



## Boston: Not Just a Tea Party or a Marathon in 2010

The Conference  
Program continues on  
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### PRESIDENT'S CORNER

By Michele Gelfand, University of Maryland, [MGelfand@psyc.umd.edu](mailto:MGelfand@psyc.umd.edu)

In my Fall Column for SIGNAL, I observed that Ben Schneider's wise notion that "*The people make the place*" clearly applies to IACM, where truly great people make a great place. During this year, I have been fortunate to have had the opportunity to work with so many great people in the association, and I have been continually impressed by the commitment, devotion, wisdom, and humor of all of the people who collectively make this great IACM engine run. I am thankful to all of them and to you for entrusting me to serve as your President this year.

IACM's 23<sup>rd</sup> Annual Conference is just around the corner and I look forward to seeing you all in Boston! The conference is being co-hosted by the Center for Public Leadership (CPL) at the Harvard Kennedy School and the Program on Negotiation (PON) at the Harvard Law School and will be taking place at the Boston Marriott Cambridge (June 24-27<sup>th</sup>). On behalf of IACM, I want to thank all of our sponsors, including the Center for Public Leadership (CPL) at the Harvard Kennedy School, the Harvard Business School and Program on

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### To Boston in 2010

By Jana L. Raver, 2010 Program Chair,  
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The 2010 IACM annual conference in Boston promises to be an exciting event full of top-notch papers and innovative sessions that will appeal to all attendees! This year, we received a record number of submissions – 174 to be exact – including full papers, extended abstracts, symposia, roundtables, panels, workshops, and novel sessions. This represents a 30% increase in submissions from the previous year, and indicates that people from around the world are increasingly interested in being involved in IACM and being part of our excellent annual conferences.

Not only did we receive a large number of submissions – we received a large number of *amazing* submissions. Program space was at a premium so we were faced with the challenge of either drastically increasing the rejection rate or expanding the program in some creative ways to accommodate as many of the excellent submissions as possible. We opted for creative expansion, as described in more detail below. In total, this

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## PRESIDENT'S CORNER

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Negotiation (PON), Queen's School of Business, MIT's Sloan School of Management, the Dispute Resolution Research Center (DRRC) at the Kellogg School of Management, the University of Maryland Psychology Department, and the Center for the Study of Terrorism and Responses to Terrorism (START) at the University of Maryland.

I am greatly indebted to our local arrangements team, including Hannah Bowles (Faculty Chair, local arrangements), Owen Andrews (Local Arrangements Coordinator), Bobbi Thomason, Marsha Frazier, Donna Kalikow, Luiza Pellerin, Paulina Perepelkin, Susan Hackley, and Lisa Witzler. This great team has spent countless hours raising funds, creating budgets, working with local vendors, coordinating with others around the IACM team, and putting together what promises to be a great Boston experience for all (see page 12-13 for important information about local arrangements). Please join us for a customized walking tour of the Freedom Trail and/or Duck tour of Boston before the conference (Thursday, June 24<sup>th</sup>), an outdoor reception and dinner at the beautiful Boston Museum of Science (Friday, June 25<sup>th</sup>), and a cocktail reception and Awards dinner at the Harvard Business School (Saturday, June 26<sup>th</sup>), which is being co-sponsored by *Negotiation and Conflict Management Research*. Please also consider attending the day-long pre-conference teaching workshop being organized by the Dispute Resolution Research Center (DRRC) at the Kellogg School of Management and the Program on Negotiation (PON), which promises to educate all on the latest and greatest teaching methods on negotiation and related topics (see <http://www.kellogg.northwestern.edu/research/drrc/conferences/> for more information).

Many thanks go out to Jana Raver, our IACM program chair, for all of her hard work on the program. Jana worked hard to get the word out to many disciplines around the globe through various list-servs, and this year we received a record number of submissions—over 170. The program is highly interactive and interdisciplinary, and includes many topics such as power, emotion, trust, temporal distance, culture, gender, identity, diversity, ethics, justice, creativity, forgiveness, mediation, technology, terrorism, and many other topics, with research that

spans qualitative, quantitative, computational, and many other approaches. Keep your eyes out for some great teaching of negotiation sessions (on undergraduate training and international negotiation training) as well. The program will surely present many internal conflicts for people who (like me) will want to attend everything! (see pages 1, 4-5 for details on the program, and pages 6-8 for the program at a glance). The official conference kicks off on Thursday June 24<sup>th</sup> with our tradition of cocktails, posters, entertainment, and dinner, and sessions start on Friday morning at 8:30 am going through Sunday at noon. We are thrilled that Max Bazerman will be giving the Keynote Address on “*Bounded Ethicality: Implications for the Moral Negotiator*” (Friday, June 25<sup>th</sup>, 3:30 -5:00 pm). Please also make sure to come to the IACM business meeting on Saturday June 26<sup>th</sup> from 5:00 to 6:00 to hear about what is happening in this great association.

This year we will be giving out the next Jeffrey Z. Rubin Theory to Practice Award at the Awards ceremony at HBS on Saturday June 26<sup>th</sup>. It is particularly meaningful to be giving this award in Boston, where the late Jeffrey Rubin resided. On behalf of the Rubin award committee (Mara Olekalns, Past President, Daniel Druckman, President-Elect, and myself), I am thrilled to announce that this year's winner of the Rubin Theory to Practice award is David W. Johnson, Professor of Educational Psychology at the University of Minnesota and Co-Director of the Cooperative Learning Center. David received his doctoral degree from Columbia and was a friend and peer of Jeffrey. He truly represents the spirit of the theory to practice award. David has published over 500 research articles and chapters and over 50 books, and at the same time, has made significant contributions to practice as a organizational consultant to schools and businesses throughout the world (see pages 9-11 for more details on David's astonishing career). We have been in touch with Jeffrey Rubin's family, some of whom will be able to attend the Award's ceremony. We have also initiated the making of a video of Jeffrey's career that is being produced by Jeffrey's daughter and filmmaker, Sally Rubin. Over the last semester,

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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](mailto:p.j.taylor@lancaster.ac.uk)

## President's Corner

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Dan Druckman, Debbie Kolb, and I have been in contact with Jeffrey's mentor (Morton Deutsch), and many of Jeffrey's collaborators and students to gather materials for the video. The video will be posted to the website when it is done, so stay tuned.

I want to thank Mara Olekalns and Karen Jehn for all of their hard work on our journal, NCMR. Thanks to their initiative, our online system is now up and running, making the submission and review process much easier. I also want to congratulate them and our former editor, Judi McClean Parks, for putting together a set of very stimulating issues this year, with papers on a diverse set of topics, including bullying, gender and status in negotiation, linguistic cues in mediation, anger, group identity, sacred values, paths to negotiation agreements, among many other very topics. Please spread the word about NCRM and most important, submit your work to the journal. *We need you to make this journal thrive* (see <http://www3.interscience.wiley.com/journal/118902519/home> for more information on submissions NCMR).

I am thrilled to report that with the help of staff at the Ross School of Business at the University of Michigan, Shirli Kopelman, Paul Taylor, and I have been redesigning our website. Keep your eyes out for IACM's new "face" which will have easier access to information and will have other innovations including blurbs about "hot off the press" research on negotiation and conflict by our members. We hope to have the new website completed by the summer and will be soliciting your input for improvements.

My heartfelt thanks go out to the IACM board members for all of their service to the association. Thanks to Shirli Kopelman, our Executive Director, for her incredible devotion to IACM. Shirli has spent countless hours working on financial issues, the IACM website, the conference website, among many other tasks. I also want to thank Paul Taylor for his wonderful service as Communication Officer. Paul will officially be stepping down at the Boston Conference after serving many years in this role. I extend my personal gratitude to Paul for all of his hard work and his willingness to "go the extra mile" time and time again. I also want to welcome Cheryl Rivers, who will be taking over as Communication Officer for the next term. Cheryl has been very active in IACM, helping to co-organize the "Graduate and Guru sessions" and has a very productive line of research on corporate social responsibility and negotiation ethics across cultures. Welcome Cheryl!

Many thanks to our outgoing 2<sup>nd</sup> year representatives, Bianca Beersma and Sanda Kaufman, and our 1<sup>st</sup> year

representatives, Astrid Homan and Matthew Cronin, for their great service to the organization. I also extend my sincere gratitude to Godfrey and Linda Steele, without whom this wonderful SIGNAL would not be possible. Finally, I would also like to extend a warm welcome to our new officers (see 14-15 for the results of the IACM election!) and to Dan Druckman who is our President-Elect. Dan and I will be working together over the coming months to ensure a smooth transition.

Thank you again for entrusting this position to me. I have greatly enjoyed serving IACM as President. See you in Boston!

Michele J. Gelfand



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# 23<sup>rd</sup> Annual IACM Conference

## Boston, USA ~ June 24-27, 2010

(To Boston 2010 continued from page 1)

year's program includes 93 papers being presented in paper sessions, 36 papers in our poster session, 10 symposia, 3 roundtables, 1 panel session, 1 workshop, and 1 novel session. It's a program that's sure to please even the most discerning of IACM connoisseurs!

I would like to thank all of the authors for submitting your high-quality work and also would like to especially thank the 153 reviewers who each provided feedback on 2 or 3 submissions. Reviewers were solicited through the IACM newsletter and member e-mails, as usual, but we also asked each author who submitted a manuscript to act as a reviewer (or nominate a co-author as a reviewer), as was done last year. This approach worked very well and helped to ensure that there were a sufficient number of reviewers who were motivated to be part of the conference creation process. Soliciting and managing 348 reviews was no easy process but it was made easier by the fact that so many members of IACM are excellent reviewers who provide high-quality, timely feedback.

The entire submission and reviewing process was managed this year via the IACM 2010 conference website hosted by the University of Michigan. Many of the minor kinks in the system were worked out last year thanks to the efforts of Wendi Adair, Shirli Kopelman, and the University of Michigan IT team, so the online system worked smoothly for nearly all submitters and reviewers this year. While there were still some challenges to overcome, the feedback I have received about the process has been largely positive, indicating the members of the IACM community are becoming comfortable with this online submission portal and its associated procedures. This very useful submission portal will almost certainly be an essential part of the IACM conference creation process in future years.

Now let's turn to a few key highlights on this year's conference program. Please see pp. 6-8 for the "Conference Program at-a-Glance" and below for additional details on program highlights.

Great events begin on Thursday, June 24<sup>th</sup> even before the official opening of the conference. The pre-conference Negotiation Teaching Workshop returns by popular demand and will take place on Thursday between 8:00 a.m. - 5:00 p.m. This year, this event is being co-sponsored by the Dispute Resolution Research Center (DRRC) at the Kellogg School of Management, Northwestern University and the Program on Negotiation (PON) at Harvard Law School, Harvard University. The goal of this workshop is to share materials and techniques with experienced negotiation teachers, and the workshop will feature exciting new exercises from DRRC and PON. For additional information and registration, please visit the "Conference schedule" link on the



2010 IACM Conference website (<http://www.bus.umich.edu/Conferences/IACM-Conference-2010>). For those who are interested in a leisurely start to the conference, there are also pre-conference excursions available. Details on these excursions can also be found at the "Conference Schedule" website link. Please see the article on pp. 12-13 for additional details about local events in Boston.

The conference will officially begin on Thursday, June 24 at 6:00 p.m. with welcome cocktails and our showcase poster session. This year's poster session is bigger and better than ever before, so don't miss this exciting event that gives you the opportunity to engage in interactive discussions with the authors of many excellent and very diverse papers. We moved the poster session to the welcome cocktail session before dinner (rather than afterwards, as done in prior years) to highlight the amazing papers included in this kick-off event, and to also allow the presenters to relax and enjoy the rest of their evening. Conversations started at the poster session can easily spill over to dinner conversation. The welcome banquet dinner will begin at 7:30 p.m., followed by opening remarks and live entertainment, and will conclude by 10:00 p.m.

This opening session on Thursday will be followed by two and a half days of conference sessions, including parallel sessions all day Friday, all day Saturday, and Sunday morning. Two of the key themes from this year's parallel sessions are interactivity and interdisciplinarity. The program contains a number of interactive sessions that aim to include the audience and enhance collaborative discussions amongst like-minded colleagues. The topics covered by these interactive sessions are wide-ranging but include examples such as mediation strategies and outcomes, conflicts between government and citizens, computational and social science approaches to negotiation, enhancing the quality of negotiation skills training, and cross-cultural differences in intervention procedures after crises. This year's program also put a priority upon ensuring that scholarship from multiple disciplines was well-represented. For example, you have the opportunity attend sessions ranging from research on psychological distance in decision-making to sociological research on dispute resolution procedures, from economic research on collaboration to political science research on protracted ethnic conflicts, and from negotiation research derived from feminist theory to organizational behavior research on conflict in work settings. I encourage you to "think outside your scholarly box" while at this year's conference and attend sessions that will expose you to new perspectives.

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# 23<sup>rd</sup> Annual IACM Conference

## Boston, USA ~ June 24-27, 2010

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One of the highlights of this year's program is the expansion of the IACM topical areas to include research on terrorism (i.e., individual, social, and cultural predictors of terrorism and the response to terrorism). In line with this new focus, the Friday afternoon program includes a symposium on terrorism research, which illustrates laboratory and experimental approaches to terrorism. Also, the Friday morning program begins with a paper session on protracted ethnic conflicts and terrorism.

Many of the most popular topics from prior IACM conferences are also reflected on the 2010 conference program, including paper sessions on emotion in negotiation, cultural influences on disputants' perceptions, gender differences in negotiation, justice perceptions, individual differences in negotiation, intra-group conflict, and cross-cultural negotiation. There were a number of submissions that addressed ethical or moral issues in conflict, as seen in the Saturday morning paper session devoted to ethical dilemmas in relationships and organizations. Another popular topic was status and power; program elements reflecting this theme include a Saturday morning symposium on mediation and power differences and a Saturday afternoon session on status and power in interpersonal and group relationships.

One difference in the paper sessions that prior IACM attendees will notice is that we expanded nearly all paper sessions to include 5 papers each (rather than 4). As noted above, this expansion was necessitated by the high number of submissions and our decision to maintain a rejection rate on par with prior years. Fortunately, there were sufficient numbers of high-quality submissions on similar topics to allow me to create paper sessions that maintained a single topical focus in these sessions. The amount of time that each paper presenter will have available to him or her will be slightly reduced (maximum of 18 minutes versus 22.5 minutes previously) but we believe this change best upholds the IACM tradition of inclusion while maintaining thematic consistency in each session.

In addition to parallel paper sessions and symposia, the program has one concurrent session that you absolutely cannot miss! On Friday afternoon from 3:30-5:00 p.m., Max Bazerman, the Jesse Isidor Straus Professor of Business Administration at the Harvard Business School, will be presenting this year's conference Keynote Address. The title of this address is "Bounded Ethicality: Implications for the Moral Negotiator" and it is certain to be an exciting event!

The evening of Saturday, June 26 will be devoted to the IACM Awards Dinner (meet in lobby at 6:30 for bus transportation). It will take place at Harvard Business School and the reception is being sponsored by NCMR. During this dinner we celebrate the

achievements of IACM members and distribute conference awards, including the Outstanding Empirical Paper, Outstanding Theoretical Paper, Outstanding Applications Paper, and the Outstanding Graduate Student Paper. We will also recognize the recipients of the graduate student conference scholarships at this event – please see below for a list of this year's winners. The awards dinner is always a program highlight and a source of many good memories so be sure to be there! I very much look forward to seeing all of you in Boston!

### Graduate Student Scholarship Recipients

Here are this year's IACM Graduate Student Scholarships! These scholarships support graduate students' attendance at the Boston conference and are funded by the Dispute Resolution Research Center at the Kellogg School of Management, Northwestern University. There was a great deal of competition for this year's scholarships. They were only awarded to the applicants who submitted excellent, highly-rated papers and who had not previously received support for attendance at IACM. The winners and their first-authored conference papers are:

**Julia Bear**, Carnegie Mellon University, *"Passing the Buck": Incongruence between Gender Role and Topic Leads to Avoidance of Negotiation*

**Sreedhari Desai**, Harvard University, *Some Like it Hot: Why Some People Respond Negatively to Procedural Fairness and the Resulting Reduction in Perceived Uncertainty, and When Executives Rake in Millions: Meanness in Organizations*

**Christian Downie**, Australian National University, *A 'Prolonged' Look at the 'Two-Level Game': The Case of the International Climate Negotiations*

**Ryan Fehr**, University of Maryland, *The Road to Forgiveness: A Meta-Analytic Synthesis of its Situational and Dispositional Correlates*

**Ashley Fulmer**, University of Maryland, *Dynamic Trust Processes: Trust Dissolution, Recovery, and Stabilization*

**Sebastian Lotz**, University of Cologne and Yale University, *Justice Sensitivity, Moral Emotions, and Altruistic Punishment*

**Jolie Martin**, Carnegie Mellon University, *The Cultural Determinants of Strategic Bias in Conflict Resolution*

**Shira Mor**, Columbia University, *Resolving the Double-Bind: Gender-Profession Identity Integration & Women's Negotiation Outcomes*

**Sunita Sah**, Carnegie Mellon University, *Cheap Talk and Credibility, and The Burden of Disclosure*

**Ming-Hong Tsai**, University of California, Los Angeles, *The Effect of Group Attitude Diversity and Attitude Strength on Subsequent Cooperation*





# BOSTON 2010 PROGRAM AT-A-GLANCE 23rd Annual Conference of the International Association for Conflict Management, June 24-27, 2010 Boston, USA

By Jana L. Raver, 2010 Program Chair, [jraver@business.queensu.ca](mailto:jraver@business.queensu.ca)

## Wednesday, June 23, 2010

7:30 p.m. - 10:00 p.m.	Board Dinner	Blue Room Restaurant
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## Thursday, June 24, 2010

8:00 a.m. - 5:00 p.m.	Negotiation Teaching Workshop (Pre-registration required)	Littauer Building, Harvard Kennedy School
12:00 p.m. - 5:00 p.m.	IACM Board Meeting	Center for Public Leadership, Harvard Kennedy School
12:00 p.m. - 6:00 p.m.	Conference registration	Marriott Cambridge
1:30 p.m. - 4:00 p.m.	Excursion option 1: Boston Duck Tour (Pre-registration required)	Depart from Marriott Cambridge
1:30 p.m. - 4:00 p.m.	Excursion option 2: Freedom Trail/Black Heritage Trail with Boston-by-Foot (Pre-registration required)	Depart from Marriott Cambridge
6:00 p.m. - 7:30 p.m.	Welcome cocktails and Showcase poster session	Marriott Cambridge
7:30 p.m. - 10:00 p.m.	Buffet dinner and welcoming remarks and entertainment	Marriott Cambridge

## Friday, June 25, 2010

8:00 a.m. - 6:00 p.m.	Conference Registration			
8:30 a.m. - 10:00 a.m.	Session 1A:	Session 1B:	Session 1C:	Session 1D:
	PAPER SESSION: <b>Emotional Influences on Negotiation Processes</b>	PAPER SESSION: <b>Protracted Ethnic Conflicts and Terrorism</b>	PAPER SESSION: <b>Cultural Influences upon Disputants' Perceptions and Preferences</b>	SYMPOSIUM: <b>Psychological Distance and Level of Construal in Social Decision Making</b>
10:00 a.m. - 10:30 a.m.	<i>Coffee Break</i>			
10:30 a.m. - 12:00 p.m.	Session 2A:	Session 2B:	Session 2C:	Session 2D:
	PAPER SESSION: <b>Cooperation in Mixed-Motive Conflicts: Insights from Experimental Games</b>	PAPER SESSION: <b>Technological Influences on Negotiation and Conflict Escalation</b>	PAPER SESSION: <b>Dispute Resolution Procedures in Organizations, Communities, and Nations</b>	SYMPOSIUM: <b>Can We Stop Talking about Sex? Second Generation Gender Issues in Negotiation</b>
12:00 p.m. - 1:30 p.m.	<b>LUNCH</b> NCMR Journal Board Meeting			
1:30 p.m. - 3:00 p.m.	Session 3A:	Session 3B:	Session 3C:	Session 3D:
	PAPER SESSION: <b>New Perspectives on Justice Perceptions</b>	PAPER SESSION: <b>Individual Differences and Negotiation Processes</b>	SYMPOSIUM: <b>Terrorism out of Context? Laboratory and Experimental Approaches to Terrorism</b>	SYMPOSIUM: <b>The Diversity in Your Head: Implications for Intergroup Conflict and Inclusiveness</b>
3:00 p.m. - 3:30 p.m.	<i>Refreshment Break</i>			
3:30 p.m. - 5:00 p.m.	KEYNOTE ADDRESS IN PLENARY SESSION			
6:30 p.m. - 10:00 p.m.	Museum of Science Dinner (meet at 6:30 in lobby for bus transportation) (Pre-registration required)			



# BOSTON 2010 PROGRAM AT-A-GLANCE 23rd Annual Conference of the International Association for Conflict Management, June 24-27, 2010 Boston, USA

By Jana L. Raver, 2010 Program Chair, [jraver@business.queensu.ca](mailto:jraver@business.queensu.ca)

## Saturday, June 26, 2010

8:00 a.m. - 6:00 p.m.	Conference Registration			
8:30 a.m. - 10:00 a.m.	Session 4A:	Session 4B:	Session 4C:	Session 4D:
	PAPER SESSION: <b>Dynamical Approaches to Modeling Conflict</b>	PAPER SESSION: <b>Group and Inter-group Influences on Conflict Processes</b>	PAPER SESSION: <b>Improving Mediation Strategies and Outcomes</b>	SYMPOSIUM: <b>Teaching International Negotiation: Tested Approaches, Key Concerns</b>
10:00 a.m. - 10:30 a.m.	<i>Coffee Break</i>			
10:30 a.m. - 12:00 p.m.	Session 5A:	Session 5B:	Session 5C:	Session 5D:
	PAPER SESSION: <b>Advances in Group Diversity Research</b>	PAPER SESSION: <b>Ethical Dilemmas in Relationships and Organizations</b>	SYMPOSIUM: <b>Dealing with Power: How Mediators Cope with Power Differences</b>	PANEL SESSION: <b>Combining Computational and Social Science Approaches to Negotiation</b>
12:00 p.m. - 1:30 p.m.	<i>LUNCH</i> Advisory Council Meeting			
1:30 p.m. - 3:00 p.m.	Session 6A:	Session 6B:	Session 6C:	Session 6D:
	PAPER SESSION: <b>Building and Repairing Relationships: Trust and Reconciliation</b>	PAPER SESSION: <b>Cross-Cultural Negotiation Research</b>	PAPER SESSION: <b>The Effects of Status and Power on Interpersonal and Group Processes</b>	SYMPOSIUM: <b>Enhancing the Calibration of Negotiation Skills Training Impact</b>
3:00 p.m. - 3:30 p.m.	<i>Refreshment Break</i>			
3:30 p.m. - 5:00 p.m.	Session 7A:	Session 7B:	Session 7C:	Session 7D:
	PAPER SESSION: <b>Intragroup Conflict Research Advances</b>	PAPER SESSION: <b>Racial and Gender Identities</b>	PAPER SESSION: <b>International Perspectives on Environmental Conflicts</b>	NOVEL SESSION: <b>Graduate Students and Gurus</b>
5:00 p.m. - 6:00 p.m.	Business Meeting (followed by Group Conference Photo)			
6:30 p.m.	Meet in lobby for bus to awards dinner			
7:00 p.m. - 10:00 p.m.	Awards Dinner at Harvard Business School. Reception sponsored by NCMR.			



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By Jana L. Raver, 2010 Program Chair, [jraver@business.queensu.ca](mailto:jraver@business.queensu.ca)

### Sunday, June 27, 2010

8:30 a.m. - 10:00 a.m.	Session 8A:	Session 8B:	Session 8C:	Session 8D:
	ROUNDTABLE: <b>When to Call? Conflict between Government and Citizens</b>	SYMPOSIUM: <b>Mediator Stylistic Behavior, Competence and the Outcomes of Mediation</b>	ROUNDTABLE: <b>Toward the Successful ICS Operating in Emergency Situations</b>	SYMPOSIUM: <b>Intersections between Culture and Gender in Negotiation and Decision-Making</b>
10:00 a.m. - 10:30 a.m.	<i>Coffee Break</i>			
10:30 a.m. - 12:00 p.m.	Session 9A:	Session 9B:	Session 9C:	Session 9D:
	PAPER SESSION: <b>Interpersonal Conflicts and Cooperation in Work Settings</b>	SYMPOSIUM: <b>Negotiating Ideals: Fair enough?</b>	WORKSHOP: <b>Using CMM to Facilitate "Real Time" Learning in Diverse Groups</b>	ROUNDTABLE: <b>Teaching Negotiation to Undergraduates</b>



## THE DISPUTE RESOLUTION RESEARCH CENTER

### Negotiation Teaching Workshop

June 24th, 2010 8:00AM – 5:00PM  
Harvard Kennedy School, Cambridge, MA

#### Sponsors

Dispute Resolution Research Center, Program on Negotiation at Harvard Law School, International Association of Conflict Management. For additional information and to register visit our [Negotiation Teaching Workshop](#) web site.

Please join us for our 5th Biennial Teaching Workshop. This year it is being held jointly with the Program on Negotiation at Harvard Law School. The purpose of the workshop is to share materials and techniques with experienced negotiation teachers. Click here for the [Program Schedule](#).

Adam Galinsky from the Kellogg School of Management will open the program with an optional session on negotiation course design for new teachers. Subsequent sessions are for new and advanced teachers. These sessions highlight exciting new exercises from DRRC and PON. The optional introductory session begins at 8:00 AM. The main session begins at 9:00 AM and will end promptly at 5:00 PM so that participants may attend the opening session of the 23rd Annual Conference of the International Association for Conflict Management.

**Location:** Harvard Kennedy School, Littauer Building, Rooms: Bolton 130 and Gundie 230, 79 John F. Kennedy Street, Cambridge, MA 02138

**Registration Fee:** The registration fee is \$75. Space is limited. There will be no on-site registration for this event. The fee includes all materials, lunch at the nearby Charles Hotel, and coffee breaks. For those attending the IACM Conference, you must register for this workshop separately. For those who are not familiar with IACM we encourage you to consider attending its 23rd Annual Conference following this workshop.







## Jeffrey Z. Rubin Theory-to-Practice Award: David W. Johnson International Association for Conflict Management, June 24-27, 2010 Boston, USA

*By Daniel Druckman (President Elect), Michele Gelfand (President), and Mara Olekalns (Past President)  
(Rubin Theory-Practice Award Committee)*

It gives us great pleasure to announce this year's winner of the **Jeffrey Z. Rubin Theory-to-Practice Award: David W. Johnson**, a Professor of Educational Psychology at the University of Minnesota, and Co-Director of the Cooperative Learning Center. Congratulations David!

This award is co-sponsored by the IACM and The Program on Negotiation at Harvard Law School (PON). It is given to unique individuals whose professional contributions emphasize their ability to move effectively and skillfully between theory and practice in their professional activities. Jeffrey Z. Rubin, the noted social psychologist, former President of IACM, and director of the Harvard Program on Negotiation, was known for his ability to conduct rigorous research that had important practical implications and to translate findings in a manner that was accessible to both student and professional audiences. The IACM/PON Rubin Theory-to-Practice award seeks to spotlight and encourage those in the conflict management field whose research and practice sustains this tradition.

This year we had many outstanding applications for the Rubin Award. Applicants were judged on the degree to which his/her research work demonstrates a strong competence in theory development and empirical research, and is also active in applying this work in teaching and/or professional practice. Based on the IACM board decision last year, we did not limit the award to only those in the mid-career stage.

We are thrilled to announce that David W. Johnson was selected as this year's winner. David W. Johnson truly epitomizes the spirit of this award. David received his doctoral degree from Columbia University. He has authored or co-authored over



500 articles and book chapters as well as 50 books. He is a past-editor of the American Educational Research Journal. He held the Emma M. Birkmaier Professorship in Educational Leadership at the University of Minnesota from 1994 to 1997 and the Libra Endowed Chair for Visiting Professor at the University of Maine in 1996-1997. He received the American Psychological Association's 2003 Award for Distinguished Contributions of Applications of Psychology to Education and Practice. In 2007 he received (with his brother Roger) the Brock International Prize in Education administered by the College of Liberal Studies at the University of Oklahoma. In 2008 he received the Distinguished Contributions to Research in Education Award from the American Education Research Association. For the past 40 years Dr. Johnson has served as an organizational consultant to schools and businesses throughout the world.

David's work on conflict is characterized by a cycle of formulating theory, conducting research to validate the theory, and implementing the procedures in real world settings. This cycle is reflected in three areas.

**Continued on page 10**



## Jeffrey Z. Rubin Theory-Practice Award

International Association for Conflict Management, June 24-27, 2010 Boston, USA

By Daniel Druckman (President Elect), Michele Gelfand (President), and Mara Olekalns (Past President)  
(Rubin Theory-Practice Award Committee)

### *Social Interdependence Theory and Cooperative Learning*

Cooperation and competition underlie much of the field of conflict resolution. Dr. Johnson began his work on social interdependence theory and the appropriate use of cooperative, competitive, and individualistic efforts in the mid-1960s. His first published review of the research on cooperation and competition appeared in 1970 in his book, *The Social Psychology of Education*. Simultaneously, Dr. Johnson has revised and refined social interdependence theory, originally formulated by Morton Deutsch in 1949. Over the past 45 years Dr. Johnson, often in collaboration with his brother and colleagues, has published over 100 research studies on the impact of cooperative, competitive, and individualistic efforts on a wide variety of outcomes.

In the mid-1960s Dr. Johnson began training educators in the appropriate use of cooperative, competitive, and individualistic learning. Overall, he has written 33 other books on cooperative learning for educators, professors, and administrators. His books on cooperative learning have been translated into Chinese, Japanese, Korean, Thai, Arabic, Greek, Italian, Spanish, French, Russian, Ukrainian, Polish, German, Norwegian, Danish, Finnish, and Dutch. Finally, to ensure that the operational procedures were actually used, David and Roger Johnson founded the Cooperative Learning Center at the University of Minnesota in the early 1970s and established an international network of school districts and universities that conduct multi-year efforts to implement cooperative learning programs.

### *Constructive Controversy*

Dr. Johnson began documenting the essential role of intellectual conflict in effective instruction and decision making in the 1960s. Constructive controversy is a frequently used procedure in (a) all levels of instruction from elementary schools to universities and (b) decision making situations in a wide variety of organizations, including business and industry. His work not only demonstrates the instructional and decision-making power of intellectual conflict, but highlights the importance of training all citizens in a democracy in the controversy procedure to enable them to engage in effective political discourse. Dr. Johnson (with his colleagues and brother) has published over 15 research studies to validate and extend the theory. On the basis of these reviews, he formulated constructive controversy theory. He then created the operational procedures for using controversy in decision making and instructional situations in 1975 (*Joining Together: Group Theory and Group Skills, 1<sup>st</sup> Edition*) and began training educators in how to utilize constructive controversy for instructional and decision making purposes.

The procedures educators use to structure constructive controversies were described in various book chapters and articles beginning in the 1970s. The first book on procedures is now in its fourth edition (*Constructive Controversy: Intellectual Challenge in the Classroom*, 2007). The instructional and decision making procedures have been implemented in elementary, secondary, and university settings throughout North America and many parts of the world. A recent project, *Deliberating in a Democracy*, is training educators to use constructive controversy in Azerbaijan, the Czech Republic, Estonia, Lithuania, Macedonia, Romania, Russia, Serbia, and the Ukraine.



## Jeffrey Z. Rubin Theory-Practice Award

International Association for Conflict Management, June 24-27, 2010 Boston, USA

By Daniel Druckman (President Elect), Michele Gelfand (President), and Mara Olekalns (Past President)  
(Rubin Theory-Practice Award Committee)

### *Conflict Resolution and Peer Mediation*

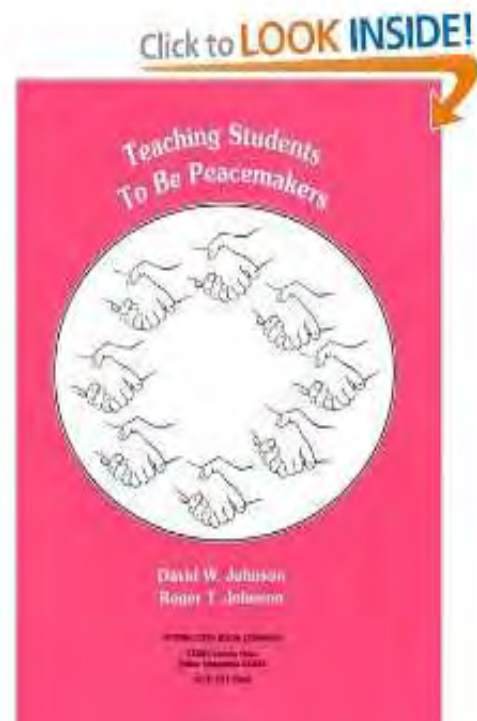
In order to ensure that conflicts of interest are managed constructively, Dr. Johnson began a program of teaching elementary, secondary, and university students and educators to engage in integrative negotiations and mediate peer conflicts. This consists of teaching all students in a class or school (a) that conflicts are potentially constructive, (b) the strategies for managing conflicts, (c) a procedure for engaging in integrative negotiations, and (d) a procedure for mediating conflicts among peers. Each student takes his or her turn at being a peer mediator. The procedures educators use to resolve conflicts constructively were described in various book chapters and articles beginning in the 1970s. The *Teaching Students to be Peacemakers* book is now in its fourth edition (2005). The program was identified as an Effective Program by the National Registry of Effective Prevention Programs (NREPP) and was selected as a Model Program by the Substance Abuse and Mental Health Administration both in the U. S. Department of Health and Human Services. The Peacemaker Program has been implemented throughout North America and many parts of the world. The book has been translated into Korean and Arabic and book chapters on the program have been published in Spanish and other languages.

More specifically, his reviews of the conflict resolution and peer mediation literature began in 1971 with a summary of research on perspective-taking in conflict situations, followed by reviews on communication in conflicts (1973 and 1974). In 1996 he published the first comprehensive review of the research on school conflict resolution and peer mediation programs. His theorizing on integrative negotiations began in 1966 with a dissertation on

perspective taking in integrative and distributive conflict situations and appears in *The Social Psychology of Education* (1970), *Reaching Out* (1972), *Joining Together* (1975), and *Human Relations and Your Career* (1978). The theory was substantially revised in 1987 (*Creative Conflict*) and 1991 (*Teaching Students to be Peacemakers*).

Please join us at the Awards ceremony at Harvard Business School on Saturday June 26<sup>th</sup> to honor David.

Past recipients of the Jeffrey Z. Rubin award include Peter Carnevale (2002), Tricia Jones (2004), Lisa Bingham (2006), and Linda Babcock (2008).



Source: <http://www.amazon.com/Teaching-Students-Peacemakers-David-Johnson/dp/0939603225#noop>





## BOSTON 2010 LOCAL ARRANGEMENTS: 23rd Annual Conference of the International Association for Conflict Management, June 24-27, 2010 Boston, USA

By *Hannah Riley Bowles* Faculty Chair, Local Arrangement Committee [Hannah\\_bowles@hks.harvard.edu](mailto:Hannah_bowles@hks.harvard.edu) and *Owen Andrews* Local Arrangements Coordinator [Owen\\_andrews@hks.harvard.edu](mailto:Owen_andrews@hks.harvard.edu)

Now is the time to register for IACM 2010 Boston at: <http://www.bus.umich.edu/Conferences/IACM-Conference-2010/ViewConference.aspx>. IACM's 23<sup>rd</sup> annual gathering is being co-hosted by the Center for Public Leadership (CPL) at the Harvard Kennedy School and the Program on Negotiation (PON) at Harvard Law School. In addition to the extensive staff support being provided by CPL and PON, we have received generous donations from the Harvard Business School, the Psychology Department at the University of Maryland, the National Center for the Study of Terrorism and Responses to Terrorism at the University of Maryland, the Dispute Resolution Research Center at Northwestern University's Kellogg School of Management, the Massachusetts Institute of Technology (MIT) Sloan School of Management, the Queens University School of Business, the University of Michigan Ross School of Business, and the IACM's journal of *Negotiation and Conflict Management and Research*. These contributions have enabled us to reduce the conference registration fee by more than 20% as compared to recent years, which we hope will enable greater conference participation during these economically difficult times. As in previous years, the registration fee covers the amenities of a top-flight conference facility as well as morning coffee and cakes/fruit, coffee breaks, and



lunches during the conference, as well as dinner Thursday and Saturday nights.

The Local Arrangements Committee has been planning and organizing for our time in Boston since last summer, and are very excited to be welcoming IACM members to Boston and Cambridge. The team is led by Professor Hannah Riley Bowles at Harvard Kennedy School with support from staff from the Center for Public Leadership at Harvard Kennedy School and the Program on Negotiation at Harvard Law School. Members of the team include Owen Andrews, Bobbi



Thomason, Marsha Frazier, Donna Kalikow, Luiza Pellerin, and Paulina Perepelkin at the Center for Public Leadership and Susan Hackley and Lisa Witzler at the Program on Negotiation.

Our home for the conference will be the Boston Marriot Cambridge, conveniently located in Kendall Square, Cambridge. Kendall Square is the heart of Cambridge's thriving biotechnology and software industries and next door to the Massachusetts Institute of Technology (MIT). From the Kendall Square





## BOSTON 2010 LOCAL ARRANGEMENTS: 23rd Annual Conference of the International Association for Conflict Management, June 24-27, 2010 Boston, USA

By Hannah Riley Bowles and Owen Andrews

Redline subway ("T") station, downtown Boston or Harvard Square are only two short subway stops away. The Marriott itself offers first-rate rooms and meeting spaces and sweeping views of Cambridge, the Charles River basin, and Boston skyline.

A block of rooms has been reserved for IACM conference attendees at a special conference rate. Please visit the travel and accommodations page on the IACM conference website, at <http://www.bus.umich.edu/Conferences/IACM-Conference-2010/Travel.aspx>, for links that will launch the hotel reservation process and fill in the conference rate code for you. Please note that the conference block rate is only good for the nights of June 24 through June 26 (until the morning of June 27). The computer system will not offer conference-rate reservations for longer stays. If you wish to add nights before or after those dates, please call the Marriott's central reservation line at 800-228-9290. Ask the agent for the "IACM Boston 2010 Conference" rate for June 24-27.

On Thursday June 24, those who want to sample the richness of Boston's history can join fellow conference participants for a customized walking tour of Boston's Freedom Trail, including portions of the Black Heritage Trail on beautiful Beacon Hill. For those who would prefer to ride in style, Boston Duck



Tours will pick up guests at the Marriott and provide a memorable ride in World War II-era amphibious vehicles through the streets of Boston—a ride that makes a splash, as the vehicles will also take you briefly out onto the Charles River.

On Friday, June 25, IACM will offer conference participants an optional outdoor reception and dinner at the waterside Washburn Pavilion at Boston's Museum of Science. From the Washburn Pavilion, participants will look out on the Charles River with views of the Boston and Cambridge skylines and the famous "Pepper Pot" bridge connecting the two cities. The dinner registration fee includes free admission to the Museum of Science until it closes at 8:00 p.m. Bus transportation will be

provided, picking up attendees at the Marriott before the event and returning them afterwards.



On Saturday, June 26, conference participants will be transported upriver to the Harvard Business School for the IACM Conference Awards dinner. We will launch the evening with a cocktail reception co-sponsored by the editorial board of the journal of *Negotiation and Conflict Management Research*. While the Local Arrangement Committee intends to keep you busy, what they have planned only scratches the surface of what Boston offers visitors. Attractions for family fun include the MIT Museum, the Boston Children's Museum, and the New England Aquarium. The Boston area also offers an extraordinary array of art collections on the Harvard campus and in Boston at the Museum of Fine Arts and neighboring Isabella Stewart Gardner Museum and at the new Institute of Contemporary Art. Shopping on Newbury Street, exploring the narrow streets and culinary delights of the North End (Boston's Italian neighborhood), and wandering the outdoor Haymarket and Boston's historic Faneuil Hall are just a few other things Bostonians and visitors alike love to do here. As the conference date approaches, check out the conference web page for additional information on places to see and things to do during your stay in the Boston area.

We look forward to seeing you in Boston! <http://www.bus.umich.edu/Conferences/IACM-Conference-2010/ViewConference.aspx>.



## 2010 ELECTION RESULTS

In December 2009, members voted for the IACM President 2011-12 and two Representatives-at-Large 2010-2012. The election closed on December 20 2009.

*By Dan Druckman, George Mason University and Australian Centre for Peace and Conflict Studies dandruckman@yahoo.com*

Martin Euwema has been elected as IACM President-elect. Bill Bottom and Peter Coleman will be our new at-large board members. We look forward to their leadership in the years ahead. Pictures and sketches follow.



**President-Elect-2010-11**

**Martin C. Euwema** is professor in Organizational Psychology at the University of Leuven, Belgium. Founded in 1425, and close to Brussels, this is one of Europe's oldest and leading universities. Martin has been working for many years at Utrecht University, in the Netherlands, teaching and investigating conflict management, mediation, leadership and organizational change. At Utrecht university he was deputy-director of the school of psychology, and manager for the master program in psychology.

Martin plays a leading role in several post-graduate master programs in conflict management and mediation in The Netherlands (University of Amsterdam, Utrecht and SN University), and Belgium (Leuven). He also is teaching in masters in conflict management and mediation at the universities of Copenhagen (Denmark) and Seville (Spain), and initiated an interdisciplinary minor in mediation at Utrecht University.

Martin received his Ph.D. in 1992 at the Free University (Amsterdam), on conflict management in organizations. His research interests are conflict management, mediation, peacekeeping, negotiation policies and skills, organizational behaviour and change management, and international leadership. He has published in international scientific journals, such as

Journal of Personality and Social Psychology, Journal of Applied Psychology, Work and Stress, Journal of Organizational Behavior, Group and Organization Management, International Journal for Conflict Management, and others, and has published several books (in Dutch) for conflict professionals and text books.

In addition to his academic work, Martin has always been active as a conflict professional. He has over 25 years experience as trainer, consultant and mediator for profit and non-profit organizations, working with a wide variety of conflicts and organisations (from peacekeepers, and police officers, to ministers and managers). He prefers to act as a boundary-spanner between the academic and practitioner worlds, particularly in the conflict field.

Martin has been an active member of IACM for many years, in fact starting 20 years ago at the Athens conference. Martin was local arrangements chair at the first European IACM conference (1991), in Den Dolder (near Amsterdam), and program chair, with Bill Donohue, at the 1993 IACM conference at Houthalen (Belgium). He is associate editor of NCMR.

### Representative At-Large Board Members:

**William Bottom** is the Joyce and Howard Wood Distinguished Professor of Business at the John M. Olin School of Business, Washington University in St. Louis. Professor Bottom is currently studying the antecedents and consequences of trust building in negotiation and the implementation of negotiated agreements. His previous research on



negotiator judgment and decision making has appeared in such journals as Administrative Science Quarterly, American Journal of Political Science, Journal of Applied Psychology, and Organization Science. This work has been supported by grants from the National Science Foundation, the Russell Sage Foundation, and the Weidenbaum Center on the Economy, Government, and Public Policy. Bill has been a member of several advisory panels for the National Science Foundation. He currently serves as a member of the editorial board for

## 2010 ELECTION RESULTS

In December 2009, members voted for the IACM President 2011-12 and two Representatives-at-Large 2010-2012.

*By Dan Druckman, George Mason University and Australian Centre for Peace and Conflict Studies dandruckman@yahoo.com*

Negotiation and Conflict Management Research and as associate editor of the journal *Organizational Behavior and Human Decision Processes*.



**Peter T. Coleman** holds a Ph.D. in Social/Organizational Psychology from Columbia University. He is currently Associate Professor of Psychology and Education at Columbia University where he holds a joint-appointment at Teachers College and The Earth Institute and teaches courses in Conflict Resolution, Social Psychology, and Social Science Research. Dr. Coleman is Director of the *International Center for*

*Cooperation and Conflict Resolution (ICCCR)* at Teachers College, Columbia University, Chair of Columbia University's *Advanced Consortium on Cooperation, Conflict, and Complexity (ACCCC)*, and a research affiliate of the *International Center for Complexity and Conflict (ICCC)* at The Warsaw School for Social Psychology in Warsaw, Poland.

He has conducted research on ingroup/outgroup formation, the mediation of inter-ethnic conflict, intractable conflict, complexity theory and conflict, identity formation, moral emotions, ripeness and conflict, and on the conditions and processes which foster the constructive use of social power. In 2003, he became the first recipient of the Early Career Award from the American Psychological Association, Division 48: Society for the Study of Peace, Conflict, and Violence. Dr. Coleman co-edits *The Handbook of Conflict Resolution: Theory and Practice* (2000; 2nd edition 2006), and has authored over 50 journal articles and chapters. He is also a New York State certified mediator and experienced consultant.

### INFORMATION/MEMBERSHIP

For membership information and updates regarding the association and the conference, please see the IACM website: <http://www.iacm-conflict.org/>

## IACM goes to Istanbul in 2011!

Plans are underway to bring IACM to the banks of the Bosphorus from July 3-6, 2011. Thanks to the work of our local arrangement committee, we have excellent venues in and around this exotic city for the welcoming dinner, meeting sessions, cocktail receptions, and the awards banquet. We can also look forward to a rousing keynote address from a well-know person who has been in the forefront of Turkish diplomacy.

Our committee consists of conflict management faculty from three major Turkish universities: Sabanci (Nimet Beriker, Arzu Kibris), Koc (Resat Bayer, Michael Mousseau), and Bilkent in Ankara (Esra Çuhadar Gürkaynak). They will work with our program chair from UCLA, Corinne Bendersky in making this a memorable experience for all of us.

## CHERYL RIVERS IS NEW IACM COMMUNICATION OFFICER FROM JULY 2010



All in all, being Communication Officer for IACM is an excellent opportunity to become involved in the Association and its community.

Here's a brief summary of the duties involved:

- Organise and maintain membership lists, and forward appropriate messages from the board during the year
- Provide Wiley quarterly NCMR label files and additional files for late-joining members
- Keep minutes at the Association's annual board meeting and records of other meetings that occur during the year
- Maintain the Association's website including receiving and soliciting News items, and uploading these to the website
- Liaison with parties interested in communicating with members.
- Remind (again and again!) the membership to renew their membership in January

Cheryl will succeed Paul Taylor in Boston in July 2010.



## ***From the Desks of... The Communication Officer and The Executive Director***



*By Paul Taylor, Communication Officer, Lancaster University, [p.j.taylor@lancaster.ac.uk](mailto:p.j.taylor@lancaster.ac.uk) and Shirli Kopelman, Executive Director, University of Michigan, [shirli@bus.umich.edu](mailto:shirli@bus.umich.edu)*

Have you renewed your IACM membership? We launched our new membership site on March 1, 2010, and 60% have renewed their membership for 2010 in the first month! We know many of you are intending to pay your membership fee along with the Boston conference registration fee. If this is you, please also remember to enter your details on the membership form of our website (<https://www.bus.umich.edu/iacmmembership>). Unless you do so, we will not have you listed in our central membership database.

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.

We are thrilled to announce that longtime IACM supporter Cheryl Rivers has agreed to succeed Paul in the role of Communication Officer. Cheryl comes at a time of great progress within IACM workings, as we develop our new web system for you all to enjoy.

Thanks,  
Paul and Shirli

## **UPDATE ON BEST ARTICLE/CHAPTER & BOOK IN 2008 AWARDS**

*By Matt Cronin, George Mason University, [mcronin@gmu.edu](mailto:mcronin@gmu.edu)*

On behalf of IACM, Matt Cronin invited scholars to nominate papers for the 2010 IACM best published article or book chapter award. This award honors the authors of a published article or book chapter that advances conflict management theory and practice. To be eligible, articles/chapters must have been published in the 2008 calendar year and may have an empirical, theoretical or practical focus. The deadline for nominations was **December 20, 2009**. The winner will receive the award at the 2010 IACM conference in Boston.

*By Astrid Homan, VU University, Amsterdam, [AC.Homan@psy.vu.nl](mailto:AC.Homan@psy.vu.nl)*

Update on the Call for Nominations for the IACM Outstanding Book Award (2008-2009) The call for the outstanding Book Award resulted in the nomination of some wonderful books this year. Unfortunately for the committee, the high quality of the books makes it very difficult to choose the one most Outstanding Book. Luckily, the Award committee consists of a divergent set of experts whose interests are central to the themes of IACM: Prof. William Donohue (Michigan State University; expert on, among other things, conflict, communication, negotiation and mediation); Dr. Maria Dijkstra (VU University, Amsterdam; expert on, among other things, conflict, conflict management, individual differences, and well-being), and Prof. Neta Moya (Vanderbilt University, expert on, among other things, motivation, creativity, and innovation), and the chair of the committee, Dr. Astrid Homan (VU University, Amsterdam; expert on, among other things, group diversity, group information elaboration, and leadership). Therefore, the committee is confident that the divergent backgrounds and expertise will guide them in deciding on the most deserving winner. We are very much looking forward to present the author(s) or editor(s) of the best book with the award at the conference banquet this year.



# MEMBER SPOTLIGHT



## Activities

IACM members **Alain Lempereur and Aurélien Colson** played important roles in organizing The European External Service: Challenges for a new european diplomacy on 7 May 2010 at Mairie de Paris, Hôtel de Ville SIRENe 21 Séminaire Interdisciplinaire de Recherche et d'Echanges sur la Négociation (an interdisciplinary research seminar on negotiation)

## Appointments

**Sally Blount**, the dean of the undergraduate college and vice dean of the Stern School of Business at New York University, has been named dean of Northwestern University's Kellogg School of Management, Northwestern Provost Daniel I. Linzer announced today. More at [http://www.kellogg.northwestern.edu/new\\_dean/](http://www.kellogg.northwestern.edu/new_dean/)

**Mara Olekalns** is the Deputy Dean at Melbourne Business School in 2010-2011.

**Deborah Cai**: In Fall 2009 she was appointed as Professor and as Chair of the Department of Strategic and Organizational Communication at Temple University in Philadelphia, PA.

## Awards

The Western Academy of Management awarded the "Ascendant Scholar" award this year to **Kristin Behfar**, Assistant Professor of Organization & Management Paul Merage School of Business University of CA, Irvine <http://web.gsm.uci.edu/~kbehfar/>

## Grants

**Gerben van Kleef** received a research grant (€800.000 for 2010-2015) from the Innovative Research Incentives Scheme of the *Netherlands Organisation for Scientific Research* for the project "Emotion is for influence: Development and test of a new theory."

**Mara Olekalns** has a 3-year Australian Research Grant Council Grant (2010-2012) with Philip Smith (Psychological Sciences), "*Currencies of Exchange: Social Utility Functions and Strategic Decisions in Negotiation*"

## *The First Move : A Negotiator's Companion*

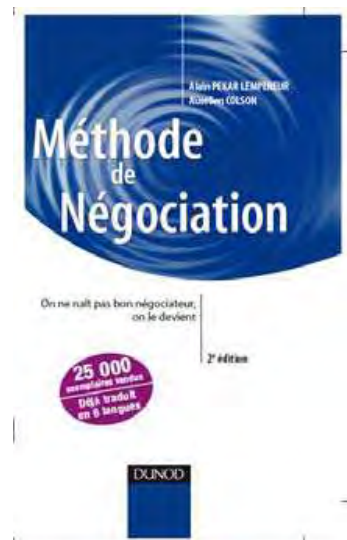
Alain Lempereur & Aurélien Colson

Edited by Michèle Pekar



## Seconde édition mise à jour de *Méthode de négociation*

Alain Lempereur et Aurélien Colson  
(Dunod, 2010) (John Wiley, 2010)





# RECENT PUBLICATIONS

Brett, J., Friedman, R., & Behfar, K. (2009). How to manage your negotiating team: The biggest challenge may lie on your side of the table. *Harvard Business Review*. September, pp. 105-109.

Cai, D. A., editor. (2010). Intercultural communication, Volumes 1 - 4 (*Communication Benchmark Series: Research defining the field of intercultural communication*). Thousand Oaks, CA: Sage.

Cai, D. A., & Fink, E. L. (2009). Chapter 23: Communicate successfully by seeking balance. In E. A. Locke (Ed.), *Handbook of principles of organizational behavior: Indispensable knowledge for evidence-based management* (2nd ed., pp. 425-444). Chichester, West Sussex, UK: John Wiley.

Cohen, T. R., Wildschut, T., & Insko, C. A. (2010). How communication increases interpersonal cooperation in mixed-motive situations. *Journal of Experimental Social Psychology*, 46, 39-50. doi: 10.1016/j.jesp.2009.09.009

Cohen, T. R. (in press). Moral emotions & unethical bargaining: The differential effects of empathy and perspective taking in deterring deceitful negotiation. *Journal of Business Ethics*. Available from: <http://dx.doi.org/10.1007/s10551-009-0338-z>

Crump, L. 2010. Strategically managing negotiation linkage dynamics. *Negotiation and Conflict Management Research*, 3 (1): 3-27.

Ebner, N., Bhappu, A., Brown, J.G., Kovach, K.K., & Kupfer Schneider, A. (2009) "You've got agreement: Negoti@ing via email." In C. Honeyman, J. Coben & G. DiPalo (Eds.) *Rethinking Negotiation Teaching: Innovations for Context and Culture*. St Paul, MN: DRI Press.

Ebner, N., & Efron, Y. (2009) "Moving Up: Positional bargaining revisited". In C. Honeyman, J. Coben & G. DiPalo (Eds.), *Rethinking Negotiation Teaching: Innovations for Context and Culture*. St Paul, MN: DRI Press.

Ebner, N., & Winkler, Y. (2008). "PASTA WARS: A Prisoner's Dilemma Simulation-Game". *Simulation & Gaming* 40(1), 134-146.

Fehr, R. & Gelfand, M. J. (in press). But I said I was sorry: The importance of matching apology content to self construals for forgiveness. *Organizational Behavior and Human Decision Processes*.

.Fehr, R., Gelfand, M.J., & Nag, M. (in press). The road to forgiveness: A meta-analytic synthesis of its situational and dispositional correlates. *Psychological Bulletin*.

Fulmer, A., Gelfand, M., Kruglanski, Chu Kim-Prieto, Diener, E., Pierro, A., & Higgins, T. (in press). On "feeling right" in cultural contexts: How person-culture match affects self-esteem and subjective well-being. *Psychological Science*.

Garcia, S.M., Bazerman, M.H., Kopelman, S., Tor, A., & Miller, D.T. (2010). The price of equality: Suboptimal resource allocations across social categories. *Business Ethics Quarterly (BEQ)*, 20, 75-88.

Gelfand, M. J., Chiu, C.Y., & Hong, Y.Y. (Eds.) (in press). *Advances in Culture and Psychology*. (Volume 1). New York: Oxford University Press.

Gelfand, M. J. and Diener, E. (Ed.) (in press). Special issue on "Culture and psychological Science", *Perspectives in Psychological Science*.

Han, B., & Cai, D. A. (2010). Face goals in apology: A cross-cultural comparison of Chinese and U.S. Americans. *Journal of Asian Pacific Communication*, 20(1), 102-124.

Imai, L., & Gelfand, M.J. (in press). The culturally intelligent negotiator: The impact of cultural intelligence (CQ) on negotiation sequences and outcomes. *Organizational Behavior and Human Decision Processes*.

Kopelman, S., Shoshana, J., Chen, L. (2009). Re-narrating positive relational identities in organizations: Self-narration as a mechanism for strategic emotion management in interpersonal interactions. In L.M. Roberts & J. Dutton (Eds.) *Exploring positive identities and organizations: Building a theoretical and research foundation*. Ch. 12, 265-287

McShane, S., Olekalns, M., & Travalogne, T. (2009). *Organisational Behavior around the Asia-Pacific Rim* (2nd ed), McGraw-Hill.

Olekalns, M., Brett, J., & Donohue, W. (2010). Words are all I have: Linguistic Cues as Predictors of Settlement in Divorce Mediation, *Negotiation and Conflict Management Research*, 3.

Olekalns, M., & Smith, P. (2009). Mutually dependent: Power, trust, affect and the use of deception in negotiation. *Journal of*

(Continued on page 19)

## RECENT PUBLICATIONS

(Continued from page 18)

*Business Ethics*, 85, 347-365.

Ramesh, A., & Gelfand, M. J. (in press). Should we stay or should we go: Job embeddedness in the U.S. and India. *Journal of Applied Psychology*.

Van der Schalk, J., Beersma, B., Van Kleef, G. A., & De Dreu, C. K. W. (2010). The more (complex), the better? The influence of epistemic motivation on integrative bargaining in complex negotiation. *European Journal of Social Psychology*, 42, 355-365.

Van Kleef, G. A., De Dreu, C. K. W., & Manstead, A. S. R. (2010). An interpersonal approach to emotion in social decision making: The emotions as social information model. *Advances in Experimental Social Psychology*, 42, 45-96.

Weiss, S. (2010). Negotiators' Effectiveness with Mixed Agendas: An Empirical Exploration of Tasks, Decisions, and Performance Criteria. *Group Decision and Negotiation*, 2010 (online January 19), forthcoming in print.

Visit the IACM conference website at <http://www.bus.umich.edu/Conferences/IACM-Conference-2010> See below.

## NEW SIGNALS

**Gregory Billikopf has been developing new video training materials. You are invited to contact him.**

"I have been working on a really exciting project; that of putting up some training videos on the Web. These videos are pre-caucuses using the Negotiated Performance Appraisal approach that I introduced to IACM in Kyoto, Japan in 2009. In time, there will also be additional training videos. Furthermore, I have training videos that I will not put on the Web because they involve a conflict between a supervisor and a subordinate. I can make these available for classroom training purposes. The URL is: <http://www.cnr.berkeley.edu/ucce50/ag-labor/7conflict/PartyDirMediationMedia.htm> "

**Taya Cohen writes to let us know of her new job:**

"On August 1, 2010 I will be joining the faculty at the Tepper School of Business at Carnegie Mellon University as an Assistant Professor of Organizational Behavior and Theory".

### IACM GOES TO BOSTON!!

Summer is the time to be in New England, and Boston is at its best in late June with the sun sparkling on Boston Harbor, the gold dome of the State House, and the Charles River basin. For IACM's 23rd annual gathering, we are planning a truly memorable conference! Please be sure to take advantage of our early registration discount and register by May 24, 2010.

Details on the conference program are now available online! Please visit the "Conference Schedule" link on the left menu to review a draft of the program, which includes an amazing set of parallel sessions and posters that highlight the interdisciplinary nature of the IACM conference and the excellent scholarship of our members. We received 174 proposals for papers, extended abstracts, symposia, workshops, roundtables, and novel sessions! Our Program Chair, Jana Raver at Queen's School of Business, would like to thank authors for submitting your high-quality work to IACM and reviewers for your help with crafting the program! If you have any questions about the program or your submission, please contact Jana ([jraver@business.queensu.ca](mailto:jraver@business.queensu.ca)).




## *NCMR in transition: A note from the incoming editors* *Mara Olekalns and Etti Jehn: Call for Papers*

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

This first 2010 issue of NCMR marks its transition from the founding editor, Judi McLean Parks, to the next generation of editors – Karen Jehn and Mara Olekalns. As the incoming editors, we wanted to take a few moments to talk about NCMR and what we hope to achieve during our editorial term, 2010 – 2012.

Before we do that, we would like to introduce the new editorial board. We have expanded the number of Associate Editors, with Bruce Barry, Martin Euwema, Sonja Rispens and Paul Taylor joining us for the next 3 years. We have also added several new members to the editorial board. And this brings us to our central theme, diversity. Both IACM, and its journal, NCMR highly value diversity in many ways. In reviewing our editorial board, we have worked hard to ensure diversity across countries, areas of interest and methodological approaches. We want to reflect the diversity that is evident in IACM's membership – we never want potential authors to feel their work won't fit because it doesn't have the right methodological approach or the topic is not quite right. So, to create an inclusive and diverse journal, we have expanded NCMR's mission statement:

*"NCMR publishes fundamental research that focuses on theory and research on negotiation 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. We also consider related issues such as power and trust issues, ethical behavior, decision-making processes, emotions and affect, communication, and distributive and procedural justice. This is by no means a comprehensive list of the topics that we believe will be of interest to our readers. Rather, it signals how diverse submissions can be.*

*The journal welcomes both theory and 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*








## *NCMR in transition: A note from the incoming editors Mara Olekalns and Etti Jehn: Call for Papers*

*theoretical contributions, and employ diverse methods."*

As incoming editors we have a number of goals in addition to publishing high-quality articles. First, we have moved to an easy to manage online system for authors and reviewers that we will support. We hope that this will lead to success in our second goal, which is a fast turn around for authors. Second, we want to increase the visibility of the research reported in NCMR. NCMR is now abstracted in PsycLit and we are working with Wiley-Blackwell to ensure that NCMR is listed in citation indices. Finally, we want to bring you cutting-edge research in the field. To do this, we have two special issues planned for the upcoming years. The first (and hopefully you have seen the call!!) to appear in 2010 focuses on asymmetric perceptions in negotiations and conflict edited by Sherry Thatcher and Katherine Phillips. The second, to appear in 2011, is on justice and will be edited by Don Conlon.

Starting with our next issue, we will replace the Editor's Desk with short state-of-the-art commentaries from leading researchers in the domain of conflict management. These commentaries will hopefully inspire researchers to move into domains that are understudied with a need for future theoretical development and empirical testing. We hope that these, along with our other goals, will encourage new research, more submissions and thorough reading of the journal.

Our goal is to continue building the reputation of NCMR. We want it to reflect the strength and diversity of IACM's membership and present this to a broader audience. With the help of our authors, we believe this journal can become the leading journal in the field of negotiation and conflict management. Help us make it happen!

For additional information visit: <http://www.iacm-conflict.org/ncmr/>

### **In forthcoming issues**

#### **2009: Volume 2, Issue 4**

Mediating Among Scientists: A Mental Model of Expert Practice

*Kenneth Kressel and Howard Gadlin*

Preferences for Third-Party Help in Workplace Conflict: A Cross-Cultural Comparison of Chinese and Dutch Employees

*Ellen Giebels and Huadong Yang*

Quantifying the Quality of Mediation Agreements

*Jean Poitras and Aure'lia Le Tureau*

#### **2010: Volume 3, Issue 1**

Strategically Managing Negotiation Linkage Dynamics

*Larry Crump*

Innovation and Conflict Management in Work Teams: The Effects of Team Identification and Task Relationship Conflict

*Helena DeSivilya*

Electronic Signatures and Interpersonal Trust on Online Negotiations

*Terry Kurtzberg*

The effects of achievement motivational goals and of debriefing on the transfer of skills in integrative negotiations

*Yoella Bereby-Meyer, Simone Moran, and Liat Sattler*



## 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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# CONFERENCES, RESEARCH, WORKSHOPS & GRANTS

## iCRiSP Research Centre

The new iCRiSP research centre at the University of Twente (The Netherlands) has opened its doors on 11 February 2010. The centre, which forms part of the Institute for Behavioural Research (IBR), combines the University of Twente's research into *Conflict, Risk and Safety Perception*. It encompasses a wide variety of topics ranging from anti-social behaviour to flood risk and from crime to bullying in the workplace, and approaches these topics from a social-psychological and communication science perspective. The centre is co-directed by dr. Ellen Giebels and dr. Jan Gutteling. For more information see <http://icrisp.utwente.nl>.

## Peace Revolution Fellowship II

**21 June – 20 July 2010**  
**Chiang mai/ Bangkok, Thailand**

Are you a young peace activist who is looking for something more to help you in your life and work? Are you interested in Buddhism and Buddhist approaches to peace building? Would you like to learn how to develop your own inner peace so that you can more effectively engage in your peace work? The Peace Revolution Project is now accepting applications for the 2010 Fellowship in Thailand. The Fellowship is open to all young peace activists who believe that INNER PEACE + OUTER PEACE = SUSTAINABLE WORLD PEACE

### Aims of the Program

Participants will:

1. Study and practice inner peace techniques with youth working on peace from around the world.
2. Learn about Buddhism and Thai Buddhist culture.
3. Participate or volunteer in the biggest Mass Ordination Ceremony of 100,000 Thai monks. Attend the Peace Revolution workshop to develop their peace activist abilities.

### Target Group

Youth aged between 18-30 years old. Up to twenty

peace activists will be selected to attend.

### Timeline

April 22 was the deadline for the youth fellowship applications, but activities are in June and July

### Qualifications

Applicants must:

- Be 18-30 years old at the time of submitting the application;
  - Have completed at least 1 month of the Peace Revolution online self-development program;
  - Have good proficiency in written and spoken English language;
- Be optimistic, open-minded, show leadership potential, and have a genuine interest in peace.

### Fellowship Program

- **Week 1-3:** Peace Revolution Retreat (focus on Meditation and Buddhist Studies)

**Week 4:** Attend the biggest Mass Ordination Ceremony of 100,000 monks in Thailand and Peace Revolution workshop.

Peace Revolution will provide food and accommodation for all participants in the fellowship program. There is also a limited grant scheme to cover participants' flights to Thailand.

**If interested, please check it out at <http://www.peacerevolution2010.org/docs/en/peace-revolution-fellowship-II>.**



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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](mailto:steele_signal@sta.uwi.edu)

In this issue we focus on our 2010 Conference in Boston. Please see the President's Corner by Michele Gelfand which reminds us that people make places and what a great place IACM is wherever we go (pages 1-3). Program Chair Jana Raver previews the Boston 2010 program (pages 1, 4-5), features the Graduate Student Scholarship recipients (page 5) and provides a helpful Day-at-a-Glance overview (pages 6-8). Details of the pre-conference workshop on Negotiation Teaching hosted by the Dispute Resolution Research Centre featuring Adam Galinsky are provided on page 8, as well. The Jeffrey Z Rubin Award Winner is David W. Johnson. His impressive bio is presented by the Award Committee (pages 9-11). Hannah Riley Bowles and Owen Andrews recall the exciting range of local arrangements planned for summer in Boston (pages 12 and 13).

This issue of **SIGNAL** also includes a recap of the 2010 Election results by Dan Druckman (pages 14-15) and updates from our Communication Officer, Paul Taylor and Executive Director, Shirli Kopelman (see page 16). Paul is ending his term after five years. We join with all of IACM in thanking him for his sterling contribution. Cheryl Rivers succeeds Paul in July 2010. We also feature updates by Matt Cronin and Astrid Homan on the process of selecting the Best Article and Best Book Chapter published in 2008 which will be announced in Boston in June.

We also spotlight member activities (page 17). Members' publications appear on pages 18-19 and we continue a recently created personal column NEW SIGNALS (page 19). We thank all of you for your time, attention, and contribution to our newsletter.

As IACM goes to Boston in 2010, we think of the infamous Boston Tea Party and the Boston Marathon. Given the record submissions, this year's conference will be neither an ordinary tea party nor an ordinary conference marathon as we embrace the range of issues and hot topics in negotiation and conflict management.

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 for over 24 volumes (see: <http://www.iacm-conflict.org/SIGNAL/>). We welcome ideas and feedback from our membership, officers and Board of Directors as we complete volume 25.

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