

IACM in Chicago: Lights, Camera, Conference 2008

**A Report on the
Conference
Program is on page 4.**

▲ PRESIDENT'S CORNER

By Mara Olekalns, University of Melbourne, M.Olekalns@mbs.edu

This year marks a decade since I joined IACM. Thanks to Peter Carnevale, I discovered IACM in 1996 when I spent my first sabbatical at the University of Illinois in Urbana-Champaign. During my visit, Peter enthused about IACM and encouraged me to attend the next conference in Bonn. I did and it's been my "home" ever since. Little did I think that, 10 years later, the care of this vibrant organization would be entrusted to me. *Thank you.*

No President acts alone. Our Board is dedicated, enthusiastic and inspirational to work with. Without the hard work and commitment of our board members, IACM would be a very different organization. IACM thrives and develops because of their willingness to contribute the most precious resource of all, their time. I would like to acknowledge the contributions of Bill Donohue (past-President), Wolfgang Steinel and Corinne Bendersky (Board Members), and Michael Gross (Signal Editor), who leave the Board this year. I also welcome Michele Gelfand (President-elect), Bianca Beersma and Sanda Kaufman (Board Members), and Linda and Godfrey Steele (Signal

(Continued on page 2)

2008 IACM Conference

Jeanne Brett and Nancy McLaughlin, Northwestern University, USA,
jmbrett@kellogg.northwestern.edu
mclaughlin@kellogg.northwestern.edu

The 21st Annual International Association for Conflict Management Conference was held in the heart of downtown Chicago at Marriott's Renaissance Chicago Hotel July 3 – 6, 2008 over the 4th of July. 200 people attended the conference.

Two highlights of the conference were

- The keynote address by Thomas Schelling the 2007 IACM Lifetime Achievement Awardee and
- Linda Babcock's speech accepting the 2008 IACM Rubin Theory to Practice award for her work on women and negotiation and describing her work in developing a negotiation badge for Girl Scouts.

For those who were not able to attend the conference, copies of the book *The Strategy of Conflict* autographed by

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PRESIDENT'S CORNER

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Editors). My biggest thanks go to our indefatigable and long-serving Executive and Communication Officers, Shirli Kopleman and Paul Taylor.

Sweet Home Chicago

Outside of Melbourne, Chicago is my favorite city - so I needed no convincing that it would be a fabulous location for IACM's 2008 conference. The city did not disappoint. From the stunning architecture, seen at its best from the river, to the fireworks and on to our grand finale, the Awards Banquet at MoCA (although I will never see a Jeff Koons' sculpture in quite the same light), we were treated to the best that Chicago can offer.

Needless to say, our taste of Chicago would not have been possible without the tireless work of Nancy McLaughlin and Jeanne Brett. For participants, every aspect of the conference ran effortlessly. As a past Local Arrangements Chair, I know that such seamless organization can only be accomplished with a lot of behind-the-scenes blood, sweat and some tears. The ease with which the conference unfolded is a testament to the incredible effort of Nancy and Jeanne. My thanks to them and to the Dispute Resolution Research Centre at Kellogg for the support they poured into this year's conference.

Changes for IACM

As you all know, this year Michael Gross relinquished the editorship of Signal. Once again I would like to thank Michael for the hard work and enthusiasm he put into developing and expanding our newsletter. I am delighted that Linda and Godfrey Steele, two of our long-standing members, have taken on this very important role for us.

In a year of editorial changes, IACM also launched a search for the new NCMR editor. Following on from Michele's announcement, I would like to express my gratitude to Judi McLean-Parks for her effort and determination first to rehabilitate IJCM and then to launch NCMR. Her vision has led to the publication of the first volume of NCMR in 2008. Etty Jehn and I, as incoming editors, are excited that we have the opportunity to build on Judi's vision.

Last year, Bill Donohue started the process of taking IACM online. Thanks to combined efforts of Shirli Kopelman, Anne Lytle and Wendi Adair we have made further progress with this initiative. Shirli's formidable negotiation skills mean that the Ross School of Business will host IACM's registration website, including all financial transactions, and provide a support person for our conferences. This arrangement will simplify the life of future presidents, program and local arrangements chairs. **Thank you Shirli!** At the same time, Wendi has worked with Anne and Shirli to find a suitable online submission package for our conference. More news soon.

Board Matters

At this year's Board Meeting, we discussed IACM conference registration fees, which have been steadily increasing. The increasing fee reflects the increasing costs of running our conference. It covers all meals, room hire, programme printing costs and equipment hire. The only way to reduce the cost is to stop providing meals. On balance, we thought that IACM's identity was of a group that shared meals during the conference so we were reluctant to change that aspect of our conference.

The Board also discussed the IACM membership fee, which has not changed since 1998 (as far as I can remember). Faced with rising conference costs, the Board voted to increase the membership fee for faculty but to retain the same membership fee for students.

Next year, Kyoto

In 2003, IACM flirted the Asia-Pacific region and held its conference in Melbourne. Now we're getting serious... maybe even going steady with the region. For the second time this decade, in its non-US conference year, IACM leaves our more traditional European sites and takes off for Kyoto. With our Local Arrangement Chair **Tetsu Okumura's** guidance, Kyoto will stretch our cultural boundaries with new sights, new sounds and new tastes.

Why Kyoto? Now we come to my goal for this year, which is to introduce IACM and the Asia-Pacific region to each other. Scholars from this region continue to be under-represented in our membership. It is my hope that, by holding IACM in Japan, we will raise the profile of our association in this region and

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 subscription to the ***Negotiation and Conflict Management Research***
- Discounts on subscriptions to the journal ***International Negotiation*** and the ***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. Paul Taylor, Communications Officer, IACM, Department of Psychology, Lancaster University, at p.j.taylor@lancaster.ac.uk

21st Annual IACM Conference

Chicago, Illinois, USA ~ July 3-6, 2008



(President's Corner continued from page 2)

attract new members. And if we are in Japan, what better place than Kyoto? My imagination was captured by Kyoto when I read *Memoirs of a Geisha*. My obsession continued when I discovered it is one of the food 'capitals' of Japan. But most importantly, Kyoto symbolizes the values and concerns at the heart of IACM: Originally known as [Heian-kyō](#) (*tranquility and peace capital*) it has an enduring association with the Kyoto Protocol on Climate Change.

2009 Programme Preview

As always, we can look forward to a diverse and stimulating program of talks. **Wendi Adair**, our Program Chair, reminds you that the call for papers is available on the IACM website. In an important change from previous years, this year all submitters will be asked to review conference submissions. And finally, if you are interested in serving on the IACM Conference Award Committee, please contact Wendi Adair, IACM 2009 Program Chair, wladair@uwaterloo.ca.

(Local Arrangements continued from page 1)

IACM Lifetime Achievement and Nobel Prize winner Thomas Schelling are available for \$15.00 plus shipping. \$3.00 U.S. mail for domestic. International shipping via Fed Ex depends on destination. Fax in form below or contact Doug Foster at drcc@kellogg.northwestern.edu. No credit cards taken via email.

The 2008 Outstanding Book Award was presented to Peter Carnevale & Carsten de Dreu (Eds) for *Methods of Negotiation Research* (2006), and the 2008 Outstanding Article Award was presented to Shirli Kopleman, Ashleigh Shelby Rosette, and Leigh Thompson.

Despite it being July, the weather was perfect in Chicago and conference participants had the opportunity to attend the famous Taste of Chicago while in Chicago. IACM had its first ever book exhibit organized by the Library of Social Science. The Gala award dinner was held at the Chicago Museum of Contemporary Art with the exceptional Jeff Koons art exhibit on Saturday evening.

The chilly nighttime Chicago River and Lake Michigan Cruise on the Chicago Little Lady was hosted by the Architecture Foundation with a docent and 4th of July fireworks. The Chicago White Sox played the Oakland Athletics with Keith Murnighan and Adam Galinsky explaining the finer points of baseball to an IACM international crowd.

And lastly, the Board dinner was hosted at the home of DRRC Advisory Committee member, Rich Weise, with drinks on their terrace with a spectacular view of Chicago and the hole for the newest Chicago building, the 150 story Chicago Spire.

Dan Druckman and Jim Wall sponsored the IACM gift book *The Strategy of Conflict* signed by Nobel Laureate Thomas Schelling. Michigan State University gave \$12,000 and DRRC helped sponsor the IACM baseball game and river cruise events.



Top: Dan Druckman and Tom Schelling
Bottom: Mara Olekalns and Bill Donohue

NOTE: All images published in this issue of **SIGNAL** were obtained from the Microsoft clipart library unless otherwise noted. Photographs of individuals and sights were kindly supplied by Marj Druckman and Dean Pruitt.

21st Annual IACM Conference

Chicago, Illinois, USA ~ July 3-6, 2008



Anne Lytle, 2008 Program Chair
The Australian School of Business
University of New South Wales, Sydney, Australia
 alytle@agsm.edu.au

IACM 2008 was a conference to remember! I believe everyone who attended not only enjoyed the stimulating sessions, but highlights including the Chicago fireworks from the boat on the 4th of July, the “interesting” art at our fantastic awards dinner, and shopping so close at hand around the great city of Chicago!

We were incredibly fortunate to have our keynote session delivered by Thomas Crombie Schelling, Professor Emeritus of both Harvard University and the University of Maryland, recipient of the 2005 Nobel Prize in economic science (along with Robert J. Aumann of the Hebrew University of Jerusalem), and winner of the prestigious IACM Lifetime Achievement Award in 2007. Not only was it a stimulating talk, but each of us managed to walk away with a signed copy of his classic book “The Strategy of Conflict”.

Of the 93 paper presentations, 23 poster presentations, and



**Best Student-
Led Conference
Paper**

**Best
Empirical
Conference
Paper**



Top: Lindy Greer, Anne Lytle, and Karen Jehn
 Bottom: Anne Lytle, Gerben Van Kleef, and Bill Donohue

8 symposia and novel workshops, there were many highlights as well. The Best Empirical Conference Paper award went to Gerben van Kleef and Carsten de Dreu for their paper “*Longer-term Consequences of Anger Expression in Negotiation: Retaliation or Spill-over?*”? The Best Theoretical Conference Paper was awarded to Corinne Bendersky and Nicholas Hays for their paper “*The Fourth Dimension: Status Conflict in Groups*”.

The Best Applied Conference Paper was awarded to Mark Levine, Rachel Best, and Paul Taylor for their paper “*Intra-group Regulation of Violence: Bystanders and the "De"-escalation of Violence*”. The Best Conference Paper with a Student as Lead Author was awarded to Lindred Greer, Heather Caruso, and Karen Jehn for their paper “*The Bigger they are, the Harder they Fall: Linking Team Power to Conflict, Congruence & Collective Decision-making Performance*”.



**Best Applied
Conference
Paper**

Anne Lytle, Paul Taylor and Bill Donohue

2008 was also a special year because we piloted an online submission and review site. While there were a few hiccups along the way, this has given us the experience necessary to institute a new system next year that we hope will be easy and efficient for everyone. I have full confidence that Wendi Adair next year will take this a quantum leap past what we did this year! All in all, I was honored to have been Program Chair and will remember IACM 2008 very fondly. All the best, Anne.

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CALL FOR SUBMISSIONS: 22nd Annual Conference of the International Association for Conflict Management, June 15-18, 2009 Kyoto, Japan Submission Deadline: February 9, 2009

By **Wendi L. Adair, Program Chair**, University of Waterloo
Department of Psychology, wladair@uwaterloo.ca

The International Association for Conflict Management (IACM) was founded to encourage scholars and practitioners to develop and disseminate theory, research, and experience that is useful for understanding and improving conflict management in organizational, societal, family, and international settings. We invite papers as well as proposals for symposia for the 2009 meeting of IACM to be held in Kyoto, Japan.

IACM 2009 PROGRAM CHAIR

Wendi L. Adair, University of Waterloo
Department of Psychology, wladair@uwaterloo.ca

LOCAL ARRANGEMENTS CHAIR

Tetsushi Okumura, Nagoya City University
Graduate School of Economics
tetsu2009iacmkyoto@hotmail.co.jp

TYPES OF SUBMISSIONS

You are invited to submit a paper, symposium or workshop. Submissions should present new material, distinct from published works, works that will be published before the conference, or from submissions to any other conference. We encourage innovative sessions or papers involving dialogues between: theory and practice, different content areas, different conflict paradigms (game theory, decision-analysis, political science, psychology, etc.), or multiple cultures.

Individual Presentations: Presentations can be submitted as either full length papers or extended abstracts.

Papers: Papers are limited to 30 TOTAL PAGES (including title page, abstract, references, tables, and figures) and should be formatted according to guidelines set forth in the latest edition of the *Publication Manual* of the American Psychological Association. Papers should contain Introduction, Method, Results and Discussion sections. Incomplete papers are not acceptable. Papers that do not fit logically with others or would benefit from more time or a face-to-face discussion will be scheduled in showcase poster sessions.

Extended Abstracts: Extended abstracts must include at least 1000 WORDS. It is essential that abstracts provide sufficient information for review. Extended abstracts will not be considered for conference awards.

Symposia/Debates/Roundtables:

Symposia: Symposia are focused sessions in which participants present their views on a common issue.

Debates: Debates typically include a moderator and two teams of one or two speakers each.

Roundtable: Roundtable discussions typically involve a moderator/facilitator and a panel consisting of participants from a variety of different traditions or perspectives on an issue.

Symposia, Debates, and Roundtable submissions should describe the focal issue (3 PAGE LIMIT), the qualifications and expected contributions of each participant, and include a statement from each participant declaring their intention to register for and attend the conference.

Workshops: Workshops are highly interactive, specialized sessions that focus on sharing new techniques or approaches related to teaching, research, and/or practice. There is limited space on the program for workshops. A workshop proposal should explain its relevance to IACM; articulate the session's goals, give details on the format to be used, indicate constraints on time and the number of participants, and describe the relevant qualifications of those who intend to conduct the workshop.

Novel Session Formats: We encourage proposals for innovative or experimental conference sessions that do not fit any of the categories described above.

SUBMISSION PROCEDURES

All submitters will be asked to verify and indicate online: 1) the person(s) responsible for presenting the submission; 2) a promise that each presenter will register and attend the conference should their submission be accepted; 3) their willingness to present at the time and date scheduled by the Program Chair; and 4) their willingness to present in the format (paper presentation or poster session) specified by the Program Chair and 5) three keywords that will be used to help assign reviewers.

All submitters will be asked to review papers for the conference program. At the time of submission, submitters who will not be available to review papers will have an opportunity to nominate a co-author or opt out of the responsibility.

After notification from the Program Chair, the submitter is responsible for notifying co-authors and other session participants about the acceptance/rejection decision and information concerning session location, timing and format.

Submit papers: Submissions will not be accepted after February 9, 2009. Papers should be submitted through the IACM website:

www.iacm-conflict.org



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International Association for Conflict Management, June 15-18, 2009 Kyoto, Japan
Submission Deadline: February 9, 2009

By *Wendi L. Adair, Program Chair*, University of Waterloo
Department of Psychology, wladair@uwaterloo.ca

AWARDS AND PROCEEDINGS

Outstanding contributions to the program will be acknowledged with presentation of awards and plaques in the following categories: Outstanding Empirical Paper, Outstanding Theoretical Paper, Outstanding Applications Paper, and Outstanding Graduate Student Paper (defined as a paper on which a current graduate student is first author).

Abstracts of papers, symposia, roundtables and debates presented at the conference will be included in the Conference Abstracts Proceedings.

PROGRAM CONTENT AREAS

Research, Theory, and Practice in:

Negotiation: Conflict settlements; concession bargaining; integrative agreements; negotiation teams; relationships; negotiator emotions; power and influence.

Decision Processes: Decision making of negotiators, mediators, and arbitrators; biases and heuristics; negotiator rationality; learning; implementation of decisions.

Communication: Verbal and nonverbal behavior in conflict; interaction analysis of communication behavior in negotiation; effects of communication styles; technology as a component of conflict.

Conflict in the Public Sector: Role of conflict in public policy processes; conflict relating to ethics and values; law and social conflict; public sector labor-management relations.

Culture and Conflict: Cultural dimensions of conflict, including within-culture dimensions as well as cross-cultural comparisons.

Social Justice: Alternative dispute resolution (ADR) systems; procedural and distributive justice; legal issues and dispute resolution; impact of dispute resolution procedures on society.

Third Party Intervention: Techniques, strategies, tactics, and outcomes of mediation; forms of mediation and arbitration; influence of third party behavior on disputants; organizational grievance procedures.

Environmental and Public Resource Conflict: Natural resource and environmental conflict; role of third parties in environmental conflicts; economic and political dimensions of resource disputes.

International and Inter-group Conflict: Ethnic and regional

conflicts; development of group biases; conflict escalation; international and inter-group conflict prevention and resolution; deterrence and third parties.

Organizational Conflict: The causes, effects, and measurement of conflict in organizational settings; interpersonal, intra- and inter-group conflict; power; diversity; styles of handling conflicts; moderators and effects of conflict; research methodologies for studying organizational conflict.

CONFERENCE HOTEL

Hyatt Regency Kyoto

<http://kyoto.regency.hyatt.com/hyatt/hotels/index.jsp>

INFORMATION/MEMBERSHIP

For membership information and updates regarding the association and the conference, please see the IACM website:

<http://www.iacm-conflict.org/>

IACM OFFICERS AND BOARD 2008-2009

Mara Olekalns, Melbourne Business School, **President**
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Mara Olekalns, University of Melbourne **and Karen Jehn**,
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Wendi Adair, University of Waterloo

Local Arrangements Chair 2009

Tetsushi Okumura, Nagoya City University

Past Program Chair

Anne Lytle, University of New South Wales

Past Local Arrangements Chair

Jeanne Brett, Northwestern University

Local Arrangements

Nancy McLaughlin, Northwestern University

2008 ELECTIONS: VOTE DECEMBER 1-30

Vote in December for IACM President and Representative at Large! The IACM voting site will be at <http://www.ballotbin.com/>. Enter the voting site with a username and password that will be sent to you via email during the last week of November. If you have problems voting contact the IACM Communications Officer for assistance: p.j.taylor@lancaster.ac.uk

By Michele Gelfand, University of Maryland, Mgelfand@psyc.umd.edu

Deborah A. Cai (Ph.D., Michigan State University) is an associate professor in the Department of Communication at the University of Maryland. She is an internationally recognized researcher specializing in intercultural communication, negotiation and conflict management, and social influence. Her research examines the effects of culture on social networks and on cognitive processes related to perceptions of conflict, decision making, and planning in negotiation. She has studied variations in social networks and relational obligations across cultures, in particular comparing China with Western cultures. Her scholarship addresses theoretical questions utilizing the full range of statistical techniques, from simple tests of mean differences to analysis of elaborate causal structures. She has published in the premier outlets of the Communication discipline, including *Communication Yearbook*, *Human Communication Research*, *Communication Monographs*, the *Journal of Applied Communication Research*, and *Communication Research*. She has also published in journals that reach the international audience that shares her interests in communication between cultures. She is currently a member on more than ten editorial boards, and she has been a referee for many journals, publishers, and conferences. Professor Cai served as chair of the Communication and Social Cognition division of the National Communication Association (NCA) and chaired the NCA Communication and Social Cognition Division's Summer Conference on Methods and Measures for Communication and Cognition Research, which was held in July 2008. In addition, she has served as a conference planner for the International Communication Association, the International Association for Conflict Management, and the American Association for Chinese Studies.



Nominee for President

Daniel Druckman is Professor of Public and International Affairs at George Mason University and scholar-in-residence at the Australian Centre for Peace and Conflict Studies at the University of Queensland in Brisbane Australia. In 2008, he was the Alcoa visiting professor at the University of Western Australia in Perth. He has been the Vernon M. and Minnie I. Lynch Professor of Conflict Resolution at George Mason where he coordinated the doctoral program at the Institute for Conflict Analysis and Resolution. He is also a member of the faculty at Sabanci University in Istanbul, a visiting professor at the Australian National University, the University of Melbourne, and National Yunlin University of Science and Technology in Taiwan. In 2002, he was a Fulbright fellow in the Philippines. Previously he held senior positions at several consulting firms as well as at the U.S. National Academy of Sciences in Washington D.C. He received a Ph.D. from Northwestern University and was awarded a best-in-field prize from the American Institutes for Research for his doctoral dissertation. Dan has published widely on such topics as negotiating behavior, electronic mediation, nationalism and group identity, human performance, peacekeeping, political stability, nonverbal communication, and research methodology. A board member or associate editor of eight Journals he co-edits (with Bill Donohue) a new book series on *International Negotiation*. He received the 1995 Otto Klineberg award for Intercultural and International Relations from the Society for the Psychological Analysis of Social Issues for his work on nationalism, a Teaching Excellence award in 1998 from George Mason, an award for the outstanding article published in 2001 from the International Association for Conflict Management (IACM), and, in 2006, a best applied paper award and the outstanding book award for "Doing Research: Methods of Inquiry for Conflict Analysis." He currently serves as chair of the IACM Advisory Council. He is the recipient of the 2003 Lifetime Achievement award from the IACM (see the sketch on the IACM LAA web page).



Nominee for President

2008 ELECTIONS: VOTE DECEMBER 1-30

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By Michele Gelfand, University of Maryland, Mgelfand@psyc.umd.edu

Matt Cronin is an Assistant Professor of Management at the School of Management, George Mason University. He holds a BA (Magna Cum Laude) in Psychology from Rutgers University, a Master's in Developmental Psychology from Columbia University, and a PhD in Organizational Behavior from Carnegie Mellon University. While at Carnegie Mellon, he spent five years on the graduate student advisory council (the graduate student governing body for all of CMU). In his last year he was president of this council. Matt has been an active member of IACM since being a doctoral student in 2002. He regularly reviews submissions for the IACM conference, and is on the Editorial Board of *Negotiation and Conflict Management Research*.

Matt's research seeks to understand how collaboration can help produce creative ideas, and what it takes to then bring these ideas to fruition. Negotiation is both a vehicle for and benefited by this process, as the negotiation process is a productive way to manage the search for ideas when resources are limited. At the same time, successful negotiation often relies on creative solutions in order to reach integrative agreements. Matt's research is published in *Academy of Management Review*, *Organizational Behavior and Human Decision Processes* as well as in edited volumes. Matt teaches Negotiation to all levels of students (undergraduate, masters, executive), and has conducted workshops on negotiation for various professional organizations (principals, lawyers, top management teams).



Nominee for Representative-at-Large

Astrid Homan is an Assistant Professor of Work and Organizational Psychology at the VU University in Amsterdam. She has taught courses on conflict and cooperation; motivation, power, and leadership; and diversity. In 2006 she received her PhD from the Department of Work and Organizational Psychology of the same university, and worked as an Assistant Professor at the Social and Organizational Psychology Department at Leiden University between 2005 and 2008. Astrid has been a Fulbright Scholar at Michigan State University and a visiting professor at the University of California, Berkeley. Astrid has been actively visiting to IACM since 2005. In 2006 she received the Best Paper Written by a Student Award.

Astrid's main stream of research focuses on the role of diversity beliefs, leadership, team performance, diversity perceptions, and conflict experiences of people working in diverse teams. Her work is published in outlets such as the *Journal of Applied Psychology*, *Group Dynamics*, and *Academy of Management Journal*. She serves on the editorial boards of the *British Journal of Management*, is editor of a series on diversity in organizations for the Dutch journal Behavior and Organizations (Gedrag & Organisatie), and is a regular reviewer for the *Journal of Personality and Social Psychology*, *Personality and Social Psychology Bulletin*, *Organizational Behavior and Human Decision Processes* and *Group Processes and Intergroup Relations*.



Nominee for Representative-at-Large

2008 ELECTIONS: VOTE DECEMBER 1-30

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By Michele Gelfand, University of Maryland, Mgelfand@psyc.umd.edu

Jeffrey Loewenstein is an Assistant Professor of management at the McCombs School of Business at the University of Texas at Austin. His research focuses on how analogy, language and categories guide thought and behavior, as well as the organizational and cultural influences on the analogies, language and categories people use. In a negotiation context, he has shown robust advantages of analogy on people's ability to learn, transfer and integrate knowledge of negotiation principles. His work has been published in managerial, psychological, and educational journals. He taught previously at Columbia Business School and Northwestern University's Kellogg School of Management.

Sonja Rispen is an Assistant Professor at the School of Technology Management, Eindhoven University in The Netherlands. She holds a Ph.D. in Social and Organizational Psychology from Leiden University. She received Bachelor's and Master's degrees from the University of Groningen in Sociology investigating, and subsequently publishing, her work on distorted images and measurement issues in survey research. She is a longtime member of IACM where she first presented her dissertation work and she has continued as an active reviewer and participant of IACM.

In addition, she regularly reviews for the Academy of Management Conference (Conflict Management and Organizational Behavior Divisions) and journals such as *Organization Behavior and Human Decision Processes*, *Organization Science*, *Journal of Organizational Behavior*, the *International Journal of Conflict Management*, and *Negotiations and Conflict Management Research*. She publishes her work in similar outlets, and has written an overview chapter on Conflict in *Workgroups for the Handbook of Organizational Behavior*.

Sonja's main research interest is conflict in organizational groups and teams. One line of research focuses on the influence of emergent group processes (such as connectedness and trust) on conflict and consequent outcomes. She has also published on asymmetrical perceptions of group conflict and has been given a grant to hold an international conference on this topic. More recently Sonja has been studying deviant and hostile behaviors within a conflict theoretic framework with special attention to abusive leadership. In her work she applies multiple research methods such as surveys, experimental laboratory studies, and social network studies.

Sonja has taught classes on conflict and cooperation, and social judgement and decision making at multiple levels (undergraduate, masters, and managers) and consults with organizations regarding their conflict and teamwork skills. In 2005, Sonja won the best student paper award at the Dutch Annual Conference of Work and Organizational Psychologists and this past year Sonja received the Outstanding Paper Award of the Literati Network of Excellence for her publication on conflict and connectedness. She has been an active citizen during her academic career and hopes that the next act of service she can perform will be as a Representative-at-Large for the International Association of Conflict Management.



Nominee for Representative-at-Large



Nominee for Representative-at-Large

From the Desks of... The Communications Officer and The Executive Director



By Paul Taylor, Communications Officer, Lancaster University, p.j.taylor@lancaster.ac.uk and Shirli Kopelman, Executive Director, University of Michigan, shirli@bus.umich.edu

Hopefully everyone has now received the first four issues of our new journal *Negotiation and Conflict Management Research*. This journal, as well as electronic access facilitated by Blackwell Publishing, comes complimentary with your IACM membership!

IACM Membership this year, 2007-8, is at a record high of 346 paid members. This includes 224 faculty, 53 professionals, and 69 students! We hope the conference in Kyoto will spur new memberships from Asian countries in the region. We are working towards integrating the membership registration with conference registration and will keep you posted. Meanwhile, we urge you to encourage colleagues and friends to consider membership in IACM. Finally, we are weathering the global financial crisis and can report that IACM is financially sound.

Thanks,
Paul and Shirli

CALL FOR DISSERTATION AWARDS 2009

By Bianca Beersma, Representative-at-Large, University of Amsterdam, b.beersma@uva.nl

Bi-annually, IACM seeks applications from freshly minted Ph.D.s in our field for the Dissertation Award. If you successfully defended your dissertation within the 2007 or 2008 calendar year, you are eligible to apply. I encourage those eligible to apply, since relatively few Ph.D.s are granted each year in our area and the chances of winning are quite good.

To apply for the Dissertation Award, submit a 10-page (excluding tables, figures, and references), double-spaced abstract of your dissertation to me at the following email address: b.beersma@uva.nl The deadline for submission is **January 12, 2009**. Please submit your application electronically via email as an MS Word attachment, so the abstracts can be distributed to the other reviewers in this format. Abstracts that exceed the 10-page limit (excluding references and tables) will not be accepted, so please keep it short. Please contact me if I do not confirm receipt of your email within a week! Four reviewers will independently rank order the applications. If only one person applies, we will hold the dissertation for one year and put it in the next year's pool. Applicants are encouraged to give the committee a thorough understanding of the theory, methods, and results of the dissertation.

Please e-mail me if you have any questions, and best of luck. I look forward to seeing you in Kyoto.

Bianca Beersma, University of Amsterdam, The Netherlands, 2009 IACM Dissertation Award Chair

PRACTITIONER PROFILE

Noam Ebner, Jerusalem, Israel

By Gerard Best, *The University of the West Indies, St. Augustine, Trinidad* Gerard.Best@sta.uwi.edu

The year, 1998. The place, Hebrew University, Israel. Noam Ebner, a third-year law student, is walking down a hallway heading to a course on property law. As Noam is walking, a door suddenly opens, a friend pops his head out and says, “Noam, you’ve got to come in here. The faculty is considering offering another section of the mediation course, but it won’t be approved unless there are enough students enrolled in the course. If you join, we’ll have enough!”

The freeze-frame is iconic of the moments of decision in which conflict resolution practitioners are born. If Noam had said no, he would have continued to his course on property law, an extremely central course dealing with concepts such as rights and ownership which serve as foundations for other fields of law. A course leading to a different destiny. Of course, he said yes, choosing to stay and see what mediation was all about. From that moment on, he never looked back. Over the next couple of years, while successfully completing his undergraduate (1999), and graduate law degrees (2000, magna cum laude), he underwent several certificate programs focusing on mediation. Today, mediation practice, training and consulting account for about 50% of his work.

“My practice in Israel focuses on mediation practice and training,” said Noam.

In Israel, he and his partner Yael Efron direct Tachlit Negotiation and Mediation Center, mediating disputes from the private and business sector. He trains mediators for the Israeli court system, consults to community mediation centers, and counsels parties to mediation.

“Israel is a pretty small place, and the market for the services I offer—in practice, in training, in academia—is very narrow. Very few cases actually go to mediation in Israel, and I often have the feeling that I’m far away from my case-pool, which I view as being international,” he said.

He pinpointed this issue of “distance” as his greatest professional challenge, and described how, in Israel, he’s mediated primarily family and divorce cases, while outside of Israel, he’s conducted corporate training and consulting on negotiation processes to companies and individuals. And there are other challenges.



Photo: Courtesy Noam Ebner

“In Israeli academia, very few positions exist in our field. The way the higher education field is structured, most of those positions are off limits to begin with unless you have a PhD. This is where ‘distance’ sets me back again.”

Noam says that because his particular field—negotiation and mediation processes conducted online—is not given much attention in Israel, he has gravitated towards studying in the USA or Europe. However, for family-related reasons, he is unable to leave Israel for extended periods of time, and despite a long search he hasn’t found a PhD program with suitably flexible residency requirements. Now he’s searching for an institution that is both interested in working in his particular field and flexible enough to accommodate him. Noam believes that Internet technology is the key to conquering distance and transcending borders.

“[The internet] allows me to consult to a Turkish businessman negotiating with his counterpart in

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Kazakhstan. It allows me to mediate between two parties located on different coasts in the US. It allows me to teach in Omaha, Nebraska from my sofa in Jerusalem.”

Teaching in academic institutions makes up the other 50% of Noam’s work. He’s affiliated with several institutions on a regular basis in an adjunct or visiting capacity. These include the UN’s University for Peace in Costa Rica, Tel Hai College in Israel, and Sabanci University in Istanbul, Turkey. And his passion for teaching rivals his zeal for the other half of his professional life.

“As a teacher, I am inspired by my students. When I realize that a student really gets it—that he or she has gained a tool for improving their lives, for making better decisions, or for handling tough situations—it is the best reward I could get.”

Recently, Noam has been working with the Werner Institute for Negotiation and Dispute Resolution at Creighton University School of Law. This year Creighton’s traditional face-to-face master’s program in dispute resolution was offered in an online format as well, which allows students to participate in concentrated residency periods at Creighton and complete an internship in their home area. Noam described as “fascinating” the challenge of taking conflict studies at the graduate level online, and designing and delivering them in such a manner that reflects the intensiveness and the degree of interactivity associated with traditional face-to-face study in this field.

Noam grew up in the USA, and moved to Israel over 20 years ago. He now lives in Jerusalem with his wife Yifat and his children (2 girls and a boy). He completed his legal internship assisting the Legal Counsel to the Israeli Parliament (Knesset), and was accepted to the Israeli Bar Association in 2000. Like so many others, Noam studied law because he wanted to help people, and he happily discovered that mediation provided a framework for doing just that while still preserving some of the legitimacy, trappings and solemnity of the legal profession. He stays up to date with current research mainly through writing. “Every so often I decide on a project that will necessitate

taking a look at what has been written in the past couple of years on a particular topic. Sometimes I decide to design a new course, for the same reason.”

In general, his writing focuses on two subjects. The first is the way conflict management processes unfold when they are conducted online: Online Dispute Resolution (ODR) and e-negotiation. The second is negotiation pedagogy. Recently, he’s been involved in the Second Generation Negotiation project focusing on negotiation pedagogy, and has collaborated on writing two chapters for the book this project will produce, as well as an article to be published in a special issue of Negotiation Journal dedicated to the project. He has published several simulation-games, and has written several papers on the use of simulation-games in negotiation teaching, including a couple which he has had the good fortune to work on with Dan Druckman.

“I’m constantly inspired by the people I work with. I’ve had the privilege to work with some amazing people, in writing, mediating and teaching. While mediating, I often feel I have an incredible privilege to be sitting in a room with two people who are putting such effort into making their lives better at the very moments when everything they have worked at for years might lie in the balance.”

Perhaps it’s that sense of “privilege” that inspires him to invest effort into raising public awareness regarding mediation over the past decade within Israel. In Israel, his practice extends to public sector entities, NGOs and community mediation centers. Beyond Israel—in Turkey, for example—he has also delivered corporate and executive training, working primarily with the banking, automotive and telecommunication industries and focusing primarily on negotiation. Much of this effort, Noam explained, has been conducted with the mindset that, “I’ll spread the word here, other people will spread the word elsewhere, and in the end we’ll have a nice-sized pie to divide and have a better place to live in.” The effort, he says, has already resulted in a widespread awareness to alternative ways of working things out.

“In Israel, on all levels and on all fronts – that’s an improvement.”

TEACHING SIGNAL

SoTL, role-plays and portfolios in conflict and negotiation contexts



By Godfrey Steele, *The University of the West Indies, Trinidad*, Godfrey.Steele@sta.uwi.edu

It is not always easy to manage the inherent conflict between trying to be a really good teacher and a really good researcher at the same time in higher education. Some people believe that the two pursuits are incompatible. Other people believe that they are inextricably bound. Sometimes, as happens at my university, the debate is whether to have separate teaching and research paths, or to continue to expect a combination of both with varying emphases depending on the stage of your academic career. This debate symbolizes and presents a site for a long-standing conflict in academia.

Soon after I received a Teaching Excellence Award in 2000, a senior colleague said to me that it was fine to receive the award, but I really needed to concentrate on my research to get tenure. Three weeks ago, I received the prize for the Most Outstanding Classroom Research Paper at our university's inaugural Teaching and Learning Research Day. In between those events, I continued to work at improving my teaching and increasing my publication rate, secured tenure, was promoted to senior lecturer (associate professor), and went on a sabbatical to work on two main research projects and some papers.

Most of us are aware of a tension between teaching and research. Ask our students and peers which is more important and you may get different answers even within the same groups. Ask yourself which is more important. In my teaching I have tried to find a balance between the two. One of the ways I have found it possible to do so is in applying some principles from the Scholarship of Teaching and Learning (SoTL) to my communication, culture and conflict graduate teaching. I have also been able to apply those principles in studying online and traditional modes of assignment submission in my undergraduate communication theory class. In 2008, I wrote a conference paper, and won an award for classroom research mentioned above. Before I share some of my

experiences with the conflict management course, please allow me to say more on SoTL.

SoTL distinguishes between scholarly teaching and researching scholarly teaching. The difference is between teaching well, and investigating and testing, and/or exploring and understanding what we know about teaching. SoTL is not only about improving our teaching and learning, but it is also about methodically assessing whether our teaching interventions have had the desired effect (O'Loughlin, 2006). Studying and reflecting on our teaching philosophy, online and face-to-face classroom teaching styles, learning styles, learner-centered curricula, assessment methods, use of educational technology, inclusion and diversity, and faculty wellness are some of the concerns of faculty development programs that are SoTL-oriented. It helps when there is a framework for developing faculty teaching in a university environment (Hubball & Burt, 2006).

In the last year, my university sponsored my participation (and that of three other colleagues) in a Faculty Certificate Program at the University of British Columbia, Vancouver that was designed to prepare participants to explore SoTL in the context of the topics listed above. I had the good fortune to interact with Harry Hubball, Russ Day and other members of the team of instructors and facilitators who worked with us online and in person. I also had the opportunity to interact with my peers locally and internationally and participate in a community of discourse, study and research on teaching and learning. The experience also helped me to draw on my conflict teaching and learning research and develop ideas for communication teaching and learning research.

The experience made you feel less isolated. It made me feel that I was part of a larger community and that I was not working alone and wrestling with the issues that we confront when we try to balance really good-to-excellent teaching with really good-to-excellent research. I don't think that the two pursuits are mutually incompatible. I believe that there are opportunities for integrating them in a transformative manner so that my teaching is informed by my research and my research is informed by my teaching. I think, too, that what we teach, how we teach, and what we know and have learnt from our teaching in

SoTL distinguishes between scholarly teaching and researching scholarly teaching. The difference is between teaching well, and investigating... what we know about teaching.

(Continued on page 14)

TEACHING SIGNALS (CONTINUED)

SoTL, role-plays and portfolios in conflict and negotiation contexts (from page 13)

conflict management, and maybe negotiation classes, can provide fertile researchable material. What we learn from our research can help us to improve our teaching and engage our students.

For me it is important to engage my students and to help them to reflect critically on what they learn, what they know and understand and how this knowledge and understanding makes sense in their world and in the world of others. I include role-plays and portfolios in the teaching and learning activities when I teach courses in communication and conflict management. I have been able to systematically collect data, write a conference paper on the use of role-plays and portfolios in my class and relate it to SoTL principles (Steele, 2007). The paper is available online at http://papers.ssrn.com/sol3/papers.cfm?abstract_id=1111636.

Communication, Culture and Conflict was introduced in September 2006 as a course for part-time postgraduate diploma students with a background in the humanities and social sciences at the University of the West Indies, St Augustine, Trinidad. Prior to that, I had taught an Oral Communication Advanced Seminar to previous cohorts. The seminar focused on oral communication and conflict, but the newer course included more content on culture while retaining attention to the communication and conflict interplay.

The new course content covers the nature of conflict, communication and culture; communication approaches, social and cultural influences; culture and interpersonal relationships. The course work component is worth 50% and the final examination is worth 50%.

The course objectives are to identify appropriate and effective communication skills, demonstrate appropriate and effective skills in managing conflict; evaluate the effectiveness of various conflict behaviors (productive or destructive); illustrate by way of examples in group presentations, behavior that results in productive/destructive conflict interactions; identify any special communication skills necessary to counteract destructive conflict interaction; and identify the role and demands of any gender and cultural influences on conflict management and conflict resolution.

In my last class 16 females and 6 males met for an initial period of 42 contact hours over six weeks, followed by a three-hour class for student presentations and a course

review. The six-week instructional period included meetings twice per week for three hours on Wednesdays and four hours on Saturdays. Five groups were formed.

Students completed four assignments worth 50% of the course credit. The first (Assignment 1A 10%) was a small group dramatization (4-6 members) of a practical situation involving conflict between two parties, and which required someone to be a mediator. The second (Assignment 1B worth 15%) was a follow-up written research proposal based on the original situation or an alternative one if preferred. The third (Assignment 1C 10%) was an oral presentation of the group proposals. The fourth assignment (Assignment 2 worth 20%) was an individual portfolio in which students produced a portfolio comprising a journal that documented the curriculum experience, described their expectations, achievements and future goals, as well as an analysis of a case study.

Since Assignments 1A, 1B and 1C were integrated on the basis of the same conflict situation created and enacted by each group, my students had opportunities to approach the same dramatized situation from theoretical, practical and research perspectives. Some of these students have spoken of their interest in developing full-fledged research projects based on these assignments. Later, I was contacted about my interest in being a potential supervisor for one student. Perhaps it would be useful now to study what has emerged from those role-plays and portfolios.

In my paper, I used grounded theory to categorize the units of analysis in the student portfolio data and develop a framework for applying SoTL principles to conflict management teaching. This teaches me that applying SoTL principles facilitates our teaching research efforts, stimulates the teaching and research efforts of students and builds a community of SoTLers as we disseminate what we learn from our scholarly teaching and our research on scholarly teaching among our students and our peers.

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MEMBER SPOTLIGHT



Jessica Jameson

is one of 16 NC State faculty who earned \$10,000 seed grants from NC State's Office of Extension, Engagement, and Economic Development: for a Wake County nonprofit board communication and development initiative in partnership with Wake County Human Services

Deepak Malhotra & Max H. Bazerman

are authors of

Title: *Negotiation Genius: How to Overcome Obstacles and Achieve Brilliant Results at the Bargaining Table and Beyond*

Publisher: Bantam Books

Published: Paperback - September, 2008

Website: www.NegotiationGenius.com

Aurelien Colson

For research on negotiation and secrecy (ESSEC IRENE-Institute for Research and Education on Negotiation in Europe), he won prestigious "Grand Prix Cardahi 2008" from the French Académie des Sciences Morales et Politiques. The 5000 euros prize was presented in a ceremony at the Institut de France on November 17, 2008.

Gerben A. Van Kleef

received the Jos Jaspars Early Career Award of the European Association of Experimental Social Psychology.

Noam Ebner & Yael Efren

won an award for a simulation-game in a designing contest, run by the Maxwell School at Syracuse University, picking the 5 top teaching cases and the 5 top simulation-games of the year.

Prof. Herbert C. Kelman

received the 2008 IPRA Peace Award (for Founders of Peace Research) from the International Peace Research Association. The award, honoring the founders of peace research, was announced on July 18 at IPRA's Global Conference in Leuven, Belgium.

Iris Bohnet & Hannah Bowles

Were Guest Editors, *Negotiation Journal*, October 2008 of a special section on gender in negotiation. The volume includes articles from IACM members. The articles were all written for a mixed practitioner-academic audience so that they might be useful for negotiation training.

The collection includes three review articles on gender in job negotiations (by Hannah Riley Bowles and Kathleen McGinn), gender effects in dictator and ultimatum games (by Catherine Eckel, Angela de Oliveira and Philip Grossman), and gender differences in competition (by Muriel Niederle and Lise Vesterlund). It also includes samples of experimental research on gender and group identity in social dilemmas (by Rachel Croson, Melanie Marks, and Jessica Snyder), flirtation in negotiation (by Laura Kray and Connson Locke), and the beauty premium in dictator games (by Tanya Rosenblat).

Finally, there is a field study on the effect of gender differences in the propensity to negotiate on gender differences in the pace of career advancement (by Fiona Greig). <http://www3.interscience.wiley.com/journal/118505154/home?CRETRY=1&SRETRY=0>

Patrick G. Coy

received a KSU University Research Council Summer grant to fund his (with Amber Hamilton) comparative analysis of the deliberative democracy and conflict resolution processes used in two northeast Ohio parks (one federal, one county) and one city to manage their respective white-tailed deer populations.



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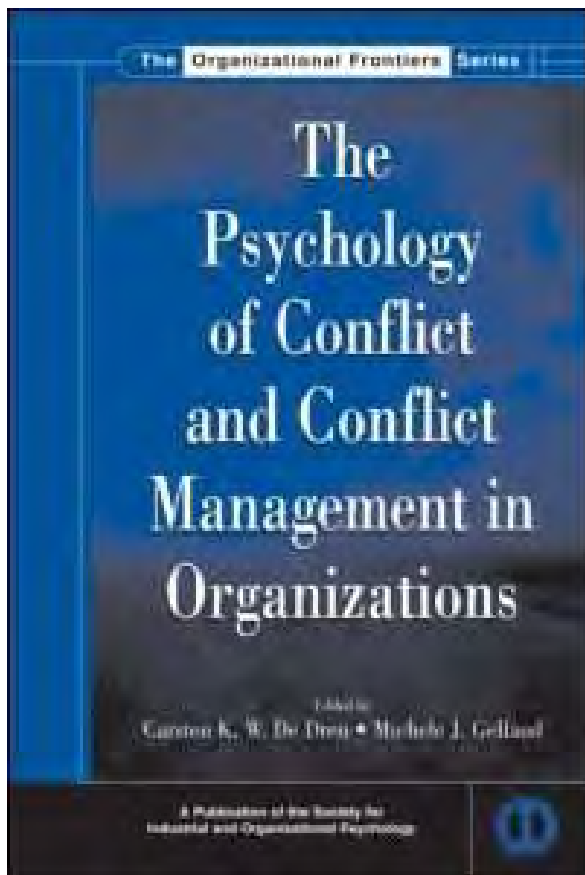
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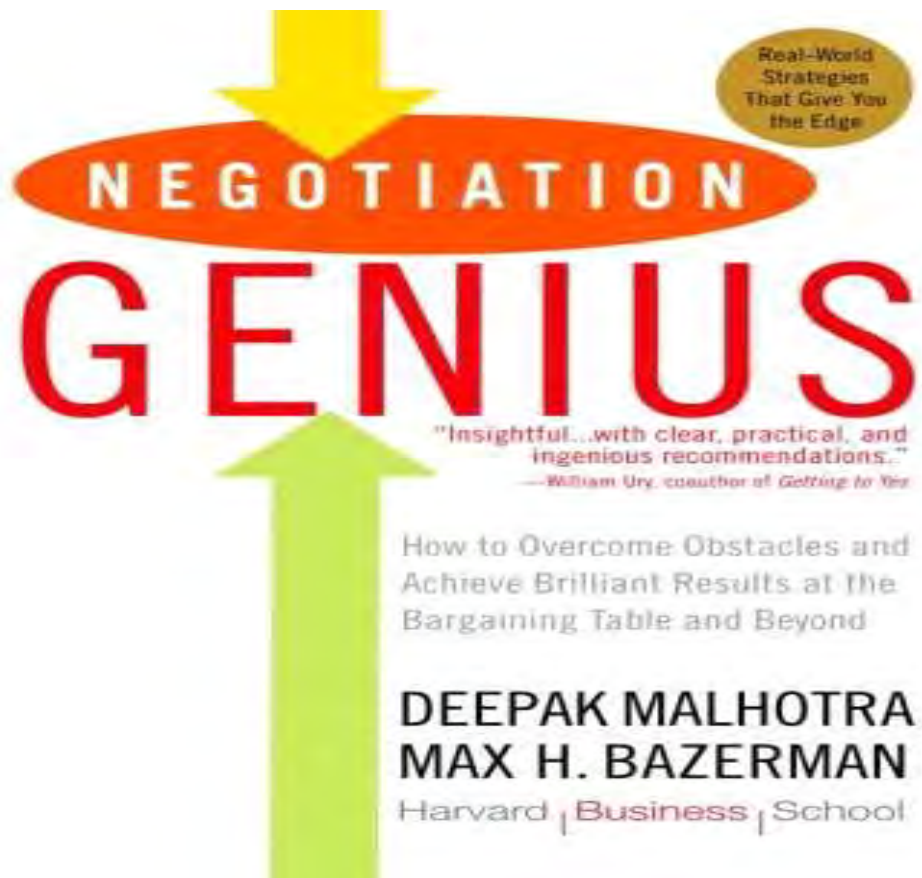
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The Psychology of Conflict and Conflict Management in Organizations

Carsten de Dreu and Michele Gelfand edited a new volume in SIOP's Organizational Frontiers Series. It is a state-of-the-art overview of contemporary conflict research which places conflict research and theory squarely within the realm of industrial and organizational psychology. This volume brings together and integrates classic and contemporary insight in conflict origins, conflict processes, and conflict consequences. In addition, it stimulates modeling conflict at work at relevant levels of analyses: the interpersonal and group, and the organizational. It is appropriate for scholars and practitioners in the areas of industrial organizational psychology, human resource management, organizational behavior, applied psychology and social psychology.

Source: Image supplied by Michele Gelfand



Boston 2010

International Association for Conflict Management Conference

Mark your calendars! IACM is heading to Boston in 2010!!! The currently scheduled dates are Sunday June 27th-Wednesday June 30th.

The Program on Negotiation at Harvard Law School (PON) has kindly agreed to host the event, and the Harvard Kennedy School (HKS) has also offered some of its facilities. We are working with PON and HKS to schedule as many sessions as possible at the University and with local hotels to find convenient and affordable accommodations. We are working with Harvard to keep the costs of conference travel as low as possible, while maintaining the elegance of previous meetings.

We look forward to seeing you all on the banks of the Charles!!

Michele Gelfand, IACM President Elect, Mgelfand@psych.umd.edu

Hannah Riley Bowles, IACM Program Chair, 2010_Hannah_Bowles@Harvard.edu



Rowers on the Charles River. Photo courtesy of Michele Gelfand and Hannah Riley Bowles

CONFERENCE ANNOUNCEMENTS

Conflict Transformation: The International Undergraduate Research Conference James Madison University, School of Communication Studies, Harrisonburg, Virginia, April 15 and 16, 2009

Call for Papers

Deadline for Submission: Papers and poster proposals must be received no later than Monday, December 1, 2008.

The School of Communication Studies at James Madison University invites college and university undergraduate students to present their research on conflict transformation at the 2009 International Undergraduate Research Conference on Conflict Transformation.

Conflict Transformation: The International Undergraduate Research Conference is an initiative to stimulate undergraduate research on the topic of /conflict transformation. The goal is to bring together students (and their professors and mentors) from around the world who are interested in examining and advancing the concept of conflict transformation, to engage in dialogue about the concept and to share their work. International and interdisciplinary perspectives are encouraged.

The Conference will take place on Wednesday and Thursday, April 15 and 16, 2009, at James Madison University. Professor Joseph P. Folger of Temple University in Philadelphia, Pennsylvania, will kick off the conference at a luncheon on Wednesday with his Keynote Address: The Disciplinary Roots of Conflict Intervention: How Should Theory Shape Our Practice?

Call for Papers: Conflict transformation is a concept that has been advanced by a number of scholars from a variety of disciplines. Although formulations can vary significantly, the general principle is that society can "reach higher" when confronted with difficult conflicts, aiming not simply for settlement (often just an "uneasy peace") but for some fundamental shift in the meaning, nature, and experience of the conflict for all involved. This is a vital area for socially significant research by young scholars.

There are important open questions about the nature and effects of conflict transformation, the contours of transformative practice and process, the role of third parties, the types of conflicts amenable to transformation, and the evaluation of transformation. Insights are sought from young scholars from such diverse disciplines as conflict studies, communication studies, peace studies, social psychology, anthropology, sociology, religion, philosophy, and political science.

Papers. We invite theoretical, critical and/or empirical papers on a broad range of topics for presentation in traditional panel format. For example, students may submit literature reviews with suggested research agendas, research proposals, or completed research projects. Individual presentations at the conference will be limited to 15 or 20 minutes, depending on the number of presenters on the panel. Papers must be authored by one or more undergraduate students. Maximum length is 25 pages, double-spaced. Please submit your paper, with 100-word abstract, electronically to Dorothy J. Della Noce, Conference Chair, at dellandj@jmu.edu <<mailto:dellandj@jmu.edu>> for review.

Posters. Undergraduate research projects suitable for poster session presentation in an interesting, engaging visual format are also encouraged. Poster session presentations should represent research projects and results in an interesting visual form. At least one author of the project must be present at the poster session to discuss the poster with attendees. Please submit your proposal, of no more than 500 words, electronically to Dorothy J. Della Noce, Conference Chair, at dellandj@jmu.edu <<mailto:dellandj@jmu.edu>> for review.

Deadline for Submission. Papers and poster proposals must be received no later than Monday, December 1, 2008. Authors will be notified of acceptance via e-mail.

Awards: The Top Student Paper will be published in Conflict Resolution Quarterly. An award of \$100.00 (USD) each will be presented for the top three (3) papers. These cash awards are sponsored by the Institute for the Study of Conflict Transformation.

Language. The official language of the conference will be English, but conference organizers will be open to reasonable suggestions for translation of presentations from other languages.

Contact: Dorothy J. Della Noce (dellandj@jmu.edu <<mailto:dellandj@jmu.edu>>)

Strategies for Teaching International Negotiation, a faculty development workshop, June 2-6, 2009, at George Washington University.

Workshop Leader: Steve Weiss. For business, political science, international relations, sociology and other scholars who are initiating or refining a course on international negotiation. Sponsored by multiple CIBERS. The 9th offering of this evolving workshop. For more information and to register, see www.business.gwu.edu/CIBER/FDIB09

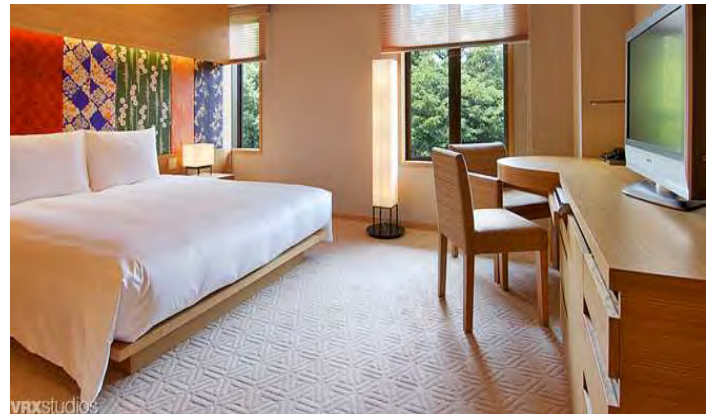
SIGNALS ON THE HORIZON



By Mara Olekalns, President, University of Melbourne, m.olekalns@mbs.edu

Kyoto, 2009 Peace and Tranquility

In the 8th century, Kyoto was called Heian-Kyo ("tranquility and peace capital"). With over 2000 temples and shrines, the air of tranquility still permeates this ancient city today. And from the modern era, the city will always be remembered as the host for the signing of the Kyoto protocol, bringing together great world leaders in a pact to help reduce greenhouse gas emissions and slow global warming. What better place for a gathering of international conflict scholars.



recognized in as one of the world's 10 Best New Business Hotels by Business Week and made it on to the Conde Nast Traveler's Hotel and Spa Hot List.

Tetsu (Local Arrangements), Wendi (Program Chair) and I look forward to welcoming you to Kyoto in 2009.

Getting there. Japan is almost equidistant from all locations. Travel time is about 11 hours from major European cities, 10 hours from the West Coast of the US, and 9 hours from Australia. The easiest way to Kyoto is to fly in to Osaka International Airport (KIX) and then take a train to Kyoto or a limousine bus or taxi service direct from the airport to your hotel. Many airlines have direct services into Osaka, including Air France from Paris, Lufthansa from Frankfurt and United Airlines from San Francisco. Japan Airlines has direct service from major European and US cities into Narita/Tokyo.

The fabulous hotel. We are very pleased to have negotiated excellent room rates with the Kyoto Hyatt. Recently refurbished by leading architects the hotel has a modern Japanese theme. The rooms are decorated with panels made from old kimonos and the bathrooms are stunning (not that I was at all influenced by the deep Japanese style baths, perfect for soaking in after a long flight). And in case you're still not convinced, in 2007 Hyatt Regency Kyoto was



Hyatt Regency Kyoto

<http://kyoto.regency.hyatt.com/hyatt/hotels/index.jsp>

The 2009 IACM Conference will start on Monday, June 15th with a welcome dinner and end on Thursday, June 18th at lunchtime.

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Editors' Note

By Godfrey Steele & Linda Steele, The University of the West Indies, St. Augustine, Trinidad steele_signal@sta.uwi.edu

As we begin our joint editorship, we wish to thank all contributors for their excellent and informative columns and features in our newsletter. We are especially grateful to Michael Gross, Past Editor, for the last 2 1/2 years and Laurie Ray, Assistant Editor, for their special effort in managing the transition, and in providing excellent support and advice in helping us to produce this issue. We thank everyone for their good wishes and pledges of support.

This issue features the 2008 Chicago lights, camera and conference action of scholarship and social activity! Please see columns by Mara Olekalns and by Jeanne Brett and Nancy McLaughlin on page 1. Anne Lytle provides highlights of the conference program, awards and successes on page 4. Thanks to Marj Druckman and Dean Pruitt for the wonderful photos.

This issue of **SIGNAL** includes updates from our Communications Officer, Paul Taylor and Executive Director, Shirli Kopelman (see page 10). President-Elect, Michele Gelfand announces the annual IACM elections with bios on the nominees, and previews Boston 2010. The 2009 IACM Call for Papers for the 22nd Annual Conference in Kyoto, Japan appears on pages 5 and 6.

We also have columns that profile a practitioner (Noam Ebner, pp. 11-12), spotlight member activities (p. 15) and recent publications (pp. 16-17). We thank all of you for your time, attention, and contribution to our newsletter.

We thank Mara for negotiating with us and convincing us to edit the newsletter. Michael was and continues to be very supportive in sharing his experience as Editor of **SIGNAL**. When we attended our first IACM conference as a family in 2001 in France, we had no idea that we would be serving IACM in this capacity. I (Godfrey) confess I was editor of a school newspaper and wrote columns and edited for various publications during my higher education career, so maybe I was being prepared all along for this role. Linda began her first job in a weekly newspaper when she left school, and has always been an avid follower of news and feature stories, with an interest in production.

We thank Shirli Kopelman and Paul Taylor for sharing their knowledge and providing resource support. Noting the fine **SIGNAL** traditions and high standards over the last 22 volumes (see: <http://www.iacm-conflict.org/SIGNAL/>), we strive to match them and welcome ideas and feedback from our membership, officers and Board of Directors.

Godfrey Steele and Linda Steele

SIGNAL Editors