



SIGNAL

IACM 2005 Conference in Spain a Huge Success!

By Lourdes Munduate, Francisco J. Medina & Roberto Martínez, Universidad de Sevilla

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We are pleased to report that the IACM Conference in Seville was a success. We included 197 participants from 24 different countries. It was truly international as well as one of the most well-attended IACM conferences ever held.

The conference was hosted by Instituto de Estudios El Monte, which generously offered the IACM use of all their wonderful facilities. The meeting rooms were well equipped with computers and Power Point projectors. There was also a computer room available for the use of the participants. The service was fabulous due to the personal attention given to the participants by the staff. They made us feel welcome from the first moment and created a climate conducive to a productive Conference.

The conference program was diverse, with reviewers showing a slight preference for experimental papers compared to theoretical and applied papers. Professionals showed a preference for participating through symposia rather than papers. The conference presentations addressed topics that are traditionally presented at IACM, such as cooperation and competition at the bargaining table, conflict and well-being in the workplace, the management of protracted conflict around the world, third party intervention, diversity in teams, and individual and group decision-making, but also new and innovative topics, such as the biology of conflict resolution, positive power for organizations, and emotion in social conflict. Notwithstanding the appeal of the Seville area, all sessions were remarkably well attended. Even on Wednesday morning, the conference venue was filled with interested participants.

Our colleague **Evert Van de Vliert** was the winner of the Lifetime Achievement Award and his acceptance speech, titled 'Climatic Roots of Conflict Cultures,' received a lot of attention from the media in Seville. The same attention was given to the keynote speech delivered by **Miguel Rodriguez-Pinero**, who addressed the new role of the Mediation process in Europe. *(Continued, p. 2)*

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A new initiative at the IACM conference was the "graduate students and gurus" session, organized by **Dan Druckman** and **Cheryl Rivers**, in which graduate students and early career researchers got the opportunity to get to know the experienced researchers (the "gurus") in their field and discuss their research with them. This session was, according to many participants, a big success, and it would be great to continue this initiative in the future.

The attendants really enjoyed the cultural event that took place during the awards dinner. We were lucky enough to be able to see a very well-regarded flamenco troupe led by Maribel del Cerro. Attendees were so enchanted by the performance that they even stopped eating their dinner. Afterwards everybody danced to the rhythm of the conference band, 'Synergy,' led by our IACM member, **Gerben Van Kleef**. If you would like to see the photos from the conference, please go to the conference web site: <http://www.iacm-conflict.org/2005>

The conference was able to support itself financially - and even made some profit for the Association - with 30% of the budget covered by sponsorship and help-in-kind.

We would like to thank all of the participants, especially **Bianca Beersma** for preparing such an interesting Program, and **Terry Boles** for giving us the opportunity to organize the conference in Seville. We look forward to seeing you at the next IACM conference in Montreal in 2006.

P.S. from Bianca Beersma, University of Amsterdam

Many thanks also go to the local arrangements team, **Lourdes Munduate**, **Francisco Medina**, and **Roberto Martinez**, who did a great job of arranging everything in Seville to make the members of IACM feel at home. From the excursion to Cordoba to the special event dinner in the Alcazar Palace, the local arrangements team put every effort into making the conference an unforgettable experience where all conference participants got a taste of the real Andalusia.

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 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 <http://www.iacm-conflict.org/> or contact Dr. Donald E. Gibson, Executive Officer, IACM, Charles F. Dolan School of Business, Fairfield University, North Benson Road, Fairfield, CT 06430-5195, iacm@mail.fairfield.edu.

President's Corner

Ray Friedman, Vanderbilt University, ray.friedman@owen.vanderbilt.edu

Last year, **Terry Boles** reported that it was a busy time for IACM, due largely to changes in IJCM ownership. That process continues, as we prepare to launch a new journal that is fully under the control of IACM. In this column, I will tell you where the journal stands, and briefly discuss last year's conference and next year's conference.

The New Journal

While some aspects of the journal are still being decided (as of press-time, two titles are still being debated, and offers from three publishers are being compared), I am happy to report that *there will be a new journal!*

At the board meeting last summer the board voted to proceed, based on welcome news from the ad hoc journal committee. There was clear interest in our new journal from two major publishing companies last spring and a third joined the group more recently. All three offered great resources for launching, marketing, and supporting the journal.

At the board meeting, we also voted to have **Judi McLean Parks** be the editor of the new journal. The board felt that Judi had done a great job in building systems for managing submission process for IJCM while she was editor, had increased the number and quality of submissions, enhanced the depth of feedback to authors, and had established a solid editorial board. We wanted to build on those successes in the new journal, and have a person in place for the new journal who could "hit the ground running" (for non-Americans, that means be able to go at full speed right away). As an aside, I also want to convey how much Judi focused on protecting the needs of the authors during the period when the ownership of IJCM was in transition. Her concern for authors is another reason why we wanted to have her become the editor of the new journal.

We expect that shortly after this newsletter goes out, we should have a publisher selected, and the final title decided (we are targeting Nov. 15). At that point, we will notify members (as well as scholars around the world) and Judi will start to accept paper submissions. Our goal is to make the new journal a top outlet for conflict research. The mission of the new journal is described in this paragraph:

(Title) is an international social science publication that focuses on theory and research on conflict and conflict management across levels, including organizational conflict, interpersonal conflict and intergroup conflict, and across a range of domains including environmental conflict, crisis negotiations, political conflict and cross-cultural conflict, as well as formal and informal third party intervention, including mediation and arbitration. The journal publishes research that advances theory, uses quantitative and/or qualitative methods, and makes links between theory and practice. We welcome original research and theoretical contributions that cross social science disciplines.

If you have any papers about to be submitted, *please think of IACM's new journal!*

One thing you should know is that, in planning for the new journal we are aware that what matters to authors is making sure your work is read widely. Towards that end, we are making sure that the new publisher has systems for people to be able to access articles electronically. And, we are trying to build circulation. One part of that effort will be (we hope) to include the journal in IACM membership. We expect to be able to do that with only minimal increases to membership dues.

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(The President's Corner Continued from page 3)

Our Fantastic Journal Committee

I can't convey to you how much work the journal committee has done searching for and interviewing various publishers. The committee is led by **Roy Lewicki**, and includes **Linda Putnam**, **Wendy Adair**, and **Maurice Schweitzer**. **Terry Boles** and I have been on the committee "ex officio," as has **Judi McLean Parks** since last summer when she was voted to be the editor of the journal. Roy, Linda, Wendy and Maurice have gone above and beyond the call of duty working on this project. Thanks to you all!

Seville Conference

I have to start by thanking **Terry Boles**, **Bianca Beersma**, **Lourdes Munduate**, **Francisco Medina**, and **Roberto Martinez** for all their hard work putting together the conference in Seville. It was a real team effort, including the work that "Mr." Bianca Beersma did organizing the IACM web site for the conference. I also want to thank Rosa Santos of the Instituto de Estudios El Monte for the use of their conference facilities, and, of course, **Gerben Van Kleef** and his band for helping me forget that I am no longer 20 years old (and for leaving me with enough aches and pains to remind me that I am no longer 20 years old). For photos of the conference, go to the conference web site at <http://www.iacm-conflict.org/2005/album.htm>.

What a great success! The facilities were beautiful, the town was fascinating (I never knew before that for hundreds of years all shipments from the Americas had to come through Seville), and the paper sessions were – as usual for IACM – highly stimulating, with lots of participation and learning. Of course, that is the core reason for the conference – the sharing of ideas and learning from colleagues – but if we can also meet in interesting places like Seville, it only adds to the allure of IACM! Speaking of which...

Montreal in 2007

We are planning another great conference in Montreal, Canada. It will take place on June 25-28 at the Delta Montreal. **Maurice Schweitzer** is the Program Chair for the conference, and he is working hard to create an on-line submission process for this and future conferences. Local arrangements co-chairs are **Terri Lituchy** at Concordia University and **Karen Harlos** at McGill University. You can see more by going to the conference link <http://johnmolson.concordia.ca/iacm/conference.html>, which you can also find on IACM's main web site.

We chose Montreal because it is a beautiful city and is easy to reach from around the globe. From the conference hotel, you can walk to the old city by the waterfront (about a 15-minute walk), the nightlife and shopping of Rue St. Catherine (2-minute walk), as well as museums, botanical gardens, and university campuses. If you stay an extra day in Montreal, you can enjoy the international fireworks festival or the beautiful countryside outside the city.

We are trying to keep the costs reasonable for the conference. A double room, including internet, will be \$169 CAN, and non-Canadians can file for refunds of most of the hotel taxes that are charged. At the time of booking the hotel, the room cost was about \$130 U.S. However, the Canadian dollar has recently strengthened a lot due to surging demand for Canadian oil, bringing the cost up to \$143 a night. Hopefully, things will hold steady, or moderate. We have paid special attention to costs for grad students, and have tried to meet their needs by negotiating that students can live four to a room at no extra cost, if they choose.

We will have wonderful conversations and great food in one of the most vibrant and exciting cities in North America. I hope you can make it!

List Serve

Lastly, as many of you heard, we now have an IACM list-serve. If you would like to join, go to the IACM web site and add yourself. Thanks to **Gregorio Billikopf** for setting up and managing the listserve. This should greatly enhance our ability to communicate with each other throughout the year.

IACM CONGRATULATES THE 2005 IACM & CONFERENCE AWARD WINNERS

Lifetime Achievement Award

Evert Van de Vliert
University of Groningen

2005 IACM Best Article Award Winner

Corinne Bendersky
Anderson School of Business
University of California, Los Angeles
“Organizational Dispute Resolution Systems: A Complementarities Model”

Outstanding Dissertation Award

Gerben A. van Kleef
University of Amsterdam
“Emotion in Social Conflict: The Interpersonal Effects of Emotions in Negotiations”

Outstanding Applied Paper:

Deepak Malhotra, Jeremy Ginges
Harvard Business School, University of Michigan
Beyond Reactive Devaluation:
Implementation Concerns and Fixed-Pie Perceptions Involving the Geneva Accords

Outstanding Empirical Paper:

Jana L. Raver
Queen’s School of Business
Queen’s University
“Behavioral Outcomes of Experiencing Workplace Aggression”

Outstanding Theory Paper

Cheryl Rivers
School of International Business
Queensland University of Technology
“Lying, Cheating Foreigners!! Negotiation Ethics Across Cultures”

Outstanding Graduate Student Paper

Lindred L. Greer and Karen A. Jehn
Leiden University
“Relationship and Task Conflict in E-mail:
Performance Effects Moderated by Verbal Style and Influence Tactic Usage”

Appreciation for Service as President of IACM 2004-2005

Terry L. Boles
Tippie College of Business
University of Iowa

Appreciation for Service as Editor of IJCM 2003-2005

Judi McLean Parks
Washington University

Member Publications

Compiled by FatinaWhitaker, NC State University

BOOKS:

Barrett, Jerome, & O'Dowd, John. (2005). *Interest-based bargaining: A users guide*. Trafford Publishing: Victoria, BC, Canada.

Churchman, David A. (2005). *Why we fight: Theories of aggression and conflict*. University Press of America: Lanham, MD.

Irobi, Emmy. (2005). *Ethnic conflict management in Africa: A comparative case study of Nigeria and South Africa*. Outskirts Publishers Inc.: Parker, CO, USA.

Young, Mark. (2005). *Negotiating the good life*. Ashgate Press: Aldershot, Hampshire, UK.

BOOK CHAPTERS:

Bendersky, Corinne. (2005). "Organizational Influences on Disputants." In Moffitt, M. & Bordone, R. (Eds.), *Handbook of Dispute Resolution*. (pp. 233-243). Jossey-Bass: San Francisco, CA.

JOURNALS:

Crump, Larry. 2005. For the sake of the team: Unity and disunity in a multiparty Major League baseball negotiation. *Negotiation Journal*, 21(3): 317-341.

Crump, Larry. 2005. Concurrently linked negotiations and negotiation theory: An examination of bilateral trade negotiations in Australia, Singapore and the United States. Sabanci University Occasional Paper on Conflict Analysis and Resolution for 2005.

De Carlo, Laurence. (January 2005). "Accepting Conflict and Experiencing Creativity: Teaching 'Concertation' Using La Francilienne CD-ROM", *Negotiation Journal*, Vol 21, n°1.

De Carlo, Laurence. (Novembre-Décembre 2004). "Vers une théorie élargie de la négociation. Rationalité, cadres cognitifs et émotions.", *Revue Française de Gestion*.

De Carlo, Laurence. (hiver 2004). "Dispositifs de médiation et facilitation: un regard en termes de dynamiques de groupes", *Negotiations*, Vol 1, n°2.

Ebner, Noam and Efron, Yael. (2005). Using tomorrow's headlines for today's training: Creating pseudo-reality in conflict resolution simulation-games. *Negotiation Journal*, 21(3), 377.

Spotlight on Members

Corinne Bendersky, UCLA, was awarded Best Presented Paper for her work entitled “Work Team Formation as Social Order Negotiations,” at the University of California, Davis, Qualitative Research Conference in March 2005. In an achievement of a different ilk, Corinne Bendersky and Craig Boreth are proud to announce the birth of their child, Azen Daniel Boreth Bendersky on June 5, 2005. Congratulations Corinne and Craig!

Susan Brodt, Queen’s University, Canada, has been elected 2006 Program Chair for the Conflict Management Division of the Academy of Management.

David Churchman is teaching courses in conflict management in Odessa, Ukraine, on his second Fulbright in conflict management. His first Fulbright took him to Cyprus. He would like to encourage all US IACM members to apply for these awards and offers to advise any applicants who may have questions that he can answer. He can be reached at <http://www.davidachurchman@aol.com>. In addition, he encourages all American IACM members to set up programs to bring non-Americans to the US to work at their Universities on a Fulbright.

Larry Crump, Griffith University, Australia, recently received national funding to serve as a visiting research fellow at the Institut d’Etudes Politiques de Paris (Sciences Po) to study European Union-South American trade negotiations. This new research program builds on his 2004 research program into US - Singapore, Australia - Singapore, and Australia - United States trade treaty negotiations. Papers emerging from this program have been presented at IACM in Seville, Sabanci University in Istanbul and most recently at the Melbourne Business School.

**DON’T MISS THE 19th ANNUAL
IACM CONFERENCE IN MONTREAL!**

JUNE 25-28, 2006

The submission deadline is February 14, 2006.
All submissions should be sent electronically.
Please visit www.iacm-conflict.org for details
and to get to the submission website.

Nominations for Rubin Award Encouraged

At our conference in Montreal, we will present the third Jeffrey Z. Rubin Theory-to-Practice Award. This award is co-sponsored by the IACM and The Program on Negotiation (PON) at Harvard Law School <<http://www.pon.harvard.edu/>> It is given to unique individuals whose professional contributions emphasize their ability to move effectively and skillfully between theory and practice in their professional activities.

The award will be given to an individual in the conflict management field who meets the following criteria:

- * his/her research work demonstrates a strong competence in theory development and empirical research
- * s/he maintains a strong research profile but is also active in applying this work in teaching and/or professional practice
- * s/he is 10-20 years out from completion of their doctoral degree (i.e. at mid-career stage).

Candidates for the award may be self-nominated or nominated by a peer. Each nominee should prepare a packet of materials for consideration by the Selection Committee. This packet should contain:

- * a full professional vita
- * a statement that presents the candidate's credentials and the way these credentials meet the key criteria of the award
- * identification of 2-3 selected research articles or reports that are indicative of the candidate's research

Please send nominations to Ray Friedman, at Ray.Friedman@Vanderbilt.edu
The submission deadline is December 31, 2005.

Call for Nominations for the Best Article Award

Fieke Harinck wishes to invite all members of the IACM to send in nominations for the **best or most significant article that appeared in 2004** according to you. Maybe it is the 2004 article that you cite most, maybe it is the 2004 article that keeps coming up in the papers that you read, maybe it is the article that you used the most often in your classes, or maybe it was your own 2004 article.

Please send your nomination(s), including the title(s), author(s) and journal of appearance, to: **Fieke Harinck**, Article Award Chair, sharinck@fsw.leidenuniv.nl.

Deadline for submissions: December 31, 2005.

The winner will receive the award at next year's IACM conference in Montreal.

Call for Nominations for the Best-Book-in-2004/2005 Award

Tetsushi Okumura wishes to invite all members of the IACM to send in nominations for what they see as the best or most significant book to appear in 2004/2005. Eligible books include edited volumes or monographs and will be evaluated for their contribution to conflict management theory and practice. Substantially revised editions of previously published books will also be considered. Please send a full reference of the book you wish to nominate to: **Tetsushi Okumura**, Book Award Chair: okumura@biwako.shiga-u.ac.jp.

Deadline for submissions: December 31, 2005.

The winner will receive the award at next year's IACM conference in Montreal.

From the Executive Officer's Desk...

by Don Gibson, Fairfield University, dgibson@mail.fairfield.edu

The year 2005 has been a good one for IACM from a membership perspective. Our paid memberships for 2004 totaled 253. As of October of this year, we have 286 members, including 168 faculty members, 61 students, and 57 professionals. We have also continued our international presence as an organization. Our current membership represents 25 different countries, including large groups from the U.S., the Netherlands, Canada, and Australia, but also members from the Republic of China, Japan, Israel, Ireland, and Trinidad and Tobago. In 2004, 76% of our membership hailed from North America, while 18% came from Europe. In 2005 (so far), 68% come from North America and 19% from Europe.

As the Treasurer of this organization, I can also say that IACM is financially sound. We have sufficient assets that allow us to enter into agreements for our conferences (especially our international conferences) with a degree of confidence that we can cover expenses that may arise unexpectedly.

A reminder to our members: Last year we urged members to join for the calendar year (January to December, 2006) rather than joining as part of the registration to our annual conference in June. While memberships will certainly be welcomed in June, we are now on a calendar year membership schedule.

Remember, renewing your membership is easy: Simply go to our website: <http://www.iacm-conflict.org/> and click on "Membership." Renewals for 2006 will begin on January 1, 2006.

As always, I urge you to encourage colleagues and friends to consider membership in IACM.

IACM Welcomes Paul Taylor as New Communications Officer

Paul Taylor (Ph.D., University of Liverpool) is a Lecturer in Psychology at The University of Liverpool, UK, and a Research Associate of the Police Research Lab, Carleton University, Canada. His main area of expertise is the analysis of behaviour in crisis environments, particularly in relation to negotiation, where his work addresses issues such as effective strategy use and the prediction of future behaviour. His latest obsession is the proximity coefficient—a statistical index that enables detailed explorations of interaction patterns and how they lead to reciprocation, entrainment, turning points, and so on.

Paul's work has led him to collaborate with academic and professional bodies in the US, Middle East, and Europe. He has published extensively on hostage negotiation in journals such as *Human Communication Research* and *International Negotiation*, and on police decision strategies in journals including *Applied Cognitive Psychology* and *Criminal Justice and Behavior*. He is frequently asked to represent this research at professional seminars, training courses, and policy development meetings.

Paul joined IACM because of its commitment to fostering dialogue between research and practice. He is therefore looking forward to helping members extend this exchange of information and ideas through his new role as Communications Officer. Paul may be contacted at pjtaylor@liverpool.ac.uk. Please take a few seconds to send Paul related information and news so that it can be communicated to the IACM masses!

Are you receiving IACM EMAILS?

IACM regularly sends email containing news and important information. If you do not receive IACM emails (there have been two emails since Seville) then please contact our Communications Officer Paul Taylor at: pjtaylor@liverpool.ac.uk

IACM 2007-2008 Election Ballots Coming Soon to your Email

Please be on the lookout for an email from IACM Communications Officer Paul Taylor announcing the upcoming election for Officers and Board Members for the 2007-2008 year. The voting deadline will be this December, and we encourage your participation! Thank you for your support.

IACM Welcomes Michael Gross as New SIGNAL Editor

By Fatina Whitaker, NC State University

Michael A. Gross (Ph.D., Arizona State University) is the Bartels & Co. CPAs, LLC Junior Faculty Research Fellow and Assistant Professor of Management in the College of Business at Colorado State University. His current research interests focus on perceptions of competence and conflict management, conflict and managing customer experience, diversity in groups, and verbal aggression in the workplace. He has published in such journals as *Decision Sciences*, the *Journal of Organizational Behavior*, *The International Journal of Conflict Management*, and the *Journal of Management Education*.

Michael teaches Negotiation and Conflict Management to undergraduates as well as graduate students in the Executive MBA program at Colorado State University. Previously, he has taught Negotiation and Communication, International Business, International Negotiations and Prevention Strategies for Workplace Aggression. He is currently developing a course in Leadership and Team Management to be offered in the Fall of 2006.

Michael has conducted mediation training in hospitals, numerous family-owned businesses, city, county, and state government offices and private organizations in both Arizona and Colorado and served as a mediator for Maricopa County Superior Court in Phoenix, Arizona for four years. Most recently, he has done mediation work for a small boutique chain of hotels and an internationally renowned touring circus company!

Having previously served as guest editor of a special issue on Conflict and Decision Making in Organizations in the *Journal of Business and Management*, 8(3) 213-334, Michael welcomes the opportunity to serve as Editor for SIGNAL as a way to contribute to IACM. Michael can be contacted at Michael.gross@mail.biz.colostate.edu. Please be sure to thank Michael for volunteering to assume this important role for the IACM!

Master of Arts in Conflict Resolution at Georgetown University

L.M. Howard, Director of the Conflict Resolution Program at Georgetown University announces the introduction of the Master of the Arts in Conflict Resolution. The two-year Georgetown M.A. Program in Conflict Resolution seeks to equip its graduates with the theoretical and practical tools necessary to better understand the nature of, and solutions to, many types and degrees of conflict. The program is designed to be small in size and intensive and draws upon the expertise of faculty throughout campus, including the Government Department, the Psychology Department, the Law Center, Business School, and School of Foreign Service, among others. Applications for Fall 2006 will be accepted until February 15. Please visit <http://conflictresolution.georgetown.edu/> or email conflictresolution@georgetown.edu for more information.

PRACTITIONER PROFILE: Thomas Fiutak, University of Minnesota

By Fatina Whitaker, NC State University

From personal experiences in the art of civil (dis)obedience as a higher education administrator in the late 1960's to his current position as Visiting Scholar, College of Education and Human Development at the University of Minnesota, Thomas Fiutak has been to the four corners of the earth and back. He has trained mediators in the U.S., the Philippines and Europe and has provided consulting and training in Poland, the Czech Republic, Hungary, Bulgaria, Moldova, France, Egypt, Germany, Malta, Thailand, Tanzania, and India. He also coordinates the Graduate Conflict Management Minor, which he was instrumental in creating, and the University Mediation Program.

Tom views himself as a practitioner first and a scholar second. He is primarily interested in understanding and fostering effective conflict mediation. For several years, he was the Director of the Conflict and Change Center and Fellow at the Hubert H. Humphrey Institute of Public Affairs associated with the University of Minnesota.

Much of his current theory and research work focuses on a concept Tom first defined in 1991: The "authentic arena" in which mediation is conducted. Tom believes the arenas in which mediation take place are constructed by 3 integral components:

1. Invitation-who is invited to participate
2. Convening-where the gathering will be held
3. Facilitator-who is selected to foster the conversation

If the correct people are invited and the site for the mediation is appropriate, then the structure is in place for the mediator to step in and facilitate a cooperative agreement. "The way you set the table is even more important than the way you serve the meal," Tom says. To illustrate, Tom facilitated a three-day mediation in Cotobato, Mindanao almost two years ago which included participants as diverse as the General of the Philippine army, members of the Moro Islamic Liberation Movement, two nuns, the Chief of Police, the Lumad, (indigenous people of Malay ethnicity), and a few NGO representatives. The constructor of the arena, a student of Tom's, did a superb job of inviting and convening, and invited Tom to facilitate. In his role, Tom was able to find common understanding among the participants to overcome their extreme positions and facilitate productive dialogue. Tom sees the tandem efforts of the constructor and the facilitator as essential, with each enabled to utilize their vital skills.

Tom believes it is much more effective to teach arena building than mediation to students of conflict management. It allows a departure from "the arrogance of the mediator." In addition, the responsibility of the mediator to be the "expert" in the culture or the language is removed, allowing the mediator to do what they do best--facilitate.

Tom reframes the arena, which redefines the role of mediator, by using a model of three concentric circles. He identifies the outer circle as the culture, the middle circle as the authentic arena, which is embedded in the culture, and the bulls-eye at the center as the facilitation. Mediators then, don't need to be the expert in the culture or language when they are called to facilitate. In 1996, Tom was called to France to train sitting judges as mediators. It wasn't necessary for him to be French because he had an understanding of the difficulty of training judges and yet, was not so close to their (professional) culture that it would taint his method or approach. One of his students went on to help rewrite the family law policies in France to implement mediation in those systems and now spends her time "constructing the arena."

Seeing the effectiveness of this approach, Tom thinks scholars should focus on the architecture and design of authentic arenas, which directly impacts the "probability of success inside the arena." Dividing the roles of constructor and facilitator are often necessary for maximum effectiveness. In practice, the central question Tom asks himself is: "**Where will I be of the most use?**"

Upcoming Conferences

Compiled By Fatina Whitaker

PON-IRENE: New Trends in Negotiation Teaching: Towards a Trans-Atlantic Network

November 14-15, 2005

Paris-Cergy, France

Website: <http://www.irene-paris.com/pon-irene-conference2005>

Fourth Annual Peace Education Conference: “Advancing a Peace Education Strategy: What is needed to Support and Help Peace Education In All Walks of Life”

November 24-28, 2005

Hamilton, Ontario, Canada

Website: <http://www.peace.ca/CanadianAgenda2005.htm>

The Second International Conference on Technology, Knowledge, and Society

December 12-15, 2005

Hyderabad, India

Website: <http://www.Technology-Conference.com>

Second International Conference on Conflict and Peace in South Asia

December 28-30, 2005

Jaipur, India

Website: <http://www.regionalscience.org/upcoming/events.htm>

Second International Conference on Environmental, Cultural, Economic and Social Sustainability

9-12 January 2006

Hanoi and Ha Long Bay, Vietnam.

Website: <http://sustainabilityconference.com/>

Household's in Conflict Network (HiCN) First Annual Workshop

January 15-16, 2006

Berlin, Germany

Website: <http://www.hicn.org/events.html>

INCORE's International Conference: Impact of Global Issues on Women and Children

February 12-16, 2006

Dhaka, Bangladesh

Website: <http://www.fhs.mcmaster.ca/slru/ic2006/main.html>

Fourth Viennese Conference on Mediation: “Culture Meets Culture: The ‘New’ Discontent with Culture”

May 3-6, 2006

Europahaus, Vienna

Website: <http://www.bildungsmanagement.at/sublinks/kongresse.html>

Fourteenth Annual International Conference on Conflict Resolution

May 5-15, 2006

St. Petersburg, Russia

Website: <http://www.cbiworld.org/Pages/Conferences-MainPage.htm>

(Upcoming Conferences Continued from page 13)

Fifth Annual Hawaii International Conference on Social Sciences

May 31-June 3, 2006

Honolulu, Hawaii, USA

Website: <http://www.hicsocial.org>

Email address: social@hicsocial.org

Asia Pacific Mediation Forum Conference: “Mediating Cultures in the Pacific and Asia”

June 13-17, 2006

Fiji Islands, Fiji

Website: <http://www.unisa.edu.au/cmrg/apmf/default.htm>

The Art and Mastery of Facilitation

June 15-17, 2006

Baltimore, Maryland

Website: <http://www.iaf-world.org/i4a/pages/index.cfm?pageid=3827>

2006 IACMR Conference “Knowledge Creation in a Transitional Economy”

June 15-18, 2006

Nanjing, People’s Republic of China

Website: www.iacmr.org/Conference2006.htm

Sixth International Conference on Diversity in Organizations, Communities, and Nations

June 15-18, 2006

New Orleans, Louisiana, USA or TBA if location changes

Website: <http://d06.cgpublisher.com/index.html>

International Peace Research Association (IPRA) 21st Biennial World Conference

June 29-July 3, 2006

University of Calgary, Alberta, Canada

Website: http://soc.kuleuven.be/pol/ipra/calgary_main.html

Fourth International Conference on New Directions In Humanities

July 3-6, 2006

Tunis, Tunisia

Website: <http://h06.cgpublisher.com/index.html>

2006 International Symposium on Negotiation and Conflict Resolution

July 16-August 11, 2006

Prague, Czech Republic

Website: <http://www.iimcr.org/index.cfm?symposiumID=20&pageID=6>

INGROUP Interdisciplinary Network for Group Research Initiating Conference

July 27-29, 2006

Pittsburgh, Pennsylvania, USA

Website: <http://www.INGROUP.info> (see CFP p. 17 of SIGNAL)

2006 Annual Meeting of the Academy of Management

Knowledge, Action and the Public Concern

August 11-16, 2006

Atlanta, Georgia, USA

Website: <http://meetings.aomonline.org/2006/>

(Upcoming Conferences Continued from page 14)

The Institute for the Study of Conflict Transformation's Second International Conference: "Purpose Drives Practice: An international Conference on Transformative Mediation"

September 16-18, 2006

St. Paul, Minnesota, USA

Website: <http://www.transformativemediation.org>

ACR's 2006 Annual Conference

October 25-28, 2006

Philadelphia, Pennsylvania

Website: <http://www.acrnet.org/conferences/other.htm>

The Common Bond Institute's International Conference on "Engaging The Other"

October 26-29, 2006

Kalamazoo, Michigan

Website: http://www.cbiworld.org/Pages/Conferences_MainPages.htm



**Department of Operations and Information Management
The Wharton School
UNIVERSITY OF PENNSYLVANIA**

The OPIM Department at the Wharton School is home to faculty with a diverse set of interests in decision-making, information technology, information strategy, operations management and operations research. We are seeking applications for two tenure-track positions that start in the 2005-2006 academic year.

To find a position description and application procedures, please visit the OPIM Department's web site at <http://opim.wharton.upenn.edu/home/recruiting.html>.

The University of Pennsylvania is an Equal Opportunity Employer. Minorities, Females, Individuals with Disabilities, and Veterans are encouraged to apply.

Call For Papers – 2nd International Conference on Technology, Knowledge and Society

Submission Timeline

You may submit at any time. The deadline for publication into a particular year of the conference journal, is one month after the completion of the conference. Website: <http://www.Technology-Conference.com> . The timeline for 2006 is as follows:

- **12-15 December 2005:** The Second Technology Conference at 'Taramati Baradari' Culture Complex, Hyderabad, India.
- **15 January 2006:** Final date for submission of papers for one way blind refereeing - *1 month after the close of the Conference* (for an explanation, see [The Peer Referee Process](#)).
- **From March 2006:** Individual papers published to web upon completion of full referee and production process.
- **Approx June 2006:** Full text of the 2006 edition of Journal compiled and published to CD.

Please note:

Anticipated time frames for the referee and publication process are reliant on full participation from the conference and Journal peer community. Final dates may be subject to change.

Interest-Based Bargaining: A Users Guide' By Jerome T. Barrett and John O' Dowd

'Interest-Based Bargaining: A Users Guide' is the fruit of an international collaboration between Jerome Barrett from the USA and John O'Dowd from Ireland.

Jerome Barrett was a mediator with the Federal Mediation and Conciliation Service and is now an independent labor-management consultant and mediator. John O'Dowd is an industrial relations consultant with a background in trade union negotiation that was followed by a period as director of Ireland's National Centre for Partnership.

The authors describe interest-based bargaining as an approach to negotiation that is based on management and union negotiators seeking to understand each other's fundamental interests rather than their surface or immediate positions. It uses problem-solving tools such as joint data collection, brainstorming, joint task forces, and group facilitation.

This book provides a clear, step-by-step description of how parties can introduce and use interest-based bargaining. The steps are illustrated through mini-cases and there is extensive guidance on the role of facilitator.

Barrett and O'Dowd illustrate their text with witty, original cartoons. The book will be of particular interest to students and practitioners interested in alternatives to the tried and tested adversarial or positional bargaining approach. This book is available at <http://www.trafford.com/05-1229>

INGRoup
Interdisciplinary Network for Group Research
Using research to advance the understanding of group behavior, dynamics, and outcomes
Call for Papers
Initiating Conference
July 27-29, 2006 -- Pittsburgh, PA
Submission Deadline: **January 16, 2006**

Scholars who study groups and teams are scattered across many social scientific disciplines, such as communication, organizational behavior, psychology, and sociology. The Interdisciplinary Network for Group Research (INGRoup) was created to provide a place for scholars to:

1. Promote communication about group research across fields and nations
2. Advance understanding about group dynamics through research
3. Advance theory and methods for understanding groups
4. Promote interdisciplinary research

The first INGRoup conference is planned to facilitate conversations among scholars across disciplines. In addition to paper and symposia sessions, interdisciplinary plenary panels will be scheduled with key scholars in communication, industrial/organizational psychology, organizational behavior and social psychology. One session will be devoted to planning for the future of INGRoup and its conferences.

The conference will be held at the Holiday Inn Select at University Center, Pittsburgh, PA, USA. A block of rooms have been reserved (\$109/night/double + 14% tax). The conference fee is expected to be less than \$300 and will include conference programs; a welcome dinner on July 27th; and break refreshments, lunches, and dinners on July 28th and 29th, including a dinner trip to the Pittsburgh Zoo on the 29th.

Types of Submissions

Papers: Submit a 400-600 word extended abstract for papers that (a) present original research, or (b) review and critique group theory or group methods. Provide full name, position, institution, and contact information for all authors. Indicate your preference of presenting your paper as an oral presentation or poster session. Include up to 5 keywords to help the Program Committee organize papers in relevant topical areas across disciplines.

Symposia: Submit a 3-5 page proposal describing the focal issue, the participants' qualifications and expected contributions, and proof of commitment from all participants that they will register for and attend the conference. Provide full name, position, institution, and contact information for all presenters. Symposia that include participants for one disciplinary tradition are highly discouraged.

Submission Procedures

Submit extended abstracts for papers and proposal for symposia by **January 16, 2006** to Joann Keyton, Program Chair, via email (jkeyton@ku.edu). Please use INGRoup in the subject line of your submission. Submissions will be reviewed for appropriateness by the Program Committee. The program chair will notify the submitter of acceptance early in March. The submitter is responsible for notifying co-authors or other session participants. All session participants are expected to register for and attend the conference; all accepted papers must be presented by one of the authors.

For additional information, go to INGRoup's website, www.INGROUP.info, or contact a member of the organizing committee:

Richard Kettner-Polley, Colorado Technical University (rkpolley@coloradotech.edu)
Joann Keyton, University of Kansas (jkeyton@ku.edu)
Franziska Tschan, University of Neuchâtel (franziska.tschan@unine.ch)
Laurie Weingart, Carnegie Mellon University (weingart@andrew.cmu.edu)
Gwen Wittenbaum, Michigan State University

Call for Papers
Special Issue of *Group Decision and Negotiation* on Emotion in Negotiation and Dispute Resolution

Special Issue Editors:

Dan Druckman, George Mason University
 Mara Olekalns, Melbourne Business School

Group Decision and Negotiation is pleased to announce a special issue focusing on emotion in negotiation and dispute resolution. The issue will be edited by Dan Druckman and Mara Olekalns, incoming editors of the Social/Behavioral Sciences Department of *Group Decision and Negotiation*

For many years, negotiation scholars have investigated the contextual, social, and cognitive factors that influence negotiation outcomes. A relatively recent development is the opening of another "black box" in negotiation. This can be seen in research focusing on negotiation processes and in research examining how the intangible aspects of negotiation, such as reputation, trust and emotion, shape both processes and outcomes. This *Special Issue* focuses on capturing the increasing emphasis that negotiation and dispute resolution scholars are giving to the role of emotion in shaping strategic decisions and outcomes. Our aim is to highlight new theory and research focusing on the role of emotion, including the way that emotion interacts with the situation or context in influencing dispute resolution processes and outcomes. We welcome empirical and theoretical submissions addressing this important topic.

Manuscripts should be submitted in **electronic form** by **February 27, 2006** to: Mara Olekalns (m.olekalns@mbs.edu). Enquiries should be directed to Mara Olekalns or Dan Druckman.

TWO POST DOCTORAL FELLOWSHIPS AT NORTHWESTERN UNIVERSITY:

One is in dispute resolution and negotiation at Kellogg and one is in dispute resolution and negotiation joint between Kellogg and the Law School. You may apply for one or both fellowships with a single application. We are searching for one Law/DRRC Kellogg Post Doctoral Fellow to begin Fall 2006 and one or two DRRC Kellogg Post Doctoral Fellow(s) to begin Fall 2006.

Fellows will hold the title of Visiting Assistant Professor, and will have the opportunity to pursue their own empirical research. Fellows are also invited to join in the ongoing research of DRRC associated faculty, located at the Kellogg School of Management, the School of Law, and other departments at the university. Fellows will have the opportunity to audit courses, and to participate in DRRC and/or School of Law seminars and workshops. Fellows will participate in Kellogg's internship program for the negotiations course, and then will be assigned to teach 3 sections of the course per year at Kellogg or the School of Law. The fellowship pays \$65,000 per year plus benefits and includes \$5,000 per year in research support. Further information about either fellowship is available at: DRRC: http://www.kellogg.northwestern.edu/drrc/post_doctoral.htm;

DRRC/Law: <http://www.law.northwestern.edu/faculty/recruitment/visitingassistant.html>.

Applications should include a vita, examples of written work, two letters of recommendation, and a statement as to how current or future research interests would benefit from association with the DRRC or DRRC and the School of Law. Applications received by February 17, 2006 will be given full consideration. Awards will be announced around April 14, 2006.

Applications should be directed to:

Nancy McLaughlin

Dispute Resolution Research Center

Kellogg School of Management

Northwestern University

2001 Sheridan Road

Leverone Hall 371

Evanston, IL 60208-2001

Phone: (847) 467-6873

Fax: (847) 467-5700

<http://www.kellogg.northwestern.edu/drrc/index.htm>

**THE ACADEMY OF MANAGEMENT
CONFLICT MANAGEMENT (CM) DIVISION**

***Calling all Papers, Symposia, and Workshops for 2006 Annual Meeting
August 11-16, Atlanta, Georgia, USA***

Susan Brodt
2006 Program Chair

Tom Tripp
2006 Professional Development Workshop (PDW) Chair

IACM members, get ready to submit your work to the Academy of Management's Conflict Management (CM) division and help us create an exciting program for 2006! Next year's Academy of Management meetings will be held August 11-16 in Atlanta, Georgia (USA), a place of important historical significance to many conflict and peace researchers, especially those who study issues related to race, power, poverty and other important societal concerns. The conference theme – *Knowledge, Action and the Public Concern* – may also resonate with many IACM members, and we encourage you to get involved and submit your work. The conference consists of the scholarly program (14-16 August) and the professional development workshops (11-13 August).

The scholarly program – Submission deadline: January 9, 2006

The CM division's focus encompasses: (a) *the nature and management of conflicts* at the individual, group, organizational, inter-organizational and societal level; (b) *power processes*, such as influence, coalitions, coercion, deterrence, and persuasion; (c) *bargaining and negotiation processes*, including negotiator characteristics and behavior; (d) *collaboration and competition*; (e) *third party interventions*, such as facilitation, arbitration, and mediation; and, (f) *organizational justice and dispute resolution procedures*. Major topics include application of the above conceptual foci to a wide variety of contexts including team interactions, inter-cultural relations, organizational diversity, labor relations, workplace disputes, community conflict, and public policy development. We welcome empirical and conceptual papers, as well as proposals for symposia (including panel discussions, debates, and roundtables).

The CM division also acknowledges excellence and makes awards for the (a) *Best Paper: Empirical/Theoretical* - for the best empirical or theoretical paper submitted to the CM division; (b) *Best Paper: Student Submission* - for the best empirical or theoretical paper submitted by a graduate student or students; (c) *Best Paper: Conflict in Context* - for an outstanding field-based paper studying organizational, political or social conflict; and (d) *Best Paper: New Directions in the Study of Conflict* - for a paper that makes a significant new contribution to the conflict literature through innovation, including, but not limited to, the innovative use of new methods or a new approach/venue for the study of conflict and negotiation in organizations and broader society.

Please visit the Academy of Management website (<http://meetings.aomonline.org/2006/>) for more information about the submission process. We begin accepting submissions on November 1, 2005 and the deadline for final submissions is January 9, 2006. If you have any questions, don't hesitate to contact Susan Brodt by email (CM2006@business.queensu.ca) or by telephone (+1 613 533 3231).

Professional Development Workshops – Submission deadline: November 15, 2006

We are currently soliciting proposals for PDW workshops. A workshop should last 2-3 hours, be interactive among participants, and be of broad interest to CM division members. Workshops may focus on either teaching or research.

To submit a proposal, please use the form that is located on the CM division website (<http://aom.pace.edu/cmd/>) and email your proposal to Tom Tripp (tripp@vancouver.wsu.edu) by November 15th. If you have any questions, or wish to discuss your ideas before submitting, please feel free to contact Tom.

We hope to see you in Atlanta!



***AN INVITATION FROM THE ACADEMY OF MANAGEMENT
CONFLICT MANAGEMENT (CM) DIVISION***

Volunteer to be a Reviewer!

Susan Brodt
2006 Program Chair

IACM members, are you interested in getting involved in the Academy of Management's Conflict Management (CM) division? Is your research expertise in one of the areas represented by the CM division? (e.g., conflict, power processes, negotiation, collaboration, 3rd party intervention, trust, justice, dispute resolution, inter-cultural relations) If so, please volunteer to be a CM division reviewer.

For 2006, all reviewers must sign up using the Academy of Management system, which is accessible via the website (<http://program.aomonline.org/reviewers>). When you visit the website, sign up to be a CM division reviewer and also choose your areas of expertise (i.e. keywords). Please note that I will rely on your indicated areas of expertise in assigning papers to reviewers so think carefully about which keywords you check. Or, you may indicate that you want to be a "CM Division Angel" and review papers from any of the topic areas.

Reviewers who sign-up will be asked to review up to three but no more than five submissions for the division, and the review period will run from January 9th (Submission Deadline) to February 1st (CM Division Review Deadline). So, you must be available to review during that time period. If you have any questions, please feel free to contact me by email (CM2006@business.queensu.ca) or telephone (+1 614 533 3231).

I hope you consider being a CM Division reviewer!

Editor's Note

By Jessica Katz Jameson, Outgoing Signal Editor

Okay, so the Spring issue wasn't my last issue as SIGNAL Editor, but this time I have to let go for real! I want to thank **Ray Friedman** for his hard work in recruiting a new editor, and extend my own welcome to our new editor, **Michael Gross**. I am personally very grateful for Michael's willingness to take over the production of SIGNAL, and I hope others will join me in thanking Michael for taking time to keep us all connected and informed between our annual conferences. I also want to acknowledge **Deanna Geddes** (Temple University), who has offered to assist Michael with SIGNAL production if he finds himself in need of an "extra hand." I would also be remiss not to extend a warm welcome and thank you to **Paul Taylor** (The University of Liverpool), who has taken over the role of IACM Communications Officer since the last issue of SIGNAL. I am very grateful to Paul for agreeing to take on these duties and I know IACM communication is in very good hands.

Thanks to all of this year's IACM Officers, Board and General Members who responded to my persistent requests for SIGNAL information and columns. For this Fall 2005 edition of *Signal*, I would like to especially acknowledge the hard work of **Fatima Whitaker**, a senior in Communication at North Carolina State University, who coordinated all incoming information and columns, proofread, edited, and formatted the final document. To submit items for future issues of SIGNAL, please send information or ideas to:

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