), really sought to expand the organization's membership beyond its core group in North America and northern Europe to reach out to scholars and scholar-practitioners in other geographic areas. Third, Tom helped establish a multi-year dues payment structure that reduced fluctuations in IACM membership and helped keep membership on an upward path. Bill Bottom expects to continue these practices. IACM members will miss Tom's service, but look forward to working with Bill Bottom. ☺



Bill Bottom (left) enjoys a relaxed moment at the IACM Board Meeting chatting with Kwok Leung.

city that sits on the Cantabrian Sea less than 20 km from the French border. San Sebastián is the city's Spanish name; Donostia is its Basque language name. Don't take my word on how beautiful this place is; check out the Web site I mentioned above — the "Call for Submissions" includes photos that bring the place to life.

Conference sessions will be held in the historic Miramar Palace, which is surrounded by gardens and sits just steps from the waterfront.

Accommodations will be at a four-star hotel within walking distance of the palace. This year's conference schedule will include a dinner excursion to the new and architecturally acclaimed Guggenheim Museum in the nearby city of Bilbao. An optional trip to historic Loyola, birthplace of St. Ignacio (founder of the Jesuits) is also included in the preconference schedule.

Whatever you choose to do, expect to eat well: The region is famous for its Basque cuisine, and San Sebastián-Donostia is described in Fodor's travel guide as having "arguably the best food in Spain."

The conference "Call for Submissions" provides some preliminary information on getting to San Sebastián-Donostia (it's easy, by air or rail) and includes links to sites in Spain with more information about the conference city and region. And by the way, all indications are that costs will be eminently reasonable.

Other Conference Highlights

Local Arrangements Chair Sabino Ayestaran, who is a faculty member at the University of the Basque Country, is pulling together a keynote session that may include scholars and/or activists addressing conflict related to the Basque liberation movement in that region of Spain. As always, the conference schedule will include a gala banquet, to be held in the Miramar Palace, at which conference awards for outstanding papers and Association awards for outstanding published articles and books will be announced. The conference banquet is also where IACM announces and honors the recipient of its annual Lifetime Achievement Award. In 1999, the award will go to Howard Raiffa, Professor Emeritus at the Harvard Business School and author of "The Art and Science of Negotiation," a classic in the field of bargaining and conflict resolution.

New Electronic Submission Option

We are experimenting this year with an electronic submission option in lieu of mailed copies of IACM submissions. Let me emphasize that this is optional. If certain criteria are met (described in the "Call for Submissions"), you may elect to provide an electronic, paperless submission via email, with the submission itself included as an electronic attachment.

We hope this will particularly help with overseas submitters, who can meet the submission deadline without having to mail early to accommodate the slower pace of international post. My only request is that you read the guidelines for electronic submissions carefully to make sure that your submission qualifies and is in an appropriate electronic format.

Stay in Touch

Please do not hesitate to get in touch with me if I can answer questions about the submissions, the conference program, or any other aspect of IACM 1999. I especially welcome inquiries about possible novel or unusual session formats you might be thinking about proposing. Contact me by email (iacm99@owen.vanderbilt.edu) or telephone (615.322.3489).

I look forward to receiving your submissions, and to seeing you in the Basque Country next June. ☺