



Istanbul 2011: Celebrating Conflict Research and Practice



▲ PRESIDENT'S CORNER

By *Dan Druckman, President*, iacm.druckman@yahoo.com

In my previous Signal column, I bragged about the contributions made by many of our members. Clearly, the volunteer spirit is alive and well at IACM. We have a record number of 262 submissions for the Istanbul meeting and an impressive membership of more than 400 from all corners of the globe. There is much to celebrate and also much to look forward to in the years ahead.

We have and will continue to provide a forum for discussing cutting-edge research and practice on conflict management and resolution. As such, IACM is the only international association dedicated to a topic that has captured the imagination of scholars and practitioners from a variety of disciplines across the social and behavioral sciences. In the IACM context, we identify less as members of academic disciplines, more in terms

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IACM Istanbul 2011 Program

By *Corinne Bendersky, 2011 Program Chair*,
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The 2011 IACM annual conference in Istanbul promises to be an exciting event full of superb papers and innovative sessions that will appeal to all attendees! This year we received a record 262 submissions – including full papers, extended abstracts, symposia, roundtables, panels, workshops, and novel sessions. This represents an enormous 51% increase in submissions from last year, which was itself 30% higher than the year before that. Very excitingly, we have more participants from the Middle East, Africa and Asia than ever before. This indicates that people from around the world are increasingly interested in being involved in IACM and participating in our excellent annual conferences.

Some of this increased interest is attributable to our efforts to broaden the range of disciplines and perspectives from which we solicited submissions. This year's program will include presentations on environmental and political conflict, international peacekeeping, ethnic, religious and regional conflict, family and social conflict as well as the topic areas that

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PRESIDENT'S CORNER

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of the substantive research and practice that we do. We are conflict scholars and practitioners who happen also to be from such fields as psychology (social, organizational, and political), sociology, political science, or communication. Conflict or peace studies is one of many sections in the large disciplinary associations (APA, ASA, APSA AoM, ISA). Nor should we take differences in size for granted: Our relatively small size is a substantial advantage, particularly for interacting and networking at meetings.

These IACM strengths will be on display at the Istanbul meeting. Here are some of the events that we have in store:

- . picturesque settings and entertainment for the poster session dinner at Koc University and the awards banquet at the Sabanci museum
- . a variety of symposia that feature hot research topics, media spotlights, tributes to senior colleagues, and novel workshop formats
- . keynote addresses from the lifetime achievement award recipient and from Turkish diplomats with long experience in important regional and international negotiations
- . a post-conference workshop on how cases studies on conflict are done
- . optional tours of Istanbul and a dinner cruise on the Bosphorus
- . association awards, celebrations, passing of the gavel, and looking forward to next year's conference

Add to these highlights, a large and varied offering of paper sessions, and we can expect to have many activities of interest for everyone.

All of this is made possible by a variety of generous sponsors. I would like to share some of the activities engaged in by faculties at each of these sponsoring institutions. *Sabanci University's Program on International Conflict Resolution* is celebrating its tenth year. It has been the only graduate program devoted to conflict analysis in the Black Sea region. As an adjunct faculty member of the university, I have been privileged to watch the program mature through several stages. Students come from all over the world and often continue their studies in doctoral programs in the United States and Europe. The faculty has been dedicated to providing quality teaching, mentoring, and research collaboration. International relations scholars from *Koc University* have also made an impact on the field. Research topics include the political economy of conflict, causes and consequences of civil war, and the role of negotiation and mediation in peaceful relations between nations. Several of these projects are conducted within the Koc Center for Conflict Studies. Conflict scholarship is alive and well at *Bilkent University* in Ankara. Included in their research agenda are projects on the evaluation of conflict resolution initiatives, third party intervention in civil war, transnational terrorism, and game theoretic approaches to conflict management. Conflict studies at Bilkent are stimulated as well by two research centers: the Center on Foreign Policy and Peace Research and the Center for Global Affairs, focusing on issues of human security and conflict resolution.

The international relations focus of our Turkish colleagues is complemented by research at the

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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. Cheryl Rivers, Communication Officer, IACM, Department of Management, University of Otago, New Zealand, at cheryl.rivers@otago.ac.nz

President's Corner



(President's Corner continued from page 2)

organizational and interpersonal levels by IACM members at our other sponsoring organizations. A productive faculty at *Northwestern's Kellogg School of Management* has produced a steady stream of experimental studies on negotiation that has shaped this corner of the field. Their commitment to graduate training has produced award-winning researchers and leaders for IACM. That commitment is in evidence each year with the sponsorship of fellowships for students to attend the annual meetings. Research and training are joined as well at *Columbia's Advanced Consortium on Cooperation, Conflict, and Complexity*. Of particular relevance is the work being done on dynamical systems. This innovative perspective on conflict processes guides the development of models shown to capture a considerable variety of applications. The Consortium's commitment to training is reflected in their generous support of student scholarships to attend the meeting in Istanbul.

At *UCLA's Anderson School of Management*, our colleagues are engaged in research projects that examine the effects of status hierarchy on group performance, the role of negative emotions and gender on the propensity to negotiate, the effects of pursuing missing information on settlements, the way that dimensions of conflict account for levels of conflict intensity, and nonunion forms of employee representation. At the *University of Southern Queensland's Public Memory Research Centre*, research projects focus on the ways in which the past is archived, understood, and utilized in contemporary societies. These include studies on migrant security and social inclusion as well the role of procedural and distributive justice in the durability of past peace agreements. And, at *George Mason's Department of Public and International Affairs* faculty members are engaged in a variety of projects with implications for conflict management, with an emphasis on issues of international security and arms control. My own course on "Negotiating in the International Context" attracts students from a variety of departments around the campus.

Special gratitude goes to the University of Michigan's Ross School of Business for their administrative and technical support of our executive office. Ross is an international leader in action-based learning programs that connect the world of ideas to the world of practice. It also provides a conducive atmosphere for the research done by our executive director and other colleagues on such topics as culture and emotions.

The results of many of these projects are found in the association journal, *NCMR*, another sponsor. And, I would be remiss if I did not mention *Jim Wall's* sponsorship. A leader in our field, Jim has contributed path-breaking research on negotiating boundary roles and, more recently, research on mediation and peacekeeping with systematic field research methods.

Istanbul, the location where East meets West, is also the site for IACM, where scholars and practitioners of interpersonal and organization conflict will meet scholars who study conflict in the context of international relations. Our conference team looks forward to greeting and interacting with you this summer in the magical city. Finally, I would like to express my appreciation for the support given to the Association by our members and sponsors during my term as your president.



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

Istanbul 2011 Program

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are more familiar to veteran IACM conference attendees. We will also include special sessions that commemorate and honor the work done by long-standing colleagues and IACM members: Christophe Dupont on international negotiation and Jacob Bercovitch on international mediation. In addition, a post-conference workshop on case study methods will be held on Wednesday afternoon. No doubt, there are several things of interest in the program for every one.

We are working to creatively accommodate this expansion while limiting each concurrent session to four papers so that presenters have time for substantive dialogue about their work. Since program space is at a premium, we made decisions about presentation format (e.g., poster or paper) based on topical fit of submissions into paper sessions. This means that many high-quality submissions will be presented as posters, which should make for an especially exciting poster session at Koc University on Monday evening. In addition, we will hold a second poster session at the conference hotel on Monday afternoon that features many outstanding case studies of specific conflicts. This will be a great opportunity for attendees to learn about the rich variety of conflict issues and resolution processes that have been taking place around the world.

We have two very special speakers who will present to the full conference. John Barkat, Assistant Secretary-General of the United Nations, Ombudsman & Mediation Services, will speak to us during the welcome dinner on Sunday night (July 3rd) about his work on the conflicts in Sudan/Darfur. He will highlight the way he and his colleagues have adapted principles of procedural justice in the context of various attempts to mediate the conflict. We will also learn about how his UN office deals with these real-world challenges. The talk will be followed by Q&As facilitated by Peter Coleman. Linda L. Putnam, winner of the 2011 IACM Lifetime Achievement Award, will present her keynote address Tuesday (July 5th) on the centrality of communication in negotiation and conflict management. Using her own work as a touchstone, she will examine the scope and breadth of communication studies, its multiple faces, and its functions in shaping conflict processes, framing conflict boundaries, engaging in collective sense making about disputes, and transforming conflict situations. Her talk will draw from her work in labor negotiations, organizational conflicts, and intractable environmental disputes and conclude with some challenges and new directions for using a communication lens to understand conflicts. These promise to be extraordinarily interesting presentations that I am sure will appeal to all IACM conference attendees.



I would like to thank all of the authors for submitting your outstanding work. Please consider submitting your accepted paper for the IACM conference to our journal, Negotiation and Conflict Management Research (NCMR). NCMR is a direct route to all our members and guarantees an enthusiastic audience for your work related to negotiation and conflict management. The home page of NCMR, where you can find submission information, is <http://www.wiley.com/bw/journal.asp?ref=1750-4708>.

I would also like to especially thank the 200 reviewers who each provided feedback on 1 to 3 submissions. Reviewers were solicited primarily through the submissions website. We extended an innovation introduced last year by Jana Raver to ask not only the submitting authors but also up to three of their co-authors to review submissions. This was essential given the high number of submissions. I sincerely appreciate 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 2011 conference website hosted by the University of Michigan. Minor kinks that emerged last year were resolved so that very few problems were reported. This very useful submission portal will almost certainly be an essential part of the IACM conference creation process in future years as well. Detailed information about presentation timing and format was emailed to the submitting authors at the end of April. You can access the general schedule of the conference at <http://www.bus.umich.edu/Conferences/IACM-2011/Schedule.aspx>. The detailed program will be circulated prior to the conference. I very much look forward to seeing all of you in Istanbul!

2011 Istanbul Conference

Date: Sun, 07/03/2011 (All day) - Wed, 07/06/2011 (All day)

Location: Istanbul Turkey

Official Conference Website:

<http://www.bus.umich.edu/Conferences/IACM-2011>

We are looking forward to a terrific conference in Istanbul, July 3-6 2011. For more information click on the conference website (see above).

From the Desks of... The Communication Officer and The Executive Officer



*Cheryl Rivers, Communication Officer, University of Otago, cheryl.rivers@otago.ac.nz and
Shirli Kopelman, Executive Officer, University of Michigan, shirli@umich.edu*

You may have noticed that this is the time of the year when you receive lots of email reminders encouraging you to renew your membership so we can keep our wonderful organization on a sound financial footing. If you haven't done so already, please go to our website and click on the link to "join IACM now". Coming into the new calendar year we are hoping to maintain our record membership of around 400 people that are scattered across the globe.

Cheryl's email will be changing in a couple of months as she moves up North to the capital of "the shakey isles" to Victoria University in Wellington. Time to get out those atlases and have a look at where Wellington is! Until then, you can contact either of us on the above email addresses if you have any queries or questions about being an IACM member. Alternatively, you can contact Shelly Whitmer who works tirelessly doing lots of IACM duties with Shirli at Ross School of Business on sjmoore@umich.edu

Thanks,
Cheryl and Shirli

...and the Treasurer

Don Gibson, Treasurer, Fairfield University, dgibson@fairfield.edu

Thanks to the Herculean efforts of Shirli and others, IACM is now officially a 501(c)(3) not-for-profit organization! This designation allows us to take donations and sponsorships that are tax deductible to those contributing (above and beyond the value of any services or products received). This was an important step to assure our legitimacy and longevity going forward. From a financial perspective, I can say with assurance that IACM is financially sound. We have sufficient assets that allow us to enter into agreements for our conferences (especially our international conferences) with a degree of confidence that we can cover expenses that may arise unexpectedly.

Thanks,
Don

BEST ARTICLE UPDATE *Bill Bottom, Board Member 2011-2013, bottomb@wustl.edu*

A committee consisting of Deborah Cai, Jochen Reb, and Niro Sivanathan has been working with me to review papers published in top journals on subjects related to negotiation, conflict management, and dispute resolution during 2009. At the conference we will be announcing our selection for the best paper from a very extensive list of high quality work that appeared that year.

Bill

IACM ELECTION RESULTS

Martin Euwema, President-Elect 2010-2011, martin.euwema@psy.kuleuven.be

Dear Friends,

It is my pleasure to present the results of the IACM Board's presidential elections. Our new President-elect for 2011-2012 is Wendi Adair, and our new board members are Jana Raver and David Johnson. It's great we can continue our IACM endeavor to promote conflict research and practice with their important contributions, and building on their rich experience, knowledge and network. I am looking forward to their input in our discussions, and actions to be developed collectively, and for sure the team is enriched by these great new members!!

Also, I have thanked on behalf of IACM our friends and colleagues, Steve, Soren and Jimena, who were willing to run in this elections. It is not always easy to find highly qualified members willing and able to step forward in elections.

I also would like to thank you all for your ideas and support during the elections, and a special word: THANKS Dan & Cheryl!!! Great teamwork!!

Yours,
Martin

Contacts for information on IACM & its 2011 conference in Istanbul, Turkey

For questions regarding registration and membership, contact Shelly at sjmoore@umich.edu.

For questions regarding the academic program, contact Corinne at cbenders@anderson.ucla.edu.

For questions regarding accommodations and Istanbul travel, contact Esra at IACMIstanbul@gmail.com OR Arzu at arzukibris@su.sabanciuniv.edu.

Ceylan Intercontinental Istanbul Hotel direct contacts: Volkan_karce@interconti.com.tr OR Hasret_gunes@interconti.com.tr.



24th Annual Conference
July 3-6, 2011
Istanbul, Turkey

Conference Schedule & Optional Tours

Schedule of Events Overview

Saturday, July 2, afternoon:

Board Meeting at Sabanci University Bank Building

Sunday, July 3:

(Day) Optional organized sightseeing tours

(7 pm) Welcome reception followed by dinner at hotel & reception for students

Monday, July 4:

(Full Day) Concurrent sessions

Advisory Council Lunch

(6 pm) Cocktails, poster sessions, dinner, and entertainment at KOC University

--all participants will be transported at 6 pm--

Tuesday, July 5:

(Day) Concurrent sessions

(3:30 pm) Keynote Address

Open Business Meeting

(6 pm) Awards banquet (cocktails and dinner) at the Sabanci Museum

--all participants will be transported at 6 pm--

Wednesday, July 6:

(Day) Concurrent sessions

(2-5 pm) Optional workshop on how to do case studies on conflict by T. Hopmann

(Evening) Optional dinner cruise on the Bosphorus

INTERNATIONAL ASSOCIATION
IACM
 FOR CONFLICT MANAGEMENT

24th Annual Conference
 July 3-6, 2011
 Istanbul, Turkey

Optional Tours

ISTANBUL CLASSICS (Half Day; Sunday, July 3)

Half Day Morning Tour or Half Day Afternoon Tour (Please indicate if you prefer the half day tour in the morning or afternoon. The afternoon tour (time TBA) is conditional upon a minimum of 10 participants.

32 USD per person; plus an additional 10 TL (approx 7-8 USD) fee applies to enter the Istanbul Archaeological Museum.

Tour starts at 9 am.

Tour of "**Sultan Ahmet Center**," the heart of the "**Old City**" from where the Byzantine and Ottoman Empires were ruled. **Hagia Sophia**, one of the greatest marvels of architecture, constructed as a basilica in the 6th century by Emperor Justinian. **Blue Mosque**, facing Hagia Sophia, famous with its blue Iznik tiles and unique with 6 minarets, built in the name of Sultan Ahmet. **Hippodrome**, center of sportive events (chariot races, athletics) and political activities of the old city. **Serpentine Column**, **Obelisk of Theodosius**, **German Fountain of Wilhelm II** are the monuments decorating the Hippodrome. **Grand Covered Bazaar**, most attractive shopping center and biggest "souk" in the world with nearly 4000 shops selling antiques, jewelry, gold, carpets, leatherware, and souvenirs. [NOTE: Instead of the covered bazaar, our guests can choose to visit the **Istanbul Archeology Museum** and see the first peace treaty signed in history. The half day tour terminates at **Sultanahmet Center** in front of **Hagia Sophia**. Then the tour buses will take the guests to the Intercontinental Hotel. Those attending the full day tour will continue on another bus.



Optional Tours

ISTANBUL CLASSICS (Full Day: Sunday, July 3)

64 USD per person; plus an additional 10 TL (approx 7-8 USD) fee applies to enter the Chora Museum.

Starts at 9am and ends at 5pm (lunch included)

The morning part of the full day tour will be the same as the half day tour option. In the afternoon, the following additional places will be visited: **Ottoman and Byzantine Relics; Topkapi**, residence of Ottoman Sultans exhibiting imperial treasury, sacred Islamic relics, kitchen, Chinese porcelain, weapons, calligraphy section, etc.(please note that visiting the Harem section in the Palace requires an extra entrance ticket and fee and is not included in the tour package); **Kariye Museum**, the Church of the Holy Savior in Chora where the beautiful mosaics dating back to the 6th century can be seen.



Optional Tours

BOAT CRUISE AND DINNER (Evening; Wednesday, July 6)

75 USD per person (includes the dinner and bus transfer to the port)

An optional dinner on the boat with a tour of the Bosphorus. Cocktails and buffet dinner will be served on the boat. Buses will transfer guests from the Intercontinental Hotel to the port in Kabatas and then back to the hotel in Taksim when the cruise ends. The cruise will start from Kabatas on the Sea of Marmara to the Black Sea. On the route, you may see the marvelous architecture of the Bosphorus mansions and Ottoman Palaces from the sea in a nice and breezy summer evening. Please don't forget to take a sweater with you.



MEMBER SPOTLIGHT

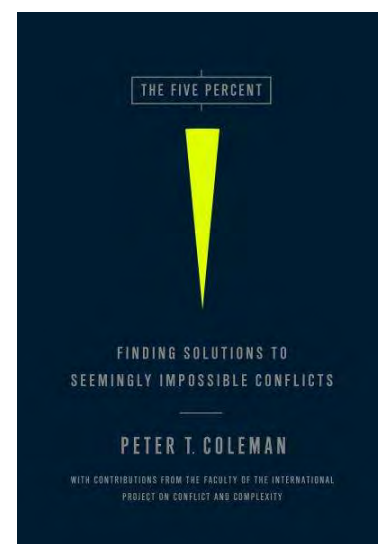


Dr. Marijn Poortvliet moved to Wageningen University to become an assistant professor in Communication Science.

Prof Neal M Ashkanasy, Prof Karen A Jehn, Dr Oluremi B Ayoko, Prof Christopher W Clegg won an Australian Research Grant (AUS \$245,000) to study employee wellbeing and productivity: the role of territoriality, conflict and emotions over three years

Dr. Peter T. Coleman, director of the International Center for Cooperation and Conflict Resolution and associate professor of psychology and education at Columbia University, has extensively researched the essence of these difficult problems in his “Intractable Conflict Lab,” the first research facility devoted to the study of polarizing conversations and seemingly unresolvable disagreements. The only solution, he says, is to see our conflicts anew. In *THE FIVE PERCENT*, Coleman applies proven, practical lessons and analyses drawn from complexity theory to create the first systematic, integrated, evidence-based model for understanding the 5 percent, and offers a coherent set of principles and practices for resolving them. The result is an innovative new strategy for dealing with intractable disputes of all types

George Siedel, Thurnau Professor of Business Law at the University of Michigan, and **Helena Haapio**, a leader of the Proactive Law Movement in Europe, have recently coauthored a book entitled *Proactive Law for Managers: A Hidden Source of Competitive Advantage* (Gower, 2011). The book includes a practical plan that lawyers and their clients can use to achieve business success in a variety of areas, including contracting practices, intellectual property, and retaining the best talent. The book also covers tools such as suitability screens and decision trees that are useful in dispute resolution. The publisher has offered a 35% discount to IACM members. For details please go to <http://www.gowerpublishing.com/isbn/9781409401001> and quote discount code G1DMX35.



RECENT PUBLICATIONS



Albin, C., & Druckman, D. Equality matters: Negotiating an end to civil wars. *Journal of Conflict Resolution* (in press).

Bazerman, M., & Tenbrunsel, A. (2011). *Blind spots: Why we fail to do what's right and what to do about it*. Princeton, NJ: Princeton University Press.

Bereby-Meyer, Y., Moran, S., & Sattler, L. (2010). The effects of reflection and motivational goals on the transfer of skills in integrative negotiations, *Negotiation & Conflict Management Research*, 3, 1, 64-86.

Beune, K., Giebels, E., Adair, W.L., Fennis, B.M., & Van der Zee, K.I. (accepted). Chatting with suspects: Strategic sequences and the importance of order and cultural fit. *Criminal Justice and Behavior*.

Coleman, P.T. (2011). *The five percent: Finding solutions to seemingly impossible conflicts*. Public Affairs: <http://www.publicaffairsbooks.com>

De Dreu, C. K. W., Greer, L. L., Van Kleef, G. A., Shalvi, S., & Handgraaf, M. J. J. (in press). Oxytocin promotes human ethnocentrism. *Proceedings of the National Academy of Sciences*.

Dunaetz, D. R. (2010). Christian cooperation and ministry effectiveness: Insights and applications from empirical research in group processes. *Dharma Deepika: A South Asian Journal of Missiological Research*, 14, 17-26.

Greer, L. L., & Van Kleef, G. A. (2010). Equality versus differentiation: The effects of power dispersion on group interaction. *Journal of Applied Psychology*, 95, 1032-1044.

Gross, M. A., & Pullman, M. (2011). Playing their roles: Experiential design concepts applied to complex services. *Journal of Management Inquiry*, online 13 January 2011.

Lelieveld, G.-J., Van Dijk, E., Van Beest, I., Steinel, W., & Van Kleef, G. A. (in press). Disappointed in you, angry about your offer: Distinct negative emotions induce concessions via different mechanisms. *Journal of Experimental Social Psychology*.

Moran, S. and Ritov, I. (2010). Valence framing in negotiations, in G. Keren (Ed.), *Perspectives on Framing:*

The Society for Judgment and Decision Making Series. London: Psychology Press.

Poortvliet, P. M., & Giebels, E. (in press). Self-improvement and cooperation: How exchange relationships promote mastery-approach driven individuals' job outcomes. *European Journal of Work and Organizational Psychology*.

Poortvliet, P. M., & Darnon, C. (2010). Toward a more social understanding of achievement goals: The interpersonal effects of mastery and performance goals. *Current Directions in Psychological Science*, 19, 324-328.

Siedel, G., & Haapio, H. (2011). *Proactive law for managers: A hidden source of competitive advantage*. Gower.

Steele, G.A. (2011). (Ed.). *Health communication in the Caribbean and beyond: A reader*. Kingston: UWI Press.

Steinel, W., Van Kleef, G. A., van Knippenberg, D., Hogg, M. A., Homan, A. C., & Moffit, G. (2010). How intragroup dynamics affect behavior in intergroup conflict: The role of group norms, prototypicality, and need to belong. *Group Processes and Intergroup Relations*, 13, 779-794.

Van Kleef, G. A., Homan, A. C., Finkenauer, C., Gündemir, S., & Stamkou, E. (in press). Breaking the rules to rise to power: How norm violators gain power in the eyes of others. *Social Psychological and Personality Science*.






Notes from the NCMR editors Mara Olekalns and Ety Jehn: and Call for Papers

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

The first 2010 issue of NCMR marked 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 shared our vision of NCMR and what we hoped to achieve during our editorial term, 2010 – 2012.

The new editorial board has expanded to include a 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



*From the NCMR editors
Mara Olekalns and Ety Jehn: and Call for Papers*

theoretical contributions, and employ diverse methods.”

As 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 planned two special issues. The first appeared in 2010 and focused 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.

In our last issue, we replaced the Editor's Desk with short state-of-the-art commentaries from leading researchers in the domain of conflict management. These commentaries hopefully inspired 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 current issue

Volume 3, Number 4, November 2010

Introduction

Beauty is in the eye of the beholder: How asymmetric perceptions color our experience
Introduction to the Special Issue
Sherry M.B. Thatcher, Katherine W. Phillips

Articles

The View from Above and Below: The Effects of Power and Interdependence Asymmetries on Conflict Dynamics and Outcomes in Organizations
Peter T. Coleman, Katharina Kugler, Adam Mitchinson, Christine Chung, Naira Musallam

Task Conflict, Problem Solving, and Yielding: Effects on Cognition and Performance in Functionally Diverse Innovation Teams
Laurie Weingart, Gergana Todorova, Matthew Cronin,

Crooked conflicts: The Effects of Conflict Asymmetry In Mediation
Karen A. Jehn, Joyce Rupert, Aukje Nauta, Seth van den Bossche

Did I do that? Group Positioning and Asymmetry in Attributional Bias
Brice Corgnet, Brian Gunia

Asymmetry in Perceptions of Trustworthiness: It's Not You; It's Me
Jacqueline Z. Bergman, Erika E. Small, Shawn M. Bergman, Joan R. Rentsch

Call for Papers: Special issue on Terrorism and Political Violence Deadline July 15 2011. See page 15.


 negotiation and conflict management research


 INTERNATIONAL ASSOCIATION
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Call for Papers

Special Issue: Terrorism and Political Violence

DEADLINE FOR SUBMISSIONS: JULY, 15, 2011

Guest Editors

Ellen Giebels, *iCRiSP* centre for Conflict, Risk and Safety perception, University of Twente, The Netherlands
Paul J. Taylor, Investigative Expertise Unit, Lancaster University, United Kingdom

Terrorism and political violence remain key conflicts in many of today's societies. In this special issue, we invite submissions that examine the (social) psychological and communicative dynamics surrounding such incidents. We are particularly interested in three types of submissions. First, we welcome empirical or theoretical papers focusing on individual and group level explanations for how people develop extremist ideas and radical attitudes and why people ultimately engage in terrorism and political violence. Second, we are interested in papers analyzing the dynamics that occur when law enforcement or governmental bodies deal with ongoing terrorist acts (e.g., kidnappings or sieges) or verbally react to specific threats made (e.g., product contamination, bombings, etc.). Third, we are interested in contributions that evaluate the impact of terrorism and political violence from the victims' perspective.

Potential contributions may concentrate on personality and individual differences, cultural and identity issues, intra/intergroup processes, language aspects, and influence strategies. We welcome novel (qualitative and quantitative) methodologies that shed new insights into this difficult-to-examine field, as well as theoretical reviews provided that they make an original contribution to the literature.

Provisional time frame:

July 15, 2011	submission of papers
September 1, 2011	feedback from reviewers/editors
November 15, 2011	revision deadline
January 12, 2012	acceptance decisions

For further information, please contact one of the guest editors:

Ellen Giebels	e.giebels@utwente.nl
Paul Taylor	p.j.taylor@lancaster.ac.uk

Submission Instructions:

Please submit manuscripts online at <http://mc.manuscriptcentral.com/ncmr> by July, 15, 2011. When submitting please be sure to click on the "Special Issue" submission link. Potential contributors are strongly encouraged to include in their contribution an evaluation of the implications of their findings for combating terrorist incidents and/or acts of political violence.



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CONFERENCES, RESEARCH, WORKSHOPS & GRANTS

IACM GOES TO ISTANBUL, TURKEY IN 2011

We are looking forward to a terrific conference in Istanbul, July 3-6 2011. Our host hotel, the Ceylan InterContinental in the Taksim area, is one of the best in Istanbul. Special convention rates extended several days before and after the conference combine with a choice location (and views) to make this meeting a memorable experience (see the hotel link for reservations).

Program chair Corinne Bendersky will be developing a variety of session topics and formats, including fascinating keynote addresses and special panels. Our local arrangements committee from Sabanci, Koc, and Bilkent Universities has a menu of activities in store for us including tours of the old city, Topkapi Palace, a Bosphorus boat trip, a beautiful setting for the awards banquet and more.

There will be something special at IACM/Istanbul for everybody. Stay tuned to the conference page as the details unfold in the months ahead. If you go to one meeting this year, make it IACM. If you go to several meetings, be sure that IACM is one of them. I cannot wait to see all of you in the magical city -- where East meets West -- next summer.

Dan Druckman
IACM President

ACADEMY OF MANAGEMENT CALL FOR SUBMISSIONS

In 2011, the Academy of Management will be meeting in San Antonio, Texas. On August 13, the Conflict Management Division will be holding three professional development workshops at the Grand Hyatt Hotel that should interest IACM members. A junior faculty research incubator entitled West Meets East in the Negotiation of Conflicts and Deal-making will focus on the process and outcomes of negotiation as it takes place in different cultural contexts. Junior faculty interested in this subject will have an opportunity to work on research design with a distinguished panel of experts on conflict that includes Peter Carnevale, Hillary Elfenbein, Don Ferrin, Ray Friedman, Kwok Leung, Robin Pinkley, and Melissa Thomas-Hunt. Those interested in registering for or learning more about the workshop should contact Bill Bottom, bottomb@wustl.edu.

In the workshop entitled Organizational Justice: Breaking the Boundaries and Forging New Directions, a distinguished panel that includes Bob Bies, Joel Brockner, Rob Folger, and Deb Shapiro will address challenges being faced by the field and what new opportunities exist for justice research. The purpose is to discover and challenge assumptions about the justice literature, identify opportunities for research, and provide collaboration opportunities that shape the future of the field. Those interested in registering for or learning more about this workshop should contact Laurie Barclay, lbarclay@wlu.ca.

In How to Negotiate Your Job Offer, Don Conlon will provide an overview of negotiation preparation and process. An expert panel that includes Remi Akoyo, Bruce Barry, Deanna Geddes, Dean Tjosvold, and Dan Turban will discuss the factors to consider when negotiating job offers across different cultural contexts as well as addressing questions from workshop participants. No advance registration is required but those interested in learning about this workshop should contact the organizer, Ronda Callister, Ronda.Callister@usu.edu.



The Conference hotel will be the [Intercontinental Ceylan](#).

The special room rate of 140 euros with breakfast is guaranteed from June 30- July 9, 2011. This rate is available for all participants who book by May 27, 2011. More information is on the conference website.

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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 preview our 2011 Conference in Istanbul, Turkey. Please see the President's Corner by Dan Druckman who tells us that it's important to celebrate conflict research and practice (pages 1-3). Program Chair Corinne Bendersky outlines the Istanbul 2011 program (pages 1, 4). The Conference schedule and optional events appear on pages 7-10.

Our Communication Officer, Cheryl Rivers, Executive Director, Shirli Kopelman and Don Gibson, our Treasurer report on the state of IACM affairs (see page 5). Bill Bottom updates us on the process of selecting the Best Article 2009 (page 5).

Election 2010 results are announced on page 6 by President Elect Martin Euwema.

We spotlight members (page 11) and highlight members' recent publications (page 12). Our journal, NCMR, announces a special issue on terrorism and political violence (page 15). The deadline date for submissions is July 15 2011. We thank all of you for your time, attention, and contribution to our newsletter.

Thanks once more to Shirli Kopelman, Cheryl Rivers and Shelly Whitmer for providing resource support, issuing calls and publishing SIGNAL online. We were pleased to work with you in maintaining the fine **SIGNAL** traditions and high standards achieved for 26 volumes (see: <http://www.iacm-conflict.org/SIGNAL/>). We encourage you to support the new Editor with ideas and feedback.

As we end our term as editors in this Spring/Summer 2011 issue, we invite you to submit nominations for a new SIGNAL Editor to Dan Druckman or any other Board member.

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



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