

Kyoto Sights & Nights
For a unique cultural perspective into the ancient capital.



Spring/Summer 2009 Volume 24, Issue 2 ISSN #

IACM in Kyoto, Japan: Conference 2009

The Conference
Program continues on
pages 3-4

PRESIDENT'S CORNER

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

As we prepare for this year's conference, the links between Kyoto, climate change and environmental sustainability are uppermost in my mind. These links are especially poignant because, as I write this column, the townships of Kinglake and Marysville - burned almost in their entirety during the Victorian bushfires - have re-opened to residents and visitors. The re-opening of Kinglake and Marysville symbolises the first step in a long road to recovery.

Never before in Victoria's history have we experienced fires so extreme. Hundreds of lives and thousands of homes were lost, two townships were destroyed. Delicate eco-systems were destroyed. Fires were so fierce that native animals - who usually find ways to hide from the fires - had nowhere to turn. With an estimated loss of several million native animals, many species on the brink of extinction are now extinct. For hundreds of thousands

President's Corner continued on page 2

2009 IACM Conference

By Wendi L. Adair, Waterloo University, wladair@uwaterloo.ca

2009 marks IACM's 25th anniversary. We plan to celebrate with an exciting selection of paper sessions, panels, workshops, and cultural excursions in the beautiful historic city of Kyoto, Japan.

I am pleased to report that we had an amazing 134 conference submissions. This is our first year using our new web interface hosted by University of Michigan's Ross School of Business, and many submitters emailed to report the website was clear and easy to use. As the Program Chair, I have also been very satisfied with the website and its incredible support team. Of course there are the inevitable kinks we are working out, but for our first trial with the website, I think it was a great success.

Thank you to the 101 authors and volunteers who reviewed this year. Your rankings and comments are

IACM 2009 Conference Program continued on page 3

TABLE OF CONTENTS

President's Corner: Mara Olekalns.....	1-3, 6	Spotlight on Members	15
Kyoto 2009 Conference Program: Wendi L. Adair.....	1, 3-4	Recent Publications	16-17
Local Arrangements Accessing Kyoto: Tetsushi Okumara....	5	New Signals.....	17
2008-2009 Election Results: Michele Gelfand.....	7	NCMR Call for Papers	18
Lifetime Achievement Award Recipient 2009 —		NCMR Subscription	19
Jeanne M. Brett: Laurie Weingart and Mara Olekalns.....	8-9	Resource Signals	20-21
Pre-Conference Workshop on Negotiation Teaching.....	10-11	Boston 2010: Michele Gelfand	22
Communication Officer's Message: Paul Taylor	12	Conferences, Workshops & Grants	23
Executive Director's Message: Shirli Kopelman	12	Signals on the Horizon Kyoto, Japan 2009: Mara Olekalns.....	24
Best Article 2009 Notice: Sanda Kaufman	12	IACM Board of Directors and Officers	25
Practitioner Profile—Tom Kalpatoo: Linda Steele	13-14	Editors' Note: Godfrey Steele and Linda Steele	25
Best Article & Book 2008: Terri Lituchy & Gerben van Kleef.....	14		

PRESIDENT'S CORNER

(Continued from page 1)

of injured animals, there is no habitat to return to even if their injuries heal. Amelia Fritz (below) is just one of the many affected animals now on the long road to recovery at the Australian Wildlife Health Centre within the Healesville Sanctuary (<http://www.zoo.org.au/Healesville/>).



Amelia Fritz is a very lucky little girl. But Amelia may not feel lucky. This young koala has lost her home and it is uncertain when she will be able to return. Right now, her sole consolation is the teddy bear she clings to for comfort.



Amelia is lucky because she was found - exhausted, dehydrated and traumatised - by community volunteers who took her to a wildlife triage point. Lucky because, despite having lost their own homes in the fires, the volunteers were rescuing injured wildlife. Lucky because Healesville Wildlife Sanctuary staff found their way through detours and past roadblocks to pick her up and take her, together with three other koalas, to the Animal Wildlife Health Centre in Healesville Sanctuary. Here, her burnt feet are treated every 48 hours by the veterinary team from the Australian Wildlife Health Centre. In an hour-long process, these dedicated vets change Amelia's bandages and clean her wounds with saline. She is lucky because she is now in the safe guardianship of wildlife carer Liz, who is looking after four koalas in her Healesville home. She may not know it, but Amelia Fritz is one of the lucky ones.

Reproduced with the kind permission of Healesville Wildlife Sanctuary
<http://www.zoo.org.au/Healesville/>

So it is unsurprising that the February fires have turned my thoughts to what has been accomplished through the Kyoto Protocol and what remains to be done. In miniature, these fires highlight the critical issues we face as a global community. As we anticipate increasingly severe weather conditions, as resources we rely on become depleted, as more and more species become extinct because they are losing their habitats, it seems timely to ask how our knowledge can help manage the conflicts and resource dilemmas that will shape our future. It is therefore especially salient to contemplate the events of this past month on the brink of our conference in Kyoto, with its long-standing links to our attempts to manage the environment.

President's Corner continued on page 3

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 \$50.00 (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

22nd Annual IACM Conference Kyoto, Japan ~ June 15-18, 2009



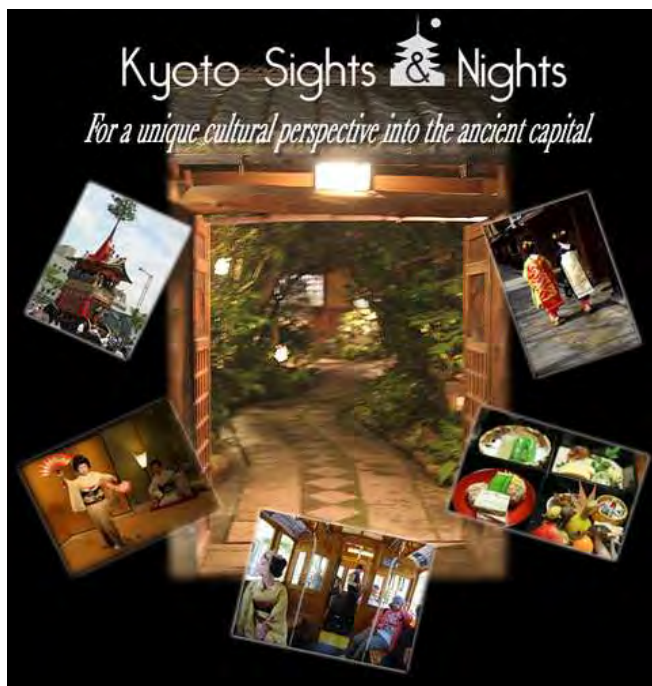
(President's Corner continued from page 2)

And so to the conference ...

We hope that our Kyoto conference will continue the IACM tradition of combining an exciting location with stimulating presentations. In planning our 2009 conference, we are trying to bring you a taste of Japan in our activities. Kyoto is above all a city on a small and intimate scale and we are trying to capture this by keeping our activities small. These activities include a tea ceremony (<http://www.chikichi.co.jp/>), walking lectures of old Kyoto (<http://www.kyotosightsandnights.com/>) and temple visits.

To those of you with a more adventurous spirit, we offer the possibility of combining an evening walking lecture with a geisha-hosted dinner. Following the success of Budapest, we are also offering small-group dinners around Kyoto on Tuesday evening. Kyoto is also a walkable city and strolling the narrow streets and alleyways is very rewarding. I can recommend following the Path of Philosophy, which starts very close to our conference hotel and links two stunning temples, http://www.khulsey.com/travel/japan_kyoto_path-of-philosophy.html.

President's Corner continued on page 6



(IACM 2009 Conference Program continued from page 1)

essential for developing a high quality program. And the comments you offer to authors help them improve and polish their working papers. This year's review process marked two new developments: 1) the request for all submitters to act as reviewers and 2) the new reviewer interface on the Michigan website. In the past, we have built our reviewer pool solely through soliciting member volunteers. Past program chairs reported that often their reviewer pool consisted largely of members who did not submit a paper to the conference.

So this year we decided to solicit member volunteers through the newsletter as usual, and also ask all submitters to review. When submitting their paper, authors were asked in the spirit of reciprocity to nominate themselves or a coauthor to act as a reviewer. This process gave us a larger reviewer pool and created a greater level of engagement from people who actually submitted papers and plan to attend.

This year's reviewers accessed their papers and submitted their reviews all directly through the University of Michigan website. This process was not quite as smooth as paper submission because all reviewers had to create a University of Michigan Friends Account, which is an automated process but involves a few extra steps on the part of the reviewers.

We have kept careful track of all the difficulties encountered, and we expect the process for reviewers to be simpler and smoother next year. So thank you again to our reviewers, for your patience and for contributing your time and expertise.

IACM 2009 Conference Program continued on page 4

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22nd Annual IACM Conference Kyoto, Japan ~ June 15-18, 2009



(IACM 2009 Conference Program continued from page 3)

On to some details about the conference program.... Our conference will begin as usual with a full evening program on Monday June 15th that includes a welcome reception, dinner, and poster session with sake tasting. We are beginning the conference on a Monday so that people can arrive on Sunday or Monday, avoiding the extra-expensive Saturday-night stay at the hotel. Prior to the official conference opening, Monday will feature optional cultural excursions as well as a full afternoon negotiation teaching workshop hosted by Kellogg's Dispute Resolutions Research Centre. Details on how to sign up for these optional programs will be available on the conference website.

But back to Monday night, the poster session promises to be exciting and educational not only because of the poster display, but also because a local monk and sake expert will host our sake tasting and is sure to enlighten our experience. Another special event for our opening evening is the 25th Anniversary Panel, featuring remarks by past and future IACM presidents. Hosted by Dan Druckman, the panel will include reflections on IACM's past and future from Dean Pruitt, Peter Carnevale, Michele Gelfand, Sanda Kaufman, and Linda Putnam. We are looking forward to this opportunity to hear entertaining and informative stories of our humble beginnings and get an idea of where future leadership sees the organization heading.

The conference will continue as usual with 2 ½ days of traditional concurrent paper sessions peppered with some special all-conference sessions. As in recent years, the program will include sessions on many popular topics including conflict in teams, intractable conflict, negotiation process, dynamical systems, team diversity, trust, and more. We will have at least two applied tracks addressing conflict resolution and negotiation in context. These sessions are devoted to research in the field, for example conflict resolution in schools or negotiation between cultural institutions. Some of the special topics for this year's workshops and symposia include Negotiations in Multi-agency Relief Operations, Forgiveness as a Response to Interpersonal Conflict, and The Generalizability of Negotiation Research to Organization Studies.

Another feature panel is on environmental negotiations. Initially adopted for use on 11 December 1997 in [Kyoto, Japan](#), the Kyoto Protocol is an agreement between industrialized countries to reduce their collective greenhouse gas emissions by 5.2%

compared to the year 1990. As of February 2009, 181 states have signed and ratified the treaty, which many note is just the beginning of international cooperation on climate change. Our panel on environmental negotiations features two research papers and comments by two expert panelists, Sanda Kaufman and Michael Elliott.

I am pleased to announce our keynote speaker on Tuesday afternoon will be Professor Toshio Yamagishi. Professor Yamagishi received his PhD from the University of Washington and is currently Professor in the Graduate School of Letters at Hokkaido University. Professor Yamagishi's distinguished career includes two Distinguished Paper Awards from the Japanese Psychological Association (2002 and 2007) and the 2004 Japanese national Medal with Purple Ribbon (an award given to a dozen of the most distinguished Japanese scholars annually). His research has focused on social dilemmas, trust, culture, and the mind. He has published 10 books and over 100 articles. The title of Professor Yamagishi's address is "In-group cooperation as a reputation mechanism." We look forward to welcoming him to IACM.

On Wednesday following lunch, our Lifetime Achievement Award winner, Jeanne M. Brett, Professor of Management and Organizations at the J.L. Kellogg Graduate School of Management, will offer a brief address. Jeanne has also organized a symposium highlighting some current work that illustrates what Jeanne calls "third generation" culture and conflict research.

Our conference will conclude with a half day of sessions on Thursday June 18th. We look forward to an exciting program and a fabulous location for this year's meetings. More information on the program, registration, and accommodations are available at the conference website:

<http://www.bus.umich.edu/Conferences/IACM-2009/>

We look forward to seeing you in Kyoto!

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CONFERENCE INFORMATION: 22nd Annual Conference of the International Association for Conflict Management, June 15-18, 2009 Kyoto, Japan

By Tetsushi Okumara, Local Arrangements Chair, Nagoya City University, Nagoya, Japan

Accessing Kyoto

• 75min. Airport Express Haruka •

These Kyoto-bound trains, operated by JR, depart from the airport every half hour between 6 in the morning and 8 at night. If you have a Japan Rail Pass, you can ride the Haruka for free.

• 90 min. JR Rapid Service •

If you're not pressed for time and would like to save a little money, you might consider riding the Kansai Airport Rapid Service train to Osaka Station. From there take a Special Rapid train to your destination in Kyoto.

• 120 min. Airport Limousine Bus •

Airport limousine buses will drop you off at selected destinations in Kyoto, including some hotels, for a fairly low price. Multiple limousine bus companies have offices in the airport's arrivals hall.

• 120 min. Shuttle Taxi Service •

Reservations are usually required at least two days in advance, but shuttle taxi services provide a convenient way to reach your destination directly from the airport. For a fixed fee of a few thousand yen, they will drop you off anywhere in Kyoto.
<http://www.yasaka.jp/taxi/shuttle-e/index.html>
<http://www.mk-group.co.jp/english/shuttle/index.html>

From Tokyo (Narita international airport)

<http://www.narita-airport.jp/en/travel/index.html>

In a few cases it may be cheaper to fly from abroad into Narita International Airport near Tokyo than Kansai international.

• 3 hours 15 min. Train •

From Narita Airport ride the Narita Express to Tokyo Station. From there take the Shinkansen bullet train to

Kyoto Station.

An easier alternative:

Tokyo station has English signs but its structure may not be so friendly for tourists with big suitcases. It is recommended to have more than 15 minutes for transit trains.

Bus, from airport to Tokyo station, one way (3,000JPY, 80-110 min) and transit to train (Shinkansen, Nozomi) at Tokyo)

From Tokyo to Kyoto, 13,520 JPY, 140 min.

• 70 min. Airplane •

From Narita, fly to Osaka International Airport (ITM). From Osaka International Airport, take the airport limousine bus into Kyoto.

To view summer photos of Kyoto go to <http://www.kyoto.travel/kspc/summer.html>





PRESIDENT'S CORNER continued: 22nd Annual Conference of the International Association for Conflict Management, June 15-18, 2009 Kyoto, Japan

By **Mara Olekalns, President**, University of Melbourne, Melbourne Business School, M.Olekalns@mbs.edu

Remember that our conference starts on **Monday, June 15th** with cocktails, a 25th anniversary panel and our Welcome Dinner. It ends at lunchtime on **Thursday, 18th June**. We have two highlights on our programme. The first is the Lifetime Achievement Award address, by Jeanne Brett, which will be followed by a symposium on culture and negotiation. The second is our keynote speaker, Professor Toshio Yamagishi. Our Programme Chair's column gives more programme details.

New in Kyoto is the pre-conference workshop being conducted by Kellogg's Dispute Resolution Research Center. From 1.00 – 5.00 on Monday 15th, you will learn how to use some of DRRC's cases to teach negotiation skills. The goal is make DRRC's expertise available to faculty who cannot normally attend the full-day workshops held in Chicago. More details at <http://www.kellogg.northwestern.edu/drrc/>

Other IACM news and developments ...

This year, our paper submissions and registration have been brought together in one website hosted by the University of Michigan. Shirli Kopelman, Wendi Adair and Anne Lytle have worked tirelessly to ensure that the experience for our members is as smooth and easy as possible. They have been wonderfully supported by administrative and technical staff and UMICH: Laura Philips, Lars Jensen and Brian Greminger.

We are also entering a new era with our journal, NCMR. As many of you know, Etty Jehn and I are the incoming editors. We have been working with the local (Australian) Blackwell-Wiley team to move NCMR to an online submission system. The system went "live" in Monday, 23rd March and the Editorial Team hopes this will make the submission process smoother for authors and reviewers alike.

And thanks to everyone ...

It's hard to believe that my term as President is almost at an end. It's been a hectic year and I would like to thank my dedicated Board members for their hard work and support. Shirli, as well as getting us online, has done amazing work in sifting through our finances and making us legitimate. Paul continues his exemplary work as our Communications Officer. Godfrey and Linda Steele, as the new editors, have successfully launched their version of Signal and been patient with our many requests for extensions. Tetsu has demonstrated his not inconsiderable negotiation skills in getting us the best deal possible at the Hyatt Regency in Kyoto. And Wendi has dedicated many hours to getting the online submission system for conference papers ready for you all. As you can see, it's a team effort. I am grateful to everyone and hope Michele's path as President is uneventful.

I look forward to seeing you all in Kyoto!

CONFERENCE HOTEL

Hyatt Regency Kyoto

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

All about Kyoto With thanks to the Kyoto Convention Bureau, click these links to find everything you might want to know about Kyoto as a business/travel destination:



[Kyoto Convention Bureau Website](#)

With info about sightseeing, dining, climate, and more

[Kyoto Map \(pdf\)](#) From the Convention Bureau web site

[Tourist Guidebook \(pdf\)](#) From the Convention Bureau web site

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

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William Donohue, Michigan State University, **Past-President**
Michele Gelfand, University of Maryland, **President-Elect**
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Paul Taylor, Lancaster University, **Communications Officer**
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Past Program Chair

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Past Local Arrangements

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2009 ELECTION RESULTS

In December 2008, members voted for the IACM President 2010-11 and two Representatives-at-Large! Daniel Druckman is our President-Elect-2009-2010. Matt Cronin and Astrid Homan are the Board members for 2009-2011.

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



President-Elect-2009-10

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).



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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 PhD in Organizational Behavior from Carnegie Mellon

Representative-at-Large 2009-2011

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*.

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



Representative-at-Large 2009-2011

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.

LIFETIME ACHIEVEMENT AWARD RECIPIENT 2009

JEANNE M. BRETT

By Laurie Weingart and Mara Olekalns,



Jeanne M. Brett,

DeWitt W. Buchanan, Jr. Distinguished Professor of Dispute Resolution and Organizations at the Kellogg School of Management, Northwestern University, and Director of the Kellogg School's Dispute Resolution Research Center, will receive

the IACM Lifetime Achievement Award at the annual conference in Kyoto, Japan. Dr. Brett will be the 13th recipient of this prestigious award.

After receiving her PhD from the University of Illinois (1972), Professor Brett became an Assistant Professor of Industrial-Organizational Psychology at the University of Illinois. She moved to the University of Michigan in 1975 before joining the Kellogg Graduate School of Management at Northwestern University in 1976. She is a Fellow of the Society of Industrial and Organizational Psychology and The Society for the Psychological Study of Social Issues and a member of the Society for Organizational Behavior.

IACM's Lifetime Achievement Award is given to someone who "has made outstanding contributions to the science and practice of conflict management. The recipient is a boundary spanner, whose rich history of theoretical and empirical work has made a significant and enduring impact across disciplines and the artificially imposed boundaries of theory and practice". Many of us associate Jeanne with her significant and trail-blazing contributions to our understanding of cross-cultural negotiations. However, her research spans several domains including work in the areas of labor relations, research methods, intra-individual conflict, interpersonal conflict, and negotiation.

Early in her career, Jeanne's interests in labor relations and dispute resolution took her into coal mines to interview

striking miners and resulted in a series of publications on job satisfaction, absenteeism, and mediation of disputes, including a paper published in 1979 "Wildcat Strikes in the Bituminous Coal Mining" (with S. Goldberg). This stream of research included the publication of her book with William Ury and Stephen Goldberg in 1988, *Getting Disputes Resolved: Designing Systems to Cut the Costs of Conflict*. The book provides practical guidelines for designing dispute resolution systems and provides a powerful conceptual framework for differentiating between three approaches to resolving disputes: interests, rights, and power. Since that book Brett has been a champion promoting the subtle differences with respect to emotion and cognition between negotiating the resolution of disputes and negotiating deals.

Right out of graduate school Jeanne began to examine the experience of work within organizations, studying how people cope with changing jobs, role conflict, and work/family conflict. Her work with Daniel Feldman on coping with job changes and with Jim Werbel, Sara Yogev, Linda Stroh, and Anne Reilly on work/family conflict provided a candid and in-depth look at how workers, employers, and families cope with job changes, moves, and other demands on workers' lives.

During the same time period, Jeanne provided much needed direction for the field regarding causal analysis and the analysis of models that include mediators and moderators. Her book, written with Larry James and Steven Muliak and published by Sage in 1982, *Causal Analysis: Assumptions, models, and data*, and her article, *Mediators, Moderators, and tests for Mediation* (*Journal of Applied Psychology*, 1984) written with Larry James have each been cited over 500 times (Google Scholar, 3/28/2009)!

Jeanne's research in the area of mediation and negotiation began to take hold in the 1990s. Working in collaboration with graduate students (too many to name here!) and other colleagues, Jeanne began to blaze a new trail.

LIFETIME ACHIEVEMENT AWARD RECIPIENT 2009 continued

JEANNE M. BRETT

By Laurie Weingart and Mara Olekalns,

Her research focused on alternative approaches to third party dispute resolution and procedural justice, multi-party negotiation, negotiation processes, and cross-cultural negotiation. Some notable journal publications from those research streams include:

- With Shapiro, "Comparing Three Processes Underlying Judgments of Procedural Justice: A Field Study of Mediation and Arbitration," published in *Journal of Personality and Social Psychology* (1993).
- With Weingart and Bennett, "The Impact of Consideration of Issues and Motivational Orientation on Group Negotiation Process and Outcome," published in *Journal of Applied Psychology* (1993).
- With Shapiro and Lytle, "Breaking the Bonds of Reciprocity in Negotiations," published in *Academy of Management Journal* (1998).
- With Okumura, "Inter- and Intra-cultural Negotiation: US and Japanese Negotiators," published in *Academy of Management Journal* (1998).

Jeanne has published over 120 books, articles, chapters, and technical reports. Her research is published in the leading journals in our field, including *Journal of Applied Psychology*, *Academy of Management Journal*, *Academy of Management Review*, *Journal of Personality & Social Psychology*, *Organization Science*, and *Organizational Behavior and Human Decision Processes*. She is the recipient of Best Paper Awards from both the Academy of Management and IACM.

Jeanne's most recent book, *Negotiating Globally* (2nd Edition) published in 2007 by Jossey-Bass, is a culmination of her work on cross-cultural negotiation. Her book, relevant to both academics and practitioners, synthesizes research findings and provides a useful framework for understanding how culture influences both the interests and priorities and strategic behavior of negotiators. The first edition of the book was awarded the IACM Outstanding Book award in 2002.

Those of us who are fortunate enough to have worked with Jeanne know that she is an intrepid and innovative researcher, willing to try any method and any data analytic tool. She *walks the talk* when she tells us to "follow interesting research opportunities as they arise." She

combines innovative thinking with rigor, never afraid to tackle a complex problem, but always in a way that cuts to the core of the issue.

Jeanne's commitment to research is paralleled by her commitment to developing negotiation skills. She is the founder and Director of the Dispute Resolution Research Center at Kellogg School of Management. She launched a Certificate in Dispute Resolution to further advance understanding of negotiation theory and methods of teaching of negotiation. Her dedication to teaching has been recognized in multiple ways: She was named the David L. Bradford Outstanding Educator Award in Organizational Behavior (1989), the Outstanding Professor of the Year, the Managers Program, J.L. Kellogg Graduate School of Management, Northwestern University (1993), the Kellogg Alumni Choice Award for lasting academic contribution, Kellogg School of Management, Northwestern University (2001), and the Clarence VerSteeg Award from the Graduate School, Northwestern University (2007). This year in Kyoto, she will be leading a workshop on **Teaching Negotiation**.

Nominated by her former doctoral students, Jeanne was awarded the Academy of Management's Outstanding Educator in 2003 as a testament to her unfailing dedication and the strong mentorship she provided. Jeanne continues to collaborate with many of those past students. Her former PhD students in the areas of conflict and negotiation include Wendi Adair, Zoe Barsness, Rebecca Bennett, Susan Crotty, Maddy Janssens, Mary Kern, Shirli Kopelman, Anne Lytle, Jorn Rognes, Ashleigh Rosette, Debra Shapiro, Tony Simons, Cathy Tinsley, and Laurie Weingart. In addition, she has engaged in many successful collaborations with colleagues who were not her students, including Stephen Goldberg, William Ury, Mara Olekalns, Ray Friedman, Kristin Behfar, and Michele Gelfand.

Jeanne will give her Lifetime Achievement Award Address on Wednesday, 17th June, at the 2009 IACM conference in Kyoto. The address will be followed by a symposium on Culture, Conflict, and Negotiation Research: Third Generation Studies, convened by Jeanne. We hope you can join us in honouring Jeanne at the 2009 IACM conference in Kyoto.

IACM PRE-CONFERENCE WORKSHOP : MONDAY JUNE 15 2009**Negotiation Teaching Workshop
June 15, 2009 – Hyatt Regency, Kyoto, Japan**

Sponsored by:

Dispute Resolution Research Center, Kellogg School of Management
International Association for Conflict Management

Purpose of the DRRC Teaching Workshop

DRRC is a research center at the Kellogg School of Management, Northwestern University. DRRC's mission is to promote research and teaching of negotiations, conflict management and dispute resolution. DRRC's web site explains about its mission and especially its certificate program which may be of interest to you or your graduate students <http://www.kellogg.northwestern.edu/drrc/certificate/index.htm>.

I would like to invite you and your graduate students to attend a DRRC workshop on teaching negotiation to be held from 1:00 to 5:00 pm the afternoon of June 15, 2009, in Kyoto Japan, at the Hyatt Regency Kyoto. The workshop will just precede the IACM International Association for Conflict Management's annual conference. IACM's website is <http://www.bus.umich.edu/Conferences/IACM-2009/travel.aspx>.

Attending the DRRC workshop and the IACM conference is a very good way to learn quickly about negotiations research and teaching. You will also meet many other scholars from around the world whose research and teaching is in the area of negotiations and conflict management.

Highlights of the Workshop**1:00 PM Plenary session: Teaching Negotiations in Asia**

Dishan Kamdar – Indian School of Business, Hyderabad, India

Tetsushi Okumura – Nagoya City University, Nagoya, Japan

Zhixue Zhang – Guanghua School of Management, Peking University, Beijing, China

Jeanne Brett – Director Dispute Resolution Research Center, Kellogg School of Management, Northwestern University

Content Tracks and Sessions: The purpose of each session is to illustrate the experiential learning approach that is the most effective and involving method of teaching negotiations. Instructors will stress how to maximize the learning experience for your students associated with one DRRC exercise. Sessions are organized into four content tracks.

<i>SESSIONS</i>	<i>DISPUTE RESOLUTION</i>	<i>DEAL MAKING</i>	<i>CULTURE</i>	<i>MULTI PARTY</i>
<i>TIME</i>				
1:50 PM - 2:45 PM	HOLLY SCHROTH / MYTI PET	JEANNE BRETT / VIKING INVESTMENTS	CHRIS BAUMAN / GRANITE	RODERICK SWAAB / SOCIAL SERVICES
2:45 PM - 3:00 PM	BREAK			
3:00 PM - 3:55 PM	ALAIN LEMPEREUR / PARADISE PROJECT	STEPHEN GOLDBERG / TEXIOL	HOLLY SCHROTH / MEXICAN VENTURE	JEANNE BRETT / TOWERS MARKET
4:00 PM - 5:00 PM	STEPHEN GOLDBERG / PROSANDO	CHRIS BAUMAN / CARTOON	TERRY BOLES / TIPAL DAM	HOLLY SCHROTH / NEWPORT DOLL

Who should attend the DRRC Teaching Workshop

Professors, PhD students, and consultants who teach or wish to teach negotiations to business, law, or public policy students at the undergraduate, graduate, or professional level.

Fee, Accommodations

The fee prior to May 1st, 2009 is \$30 US for faculty and \$20 US for graduate students. After May 1st, 2009 the fee is \$40 for faculty and \$30 for graduate students. The fee includes all materials including the DRRC 2008 Negotiation, Teamwork, and Decision Making Exercises CD with teaching materials as well as an afternoon coffee break. This fee is separate from the IACM Registration fee. Please see the IACM web site for information about hotel accommodations.

	May 1 st , 2009 or before	After May 1 st , 2009
Faculty/Consultant	\$30 USD	\$40 USD
Graduate Student	\$20 USD	\$30 USD

Registration

DRRC needs at least 30 people to sign up to be able to hold the workshop. Please fax in the attached registration form. We do need you to make a commitment to attend by sending a credit card number. We treat credit card numbers with the utmost confidentiality. We do NOT take credit cards over the web. We will not run credit cards until we are certain that the Workshop will be held. We will inform you before we run your credit card. If your plans change after that, we would be happy to accept a colleague in your stead.

Please see our website for additional information:

http://www.kellogg.northwestern.edu/research/drcc/conferences/negotiation_teaching_Japan_2009.html

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

Have you renewed your IACM membership? Please check now! Our membership number for 2009 currently stands at 189, which is somewhat lower than previous years. We know many of you are intending to pay your membership fee along with the Kyoto conference registration fee. If this is you, please also remember to enter your details on the membership form of our website (<http://www.iacm-conflict.org> <<http://www.iacm-conflict.org>>). Unless you do so, we will not have you listed in our central membership database (We are working towards integrating the membership registration with conference registration and hope to have it online later this year or early 2010).

Renewing your membership will ensure that you will continue to receive your complimentary copy of Negotiation and Conflict Management Research! So, please take 30 seconds now to renew your membership, and encourage your colleagues and friends to join and become IACM members too. On finances, we are continuing to weather the global financial crisis and can report that IACM is financially sound.

Thanks,
Paul and Shirli

2009 BEST ARTICLE AWARD

By Sanda Kaufman, Representative-at-Large, Cleveland State University, s.kaufman@csuohio.edu

What article do you remember reading in a journal in 2007 that gave you more than the usual amount of food for thought? Did any article rate your warm recommendation to others, or contribute significantly to the way you thought about your own research or practice?

Each year IACM honors the author(s) of a published article that advances conflict management theory and practice. We are considering nominations already received for the 2009 Best Article Award. To be eligible, articles must have been published in the 2007 calendar year and may have an empirical, theoretical or practical focus. An announcement will be made later this year.

PRACTITIONER PROFILE

Tom Kalpatoo, Vancouver, Canada and St. Augustine, Trinidad & Tobago

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

“Mediation work is energizing even when it is most challenging. To be a part of something that attempts to provide alternatives to systems which see the world as a dance between good and evil is indeed the fuel that fires me and so many people in the field of mediation”. This is the thinking that drives Tom Kalpatoo to pursue his career.

Kalpatoo who is both an academic and a practitioner works in Trinidad and Tobago and in British Columbia, Canada. He is a contract lecturer at the University of the West Indies, St. Augustine Campus, Trinidad where he teaches a six-credit graduate level course, two of which are dedicated to an “in house practicum” and the remaining four are focused on the course titled “Specialized Areas of Mediation” in which three areas of specialization are taught annually. The practicum is eighty (80) hours long and is made up of mediations, co-mediations, observation, debriefing, reflection exercises and a final assessment using the Mediation Assessment Tool which looks at sixty (60) areas of mediator performance during the live taping and subsequent debriefing.

In Canada he works on the British Columbia Mediation Child Protection Roster in which mediation takes place with social workers, clients, lawyers and extended families to work out a plan of care for children in the care of the Government of British Columbia. He also works on a case by case basis - organizational conflict, inter ethnic conflict - for governments, statutory corporations, commissions and local bodies in British Columbia.

Tom explained that mediating and teaching mediation “seem to have flowed from a confluence of education, experience and a desire to do something that would make a very tiny difference in society and in the lives of people”. When asked to identify the defining moment in his life when he realized that mediation was his calling in life, he preferred to talk about defining moments as opposed to a defining moment. “Every new case I begin, every new group I train, every new class that starts their first semester and every new mediator I mentor becomes a defining moment. I enjoy those moments of being lost and puzzled as they serve as ongoing defining moments”. The more he experiences the field of mediation the more he wants to push ahead and while he admits that there will never be a point when he can say that he has reached, he is quite comfortable with that thought.

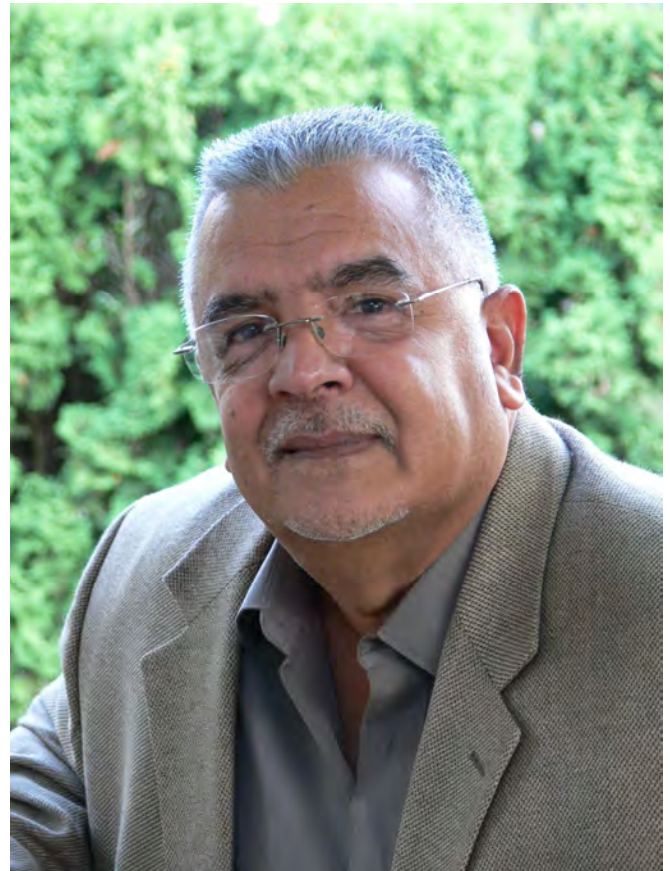


Photo: Courtesy Tom Kalpatoo

While he firmly believes that his contribution in the field of mediation to his communities has to be evaluated by persons other than himself, he admits that he has contributed over his many years of involvement in mediation practice to empowering people to take charge of the conflicts in their lives, resolved costly conflicts, gave citizens pride in their communities, brought peace to warring factions, ended hostilities, ended thirty year-old disputes, has had group rights respected, and has given voice to unprotected and challenged persons.

In addition to his degrees in geography, education and conflict resolution which he earned at Simon Fraser University and McGregor School of Antioch University, Kalpatoo also holds certificates in conflict resolution and multicultural dispute resolution from the Justice Institute of British Columbia and the University of Victoria, respectively.

continued on page 14

PRACTITIONER PROFILE (cont'd)

**Tom Kalpatoo,
Vancouver, Canada and St. Augustine,
Trinidad & Tobago**

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

From the Hastings Institute, British Columbia and Continuing Legal Education, British Columbia he gained certificates in cultural sensitivity training and commercial mediation. He has presented at conferences in Canada and in the Caribbean and has published in the areas of multicultural dispute resolution and peer mediation.

The biggest challenge he faces "is to draw limits around areas of practice and to lecture and teach on the issue of mediation being something new and "invented" in North America. Learning is still centered on developments in metropolitan areas and mediation training as an export product has followed the same lines as questionable business systems, economic models and organizational development models. Societies with hundreds of years of disputing systems seem to have been conveniently cast aside or co-opted into simplistic models".

In an effort to overcome that challenge, Kalpatoo has now begun to explore learning from African, Asian, Caribbean and Latin American societies in an effort to broaden his view of the growing field. He has a ongoing interest in discovering disputing systems in which societies have crafted ways of resolving conflict unique to their worldviews, culture and societal needs. He contends: "I will continue to learn through research and exploration to address the challenge. In many ways I see myself as a working mediator who is engaged in lifelong learning and who still looks forward to working with disputants to unravel the mysteries of conflict which impact their lives."



IACM Conference in Retrospect Chicago, USA ~ July 3-6 2008

By Terri Lituchy and Gerben van Kleef, Board Members

The Best Journal Article and Best Book Awards at the 2008 Conference in Chicago were not featured in the Fall 2008 SIGNAL. In this edition we congratulate the awardees on their success with a special recognition of their work

Best Journal Article

This award was given at the Awards Dinner for the Best Article published in 2006. It was given for the work of Kopelman, S., Rosette, A. S., & Thompson, L. (2006). The three faces of Eve: Strategic displays of positive, negative and neutral emotions in negotiations. *Organizational Behavior and Human Decision Processes*, 99, 81-101.

Best Book Award

The IACM Outstanding Book Award 2006-2007 was presented to: Carnevale, P., & De Dreu, C. K. W. (2006) (Eds). *Methods of negotiation research*. Leiden: Martinus Nijhoff. The volume was deemed highly relevant to conflict management, and comprehensive in its coverage of pertinent techniques.

The evaluation committee consisted of Gerben van Kleef (chair), Wolfgang Steinel, Shirli Kopelman, and Francisco Medina. The committee noted that: "This is the text that added most to my current knowledge on the topic"; "This book will be useful for teaching and as a resource for academics"; and "This book should be a mandatory reference for all PhD students in the area."

Congratulations to the winners!



MEMBER SPOTLIGHT



Aurelien Colson and Alain Pekar Lempereur

On 5 January 2009, Dr. Aurélien COLSON was appointed Director of the Institute for Research and Education on Negotiation in Europe (IRENE), based at ESSEC Business School Paris-Singapore (www.essec-irene.com). Former IRENE Director Alain Pekar Lempereur was appointed to the new ESSEC Chair on Negotiation and Mediation

Jessica Jameson

Received a GRANT: Faculty for the Engaged Campus Faculty Development Award, FIPSE, January 2009-December 2010, \$15,000.

Simone Moran and Maurice Schweitzer

- 1) Moran Simone, Bereby-Meyer Yoella & Schweitzer Maurice received a 4 year grant (2008-2011) from the BSF (United States-Israel Bi-National Science Foundation) for research on: "Regulating Emotions in Negotiations".
- 2) Moran Simone & Ritov Ilana received a 4 year grant (2008-2011) from the ISF (Israel Science Foundation) for research on: "Trade-offs and creating value in negotiations: effects of framing and emotionality"

Herbert C. Kelman

Cambridge, MA—Professor Herbert C. Kelman was awarded the 2009 Socrates Prize for Mediation by the Centrale für Mediation, Germany. The Richard Clarke Cabot Professor of Social Ethics, Emeritus, and co-chair of the Middle East Seminar at Harvard University, Kelman was recognized for his outstanding contributions to the solution of national and international conflicts. The award was presented on April 2 at the 13th Annual Mediation Congress in Berlin.

Engaged for more than 30 years in efforts toward the resolution of the Israeli-Palestinian conflict, Professor Kelman is a pioneer in the development of interactive problem solving, an unofficial third-party approach to the resolution of international and intercommunal conflicts. His major publications include *International Behavior: A Social-Psychological Analysis* (editor; 1965), *A Time to Speak: On Human Values and Social Research* (1968), and *Crimes of Obedience: Toward a Social Psychology of Authority and Responsibility* (with V. Lee Hamilton; 1989).

Founded in 1998, the Centrale für Mediation is a multi-disciplinary mediation association focused on the promotion of mediation and other consensual methods of dispute resolution in all areas of society.



RECENT PUBLICATIONS

Billikopf, Gregorio (2009). *Party-directed mediation: Helping others resolve differences* (2nd Ed.). University of California Agricultural Extension. Modesto, California. 321 pp.

Clayton, P. H., Ash, S., & Jameson, J. K. (2009). Assessing critical thinking and higher order reasoning in service-learning enhanced courses and course sequences. In K. Black, E. Jones, & T.W. Banta (Eds.), *Principles and profiles of good practice in assessment*. San Francisco, CA: Jossey-Bass.

Coy, P.G. (2009). Conflict resolution, conflict transformation, and peacebuilding. In T. A. McElwee, B. Welling Hall, J. Liechty, & J. Garber, (Eds.), *Peace, Justice and Security Studies*, Lynne Rienner Publishers.

Coy, P.G., Woehrle, L.M., & Maney, G.M. (2008). *Contesting patriotism: Culture, power and strategy in the Peace Movement*, Rowman and Littlefield Publishers.

Das, T.K., & Kumar, R. (Forthcoming) Interpartner harmony in strategic alliances: Managing forbearance and commitment, *International Journal of Strategic Business Alliances*

Diehl, P. F., & Druckman, D. (2009). Dimensions of the conflict environment: Implications for peace operation success. *International Journal of Peacekeeping* 13 (1-2): 6-44.

Donohue, W., & Druckman, D. (2009). Message framing surrounding the Oslo I accords. *Journal of Conflict Resolution* 53 (1): 119-145.

Druckman, D. (2008). Doing conflict research through a multi-method Lens. In J. Bercovitch, V. Kremenyuk, and I.W. Zartman (Eds.), *The handbook of conflict management*. Thousand Oaks, CA: Sage.

Druckman, D. and Ebner, N. (2008). Onstage or behind the scenes? Relative learning benefits of role-play and design. *Simulation & Gaming* 39 (4): 465-497.

Druckman, D., Olekalns, M., & Smith, P. (2009). Interpretive filters: Social cognition and the impact of turning points in negotiation. *Negotiation Journal* 25 (1): 13-40.

Dunaetz, D. R. (2008). Transforming chaos into beauty: Intentionally developing unity in church plants. *Evangelical Missions Quarterly*, 44, 358-365.

Hogler, R., **Gross, M. A.**, & Byrne, Z. S. (2009). Making governance work in academia: Nonunion arbitration as a method of dispute resolution for university faculty. *International Journal of Conflict Management*, 20(1): 31-45.

Homan, A. C., Hollenbeck, J. R., Humphrey, S. E., van Knippenberg, D., Ilgen, D. R., & Van Kleef, G. A. (2008). Facing differences with an open mind: Openness to experience, salience of intra-group differences, and performance of diverse work groups. *Academy of Management Journal*, 51, 1204-1222.

Jameson, J. K., Bodtker, A. M., & Linker, T. (Forthcoming, October, 2009). Facilitating conflict transformation through attention to emotion: Mediator strategies for eliciting emotional appraisal and reappraisal. *Negotiation Journal*.

Kiwanuka-Tondo, J., Hamilton, M. A., & Jameson, J. K. (Forthcoming, July, 2009). AIDS Communication Campaigns in Uganda: Organizational factors and campaign planning as predictors of successful campaign execution. *International Journal of Strategic Communication*.

Kumar, R., & Das, T.K. (Forthcoming) Strategic alliances, mergers and acquisitions: The influence of culture on successful cooperation. In J.M. Ulijn, G. Duysters, & E. Meijer (Eds.), *Culture and strategic cooperation*, London, UK: Edward Elgar.

Kumar, R. (2008) "Contested meanings and emotional dynamics in strategic alliances", In N. Ashkanasy, & C. Cooper (Eds.), *Research companion to emotion in organizations*, London, UK: Edward Elgar.

Kumar, R. (Forthcoming) Managing emotions in the negotiating process, in S. Hilligsoe, & H.S. Jakobsen (Eds.), *Negotiation: The art of reaching agreement*, Copenhagen, Glydendal Akademisk A/S.

Kumar, R., & Patibandla, M. (Eds.). (2009). *Institutional dynamics and the evolution of the Indian economy*. New York: Palgrave-MacMillan.

Lempereur, A.L., Salzer, J., & Colson, A. (2008). *Méthode de médiation*. Paris: Dunod.

Pietroni, D., Van Kleef, G. A., De Dreu, C. K. W., & Pagliaro, S. (2008). Emotions as strategic information: Effects of other's emotions on fixed-pie perception, demands and integrative behavior in negotiation. *Journal of Experimental Social Psychology*, 44, 1444-1454.

RECENT PUBLICATIONS

(Continued from page 16)

Pietroni, D., Van Kleef, G. A., Rubaltelli, E., & Rumiati, R. (in press). When happiness pays in negotiation: The interpersonal effects of exit-option directed emotions. *Mind and Society*.

Purdy, J.M. & Gray, B. (2009). Conflicting logics, mechanisms of diffusion, and multilevel dynamics in emerging institutional fields. *Academy of Management Journal*, 52(2) 355-380.

Van der Schalk, J., Beersma, B., Van Kleef, G. A., & De Dreu, C. K. W. (in press). The more (complex), the better? The influence of negotiation complexity and epistemic motivation on integrative bargaining. *European Journal of Social Psychology*.

Van Kleef, G. A. (in press). How emotions regulate social life: The emotions as social information (EASI) model. *Current Directions in Psychological Science*.

Van Kleef, G. A., Oveis, C., Van der Löwe, I., LuoKogan, A., Goetz, J., & Keltner, D. (2008). Power, distress, and compassion: Turning a blind eye to the suffering of others. *Psychological Science*, 19, 1315-1322.

Wall, J., Yan, W., Chung, T., & Druckman, D. (2009). Philippine and Taiwanese Legal Mediation: A Comparative study. In S.S. Gartner and J. Bercovitch (Eds.) *International conflict mediation: New approaches and findings*. London: Routledge.

NEW SIGNALS

Fieke Harinck (Leiden University, former IACM Board member) is one of the finalists in the Mind Gym Competition. This competition is to promote academic work that yields practical psychological knowledge. Fieke Harinck's work on breaks in negotiations has reached the final four. This year the public can vote who of the four finalists is the ultimate winner. At the Mind Gym website, you will find four short video-presentations of their work. So, if you want to support Fieke Harinck, please go to the link below and vote!
<http://www.themindgym.com/about/academic-prize>

Jeffrey Sanchez-Burks tells of his recent promotion

I was promoted to associate professor with tenure at the Ross School of Business at the University of Michigan.

Best regards,
 Jeffrey

Jeffrey Sanchez-Burks
 Department of Management & Organizations
 Stephen M. Ross School of Business
 University of Michigan
<http://www.jeffreysanchezburks.com>



Negotiation & Conflict Management Research (NCMR)

Call for Papers

Negotiation and Conflict Management Research (NCMR) is the official journal of the International Association for Conflict Management.

NCMR publishes fundamental research that focuses on theory and research on conflict and conflict management across levels, including organizational conflict, interpersonal conflict

and inter-group 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 welcomes full-length theory and empirical papers, as well as shorter "research notes" appropriate for single study empirical papers. Diverse methods and approaches are also welcome. More specifically, we seek to publish papers that:

- initiate, extend, validate or redirect a line of inquiry;
- provide a theoretically driven review and integration of an important research area
- draw upon and integrate perspectives from multiple disciplines;
- provide new empirical findings;
- make theoretical contributions;
- employ diverse methods;

In addition, NCMR seeks to provide high quality and timely feedback to scholars, and provide scholars with individualized mentoring through our mentoring program, where early career scholars can be mentored and receive feedback on their manuscripts prior to submitting their work for review. In addition, we seek to reward scholarship with our annual "Best Paper" award.

For additional information visit:

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





Recommend an *NCMR* subscription to your library today!

Enter a subscription to *Negotiation & Conflict Management Research*, Volume 1, 2008:

☐ Institutional Print & Standard Online Access: \$325 (The Americas)

☐ Institutional Print & Standard Online Access: £182 (Rest of World)

Membership in the International Association for Conflict Management (IACM) includes a subscription to *NCMR*. For more information, visit <http://www.iacm-conflict.org/>

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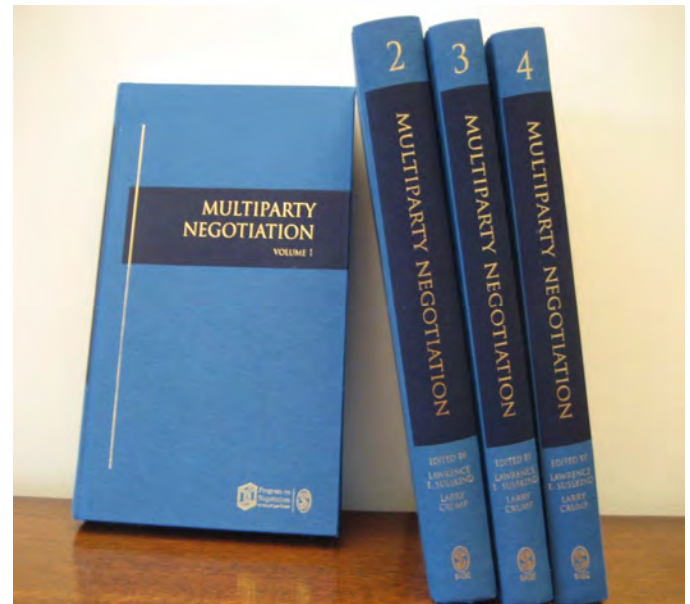
Multiparty Negotiation

"The field of multiparty negotiation remains underdeveloped because critical knowledge relevant to the field is scattered across many disciplines. This challenge can be overcome by consolidating the knowledge generated in fields such as international relations, public policy, law, business management and game theory that have contributed to the theory and practice of multiparty negotiation."

Through these words, Sage and the Program on Negotiation at Harvard Law School were inspired to adopt a book proposal developed by **Lawrence E. Susskind** (Massachusetts Institute of Technology) and **Larry Crump** (Griffith University) to consolidate contemporary multiparty negotiation knowledge. Published last September, this massive project literally defines the field of multiparty negotiation through a four volume, 1700 page compendium.

The first volume provides an introduction to the field by examining issues unique to multiparty negotiation such as coalition building, process management (e.g., mediation and facilitation), and obstacles to reaching agreement. The second volume establishes knowledge about the theory and practice of public dispute resolution. The third volume investigates complex litigation and legal transactions by focusing on complex legal disputes, mass torts, class action and related matters. The fourth and final volume considers organisational and international negotiation by examining negotiations within organisation and between organisations, and by investigating diplomacy in bilateral and multilateral settings.

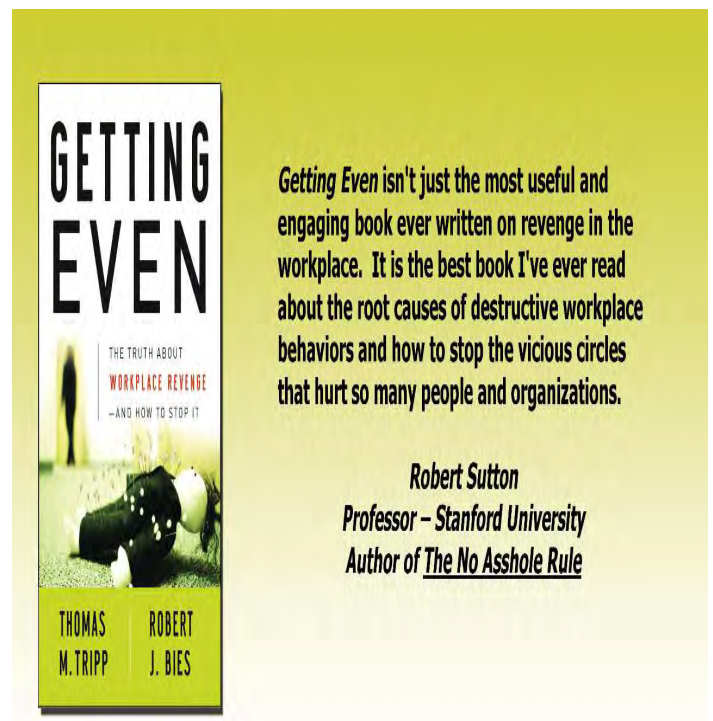
Knowledge is gained through the development and testing of theory, but occasionally it is useful to examine accumulated knowledge. Surveying and consolidating related literature can contribute to greater understanding that will lead to the further advancement of knowledge. Contact Sage or the Program on Negotiation at Harvard Law School for addition information or visit: <http://www.sagepub.com/refbooksProdDesc.nav?prodId=Book232052&>



Source: Image supplied by Larry Crump



Image: Courtesy Tom Fiutak
<http://www.editions-eres.com/couvertures/img400/2283.jpg>



Getting Even isn't just the most useful and engaging book ever written on revenge in the workplace. It is the best book I've ever read about the root causes of destructive workplace behaviors and how to stop the vicious circles that hurt so many people and organizations.

Robert Sutton
Professor – Stanford University
Author of *The No Asshole Rule*

Image: Courtesy Tom Tripp
<http://www.friendsofgettingeven.com>

Saving Lives: The S.A.F.E. Model for Resolving Hostage and Crisis Incidents (2007)

Mitchell Hammer recently received notification that his book, *Saving Lives: The S.A.F.E. Model for Resolving Hostage and Crisis Incidents* (2007) was given the 2008 annual award for the Outstanding Scholarly Book in Applied Communication by the National Communication Association. Mitchell writes: "Excerpts from their award letter are below. Perhaps members of SIETAR, IACM and IAIR might be interested".

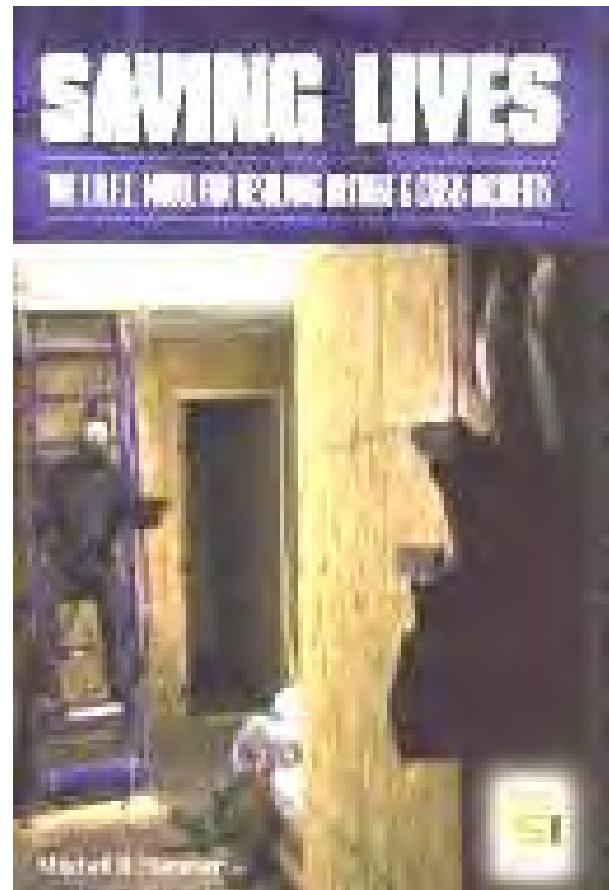
Reviewers' comments:

"Hammer's work on hostage incidents brings to the forefront an issue of supreme social importance: hostage and crisis negotiation. In a day and age when shows like *24*, *Prison Break*, and *The Unit* dominate in the ratings, students and the lay public see hostage and crisis negotiation as intriguing, even "sexy" work. Yet, through his clearly detailed analysis, Hammer illustrates that every communicative interaction is crucial for a successful resolution. Though the Harvard Negotiation Project provides books such as *Getting to Yes* and *Getting Past No* that are widely used in negotiation courses, Hammer's work provides an excellent alternative that demonstrates how good practice can stem from good theory. By invoking politeness, social support, frame analysis, and conversation analysis, Hammer makes an important contribution by demonstrating that crisis incidents are not just psychological games, but communication events that can be constructed, co-constructed, even reconstructed between the perpetrator and the negotiator.

Hammer's experience as both a scholar and crisis negotiator make this book a wonderful and credible contribution to both academics for use in conflict and negotiation classes, as well as practitioners who must deal with the eminent threat of crisis. And, given the detailed and theoretically grounded nature of this book, his S.A.F.E. model need not be used only in dire circumstances, but its core ideas can be used in much less intense conflicts, as well.

This was a work of great practical use, with scholarly backing for clear potentially lifesaving communication processes in hostage or similar crisis incidents. The scholarship and analysis are richly covered, with solid backing for the author's perspective and conclusions.

Source: Text and Comments supplied by Mitchell Hammer



Saving lives: the S.A.F.E. model for resolving hostage and crisis incidents By Mitchell R. Hammer Published by Greenwood Publishing Group, 2007 ISBN 0275992950, 9780275992958 259 pages

Four extended examples are provided to explicate the model, in more or less effectively resolved situations. These (and others described briefly) also make compelling reading.

The Hammer book ... uses communication theory to directly address problems in the social world that are profoundly consequential. Hammer has produced a book that synthesizes and advances theory in ways that will be of interest to communication scholars, while at the same providing concrete strategies for professionals who are faced with the task of intervening in crisis situations.

Again, congratulations on this outstanding achievement!"

Sincerely,
Joy L. Hart, Vice-Chair Elect
Applied Communication Division, NCA

Image: Courtesy http://www.http://books.google.com/books?id=rry3WurSshkC&dq=mitchell+hammer+S.A.F.E&source=bs_summary_s&cad=0

Boston 2010

International Association for Conflict Management Conference

Mark your calendars! IACM is heading to Boston in 2010!!! The **NEW** scheduled dates are **Thursday June 24th-Sunday June 27th at the Boston Marriott Cambridge in Kendall Square, Cambridge, MA (www.marriottcambridge.com)**.

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

CONFERENCES, WORKSHOPS & GRANTS

SIRENE Séminaire Interdisciplinaire de recherche et d'échanges Sur la Négociation SIRENE 14 - Thursday 30 April 2009, 15pm – 18.30pm

(ESSEC Cergy, « Le Club »)

Cognitive and Emotional Barriers to Negotiations
Prof. Ayse ONCÜLER (ESSEC)

Cognitive and Emotional Processes in International Negotiations Dr. Mauro GALLUCCIO (Istituto Universitario Orientale, Napoli)

Negotiations in the EU Council of Ministers: The Debate over the 2007-2013 Cohesion Policy Framework Dr. Alina-Stefania UJUPAN (European Commission)

• Moderator : Prof. Aurélien COLSON (ESSEC, IRENE Director)

• Researchers, practitioners and students all welcome! Info & registration : Brigitte LEROUX (irene@essec.fr).

Programme complet : www.essec-irene.com - Avec le soutien de la revue Négociations

Student grants for study in Canada: Deadline May 22, 2009

The Canadian government offers grants for Master's and Ph. d. students to spend 4-6 months in Canada. The next deadline is May 22 2009. The application form, which I need to submit on the student's behalf is simple. See info at: <http://www.scholarships.gc.ca/GSEP-en.html> and https://web.cbie.ca/scholarshipn/application_sep.html

If you have any students interested, please contact

Dr. Terri R. Lituchy
Associate Professor, Management
Director, International Programs
Concordia University
John Molson School of Business
Montreal, Canada
(514) 848-2424 x2998

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

Negotiation Teaching Workshop June 15, 2009 – Hyatt Regency, Kyoto, Japan

Sponsored by:
Dispute Resolution Research Center, Kellogg
School of Management
International Association for Conflict
Management

A DRRC workshop on teaching negotiation to be held from 1:00 to 5:00 pm the afternoon of June 15, 2009

The workshop will just precede the IACM International Association for Conflict Management's annual conference. IACM's website is <http://www.bus.umich.edu/Conferences/IACM-2009/travel.aspx>.



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.



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



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.



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

In this Issue we focus on our 2009 Conference in Kyoto, Japan. Please see the President's Corner by Mara Olekalns which draws attention to environmental challenges inspired by memories of the Kyoto Protocol and ravages of bush fires in Australia (pages 1-3, 6). Program Chair Wendi Adair reports on the review and selection process and previews the content (pages 1, 3-4). Tetsushi Okumura provides tips on getting to Kyoto on page 5. Jeanne Brett is the 2009 Lifetime Achievement Awardee whose work is featured in a column by Laurie Weingart and Mara Olekalns (pages 8-9).

This issue of **SIGNAL** includes updates from our Communications Officer, Paul Taylor and Executive Director, Shirli Kopelman (see page 12). Congrats to Shirli on the birth of her daughter Talia. President-Elect, Michele Gelfand announces the results of the annual IACM elections. Dan Druckman is our President-Elect 2009-2010, and Matt Cronin and Astrid Homan are our new Board members 2009-2011 (page 8). Congrats to them. New dates Thursday June 24—Sunday June 27 are announced for IACM in Boston 2010.

We also have columns that profile a practitioner (Tom Kalpatoo, pp. 13-14), spotlight member activities (p. 15), and recent publications (pp. 16-17). We also feature a new personal column NEW SIGNALS (page 17). We thank all of you for your time, attention, and contribution to our newsletter.

It has been quite a hectic and troubled economic time in the world as old conflicts persist and new ones emerge. In Trinidad and Tobago where we live and work, the Fifth Summit of the Americas brought USA President Obama and Venezuela President Chavez face to face in Port of Spain to forge new relationships amidst calls for the reintroduction of Cuba into the OAS. The challenges faced by small and large states in the Americas and elsewhere provide several opportunities to resolve conflict and negotiate new relationships.

Thanks once more to Shirli Kopelman and Paul Taylor for providing resource support, issuing calls and publishing **SIGNAL** online. We are pleased to continue our work with you in maintaining the fine **SIGNAL** traditions and high standards achieved over the last 23 volumes (see: <http://www.iacm-conflict.org/SIGNAL/>). We welcome ideas and feedback from our membership, officers and Board of Directors.

Godfrey Steele and Linda Steele, **SIGNAL** Editors