

## SPECIAL POINTS OF INTEREST:

- ▶ **Clearwater Beach 2015:  
Celebrations**
- ▶ **New York City 2016:  
Call for Submissions**
- ▶ **Behind the Scenes:  
Outstanding Dissertation Award**

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### ▶ FROM FLORIDA TO NEW YORK CITY

Belonging to the IACM presents the opportunity to meet researchers and practitioners at our annual conference. In the following pages we look back fondly on the 2015 conference in Clearwater Beach, Florida, USA and invite you to submit your work to the 2016 conference in New York City, New York, USA. We also celebrate 2015 award winners and invite you to nominate a colleague for the 2016 Rubin Theory-to-Practice, Outstanding Article or Book Chapter, as well as Outstanding Book.



## Reflections on Clearwater Beach – June 28 to July 1, 2015



It was so wonderful to see many of you at the 28th IACM Annual Conference on June 28 to July 1, 2015 in Clearwater Beach, Florida, USA, which now seems like a distant memory.

This year, we welcomed 212 conference attendees, including 72 first-timers, to hot, sunny Clearwater Beach. We were wowed by the fine, white sand and the gentle rolling waves of the warm Gulf of Mexico where the water temperature was sitting above 82 degrees (28C)! It was a resort-style environment which encouraged connection and conversation in a relaxed and casual atmosphere. While many chose to focus their time in the lounge chairs at the Tiki bar or beside the pool, others took advantage of running or walking down the miles of beach, visiting the Clearwater Marine Aquarium (home of *Winter* the Dolphin), playing golf, or attending the nightly market at the nearby Pier 60.

The pre-conference action began with a fascinating DRRC workshop on Sunday afternoon introducing new web-based platforms to advance and simplify the teaching of negotiations. It was a huge amount of information to digest; in addition to the delicious hot pretzels that were served during the break. Thank you Jeanne Brett.

On Sunday afternoon we made our way to the spectacular outdoor deck area in the warm (hot for some) Florida sunshine directly on beautiful Clearwater Beach where we reconnected with old friends and made some new ones during the welcome drinks sponsored by Oklahoma State University. The evening was filled with great food from the Cuban buffet, flowing wine, and a postcard-worthy sunset. But the evening was not even close to finished when we made our way upstairs to the dessert and poster session, sponsored by our own NCMR journal,



with more than twenty fascinating posters, with topics such as understanding the restorative power of the arts in conflict resolution. Adding to the fun, everyone received dolphin stickers to mark their favorite poster. The most popular poster, by Stefanie Weyand, Anja Meike Dohmen, Lisan Bumann, and Roman Trötschel, examined the evaluation and expansion of the resource-oriented negotiations framework.

The conference program included 145 submissions: full-length paper (92), extended abstracts (40), symposia (5), workshops (5), roundtable (1), and novel sessions (2), with topics ranging from the role of emotions to how mindfulness can influence negotiation and conflict resolution outcomes. Not only do we want to thank so many of you for submitting your work, but a special thank you to all of our volunteer reviewers who helped to make such a high-quality program possible.

We were honored to welcome His Eminence Trungram Gyaltrul Rinpoche, PhD, who presented at the conference and generously led an early morning meditation session Monday before the frenzy of conference sessions began.

The formal part of the program on Monday afternoon ended with a standing-room only keynote address from our 2015 IACM Lifetime Award winner, J. Keith Murnighan, the Harold H. Hines Jr. Distinguished Professor of Risk Management at the Kellogg School of Management, Northwestern University. Joining him were Deepak Malhotra, Madan Pillutla, Don Conlon, and Max Bazerman to both “toast” and “roast” Keith’s career and accomplishments, with many of us learning for the first time about Keith’s artistic side and secret career photographing covers for ASQ. It must be said that a tear was brought to many an eye.

The rest of the conference flew by in a blink... including more than 40 well-received new “Rapid Fire” format presentations, eating way too many fresh-baked cookies during the breaks, and sneaking out for a swim between sessions.

At the outdoor Awards Dinner, we were blessed once again with beautiful sunny weather and a glorious sunset. The hotel provided top-notch service and outstanding food while conference awards were presented; including student scholarships sponsored by the DRRC and AC4, the best student paper led by Juliana Schroeder examining the impact of handshaking on deal-making, and the best empirical paper by Alixandra Barasch, Emma Levine and Maurice Schweitzer examining the interpersonal costs of happiness on negotiation outcomes. The festivities extended late into the evening with a fun and relaxed steel-drum and guitar entertainment duo, a final visit to the Tiki bar, and many choosing to partake in the midnight swim.

Special thanks to Margarita Steinel and Bonnie Moore who volunteered at the registration desk, Kiandra Spencer and Fregenet Andya, who helped in so many ways to keep the conference program running smoothly, and of course Wolfgang Steinel our official IACM photographer who captured so many wonderful memories.

Most of all, thank you to all who attended and made it all so worthwhile. It was an honor to serve such an outstanding community of members, and we look forward to seeing everyone again next year in New York!







# Behind the Scenes: The Story Behind the 2015 Outstanding Dissertation

Interview with Frank de Wit, PhD, Leiden University; currently McKenzie Post-Doctoral Fellow at Melbourne Business School



**Your dissertation was very ambitious; it had several studies and used a variety of methods. How did you manage it? Do you have any advice to new PhD candidates about the size and scope of a dissertation?**

The advantage of doing your PhD in the Netherlands is that you typically finish most of the coursework before you start the 3-4 year PhD trajectory. Although you have to teach roughly 20% of your time, this leaves ample time for your research. Other features of the Dutch system are that you normally work only on projects directly related to your dissertation and that the dissertations include pretty much all the work done during a Ph.D. Therefore, most dissertations automatically have a broad scope. In other countries it may be more common to have several other projects next to your dissertation, this is not very common in the Netherlands. It therefore is difficult to give advice, as each system might be different.

**Every dissertation journey has obstacles. What was your biggest obstacle, how did you feel, cope and overcome?**

One of the major challenges that we faced was successfully manipulating intragroup conflict in the lab. Research on intragroup conflict typically is done in the field, measuring intragroup conflict by means of surveys rather than experimentally manipulating it. To be able to test our hypotheses, we wanted to have more control over the conflict and have all participants encounter exactly the same conflict. This would help us to exclude possible confounds such as the intensity, topic and duration of the conflict. This was quite a big challenge as we had to develop everything from scratch. We tried many different things, the one more problematic than the other, before we finally came to something that worked reliably.

**A dissertation is a significant undertaking. Did you make any mistakes? What did you learn?**

Yes, many! If you are not relying on established techniques, and are designing new ones like we did, this means a lot of piloting and mistakes. Indeed, many things I thought were great ideas on paper failed dramatically when we took it to the lab due to a whole range of different issues. We did learn what works and what not and it helps to fine-tune your ideas and design.

**Along the way, did you have any influential conversations (beyond your dissertation committee) that contributed to the successful completion of your dissertation? What was said and how did it help?**

What I remember really well is a doctoral consortium of the Academy of Management Conflict Management Division. I believe it was Peter Kim who told a story about how he and his colleagues determine what an interesting research question is. The crux of the story was to find someone willing to bet against your own hypothesis; if nobody is willing to bet against you, your hypothesis is probably not very interesting.

**What was your first conference presentation? To whom, when and how did you feel about it? How did it go?**

At the IACM conference in Hungary, just before I started my PhD. I remember being very impressed by it all and that I had the feeling I was in a movie, especially because of the many Americans present. Overall, it was a great experience and I think it went reasonably well, although I do remember some people in the audience having some difficulty keeping their eyes open during my presentation of a [admittedly rather dry] theory piece on the antecedents of conflict perceptions.

**What advice do you have for current doctoral students as they consider submitting work and attending conferences?**

Submit! Conference deadlines are a perfect motivator to get work done. Moreover, the feedback you get, and





the people you meet are extremely valuable. This is especially true for the relatively smaller conferences, like that of IACM.

**What advice would you give to Ph.D. students just starting the dissertation journey?**

What I have learned the hard way is that you have to get as much feedback as you can early on from experienced researchers. This can save you a lot of trouble and wasted time and energy. This is especially true for the specific details of the design of your study. So get advice and ask for help. That being said, do not be afraid to make mistakes and to have to conduct many different studies at the start of your PhD. Although these studies in my case did not provide us directly with useful data, it taught me the many do and don'ts in conducting experiments and what does and does not work. Another thing is to conduct the studies together with honors or master students. This provided me with clear deadlines and helped to get things done. Finally, always make sure to have enough power to examine your research questions. Do not settle for a 'reasonable' sample size. Especially with our physiological recordings, we lost a lot of data due to technical and procedural artifacts. Therefore, several initial studies were heavily underpowered and therefore not particularly useful.

**What one research paper would you recommend every doctoral student read?**

Davis, Murray, S. (1971). That's interesting. *Philosophy of the Social Sciences*, 1, 309–344

**What research influenced you the most in your studies?**

The work by my supervisors, Ety Jehn on intragroup conflict and Daan Scheepers on the biopsychosocial model of challenge and threat. My dissertation is a logical extension and integration of their work.

**What is one area of conflict and negotiation research that deserves more attention? Why?**

I believe the different ways of actually dealing with intragroup conflict could receive more attention. We know a lot about the effects of different forms of conflict and conflict management styles, but how they interact on a very micro (i.e., psychological and behavioral) level is something I think we could still learn a lot about.

**What are your current research interests?**

We are currently testing possible interventions to help people cope more effectively with intragroup conflict. The aim is to find interventions that help people to experience a psychophysiological 'challenge' response rather than a 'threat' response when they encounter conflict. In addition, we are examining whether such 'challenge' vs. 'threat' responses to conflict situations shape creative performance during brain storming sessions. Traditionally the golden rule during group brainstorming has always been that you should not criticize others' ideas and be open-minded. However, other research suggests that even during brainstorming sessions some level of criticism may actually help trigger more creative thinking. We are testing the hypothesis that this may depend on people's stress responses to criticism: If people react positively challenged then they may deal with criticism more effectively and may come up with more creative ideas compared to when they would react threatened.

**Where do you see yourself in 5 or 10 years? Do you think your dissertation experience had an impact in shaping your career goals?**

Hopefully in a tenured position, teaching and doing research on conflict and negotiation. My career goals were definitely shaped by my dissertation experience: it made me realize the beauty of working in academia.

# IACM 2015 Awards Ceremony

## Association Awards



**IACM Lifetime Achievement Award**  
Recognizing Exceptional Career-Spanning Contributions to the Field of Negotiation and Conflict Management  
J. Keith Murnighan



**IACM Outstanding Article or Book Chapter Published in 2013**  
Sudeep Sharma, William Bottom, and Hillary Anger Efenbein  
Sharma, S., Bottom, W., & Efenbein, H. A. (2013). On the Role of Personality, Cognitive Ability, and Emotional Intelligence in Predicting Negotiation Outcomes: A Meta-Analysis. *Organizational Psychology Review*, 3 (4), 293–336.  
doi: 10.1177/2041386613505857



**IACM Outstanding Dissertation Completed in 2013-2014**  
Frank de Wit  
The Paradox of Intragroup Conflict  
Leiden University (2013)



**NCMR Article of the Year Published in 2014**  
Amira Schiff  
Schiff, A. (2014). Reaching a Mutual Agreement: Readiness Theory and Coalition Building in the Aceh Peace Process. *Negotiation and Conflict Management Research*, 7: 57–82.  
doi: 10.1111/ncmr.12026

## Outstanding Service Awards



**Deborah A. Cai**  
Outstanding Contributions to IACM as **Editor of the Negotiation and Conflict Management Research (NCMR)** Journal (2012-2015; NCMR Volume 6 Issue 1 through Volume 8 Issue 4)



**Cheryl Rivers**  
Outstanding Contributions to IACM as **Communications Director** (2011-2014) and **Signal Editor** (2013-2015; Volume 28 Issue 2 through Volume 30 Issue 1)



**2015 IACM Award for Best Conference Empirical Paper**  
Alixandra Barasch, Emma E. Levine, and Maurice E. Schweitzer  
*Bliss is Ignorance: The Interpersonal Costs of Extreme Happiness*



**2015 IACM Award for Best Conference Student-Led Paper**  
Juliana Schroeder; Co-Authored with Jana L. Risen, Francesca Gino, and Michael I. Norton  
*Handshaking Promotes Cooperative Dealmaking*



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## IACM-DRRC Student Scholarship Awards



**Jared Boyles**

*Manhattan College, USA*

**Ana Belen Garcia Jurado**

*KU Leuven, Belgium*

**Tobias Grossmann**

*Freie Universität Berlin, Germany*

**Ravi Kudesia**

*Washington University in St. Louis, USA*

**Hannah Nagler**

*ESCP Europe Berlin, Germany*

**Juliana Schroeder**

*University of Chicago, USA*

**Alex Scrimshire**

*Oklahoma State University, USA*

**Santosh Srinivas**

*UT Austin, USA*

**Hey Jung Yoon**

*Cornell University, USA*

**Julian Zlatev**

*Stanford University, USA*

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## IACM-AC4 Student Scholarship Awards



**Daniel Agbiboa**

*Nigeria // University of Oxford, England (International Development)*

**April Bang**

*USA // Columbia University, USA (Organization and Leadership)*

**Camila Braga**

*Brazil // University of Sao Paulo, Brazil (Political Science)*

**Sakshi Ghai**

*India // Askoka University, India (Conflict Studies and Identity)*

**Muhammad Riaz Khan**

*Pakistan // Institute of Management and Sciences, Pakistan (Organizational Psychology)*

**Aline Mugisho M'Mishugi**

*Democratic Republic of Congo // University of Erfurt, Germany (Public Policy)*

**Shan (Vivien) Wen**

*Singapore // Nanyang Technological University, Singapore (Strategy, Management & Organizations)*

**Hong Zhang**

*China // Free University, Germany (Negotiation)*

## Executive Leadership Update

Volunteering is not only a privilege and opportunity, it is also a way to truly engage and build professional and personal relationships, to learn through engaging professional tasks, and to have impact on scholarship and practice.

IACM was founded by volunteers to encourage scholars and practitioners to develop and disseminate theory, research, and experience that is useful for understanding and improving conflict management in family, organizational, societal, and international settings. It is a membership-based, not-for-profit organization of practitioners and academics from around the world. And the success of our activities depends on individual members who step-up and volunteer to produce/coordinate our annual conference, our *NCMR* journal, our *Signal* newsletter, our awards, our website, ongoing activities, as well as continuously build and engage our community.

Since the executive office was set up at the University of Michigan, IACM has been consistently building capacity and developing as an organization. Most projects have been urgent and need-based, for example, our tools for submitting and reviewing conference submissions and the professional production of this *Signal* newsletter. The engine behind the efforts, however, has been the dedication not only to solve problems that surfaced in the short-term, but also to innovate and develop long-term organizational capabilities, structures and systems that support and enable volunteers to focus on what matters most.

This year, the two of us have worked hand-in-hand as an executive leadership team on long-term vision, while also working together as a team to produce the conference. It has been a wonderful year and we'd like to share with you a few of our thoughts, as we continue to engage in projects that we believe will ensure IACM is a sustainable organization that supports our vibrant community, as well as our scholarly academic- and practice-oriented endeavors.

Key to the current vision of IACM is the fact that we are a volunteer-based organization. This is the beauty, as well as the challenge. The beauty of this includes the energy and diversity of contributions by countless members since 1984! Thank you to everyone! Organizational challenges include the frequent turnover in roles given the annual basis of conference related activities, learning and knowledge transfer, and the ad hoc nature of how people come to serve in organizational roles.

One innovation we began implementing this year is designing key organizational roles along the logic of a “see one, do one, teach one”. For example, at the moment we have in place an active team of three conference program chairs; and beyond the amazing effort by Cynthia Wang (2015 Conference Program Chair) to produce a spectacular program at the conference, she pulled together and organized all the documented knowledge that had been shared in the past, and is actively engaged as a mentor to our upcoming program chairs. Knowledge transfer previously has been smooth and efficient in some years, while absent in others. Because knowledge has not been centralized, a disruptive year could have a negative ripple effect beyond that year. Thus, our solution to have a concurrent team of at least three consecutive members in a particular role (e.g., conference program chair) and to create a centralized archive for materials shared by the team will support a more sustainable model.

Furthermore, we have innovated with respect to how we nominate people to serve in organizational roles. To broaden the pool of potential volunteers and decrease the likelihood of an obligatory “yes” when asked to serve by a colleague, we designed a survey to solicit member’s interests in volunteering. We were overwhelmed by the positive response rate and the board is discussing guidelines to ensure diversity along multiple personal and organizational dimensions, competence for the task and relational requirements of a given-role, and a process that includes a committee





that would consider nominations. We were excited to put this into action with the selection of a new Editor for NCMR; and once again thank Jessica Katz Jameson (President-Elect) for leading this committee, thank Deborah Cai for her commitment as *NCMR* Editor, and welcome Michael Gross to this wonderful position.

More broadly, we are pulling together documents from the past and building on tacit knowledge to appropriately define roles and organizational processes. This will be a multi-year project, and we are particularly grateful for the commitment and ongoing support of Dan Druckman, as Chair of the Advisory Council, Dean Pruitt, who volunteered to be IACM's Historian pulling together historical documents, and Cheryl Rivers, who wore multiple hats in the last few years as Communication Director and Secretary of the Board, contributing extensive knowledge and wisdom as we continuously pursue balancing tradition with innovation. And so many people have made substantial contributions over the years – thank you.

If you have historically relevant documents capturing organizational roles, processes, or otherwise of interest, please do share them with us!

If you would like to be involved please do contact us!

We are committed to continue to work together, as we explore possibilities and put into practice systems to support our activities. The attendance at our conferences has increased exponentially, our operating budget has grown, and coordination requirements are more complex. We are fortunate to continue to work with Shelly Whitmer (IACM Administrative Manager), who processes and tracks our financial transactions, membership database, and many other day-to-day behind the scenes tasks. We are fortunate to have a great leadership team in place for 2016! We look forward to reading the upcoming issues of NCMR (you can support the journal, for example, by joining the Editorial Board, by submitting your work, by citing its articles in your publications, or simply by reading

and enjoying its content!) and participating in the conference in New York City. While the NCMR team is busy editing, reviewing, and publishing scholarly work; while the conference team is busy producing the event; while our Representatives-at-Large are busy coordinating award committees; and while others on the team are leading concrete projects, we will continue to focus on long-term vision, governance, and sustainable operations.

# Negotiation and Conflict Management Research

## *Notes from the Editor*

**N***egotiation and Conflict Management Research (NCMR)*, the official journal of the International Association for Conflict Management (IACM), is entering its ninth year!

I've had the pleasure of shepherding the journal over the last three years through some exciting changes. In my first year as *NCMR* editor we transitioned the journal, beginning with volume 6 published in 2013, to an online-only journal. Many of us still miss receiving a hardcopy journal in the mail and, yes, online access can be more challenging, but we are seeing more and more reputable journals moving online in an effort toward environmental responsibility and accessibility. *NCMR* was an early adopter of what is becoming a publishing trend.

The key to the success of *NCMR* is to consistently cultivate scholarly contributions. In 2014, *NCMR* received its first impact factor after being accepted by ISI. This marked an important milestone for the journal. The inaugural 2014 impact factor of 0.763 was based on the volume 4, which was published in 2011. This was a surprisingly strong impact factor for a relatively new journal.

The challenge faced by newer journals, such as *NCMR*, is that they don't yet have the reputation to which we aspire and it takes time to build this reputation. Our first impact factor increased the number of quality submissions we received, which in turn improved the consistency of high quality peer-reviewed research articles published in each issue. Although the current impact factor for 2015 (based on the journal's citation record for 2012) dropped, I'm confident that the forthcoming impact factors will pick up again. One or two well-cited papers can have a significant effect on the impact factor, and we have great papers published in recent issues. Of course, you can help by reading and citing articles directly relevant to your research. Go online, read, and cite one now!

Looking forward, there are many opportunities for *NCMR*. Our incoming editor, Michael Gross, will certainly continue to build and strengthen the reputation of *NCMR* as a scholarly journal of peer-reviewed conflict and negotiation research. In addition to publishing the great research submitted to *NCMR*, perhaps the November 2015 invited paper interviewing our recent recipients of the IACM Lifetime Achievement Award will begin a tradition of an annual invited article that capture and spark conversations relevant to us as a community of scholars. I hope it will be the first in a series of unique and inspiring articles. Finally, having served as editor and taking a broader view of our association it has become clear that *NCMR* needs not only a group of colleagues dedicated to the immediate task of reviewing and publishing articles but also a team that focuses on promoting the journal. We will be piloting new organizational roles to support this process.

Thank you again for the opportunity to serve IACM as editor-in-chief of *NCMR*. I am so grateful to my associate editors, Tricia Jones, John Oetzel, and Cheryl Rivers, for their guidance and wisdom over the past three years. Thank you to everyone who submitted or reviewed articles, and particularly to our dedicated reviewers on the editorial board. Thank you to Shirli Kopelman, who has partnered with me as we strengthened *NCMR*'s connection to IACM members as well as our relationship with Wiley. Thank you to Mara Olekalns and Ety Jehn, former co-editors of *NCMR* for your energy, contributions, and a great transition; and thank you to Michael Gross, for stepping-up and taking the reins beginning with Volume 9 that will be published in 2016. And I'm especially grateful to Jennifer Midberry, who has spent her entire doctoral career here in the School of Media and Communication at Temple University working diligently as *NCMR*'s editorial assistant. Finally, a special thank you to those who nominated me to be editor back in 2011—this opportunity has been a very rewarding experience.





Below are the articles published since the last *NCMR* update in *Signal* – Enjoy!

**NCMR, November 2015, Volume 8, Issue 4**

Direct and Contextual Influence of Team Conflict on Team Resources, Team Work Engagement, and Team Performance (pages 211-227). Patrícia L. Costa, Ana M. Passos and Arnold B. Bakker.

DOI: 10.1111/ncmr.12061

From “Good day” to “Sign here”: Norms Shaping Negotiations Within a Face Culture (pages 228-242). Mendiola Teng-Calleja, Marshaley J. Baquiano and Cristina J. Montiel. DOI: 10.1111/ncmr.12060

Does Conflict Content Affect Learning from Simulations? A Cross-National Inquiry into the Israeli-Palestinian and Guatemalan Conflict Scenarios (pages 243-260). C. Esra Cuhadar and Ronit Kampf. DOI: 10.1111/ncmr.12062

Done But Not Published: The Dissertation Journeys of Roy J. Lewicki and J. Keith Murnighan (pages 261-271). Shirli Kopelman, Anne L. Lytle, Cynthia S. Wang, Roy J. Lewicki, J. Keith Murnighan and Max H. Bazerman. DOI: 10.1111/ncmr.12063

**NCMR, August 2015, Volume 8, Issue 3**

Aggression as a Motive for Gossip During Conflict: The Role of Power, Social Value Orientation, and Counterpart’s Behavior (pages 137-152). Emile Jeuken, Bianca Beersma, Femke S. ten Velden and Maria T. M. Dijkstra. DOI: 10.1111/ncmr.12053

Effects of Attachment Anxiety and Avoidance on Negotiation Propensity and Performance (pages 153-173). Julia B. Bear and Dikla Segel-Karpas. DOI: 10.1111/ncmr.12055

Intragroup Conflict and Conflict Management Approaches as Determinants of Team Performance and Satisfaction: Two Field Studies (pages 174-193). Isabel Dórdio Dimas and Paulo Renato Lourenço. DOI: 10.1111/ncmr.12054

The Benefits of Dominance Complementarity in Negotiations (pages 194-209). Scott Wiltermuth, Larissa Z. Tiedens and Margaret Neale.

DOI: 10.1111/ncmr.12052

**NCMR, May 2015, Volume 8, Issue 2**

Seeing Conflict: A Study of Conflict Accuracy in Work Teams (pages 65-84). Ariel C. Avgar and Eric J. Neuman. DOI: 10.1111/ncmr.12048

Biased Social Perceptions of Knowledge: Implications for Negotiators’ Rapport and Egocentrism (pages 85-99). David S. Lee, Scott J. Moeller, Shirli Kopelman and Oscar Ybarra. DOI: 10.1111/ncmr.12047

Predicting Participation in a Victim–Offender Conference (pages 100-118). Gregory D. Paul. DOI: 10.1111/ncmr.12049

Unraveling Business Negotiations Using Practitioner Data (pages 119-136). Ray Fells, Helen Rogers, Peter Prowse and Ursula F. Ott. DOI: 10.1111/ncmr.12050

# CALL FOR CONFERENCE SUBMISSIONS

29<sup>TH</sup> ANNUAL CONFERENCE OF THE INTERNATIONAL ASSOCIATION FOR CONFLICT MANAGEMENT

**New York City | New York | USA**  
**JUNE 26-29, 2016**

**SUBMISSION DEADLINE:** February 1, 2016, 5:00 p.m. US Eastern Standard Time



We invite you to present your work at the 2016 meeting of the International Association for Conflict Management (IACM) to be held in New York City, hosted in partnership with the Advanced Consortium on Cooperation, Conflict, and Complexity (AC4) at Columbia University. IACM was founded to encourage scholars and practitioners to develop and disseminate theory, research, and experience that are useful for understanding and improving conflict management in organizational, societal, family, and international settings.

Conference submissions present new and unpublished negotiation and conflict management work. Authors can only lead on a maximum of three submissions. We encourage innovative submissions that highlight dialogue between theory and practice. Types of conference submissions (theoretical, empirical, or applied) include:

- Full Papers (30 pages maximum; qualify for conference best paper awards)
- Extended Abstracts (1,000 words minimum)
- Symposia, Debates, Roundtables, Workshops, Novel Sessions (5 pages maximum)

Special Themes for 2016: Complex Systems & Sustainable Peace, Discourse & Interaction, and Urban Violence.

Conference submission guidelines, information about conference venue, travel, and more will be available online at: [www.iacm-conflict.org](http://www.iacm-conflict.org)



# Candidates for IACM President in 2018



**WILLIAM P. BOTTOM** is the Joyce and Howard Wood Distinguished Professor of Organizational Behavior at the Olin Business School, Washington University in St. Louis. He studies social and psychological aspects of bargaining, negotiation and group decision

making. His current work examines how personal, relational, and institutional factors influence the implementation of negotiated agreements. Having previously served as Senior Associate Dean and the Director of the PhD Program at the Olin School, Bottom is also studying the impact of social science on business education, global business practice, and public policy. He is the recipient of the John F. Mee Award for Distinguished Contribution to Management History, the Marcile and James Reid Chair, research grants from the Russell Sage Foundation and the National Science Foundation, and best paper awards from the Academy of Management and the IACM. Bottom is actively engaged in consulting and executive education serving a range of clients in the areas of negotiation, team development, and organizational development. A member of the International Association for Conflict Management since 1990, Bill has been an active participant in the organization having served as Representative-at-Large, as Executive Officer, and on numerous committees over the years.



**DEBORAH A. CAI** is Professor and Senior Associate Dean at School of Media and Communication, Temple University. Professor Cai is a Fellow in the International Association for Intercultural Research. Her research focuses on intercultural communication,

negotiation and conflict management, and social influence. It examines the effects of culture on social networks and on cognitive processes related to perceptions of conflict, decision making, and planning in negotiation. She has studied variations in social networks and relational obligations across cultures, in particular comparing China with Western cultures. Professor Cai's work has been published in the top journals of Communication, including *Communication Yearbook*, *Human Communication Research*, *Communication Monographs*, and *Communication Research*. Professor Cai is the editor of the four-volume set that is part of the Sage Benchmarks in Communication, *Intercultural Communication*, and she is just finishing her term as Editor-in-Chief of *Negotiation and Conflict Management Research (NCMR)*, the official journal of the International Association for Conflict Management (IACM).

It would be a privilege to serve as President of IACM in 2018. As Editor of *NCMR* over the last three years, I have had the honor and pleasure of connecting with IACM members, and it has been rewarding to experience first hand the breadth and depth of our inter-disciplinary research. We have a wonderful community of scholars, where cutting edge research and practice come together both at the conference and in our publications. It is remarkable that, despite the growth of the organization since I joined IACM over 15 years ago, we have maintained a tight knit supportive network. Working together as a leadership team over the last few years, we have been focusing our energy on sustainable organizational processes, infrastructure, and governance that support our volunteer-based organization. We have made great strides and, as President, I would continue to work together with current and future teams that represent the diversity of IACM globally and professionally to ensure the ongoing success of our conferences and publications.

## Members Vote for Two Representatives-at-Large



**MOTY CRISTAL** is a well-known *pracadmic* to the IACM community, since he joined and presented at the 2001 conference in France. Upon completion of a decade of service on Israel's negotiation teams with Jordan and the Palestinians, in 2001, he established NEST,

Negotiation Strategies LTD, a unique global niche company which provides complex negotiations and crisis management training, consulting and operational support to senior executives in governments and the corporate world. NEST's services are grounded in the *Negosystem™* model: a revolutionary form of negotiation system design engineered and administered exclusively at NEST. This model was developed by Moty during his PhD studies at LSE (2003-2004), and presented at the 2011 IACM in Istanbul.

Moty publishes in scholarly journals (including NCMR) and books on negotiating with terrorists, negotiation systems and lessons learned from the Israeli-Palestinian conflict. He commentates regularly on the international media and a keynote speaker in international conferences on complex negotiations and crisis interventions. He graduated Bar-Ilan Law School in Israel (1994), and Harvard Kennedy School of Government (1998). He is a faculty member at Skolkovo, Moscow's leading Business School, as well as a lecturer at Tel Aviv University, the Interdisciplinary Center in Herzelia, and the Hebrew University of Jerusalem. He is a research fellow at the *Institute for Counter-Terrorism* in Herzelia and was visiting scholar in at *Program on International Negotiation (PIN) at IIASA, Austria*, (2001-2008), *Program On Negotiation at Harvard Law School* (2007) and the IDSS in Singapore, (2004). Born to an Argentinian family, and speaks fluent Hebrew, English and Spanish, Moty lives in his Israel with his wife and two sons, and while not travelling, enjoys good *Asasdo* and red wine.

Moty is passionate about IACM and as a Representative-at-Large would be honored to help develop sustainable governance and operations, drawing on his legal background and experience with not-for-profit organizations. He will also focus his energy on bridging practitioners and faculty in our community so these categories don't dichotomize how we see ourselves and connect at conferences—perhaps by encouraging novel sessions that integrate our work and bring us together. And as many of you know, he looks forward to one-day co-host, with his Palestinian and Israeli colleagues, an IACM conference in Jerusalem.



**LAURA REES** is a post-doctoral fellow at Vanderbilt University's Owen Graduate School of Management. Laura earned her bachelor's degree in economics from Harvard University and her Ph.D. in management and organizations from the Stephen M. Ross School of Business

at the University of Michigan. Prior to her academic career, Laura worked as a consultant for The Boston Consulting Group, Inc.

Laura's research focuses on the experience, expression, and effects of emotions on the self and others in the workplace. In particular, she uses multi-method approaches to investigate the influence of emotional processes on outcomes across levels, including individual decision accuracy and performance, interpersonal perceptions and interactions, collective emotion recognition and transformational leadership effectiveness, and group climate and citizenship behaviors. Overall, her research examines how people make sense of and act upon complex, contradictory, and often weak emotional signals in their daily work.

In Nashville, where she currently lives, Laura teaches Negotiations, including an advanced negotiations II course, and Talent Management in Human Resources. She is a dedicated (albeit terrible) runner, and she loves to travel and tell as many stories and bad jokes as possible.

Laura would be honored to represent the IACM membership as a Representative-at-Large. If elected, she would work to maintain the close, collegial, and welcoming environment of IACM and its annual conference. The strong culture and community of IACM are what first drew Laura to the organization, and are what makes her excited to contribute and represent its vibrant and intellectually diverse members.



**CYNTHIA WANG** is an Associate Professor and the William S. Spears Chair in the Department of Management at the Spears School of Business at Oklahoma State University. Cynthia's research interests are in the area of negotiations & bargaining, culture and diversity, and ethical decision-making. She has published in important outlets in Management (e.g., Organization Science, Organizational Behavior and Human Decision Processes) and in Psychology (e.g., Journal of Personality and Social Psychology).

She won the Greiner Teaching Award and the Richard Poole Research Award (2015). She has also been a finalist for the William H. Newman Dissertation Award at the Academy of Management (2009), the Annual Teaching Excellence Award at the National University of Singapore (2009), and the Best Paper in Positive Organizational Scholarship (2010) at the University of Michigan.

She received her PhD from the Kellogg School of Management at Northwestern University and also has a BA from Yale University. Prior to her academic career, Cynthia worked with Imagitas Corporation (a subsidiary of Pitney-Bowes) in a role managing and consulting for public and private sector organizations. Her clients have included several Fortune 500 clients, along with major US Government entities.

Cynthia's first attended IACM in Pittsburgh in 2004, and has been a regular attendee and presenter ever since. Her most recent role has been serving as Program Chair for the 2015 IACM Conference. She loves the IACM community and is very proud of its mission to improve conflict management in various settings. Her past experience with IACM will allow her to come up with innovative strategies to further translate cutting-edge interdisciplinary research into tools that practitioners can utilize. If elected, Cynthia would utilize her academic and professional knowledge to further enhance the multi-national growth of IACM, while maintaining its friendly and close-knit environment.



## IACM Awards – Call for Nominations

### 2016 IACM Rubin Theory-to-Practice Award

At its annual conference, the International Association for Conflict Management honors meritorious contributions to the study of social conflict that epitomize the goals and purposes of the association.

In 2016, the IACM will award the Rubin Theory-to-Practice Award to a member who has made important professional contributions at the nexus of theory, research, and practice. These contributions bridge research and practice, and either change practice or inspire theory and research. The Rubin Theory-to-Practice Award is chosen by a committee of past, current and incoming presidents of the IACM.

On behalf of IACM, Jessica Katz Jameson invites you to nominate a colleague. Please send a brief nomination letter outlining why you think the nominee should win the award along with the nominee's current CV to Jessica Katz Jameson at [jameson@ncsu.edu](mailto:jameson@ncsu.edu) with "IACM Rubin Award" in the subject line.

### 2016 IACM Outstanding Article or Book Chapter (published in 2014)

At its annual conference, the International Association for Conflict Management honors the authors of a published article or book chapter that advances conflict management theory and practice, and which has made a significant and lasting contribution to the field over the previous two years. The published article or book chapter is chosen by a committee chaired by an IACM Representative-at-Large.

On behalf of IACM, Alfred (Freddy) Zerres invites scholars to nominate papers for the 2016 IACM outstanding published paper award. To be eligible the article or book chapter must have been published in the 2014 calendar year and may have an empirical, theoretical, or practical focus. Self-nominations are welcome. To nominate a paper for this award, please email a full-text copy of the paper to Alfred (Freddy) Zerres at [a.zerres@uva.nl](mailto:a.zerres@uva.nl) with "IACM Outstanding Publication Award" in the subject line.

### 2016 IACM Outstanding Book (published in 2014-2015)

Every second year, the International Association for Conflict Management honors the author of an outstanding book in the field of negotiation and conflict management. Books contributing to theory (original or refinements), research (including methods), and practice (including evaluations) — or at the nexus of these categories — will be considered. The book is chosen by a committee chaired by an IACM Representative-at-Large.

On behalf of IACM, Poonam Arora invites scholars to nominate books for the 2016 Outstanding Book Award. To be eligible the book needs to have been published between January 1, 2014 and December 31, 2015. Self-nominations are welcome. To nominate a book for this award, please email a two-page statement that describes the contribution made by the book and the reasons why it is deserving of this recognition to Poonam Arora at [poonam.arora@manhattan.edu](mailto:poonam.arora@manhattan.edu) with "IACM Outstanding Book" in the subject line.

The deadline for nomination is **March 1, 2016**. The winner will receive the award at the 2016 IACM conference in New York City, New York, USA.

# Celebrating the Contributions of Dean G. Pruitt

## Searching for Better Agreements... and Finding Them: Contributions of Dean G. Pruitt

Edited by William Donahue and Daniel Druckman  
2015 Republic of Letters Publishing in Dordrecht, The Netherlands  
International Negotiation Series, 13, ISBN: 9080791353



A book on Dean Pruitt's contributions to the fields of conflict and negotiation was recently published. Dean was the first elected president of IACM and is currently Distinguished Professor Emeritus at University at Buffalo, The State University of New York and Distinguished Scholar

in Residence at the School for Conflict Analysis and Resolution at George Mason University. The book's editors are William Donohue and Daniel Druckman, both former presidents of IACM; the title is *Searching for Better Agreements...and Finding Them: Contributions of Dean G. Pruitt*; and the publisher is Republic of Letters Publishing in Dordrecht, The Netherlands.

The book contains ten articles and chapters by Dean, including two that are new for the volume. Each item is preceded by an introduction explaining how Dean got into that research, and some are followed by postscripts discussing subsequent developments on the same topic. Also included are original articles by nine prominent scholars discussing Dean's contributions to the field, an interview with Dean about his career, and a publication list.

## IACM Board 2015

### ELECTED POSITIONS

#### **Anne Lytle**

President (2015; Conference in Clearwater Beach, Florida, USA)  
Monash Business School  
Monash University  
Australia

#### **Jessica Katz Jameson**

President-Elect (2016; Conference in New York City, NY USA)  
North Carolina State University  
USA

#### **Shirli Kopelman**

President-Elect (2017; Conference TBD)  
Ross School of Business  
University of Michigan  
USA

#### **Karen (Etty) Jehn**

Past President (2014; Conference in Leiden, The Netherlands)  
Melbourne Business School  
University of Melbourne  
Australia

#### **Ilja van Beest**

Representative-at-Large (2013-2015)  
Tilburg University  
The Netherlands

#### **Michael Gross**

Representative-at-Large (2013-2015)  
Colorado State University  
USA

#### **Taya Cohen**

Representative-at-Large (2014-2016)  
Tepper School of Business  
Carnegie Mellon University  
USA

#### **Jennifer Parlamis**

Representative-at-Large (2014-2016)  
University of San Francisco  
USA

#### **Poonam Arora**

Representative-at-Large (2015-2017)  
Manhattan College  
USA

#### **Alfred (Freddy) Zerres**

Representative-at-Large (2015-2017)  
University of Amsterdam  
The Netherlands

### NOMINATED POSITIONS

#### **Shirli Kopelman**

Executive Director  
Ross School of Business  
University of Michigan  
USA

#### **Deborah Cai**

NCMR Editor  
Temple University  
USA

#### **Cheryl Rivers**

*Signal* Editor  
Victoria University of Wellington  
New Zealand

#### **Donald Gibson**

Financial Advisor  
Fairfield University  
USA

#### **Cynthia Wang**

Program Chair (2015 Conference)  
Oklahoma State University  
USA

#### **Wolfgang Steinel**

Conference Team – Photographer  
Leiden University  
The Netherlands

#### **Dan Druckman**

Chair of IACM Advisory Board  
George Mason University, USA  
Macquarie University, Australia

### ADMINISTRATIVE TEAM

#### **Shelly Whitmer**

Administrative Manager  
Ross School of Business  
University of Michigan  
USA