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President's Corner

by Bruce Barry, Vanderbilt University, IACM President

As I write this, war looms in the Middle East, terrorism has reared its ugly head in Asia, a mooncalf with a high powered rifle is scaring the pants off the entire Washington DC region, and the world at large seems like an increasingly dangerous place (as if such a thing is possible). This makes serving a term as president of an organization devoted to conflict management seem a bit like whistling in the dark. Never has this field of ours been more patently important, but also more challenged to make our research, teaching, and practice relevant and impactful. I am honored to be president, but skeptical that I can do justice to a leadership role in an organization with the phrase "conflict management" in its name. High-mindedness aside, in this article I want to reflect a bit on recent IACM events and point to exciting things happening as we as an association look ahead to the coming year.

Looking Back: The Utah Conference

For starters, to echo what was done more formally at the conference in Utah last June, let me extend hearty thanks to my predecessor, the estimable **Carsten de Dreu** of the University of Amsterdam, for his service as President in 2001-2002. Carsten was truly an outstanding steward of the organization and its mission, making sure that the trains ran on time as well as inspiring us to look ahead to IACM's future potential. I also want to thank the IACM Board Members who concluded their two-year terms in June, **Terry Boles and Anne Lytle**. A lively and committed board is what makes the organization thrive from year to year, and the individuals who give their time and energy to board service deserve our collective thanks.

The June 2002 conference was grand – a great location in the Rocky Mountains, a terrific program of sessions and panels, fine weather, and even a few snow flurries. We have the conference chair **Cathy Tinsley** and the local arrangements organizing team of **Ronda Callister, Tina Diekmann, and Harris Sondak** to thank for all of this (except maybe the weather part). Conference attendance significantly exceeded projections, making it the largest IACM held in North America to date (Paris 2001 holds the all-time record and it may stand for a while). I should also mention a certain unnamed Grand Summit hotel shuttle bus driver (you know who you are), thanks to whom about a dozen of us are not still wandering around downtown Park City.

continued on next page

Table of Contents

<i>President's Corner</i>	1	<i>Highlights from 2002 IACM Board Meeting</i>	9
<i>IACM 2003 - Melbourne</i>	3	<i>Signals on the Horizon</i>	9
<i>The Jeffery Z. Rubin Theory to Practice Award</i>	4	<i>IACM Member Publications</i>	10
<i>2002 IACM Conference Awards</i>	4	<i>Spotlight in IACM Members</i>	11
<i>Call for Book Reviews in IJCM</i>	4	<i>Position Announcements</i>	12
<i>Sebenius gives 2002 Conference Keynote Address</i>	5	<i>Masters Program at University of Copenhagen</i>	13
<i>It's IACM Election Time - Please Vote</i>	6	<i>Call for Papers and Upcoming Conferences</i>	13
<i>Druckman to Receive Lifetime Award</i>	8	<i>IACM's History</i>	16

Looking Ahead: The 2003 Conference

The big development in IACM for the coming year is planning for the 2003 conference down under, in Melbourne, Australia. The history of IACM since the early 1990s is a rotation of conference venues in alternating years between North America and somewhere else. In the past, "somewhere else" has always been defined (in practice, if not necessarily in theory) as Western Europe. Past non-North American conferences have been held in such places as Belgium, Holland, Denmark, Germany, Spain, and France. In the site selection process for 2003, we took to heart the view expressed by many members that the association should look to other parts of the world for conference sites. As I explained in last spring's SIGNAL, preliminary proposals for the 2003 meeting were solicited from multiple cities. Without recounting the whole process, I will jump to the punch line: Australia was selected for the 2003 conference last winter, and a few months later Melbourne was chosen as the city.

I can't say enough about the urban (and urbane) merits of Melbourne. You'll find details on the conference and its facilities and events elsewhere in this issue of SIGNAL, but I will just say on the basis of my own recent visit, that it is a city of culture, diversity, charm and energy that has to rank as one of the most cosmopolitan and livable (and visitable!) cities on the planet. Great food, wine, music, hotels, transportation and many intangibles make it not just ideal for the conference, but the perfect place to launch (or conclude) an Oceania holiday. The conference venue itself is a superb hotel right in the heart of the city centre, a block from the Yarra River, and walking distance to everything (and an easy tram to everything else). Yes, yes, it will take North Americans and Europeans a long time to get there, but by all means get there. And once there, costs on the ground will be very reasonable. But the best part is -- you'll be in Australia!

Looking Laterally: What's New in 2002

There were three nice developments for IACM and its members in 2002, none of which I am responsible for, but the nice thing about being president is I get to be the messenger. The first is the **Rubin Award**, which is shorthand for the "Jeffrey Z. Rubin Theory-to-Practice Award," which is sponsored jointly by IACM and the Harvard Program on Negotiation. The award honors the late Jeff Rubin, a former IACM President, social psychologist, and research pioneer in the field, and is intended to recognize an individual at mid-career for professional contributions that move skillfully between theory and practice. After a few years of extensive planning and development, the award was given for the first time in 2002 at our June meeting, to a most deserving **Peter Carnevale** (see column by Carsten de Dreu, this issue

of SIGNAL). The current plan is to give the award every other year, alternating with the lifetime achievement award.

A second new initiative in 2002 was the partnership between IACM and the Social Science Research Network, or **SSRN**, to make possible the posting of IACM conference papers and abstracts on SSRN's web site for others to search and download. SSRN is a vehicle for the sharing of working papers in the social sciences that has been active (indeed, has become an integral part of scholarship) in some other fields for several years, such as economics and finance. With its expansion to include conflict/negotiation, this tool now becomes available to us. It was possible to download IACM conference papers and abstracts even before the June meeting in Utah took place, and we expect this will happen again for the 2003 conference.

Thirdly, I am delighted to share the news of a major **web site redesign** for IACM's internet presence. Our web site (<http://www.iacm-conflict.org/>) has been out there for a number of years now, but guided by our communications officer, **Jessica Katz Jameson**; it recently underwent a major design overhaul. The result is not only a design triumph -- more elegant, cleaner, easier to navigate -- but also offers a platform for more and better information of use to our members. But I will emphasize that the quality of the information is no better than the willingness of members to contribute -- and that's you. So please do contact Jessica with things to be posted -- job announcements, news about relevant new publications (yours or someone else's), links to related sites, whatever. The web site is evolving into a useful archive for the association -- you can find on it past editions of SIGNAL going back five years, as well as links to conference programs going back to 1998.

Lastly and relatedly, Jessica Katz Jameson is spearheading an effort approved by the Board at its meeting last June to improve IACM's capacity to sustain **institutional memory** more broadly. In an organization comprised of fuzzy-headed academics and busy practitioners, with officers serving terms of only a year or two, it is difficult to remember what came before (or, for that matter, what one had for lunch yesterday). We clearly need more of a concerted effort to cultivate and maintain the organization's history, which is the intent of this initiative.

So...

So the state of the association is pretty damn good, there are some interesting things in the works, and the conference remains a vital aspect of the intellectual enterprise associated with research and practice in conflict management. In a nutshell, things are happening ... and by the way, the place they'll be happening next June 15 is Melbourne, Australia -- so I fully expect to see *you* there.

IACM, 2003 - Melbourne, Australia - Be there!

by Mara Olekals, University of Melbourne, 2003 Local Arrangements Chair

"... Since my plans for myself, even at the age of nine, were to spend my adulthood driving in an open-topped sports car with Jan Seborg at my side I concluded that Australia was of zero interest and did not actively think about it again for thirty years. In consequence, when I finally made my first trip Down Under...I was astounded to find it there at all...I clearly recall standing on Collins Street in Melbourne...watching the clanging trams and swirl of humanity, and thinking "Good Lord, there's a country here." It was as if I had privately discovered life on another planet, or a parallel universe where life was at once recognizably similar but entirely different" - Bill Bryson, *Down Under*.

IACM's conference hotel, the Westin, is located in the heart of Melbourne's business district. Step out from the hotel onto Collins and watch the trams go by. Or, set off down Collins Street and its laneways to find some of Melbourne's best cafés. Interrupt your quest for the perfect café latte only to browse in the many boutiques that line Collins Street.

"...Almost at once I became acutely aware of how little I knew about this place ... I didn't even know how to order a coffee. It appeared that you had to specify a length (principally short or long), a color (black or white) and even an angle of orientation to the perpendicular (flat or not), and these could be put together in a multitude of permutations - 'long black,' 'short black,' even 'long short back.' My own preference, I discovered after many happy hours of experimentation, was 'flat white.' It was a moment of the sublimest happiness" - Bill Bryson, *Down Under*

If you think there is life beyond the perfect coffee (even some culture to be found), join us for the Monday night dinner at the Melbourne Museum. Start the evening wandering through Birrarung to view a performance by one of Melbourne's indigenous dance troupes. This gallery space takes the Yarra River's form, blending a snakelike right hand side wall with a hand carved zinc wall. Move on to the Australia Gallery & Piazza for dinner. Here you can explore the lives, communities, and hopes of Australians. The Australia Gallery houses Melbourne: Stories from a city, which looks at the passage of time across five historical periods. Discover a re-creation of a late 19th century inner-city neighbourhood and look at the rich life and folklore of an Australian school playground. Windows on Victoria presents key themes and events in the state's history, including the survival of Aboriginal culture in the face of European settlement, the gold rushes, rural agricultural shows, life in the city during the Second World War and the 1956 Melbourne Olympics.

On Tuesday night, join us for a spectacular Awards Banquet. Held in the Chapter House - part of St Paul's Cathedral - this stunning venue was once a reading room for priests and monks.

Coming early? Why not sample the other side of Melbourne and go to an Aussie Rules football game? Or, join us on Sunday for a tour of Victorian wineries and lunch at one of the many outstanding winery restaurants.

Staying late? Head north to the balmy tropical islands of Queensland, hike through Tasmania's wilderness or head to the Outback...Just don't miss it!

And if you are wondering what to do before and after IACM, check these websites ...

- For more about Melbourne and Victoria, www.visitvictoria.com.au
- Interested in the sunny north and its tropical islands? <http://www.poresorts.com.au/home.htm>
- Or how about the spectacular heritage listed wilderness of Tasmania? <http://www.discovertasmania.com.au/>
- And if you would like the outback experience, try <http://www.lpe.nt.gov.au/scenes/olgas.htm>

For more information about IACM and the conference in Melbourne, please check the IACM website (www.iacm-conflict.org) or the conference website (www.mbs.edu/iacm2003)

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\$25.00 (US \$15.00 for students), members receive a year's subscription to the newsletter, *Signal*, a membership directory, discounts on subscriptions to the *International Journal of Conflict Management*, *International Negotiation*, and *Negotiation Journal*, PLUS the opportunity to hang out with some really great people at least once a year.

For information about membership, please see our website at www.iacm-conflict.org or contact **Dr. Judi McLean Parks**, IACM Executive Director, 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: IACM@mail.olin.wustl.edu.

Peter Carnevale Wins First Jeffrey Z. Rubin Theory-to-Practice Award

by Carsten de Dreu, IACM Past-President

At the Utah Conference, the first Jeffrey Z. Rubin Theory-to-Practice Award was given to professor **Peter J. Carnevale** from New York University. The Jeffrey Z. Rubin Theory-to-Practice Award is co-sponsored by the International Association for Conflict Management and the Harvard Project on Negotiation (PON).

The Award honors the legacy of professor Jeffrey Z. Rubin, the noted social psychologist, former President of IACM and director of the Harvard Project on Negotiation, known for his exceptional ability to discover interesting and complex social phenomena. He studied these under controlled research conditions, and presented findings back to student and professional audiences in an interesting and engaging manner.

The selection committee consisted of IACM members Bruce Barry, Carsten de Dreu, Don Conlon, and PON members Deborah Kolb and Keith Allred. They decided to award the honor to Peter Carnevale because his research work demonstrates a strong competence in theory development and empirical research, but also displays the courage and sensitivity to tackle important, practical, real world conflicts. Peter Carnevale obtained his Ph.D. in 1982 from State University of New York at Buffalo, and was visiting professor at the University of Iowa before he moved to the University of Illinois at Urbana-Champaign where he received the status of full professor in 1997. In 2002 he moved to New York University where is full professor in the Department of Psychology.

Peter Carnevale has (co)authored several books, such as *Negotiation in social conflict* (with Dean Pruitt, 1993) and over seventy publications in books and academic journals. His work covers a wide range of topics in social conflict, including cognitive bias and strategic choice in negotiation, third-party intervention, intergroup conflict, mediator behavior, and cross-cultural differences in negotiation and mediation.

In addition to his scholarly work, Peter Carnevale has contributed to practice in various ways. In 1995 he was invited by the Mexican government to consult on the Chiapas conflict. He consulted the Ministry of the Interior and several Governors and state cabinets about integrative agreements, mediation, and the design of dispute resolution systems. Soon after, there was a revised and successful effort at talks in Chiapas. Closer to home, Peter Carnevale has mediated about 30 disputes in the Chicago court mediation system. Finally, he was among the first psychologists to have expert testimony admitted by the National Labor Relations Board, on the matter of how and whether to place limits on a severe, escalating workplace conflict.

The mixture of high quality academic work and extensive application in real world conflict makes Peter Carnevale an excellent choice as winner of the first Jeffrey Z. Rubin Award.

2002 IACM Conference Awards



Outstanding Book

Jeanne M. Brett (Northwestern University) *Negotiating Globally*. San Francisco: Jossey-Bass (2001).

Best Article

De Dreu, C. K. W., Weingart, L. R., and Kwon, S. (2000). Influence of social motives on integrative negotiation: A meta-analytic review and test of two theories. *Journal of Personality and Social Psychology*, 78, 889-905.

Dissertation of the Year

Wendi Adair (Cornell University). *Reciprocity in the Global Market: Cross-cultural Negotiations*.

Outstanding Empirical Paper

Paul W. Paese, Ann Marie Schreiber, Adam W. Taylor. "Caught telling the truth: Effects of honest and communication media in distributive negotiations"

Outstanding Theoretical Paper

Raymond A. Friedman, Steven C. Currall. "E-mail escalation: Dispute exacerbating elements of electronic communication."

Outstanding Applications Paper

Neil E. Fassina. "Direct and representative negotiation: A principal-agent authority continuum."

Outstanding Paper with a Graduate Student.

Gerben A. Van Kleff, Carsten K.W. De Dreu, Anthony S.R. Manstead. "The interpersonal effects of anger and happiness on negotiation behavior and outcomes."

Call for Book Reviews in *International Journal of Conflict Management*

IJCM needs reviews of conflict management-related books published within the last two years. Contact **Sanda Kaufman**, IJCM Book Review Editor, at sanda@wolf.csuohio.edu to ask for a specific book or to confirm that a book has not previously been reviewed. Book reviews should be about six pages in length and include a content description and critique based on the reviewer's expertise. This is an on-going need so feel free to contact Sanda with book review ideas at any time.

Sebenius Gives Inspirational and Provocative Keynote Address

by Cathy Tinsley, Georgetown University, IACM 2002 Program Chair

The keynote address for the 2002 conference in Salt Lake City was delivered by **Dr. James K. Sebenius**, Gordon Donaldson Professorship of Business Administration at Harvard University, and co-founder and director of the Negotiation Roundtable. He talked about the 3-D negotiator, and laid out a three-dimensional framework from which to view negotiations and negotiation research.

In his framework, the first dimension concerns negotiation process. This is a dimension that focuses on the interpersonal interaction component of negotiation - moves and countermoves, styles, cultural differences in styles, etc. This is a dimension of focus for behavioralists as well as communication scholars.

The second dimension concerns what he calls negotiation substance. This is a dimension that

focuses on how to create value—bridging interests, trading off priorities, fashioning contingency contracts, etc. The focus here is on reaching optimal frontiers and graphing such optimality, such as in the Edgeworth box. He argues that this has been a dimension of focus for negotiator technicians and economists. Of course, those of us negotiations scholars who have been trained in OB or psychology would also seem to focus on these first two dimensions of negotiations - to varying amounts.

Sebenius then also introduces a third dimension which he calls negotiation design. This dimension focuses on the rules of the game and whether they can be changed or not. Is the game open and variable or fixed and specific? Can parties be added, can the information and preference structures be changed?

He goes on to argue that in his experience it is this third dimension of a negotiation where most of the action occurs. Most scholars focus on process or substance of negotiation (dimensions one and two), yet he argues that in actual negotiations, it is the third dimension which receives the bulk of parties' attention. He intimates that this is perhaps a fertile area for new research—on the pre-meeting preparatory activity that shapes the negotiation game's design. It is where parties focus much attention and it may have a large impact on the final outcomes.

He concludes with a notion that negotiation scholars devote energy to field analyses of actual negotiations in order to appreciate the insights from professional or narrative knowledge.

It's Election Time!

by Laurie Weingart, IACM President-elect

It's time again to vote for IACM officers. Each year we choose a new president-elect, who will serve for one year in that capacity, followed by one year as president. We also choose each year two new members of the IACM board, each of whom serve a two-year term. New officers assume their roles at the board meeting that immediately precedes the 2003 IACM conference.

A website has been developed for the election. You can register your votes at:

<http://wpweb2k.qsia.cmu.edu/iacmelection>

The username is: iacm
The password is: 2002vote

If you do not have access to the internet, you can vote by e-mail instead by sending your ballot to weingart@andrew.cmu.edu

The deadline for voting is December 15th, 2002.

The candidate information below can also be found on the website. Be sure to record your votes before clicking the "vote" button. You can only vote once. Remember to vote for one candidate for President-elect and for two candidates for the Board. **Your vote matters.** Results will be announced after the first of the year.

Candidates for President-elect

Terry Boles is an Associate Professor of Management and Organizations, and the Henry B. Tippie Research Fellow at the Henry B. Tippie College of Business, University of Iowa. She holds a BS and PhD in Social Psychology from the University of California, Santa Barbara and was a Visiting Professor of Organizational Behavior at the J. L. Kellogg Graduate School of Management, Northwestern University. She was also an Invited Summer Scholar at the Institute on Negotiation and Dispute Resolution, held at the Center for Advanced Study in the Behavioral Sciences, Stanford, CA.

Boles has been an active member of IACM and the Conflict Management Division of the Academy of Management since 1991. She has served as Representative at Large for both organizations and has been on the selection committee for "Best Paper" and chair of the selection committee of "Best Published Article" for IACM. She also consistently serves as a reviewer of conference submissions for both organizations.

Boles' research focuses on the ways in which individual differences (in social motives and personality) affect negotiation strategy and reactions to conflict. She also examines the effects of deception and retribution in repeated negotiation contexts. Another stream of her research, in behavioral decision making, focuses on the effects of regret on outcome evaluation. Recently, as a result of teaching experiences in Russia and Hong Kong, Boles has been examining the feasibility and challenges of teaching western business negotiation practices in non-western cultures. Boles research has appeared in *Organizational Behavior and Human Decision Processes*, *Journal of Personality*, *Journal of Economic Behavior and Organization*, and as chapters in edited volumes. She presents regularly at the CM division of AOM, and at IACM conferences. She is an ad-hoc reviewer for a number of journals in the areas of conflict management, negotiation and behavioral decision making.

Boles teaches courses in negotiation and conflict management to undergraduates, on- and off-campus MBA students and in the Executive MBA program at the University of Iowa. She recently taught these courses at the Tyumen State Institute of World Economy, Management, and Law in the Russian Federation and at the Univ. of Iowa MBA program in Hong Kong. She is a member of CREES (Center for Russian and Eastern European Studies) at the Univ. of Iowa and has been invited to develop a course for them in International Negotiations. Boles has received "The Collegiate Teaching Award" for the College of Business at the University of Iowa and the "GREAT Teacher Award" from the Executive Education program at the College of Business.

Boles is committed to the goals, mission, and members of the International Association of Conflict Management and is honored to be asked to run for the position of president-elect of this organization.



Ray Friedman is Associate Professor of Management at the Owen Graduate School of Management, Vanderbilt University. He received his PhD from the University of Chicago, and his BA from Yale University. His research interests include social aspects of negotiation, inter-group conflict in organizations, and group differences in justice perceptions. His articles have appeared in *Administrative Science Quarterly*, *Journal of Personality and Social Psychology*, *Organization Science*, *Human Relations*, *Negotiation Journal*, *International Journal of Conflict Management*, *Journal of Applied Behavioral Science*, *Harvard Business Review*, and *Human Resource Management*. His book on the social dynamics of labor negotiations, *Front Stage, Backstage: The Dramatic Structure of Labor Negotiations*, was published by MIT Press in 1994. Prior to Owen, he was an assistant professor at Harvard Business School and a faculty member of Harvard's Program on Negotiation. He teaches courses in organizational behavior, negotiation, and labor relations.

He has served as the program chair for International Association for Conflict Management (1994) and was elected to the IACM board (1999). He has served as Division Chair (2000) and Program Chair (1998) for the Conflict Management Division of the Academy of Management, and ran the division's Junior Faculty Research Incubator (1999). He is currently associate editor of the *International Journal of Conflict Management*. He received from the CM Division of the Academy of Management the best conference paper award (1993), the best article award (1994), and the most influential article award (1999). He received from the IACM the best theoretical paper award (2002).

Candidates for Board Members

Wendi Adair is Assistant Professor of Management and Organizations at The Johnson Graduate School of Business of Cornell University. She received her PhD in 2000 from the Kellogg Graduate School of Management in Organizational Behavior.

Adair's research and teaching focuses on negotiation and conflict management skills for today's global leaders. She has examined transactional negotiations in over eight national cultures. Adair's work on culture and negotiation processes has helped define characteristic strategies for negotiators from the U.S. and Japan and how reciprocity impacts negotiation outcome in cross-cultural transactions. Other areas of research include social value orientation and trust in negotiations. Her research has been published in the *Negotiation Journal* and the *Journal of Applied Psychology*.

Adair has been an active member of IACM and the Conflict Management Division of the Academy of Management since 1996. During that time, she has received the Conflict Management Division's Best Graduate Student Paper Award (1999) and IACM's Outstanding Dissertation Award (2002). She regularly reviews papers for both IACM and AOM conferences and serves as an ad hoc reviewer for *Organizational Behavior and Human Decision Processes*, *Journal of Applied Psychology*, *Management Science*, and *The International Journal of Conflict Management*.

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Anita D. Bhappu is Assistant Professor of Management and Organizations in the Cox School of Business at Southern Methodist University. She received her PhD in Management from the University of Arizona. She studies how social influence, conflict management, and decision-making processes in diverse teams are affected by communication technologies, such as email and group decision support systems. She also studies the social and technological context of service delivery, in particular, the dyadic interactions between customers and providers. Her research is published in the *Academy of Management Review*, *Journal of Applied Psychology*, *Organizational Behavior and Human Decision Processes*, and *Work and Occupations*. Prior to her academic career, Anita worked as a chemical engineer for the Procter & Gamble Company.

* * * * *

Donald E. Gibson (Don) is an Associate Professor of Management at the Charles F. Dolan School of Business, Fairfield University in Fairfield, Connecticut. He holds a BS in Administrative Studies from the University of California, Riverside, an MA in Radio and Television from San Francisco State University, and an MBA and PhD in Management (Organizational Behavior) from the University of California, Los Angeles. Before focusing on his academic career, Don worked at Lorimar Productions in Los Angeles, working on the international distribution of television and motion picture product including *Dallas*, *Falcon Crest*, and *Alf*. At Fairfield, Don teaches Strategic Human Resource Management, Business Strategy, and Organizational Communication. He has also recently taught managerial communication and human resource strategy in executive education programs in Warsaw, Poland and Beijing, China.

Don's research examines the management of individual emotional experience and expression in organizations, emotions and power, anger in workplace conflicts, and the attributes and impact of organizational role models and mentors. Recently, with other IACM researchers (Ronda Callister, Martin Davidson, Barbara Gray, Maurice Schweitzer, and Joo-Seng Tan), he has been examining anger in workplace episodes to discover the conditions under which expressions of anger can lead to positive individual, relational, and organizational outcomes. His research has appeared in *Managing Emotions in the Workplace*, *Research on Managing in Groups and Teams*, *Social Perspectives on Emotion*, and, in an interesting departure, the *International Journal of Humor Research*, where he examined the content of humor consultant presentations to organizations.

Don has been a member of IACM since 1999, and has served as an At-Large member of the IACM board, working with Michele Gelfand to develop and deliver the pre-conference workshop at the 2001 Academy meetings in Washington, DC. He is an ad-hoc reviewer for *Administrative Science Quarterly*, *Academy of Management Review* and *Organization Science*. He lives with his wife, three children and one dog in Trumbull, Connecticut, and plays the banjo pretty badly.

* * * * *

Maurice Schweitzer is an assistant professor at the Wharton School at the University of Pennsylvania. His research interests include negotiations, deception, and trust. Maurice is interested in the negotiation process, and has examined how factors such as the use of alcohol and physical attractiveness influence bargaining behavior.

Much of his current work examines ethical decision making, and explores how factors such as goal setting, frame adoption, and the negotiation context influence the way people decide to engage in unethical behavior. His work also explores consequences of unethical actions, such as how trust recovers following deception. His publications have appeared in a number of journals and books including *Organizational Behavior and Human Decision Processes*, *Management Science*, the *Journal of Risk and Uncertainty*, the *Journal of Applied Social Psychology*, the *International Journal of Conflict Management*, and *Wharton on Making Decisions*. He serves on the editorial board of the *International Journal of Conflict Management*.

He teaches negotiations in Wharton's executive education, MBA, and undergraduate programs. In 2000 Maurice won Wharton's Whitney Award for distinguished teaching and in 2002 he won Wharton's Hauck award for outstanding teaching.

Maurice has been active in the International Association of Conflict Management, the society for Judgment and Decision Making, and the society for Behavior Decision Research in Management. He served on the program committee for the Society for Judgment and Decision Making from 1998 through 2001 and as the program chair in 2000. He also served as part of the organizing committee for the Behavioral Decision Research in Management conference in 1998 and as part of the program committee in 2000.

Druckman to Receive Lifetime Award at IACM 2003

by Bruce Barry, IACM President

Daniel Druckman has been named as recipient of the IACM Lifetime Achievement Award to be given at the 2003 IACM conference in Melbourne, Australia. The Lifetime Achievement Award is given every other year (alternating with the Rubin Award) to an individual whose life and work over a period of decades have generated outstanding contributions to the field of conflict management. Druckman was selected by a committee composed of the past president, current president, and president-elect of the association. The committee considered several excellent nominees (there is clearly no shortage of future winners in the years ahead!), and selected Druckman as a simply outstanding example of a life of science and practice with wide impact that crosses disciplines as well as the boundaries of theory and practice.

Dan Druckman is currently the Vernon M. and Minnie I. Lynch Professor of Conflict Resolution at George Mason University in Fairfax, Virginia where he also coordinates the doctoral program at the Institute for Conflict Analysis and Resolution. He also holds a faculty appointment at Sabanci University in Istanbul, Turkey. He has directed many projects at the National Research Council and has held senior positions at several research consulting firms.

His extensive record of publication includes 11 authored or edited books and over 125 articles and chapters on such topics as negotiating behavior, nationalism and group identity, group processes, peacekeeping, political stability, nonverbal communication, enhancing human performance, and modeling methodologies. His comparative study of turning points in international negotiation appeared recently in the *Journal of Conflict Resolution* and he is a co-editor of the forthcoming textbook, *Conflict: From Analysis to Intervention*, to be published by Continuum in 2003. He received the 1995 Otto Klineberg award for Intercultural and International Relations from the Society for the Psychological Study of Social Issues for his work on nationalism. Druckman is also a celebrated educator, recognized most recently with a Teaching Excellence award from George Mason University in 1998.

Druckman is an associate editor of *Negotiation Journal* and of *Simulation & Gaming* as well as a founding board member of *International Negotiation*. He is co-editor of the recent National Research Council book on *International Conflict Resolution After the Cold War* in which he also authored chapters. He currently sits on the boards of six journals, including the *Journal of Conflict Resolution* and the *American Behavioral Scientist*.

Druckman's career began with M.S. and Ph.D. degrees from Northwestern University in social psychology, with interdisciplinary work in international relations and sociology. His dissertation on simulated collective bargaining earned a best-in-field prize from the American Institutes for Research. He has been an active member of IACM for many years.

The spring 2003 edition of *SIGNAL* will include a more detailed sketch of Druckman's scholarly highlights and other details of his life and career in the field of conflict management and resolution (including his secondary careers involving tennis and the saxophone – presumably not at the same time though). At the conference in Melbourne next June, Dan will have the opportunity to give a Lifetime Award recipient's address, and will receive the award at the gala conference banquet.

Editor's note

Jessica Katz Jameson
IACM Communications Director

Once again I want to thank all the IACM members who responded to our requests for information about your recent publications and activities. Also thanks to the IACM officers and everyone else who contributed to this edition of *Signal*. I would like to especially acknowledge the hard work of **Mary O'Neill**, a senior communication student in the Public and Interpersonal concentration at North Carolina State University. If there is information you would like to see included in *Signal* or on our web site or if you have contributions for future issues, please send them to:

Dr. Jessica Katz Jameson

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Signal is published twice yearly by the *International Association for Conflict Management* and is available on the IACM web site at www.iacm-conflict.org.

Highlights from the 2002 IACM Board Meeting in Park City, Utah

by Jessica Katz Jameson, Communications Director

For those of you who missed the Business Meeting at last June's conference (yes, that's most of you!), here is an outline of the main topics on the board's agenda. For more information on any or all of these items, contact IACM President, Bruce Barry (bruce.barry@vanderbilt.edu), or IACM Communications Director, Jessica Katz Jameson (jameson@unity.ncsu.edu).

- The treasurer's report emphasized that Rubin Award donations need to be increased and discussed the investment of our "Rainy Day Fund." A committee was created to develop a strategy for future investment decisions.
- The communications report emphasized ways to increase traffic on our website (hint, hint), maintain the SIGNAL newsletter, and discussion of our policy on giving out IACM member e-mail addresses. It was agreed that all future e-mails will be sent blind copy so that recipients will not have access to all members' e-mail addresses. Anyone who wishes to send e-mail to the IACM membership list must go through the Communications Director, subject to Board approval.
- The 2002 conference included 60 paper sessions, 11 posters, 2 symposia, 1 roundtable and 2 workshops.
- We discussed the desire to encourage everyone to attend our 2003 conference in Melbourne, Australia. This is our first conference outside of the North American or European continents and bringing in members from new parts of the world is critical to our mission of being a truly international association.
- It was agreed that the 2004 conference will be held in the U.S., in a location that is accessible to our European members.
- We developed a new protocol for the granting of the IACM awards: We will alternate the book and dissertation awards, starting with the dissertation award in 2003 (which will consider dissertations defended in 2001-2002).

Signals on the Horizon

by Laurie Weingart, President-Elect

It seems like everyone in IACM is focusing on the 2003 conference in Melbourne, Australia...except me! Instead, I've been concerned with how to make the 2004 conference a worthy successor. As stated by the bylaws of our organization, the conferences alternate between North America and somewhere else. With the somewhere else being Australia in 2003, the executive committee was very sensitive to making sure the location of the 2004 conference be easily accessed by all members, especially our European members who have to travel to different continents for the conference three years in a row. We were of course, also sensitive to keeping the costs of the conference to a reasonable amount.

With that in mind, we surveyed sites in the eastern region of North America. After much consideration, one site rose to the top. Let me describe it before I reveal the site. Picture this – an urban setting at the confluence of three rivers; rolling, green hills; cultural and theater district; professional baseball a stone's throw away; shopping; museums; and us!

Some of you might realize that I'm describing Pittsburgh, Pennsylvania. Since the 1950's Pittsburgh has undergone two major "renaissances" designed to underscore the quality of living and arts, among other amenities. Indeed today, Pittsburgh is one of the leading cities in the arts in the United States. Often described as a hidden gem, it has much to offer IACM as a conference site. Come to the 2004 conference and find out for yourself!

Okay, maybe you're thinking that I might be a tad bit biased, after all, I do live in Pittsburgh. That is true – but that means that I know of what I speak! I am in the middle of negotiating a contract with an elegant four-star hotel in the heart of the cultural district in downtown Pittsburgh for a very reasonable price. You're going to love it!

I look forward to seeing all of you in Pittsburgh at 2004! Party at my house!

IACM Member Publications

In Press

Bingham, Lisa B. (in press 2003). Self-Determination in Dispute System Design and Mandatory Commercial Arbitration. *Law and Contemporary Problems*

Bingham, Lisa B. (in press 2002). The Next Step: Research on How Dispute System Design Affects Function. *Negotiation Journal*, Vol. 18(4)

Bingham, Lisa B. (in press 2002). Self-determination in Dispute System Design and Employment Arbitration. *University of Miami Law Review*, Vol. 56(4), 601-635.

Herrick, Christopher & McRae, Patricia. (in press 2003) An upper level undergraduate/graduate text, *Issues In American Foreign Policy*, first edition. Longman Publishers ISBN 0-321-08078-5

Kim, S. S., & Gelfand, M. J. (in press 2002). The role of ethnic identity in recruiting a diverse workforce. *Journal of Vocational Behavior*.

Van Kleef, G. A., & De Dreu, C. K. W. (in press 2002). Social value orientation and impression formation: A test of two competing hypotheses about information search in negotiation. *International Journal of Conflict Management*.

Recent Article Publications

Billikopf-Encina, Georgio. (2002) Contributions of Caucusing and Pre-Caucusing to Group Mediation; *Group Facilitation: A Research Application Journal*, Number 4

Bingham, Lisa B. & Pitts, David W. (2002). Research Report: Highlights of Mediation at Work: Studies of the National REDRESS Evaluation Project. *Negotiation Journal*, Vol. 18(2), 135-146.

Bottom, W.P., Gibson, K., Daniels, S.E., & Murnighan, J.K. (2002). When talk is not cheap: Substantive penance and expressions of intent in rebuilding cooperation. *Organization Science*, 13: 497-513.

Hertel, G., Aarts, H.A.G. & Zeelenberg, M. (2002). What do you think is fair? Effects of ingroup norms and outcome control on fairness judgments. *European Journal of Social Psychology*, 32, 327-342.

Hovorka-Mead, A., Ross, W. H., Whipple, T., & Renchin, M. B. (2002). Watching the detectives: Seasonal student employee reactions to electronic monitoring. *Personnel Psychology*, 55, 329-362.

Keppler, Mark, (2002). "Mediating Discrimination Claims in California: An Analysis," *California Public Employee Relations Journal*, UC-Berkeley Institute of Industrial Relations, June, pp. 5-9.

O'Connor, K. M., & Arnold, J. A. (2001). Distributive spirals: Negotiation impasses and the moderating effects of disputant self-efficacy. *Organizational Behavior and Human Decision Processes*, 84, 148-176

Osman-Gani, A.M., Tan, J. (2002). Influence of Culture on Negotiation Styles of Asian Managers: An Empirical Study of Major Cultural/Ethnic Groups in Singapore. *Thunderbird International Business Review* 44 (6): 1-15.

Putnam, L. L., & Peterson, T. R. (2002) The Edwards Aquifer Dispute: Shifting Frames in a Protracted Conflict. In R. J. Lewicki, B. Gray, and M. Elliott (Eds.), *Making Sense of Intractable Environmental Conflicts* (pp. 127-158). Washington D.C.: Island Press.

Putnam, L. L., & Wondolleck, J. (2002). Intractability: Definitions, Dimensions, and Distinctions. In R. J. Lewicki, B. Gray, and M. Elliott (Eds.), *Making Sense of Intractable Environmental Conflicts* (pp. 35-59). Washington D. C.: Island Press.

Putnam, L. L. (2002). Media framing of the Edwards Aquifer Case: The fate of the Edwards Underground Water District. In Eytan Gilboa (Ed.), *Mass Communication and Conflicts*. London: Transnational Publishers.

Rooney, Greg. (2002). Mediation and the Rise of Relationship Contracting: A Decade of Change for Lawyers, *Law Society of Queensland Journal "Proctor"*, Vol. 22 No 6, July

Solera, Oscar. (2002) Complementary Jurisdiction and International Criminal Justice, *International Review of the Red Cross*, Vol. 84(5) p. 145.

Swaab, R.I., Postmes, T., Neijens, P., Kiers, M.H. & Dumay, A.C.M. (2002), Multiparty negotiation support: The role of visualization's influence on the development of shared mental models. *Journal of Management Information Systems*, Vol. 19(1), 129-150.

Continued next page

IACM Member Publications... continued from previous page

Recent Article Publications

Tinsley, C. H., O'Connor, K. M., & Sullivan, B. A. (2002). Tough guys finish last: The perils of a distributive reputation. *Organizational Behavior and Human Decision Processes*, 88, 621- 642.

Wade-Benzoni, K.A. (2002). A golden rule over time: Reciprocity in intergenerational allocation decisions. *Academy of Management Journal*, 45.

Wade-Benzoni, K.A. (2002). Too tough to die: September 11th, mortality salience, and intergenerational behavior. *Journal of Management Inquiry*, 11: 235-239.

Wade-Benzoni, K.A., Hoffman, A.J., Thompson, L.L., Moore, D., Gillespie, J., & Bazerman, M.H. (2002). Barriers to resolution in ideologically based negotiations: The role of values and institutions. *Academy of Management Review*, 27: 41-57.

Wade-Benzoni, K.A., Okumura, T., Brett, J.M., Moore, D., Tenbrunsel, A.E., & Bazerman, M.H. (2002). Cognitions and Behavior in Asymmetric Social Dilemmas: A Comparison of Two Cultures. *Journal of Applied Psychology*, 87: 87-95.

Books

Gelfand, M. J., Raver, J. L., & Holcombe, K. (2002). Methodological issues in cross-cultural organizational research. In S. Rogelberg (Ed.) *Handbook of industrial and organizational psychology research methods*. New York: Blackwell.

Tan, Joo-Seng, Lim, Elizabeth. (2002). *Strategic negotiation across cultures*. McGraw-Hill (ISBN: 0-07-122667-2).

Spotlight on IACM Members

Linda Babcock, Michele Gelfand, and Hannah Riley received a National Science Foundation grant of \$325,000 to study "A Contextual Perspective on Gender and Negotiation."

Michele Gelfand received the 2002 LL Cummings Award for early career contributions from the Organizational Behavior Division of the Academy of Management.

Linda Putnam, Barbara Gray, and Roy Lewicki are in their final year of an NSF/EPA grant on Stakeholder Framing of Intractable Environmental Conflict. Their research findings reveal that stakeholder types, such as environmentalists, developers, and activists, differ in the ways that they frame intractable disputes. Profiles and cluster analyses of stakeholders reveal new ways that disputants align with each other--ones that might offer opportunities to build common ground across oppositional groups.

George Siedel has been named as a Distinguished Chair in the Humanities and Social Sciences by the Fulbright Scholar Program. His recent book, *Using the law for competitive advantage*, includes coverage of management tools for dispute resolution, such as suitability screens, dispute resolution systems design, and decision tree analysis.

Patricia McRae, PhD. Department of Political Science and International Studies, Muhlenberg College. Under a grant under the Public Engagement Project from Hewlett Packard Patricia developed a course focusing on pluralism, diversity and tolerance as a means of managing and resolving conflict: Communicating Across National Identities. The course seeks to complement traditional learning with alternative, experimental learning about identities, how they are formed and become part of our political being. A description of the course may be found on the course web site at: <http://drmcsclasses.homestead.com>

Kesten Green published *Why can't a conflict be more like a game?*, International Journal of Forecasting. 18(3). As the US ponders an invasion of Iraq, it would be useful to predict decisions that will be made by various parties. Typically, this is done by experts, but some have recommended the use of game theory. Kesten's research found that expert forecasts of decisions in five conflicts were dismal, and game theorists were no more accurate. Contrary to the beliefs of experts, however, simulated interaction (a variation of role-playing) provided forecasts that were much more accurate than those from game theorists. These findings were published along with commentary by J. Scott Armstrong, Gary Bolton; Ido Erev with Alvin Roth, Robert Slonim, & Greg Barron; Paul Goodwin; Hersh Shefrin; and George Wright. The implications of the research extend beyond the military and the diplomatic. Hostile takeover bids, new competitors, threats of strike action: these are all situations in which accurate forecasts of decisions are important. For more information on this research, including links to the papers at Elsevier and to coverage by the *Financial Times*, *Entrepreneur magazine*, and *Business 2.0*, visit <http://www.kestengreen.com>.

Position Announcements

FACULTY POSITION ON INTERNATIONAL CONFLICT RESOLUTION

The Faculty of Arts and Social Sciences, Sabancı University, an English-speaking private university in Istanbul, Turkey, invites applications and/or nominations for a faculty position in International Conflict Resolution.

Qualifications for the position are as follows:

1) Ph.D. in Conflict Resolution or International Relations with a special emphasis on the processes and mechanisms for solving and transforming international conflicts. The role of international organizations, third-party roles in conflict resolution, alternative approaches to resolving and preventing conflict, approaches to peacemaking, the formation of cooperative global relationships, and individual and community transformation are some of the critical topics.

2) Candidates are expected to have strong theoretical and research skills as well as a record of successful teaching. Duties for the position include teaching two courses per semester on the graduate and undergraduate levels and conducting publishable research.

Sabancı University encourages interdisciplinary teaching and research by specialists in all areas. Prospective faculty in Conflict Analysis and Resolution are expected to work closely with other specialists in the social sciences.

Applicants need to include a resume, brief statement of research and teaching goals and three letters of recommendation to Dean of Faculty of Arts and Social Sciences, Sabancı University, Orhanlı, 81474 Tuzla Istanbul, Turkey. All materials should be received no later than January 31, 2003.

For further information please contact:

Nimet Beriker Ph.D., Program Coordinator.
E-mail: beriker@sabanciuniv.edu
Phone: 90-(0216) 483 92 45
Facsimile: 90-(0216) 483 92 50
Website: <http://www.sabanciuniv.edu/ssbf/>

POSTDOCTORAL FELLOW

The Wharton School of the University of Pennsylvania is in search of a postdoctoral fellow in negotiations. The fellowship involves serving as the head TA for the Negotiations course in the Fall, and independently teaching two sections of the course in the Spring. Fellows are expected to pursue their own research agendas during the year and often engage in joint research with existing Wharton faculty.

Applicants from psychology, economics or business programs, even without previous teaching experience, are welcome. Send a recent vita and a list of references to Rachel Croson, 567 Huntsman Hall, OPIM, Wharton School, University of Pennsylvania, PA 19104-6340.

MANAGEMENT RESEARCH NETWORK PROFESSIONAL ANNOUNCEMENTS AND JOB OPENINGS

MRN does not endorse or warrant any product, service or notice listed in our job openings and announcements and assumes no liability regarding these products, services, and notices.

When answering queries, please say you saw it on MRN

HARVARD BUSINESS SCHOOL Faculty Positions

The Negotiation, Organizations and Markets (NOM) unit at the Harvard Business School is seeking outstanding candidates for tenure track positions.

JOB DESCRIPTION:

We are looking for candidates at the assistant and (non-tenured) associate professor level. The NOM unit is involved in the study of negotiation and conflict resolution, incentives, the motivation and behavior of individuals in organizations, and the design and functioning of markets. We have an emphasis on economic and behavioral perspectives with empirical, theoretical, and experimental methodologies.

ABOUT NOM:

The NOM unit is interdisciplinary and has approximately 20 faculty members with backgrounds in economics, psychology, organizational behavior, negotiations, finance and general management. We are responsible for staffing a variety of elective courses in our MBA and executive education programs as well as short required courses in "Negotiations" and "Economics of Markets." The main areas of research of NOM faculty include: Organization Economics, Negotiations, Organizational Psychology and Sociology, Agency Theory (Compensation, Incentives and Corporate Governance), Human Resource Management, and Experimental Economics.

APPLICATION PROCEDURE:

Applicants should send vita, letters of recommendation, and research papers by December 3, 2002.

CONTACT:

Professor Brian Hall
Baker Library 185
Harvard Business School
Soldiers Field Rd.
Boston, MA 02163

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New Masters Program at the University of Copenhagen

A new program has been launched at the University of Copenhagen in September: Master in Mediation and Conflict Resolution (MMCR). The program aims at providing students with a strong theoretical and practical foundation for acting as neutral third parties. The program is the first graduate level program of its kind in Scandinavia and one of two in Europe. It is a part-time program for working adults, who hold a degree already.

Key features of MMCR are:

- It combines conflict at the personal level with conflict at a societal and international level.
- The main focus of the program is mediation, but it integrates related topics like negotiation, conflict resolution, epistemology etc.
- It focuses on mediation in all areas. For example business mediation, family mediation, international mediation and workplace mediation etc.
- It integrates theory and practice throughout.
- It has a strong training component and a practice exam in addition to more theoretical exams.
- It is interdisciplinary in content as well as student body.

The Program is in Danish but is aimed at all of Scandinavia. We currently have 3 students from Norway and one from the Fare Islands. The rest reside in various parts of Denmark. Quite a lot of the literature is in English and a number of teachers are from abroad and teach in English. MMCR will be offered again in 2004 and at the moment it is under consideration to offer it completely in English then.

If you are interested in additional information, please contact program coordinator Lin Adrian (lin.adrian@jur.ku.dk) or program director Vibeke Vindelov (vibeke.vindelov@jur.ku.dk). The website, www.jur.ku.dk/konfliktmaegling, has a short description in English. Within the next couple of months, more information will be available in English on the website.

Call for Papers & Upcoming Conferences

Hawaii International Conference on Social Sciences

The Second Hawaii International Conference on Social Sciences will be held from June 12 (Thursday) to June 15 (Sunday), 2003 at the Sheraton Waikiki Hotel in Honolulu, Hawaii. The conference will provide many opportunities for academicians and professionals from social sciences and related fields to interact with members inside and outside their own particular disciplines. Cross-disciplinary submissions are welcome. The 2003 Hawaii International Conference on Social Sciences will be the gathering place for academicians and professionals from the Social Sciences and related fields from all over the world.

Call for Papers/Abstracts/Submissions

Submission Deadline: January 16, 2003

For more information about submissions see: http://www.hicsocial.org/cfp_ss.htm

If you wish to be a reviewer, session chair, or discussant, please e-mail our request to social@hicsocial.org and indicate the topic area in which you are interested. Registration for the conference is required to be a session chair or discussant.

If you wish to organize a session in a particular topic area or in a language other than English please contact social@hicsocial.org.

For registration information go to our web site at: <http://www.hicsocial.org>

Hawaii International Conference on Social Sciences
P.O. Box 75023
Honolulu HI, 96836, USA

Telephone: (808) 947-7187
Fax: (808) 947-2420
E-mail: social@hicsocial.org

Papers & Conferences... continued

Third International Conference on Critical Management Studies

July 7-9, 2003

Lancaster Management School, Lancaster, UK

<http://www.lums2.lancs.ac.uk/cms3/cms3site/>

Call for Papers in Stream on "Communication and Collaboration"

Description of Stream: Collaboration often appears in management studies as a desirable state of being, or as an adjective describing other processes. Such positioning removes a concrete sense of how collaboration operates in organizational settings. Examples of collaborative climate, collaborative work space, collaborative practice often privilege understandings of collaboration as a liberatory and inclusive process. However, if we set aside the term and use in its place simply the set of concrete practices said to constitute it, we have potentials for seeing collaboration as either liberatory or constraining, either inclusive or exclusive. The objective of this stream is to investigate some of these potentials: What does it mean to collaborate, and what is the meaning of efforts to create collaboration? We are interested in papers that offer a critical reading of 'collaboration' as a process of communication, and that uncover, analyze, or situate collaboration in terms of concrete practices.

Important Dates:

October 18, 2002	Extended abstracts due to convenors
December 13, 2002.	Notification to contributors of acceptance
January 17, 2003.	Final extended abstracts due to convenors
April 15, 2003	Full papers due to convenors

All submissions should be to the attention of:

Stan Deetz

Professor, Department of Communication

University of Colorado

UCB 270

Boulder, CO, USA 80309-0270

deetz@colorado.edu

The International Journal of Conflict Management - Call for Papers

This quarterly journal publishes scholarly theoretical and empirical articles dealing with national and international issues on organizational conflict, communication and conflict, mediation, arbitration, negotiation, bargaining and industrial relations, law and procedural justice, peace and international conflict, conflict in the public sector, and social psychological conflict. It also publishes case studies, research notes, simulations, teaching notes, and book reviews.

Manuscripts must be prepared according to the 1994 edition of the *Publication Manual* of the American Psychological Association and will be reviewed by triple-blind review process. Five hard copies of the manuscript and one in a disk and requests for other details should be addressed to the Editor, M. A. Rahim, Center for Advanced Studies in Management, 1574 Mallory Court, Bowling Green, KY 42103, USA. *Phone & Fax:* 270-782-2601, *Email:* mgt2000@aol.com [<http://members.aol.com/mgt2000/center.htm/>]

Ethnopolitical Conflict: A Summer Institute.

The Solomon Asch Center for Study of Ethnopolitical Conflict will offer an interdisciplinary 10-week Summer Institute at the University of Pennsylvania, June-August 2003. The Summer Institute is designed to bridge the gap between research and practice by bringing together social scientists and practitioners to study the origins and consequences of ethnopolitical conflict, including issues relevant to working with refugees and others suffering from this conflict. Applicants should have the Ph.D. degree, or a Masters degree augmented with significant field experience; previous Summer Fellows have included academics, clinicians, and government, military, and NGO officers. The Center expects to support approximately 15 Fellows, including tuition, travel, and living expenses. Interested individuals are encouraged to review curricula for the 1999 and 2001 Summer Institutes at <http://psych.upenn.edu/sacsec>.

Applicants should send a vita, two letters of recommendation (flap sealed and signed by recommender), and a letter describing interests, experience, and career plans. Applications should be received no later than January 1, 2003; notification of acceptance will be no later than February 15, 2003. Applications should be addressed to Solomon Asch Center, University of Pennsylvania, St. Leonard's Court Suite 305, 3819-33 Chestnut Street. Philadelphia, PA 19104

Papers & Conferences... continued

Journal of Behavioral Decision Making **Special Issue** - Information Sharing in Groups

Submission due date: April 2, 2003

Guest Editors: Janet Sniezek and Margaret Neale

The effectiveness of group decision processes has become an increasingly important organizational concern. In response to growing demands for efficiency and flexibility, organizations are implementing teams to do much of the work traditionally accomplished by individuals. In part, this strategy is based on the assumption that decisions made by groups of members with diversified expertise will be higher in quality than those made by any one member (e.g., a manager) who might have access to the same knowledge, but whose singular organizational perspective would be more limited. The research literature shows many examples of groups outperforming their average, or even best, member in terms of judgment and choice quality. Yet, other studies identify problems that groups face in knowing who in the group has what forms of information and how to combine members' individual information to the advantage of the decision making process. Given the current organizational trend toward using groups for the explicit purpose of pooling unshared knowledge and information, the bias against effective use of unique information presents a formidable threat to the effectiveness of cross-functional teams, task forces, and other groups whose purpose is to learn through interaction. The purpose of this special issue of the **Journal of Behavioral Decision Making** is to shed light on the features and processes of teams that facilitate or inhibit effective pooling of individual members' informational resources in the process of making judgments and decisions.

Manuscripts should be sent as e-mail attachments to: J. Frank Yates, Associate Editor, Journal of Behavioral Decision Making, Department of Psychology, University of Michigan, 525 East University Avenue, Ann Arbor, MI 48109-1109, USA, jfyates@umich.edu. Manuscripts should conform to the specifications described in the "Guidelines for Authors" that appear in each issue of the Journal and should be accompanied by a cover letter indicating a desire for consideration for the special issue on information sharing in groups.

For further information, please contact the guest editors, Janet Sniezek (jsniezek@uiuc.edu) or Margaret Neale (Neale_Margaret@qsb.stanford.edu), or the associate editor, J. Frank Yates (jfyates@umich.edu).

2003 PEACEWEB CONFERENCE & EXPO

WEAVING THE FUTURE OF PEACEMAKING

The NCPCR/PeaceWeb Conference & Expo in Atlanta, April 3 - 7, 2003, is shaping up to be a dynamic event. There will be "something for everyone" interested in peacemaking; nonviolent conflict and dispute resolution; mediation; and restorative and social justice. The conference schedule includes over 150 workshops and training sessions; a Gathering of the Networks; theater, art, poetry and music; a bookstore (where you can meet the authors); exhibitions; demonstrations; performances and more.

Workshops and trainings will cover topics as diverse as "Building a Mediation Program in Rural Communities;" "Healing Racism in a Global Culture;" "Partnerships and Problem Solving with Law Enforcement and Communities;" "Peace Begins in Preschool;" "Tribal Mediation and Contemporary Conflict Resolution;" "The Intuitive Practitioner;" "The Power of Ceremony;" and "Restorative Justice and Conflict Transformation."

There are discounts for early conference registration. The most substantial discounts are for those who register and pay for their registrations by November 15, 2002. For more conference information, phone (215) 245-6993, (520) 670-1541, or e-mail ncpcr@apeacemaker.net.

INTERNATIONAL CONFERENCE OF THE WORLD MEDIATION FORUM

Buenos Aires

The fourth International Conference of the World Mediation Forum, "Building Peaceful Co-existence - Mediation and Negotiation in a Conflictual World" will be held at the Buenos Aires Sheraton Hotel & Convention Center, May 9 - 11, 2003, in Buenos Aires, Argentina. For information, visit www.mediate.com/world.

ABA DISPUTE RESOLUTION CONFERENCE

San Antonio

The American Bar Association Section of Dispute Resolution will present its 5th Annual Dispute Resolution Conference, "Insight for Inspired Practice," March 20 - 22, 2003, in San Antonio, Texas. For more information, a flyer is available for downloading at <http://www.abanet.org/dispute/flyeronepager.doc> or contact Jannice Hodge-Bannerman, Meetings Manager, American Bar Association, Section of Dispute Resolution, 740 15th St. NW, Washington, DC 20005, (202) 662-1687, e-mail hodgej@staff.abanet.org.

EUROPEAN LAW - Call for Papers, Articles

The Legal Scholarship Network (LSN) is pleased to announce the launch of a new journal of abstracts on European law. The editors of the journal are John Bell of Cambridge University, mailto:jsb48@cam.ac.uk, and Paul Stephan of the University of Virginia, mailto:pbs@virginia.edu.

European Law Abstracts will publish abstracts of working papers, forthcoming articles, and recently published articles related to European law. "European law" is to be understood as focusing particularly on the law of the European Union, the European Convention on Human Rights, and issues that cover more than the law of a single European nation, as well as legal developments of broad general interest that occur in particular European countries. The areas covered include competition law, administrative law, private law, public and constitutional law, judicial systems (especially areas of judicial co-operation), legal procedure, and legal philosophy and legal theory as they apply to current developments in Europe.

Abstracts will also be published, as appropriate, in other journals in LSN or its sister networks in Economics, Finance, Accounting, and Management.

FREE TRIAL SUBSCRIPTIONS: We are offering free three-month LSN trial subscriptions to all interested subscribers in order to introduce this journal. You may subscribe to European Law by writing to the above email and including "Subscribe European Law" (or any similar phrase) in either the subject line or the body of your message. You can also subscribe to the other LSN journals in the same manner. Many organizations have purchased a site license covering the LSN network. For a list of LSN site licensees, see http://www.ssrn.com/update/lsn/lsn_site-licenses.html

IACM History

Read about the origins of IACM in this excerpt from an article published in the very first edition of SIGNAL back in June 1986. To read the entire newsletter click on the IACM History link. Keep checking this link as we will be adding more information about IACM's history.

Report From M. Afzalur Rahim

Formation of CMG

The need for the formation of the Conflict Management Group was first discussed informally with several faculty members attending the 44th (August 1984) annual meeting of the National Academy of Management at Boston. Every member I talked to encouraged me to take the initiative to form the Conflict Management Group. I took the opportunity to announce the formation of the CMG at a symposium **Managing Organizational Conflict** at the above Academy meeting which I chaired. The response was great. Several persons who attended the symposium wanted to join the CMG.

After coming back from the meeting I put together a membership form and an announcement for the CMG in a hurry and sent them to several persons who attended the conflict management symposium at the Academy and all the participants of the symposium. I also wrote to a number of professionals who are interested in teaching, research, or consultation in conflict management to join our group. A number of people responded to my request to join the CMG. Thanks to Richard Cosier. (Indiana University) and Dean Tjosvold (Simon Fraser University) for returning the first two completed membership forms. Also I received a number of letters encouraging the formation of the Conflict Management Group. I would like to extend my thanks to Kenneth Thomas (University of Pittsburgh) and Linda Putnam (Purdue University) for their encouragement.

The formation of the CMG was announced twice in the Organizational Behavior Newsletter of the Academy of Management. This helped us to convey the information on our group to a larger number of professionals in the United States and abroad. Ran Chermesh's (Ben-Gurion University) remark possibly represents the feelings of our international members: "Thank you for taking the initiative of forming a conflict management group. The worldwide response to your idea is the best proof of its value." We have currently 86 members in the CMG. Following is a breakdown of the membership.

CMG's Membership

	<u>Individual Members</u>				
	Academic	Nonacademic	Doctoral Students	Institutional Member	Total
Domestic	48	14	4	1	87
International	13	6			19
Total	61	20	4	1	86

CMG's Objectives

The Conflict Management Group was formed to encourage research, teaching, and training and development on managing social and organizational conflicts. Research, teaching, and training and development are being encouraged by facilitating the exchange of information among members, by sponsoring symposia/conferences, and by providing a computer based clearinghouse for the publications, research projects, and training and development activities of the members.