



## Best Paper Awards Announced

The 1992 Conference in Minneapolis produced several Best Paper Awards, which were announced at the conference at the conclusion of the Awards Banquet (a fine dinner complemented by the presence of a string quartet!)

The best paper awards were decided independently by each of the conference Track Chairs and were given for the following papers:

### **Organizational Conflict:**

*Reciprocity and Informality in a Laboratory Grievance System.* Peter J. Carnevale, Julie B. Olson, and Kathleen M. O'Connor, University of Illinois at Urbana-Champaign.

### **Communication and Conflict:**

*Achieving Negotiation Goals: The 'Fruits and Foibles' of Planning Ahead.* Michael E. Roloff, Northwestern University, and Jerry M. Jordan, University of Cincinnati.

### **Negotiation and Bargaining:**

*Frames and Cooperation in Bilateral Negotiation.* C.K. de Dreu, University of Groningen, Peter Carnevale, University of Illinois, Ben Emans and Evert van de Vliert, University of Groningen.

### **Social Justice:**

*Preference for Dispute Resolution Procedures: The Role of Intentionality, Expected Future Interaction, and Consequences.* Josh A. Arnold and Peter J. Carnevale, University of Illinois.

(cont. on Page 2)

## Minneapolis Conference A Success!!!

The fifth annual international conference of the International Association for Conflict Management (IACM) met in Minneapolis, June 17-20, 1992 at the University of Minnesota's Hubert H. Humphrey Conflict and Change Center. This year's conference was one of the largest ever, with 142 registrants and over 100 paper presentations.

There were numerous highlights of the conference. Two workshops dealt with (1) marital conflict, and (2) victim-offender mediation for sex offender cases. Evert van de Vliert and Afzal Rahim treated members to a good-natured debate on the merits and limits of the "Managerial Grid" approach to understanding conflict.

Bill Ury, from the Harvard Program on Negotiation and author of *Getting to Yes and Getting Disputes Resolved* served as the Keynote Speaker; he discussed a new model for understanding international conflict. Roger Johnson, of the University of Minnesota Cooperative Learning Center, gave a public address on conflict resolution in elementary schools. Dean Pruitt of the State University of New York at Buffalo and 1991-92 IACM President, discussed conflict management with multiple constituencies.

A luncheon panel discussed future directions of Alternative Dispute Resolution in business. This panel featured Cliff Whitehill, General Counsel for General Mills, Mary Alton, Business Mediator and Adjunct Faculty of William Mitchell Law School, and Dwight Ogelsby, Counsel for Munsingwear. There were also two "Practitioner's Roundtable" sessions, for organizational consultants and mediators.

According to Tom Fiutak, Local Arrangements Chair, and Associate Director of the Conflict and Change Center of the University of Minnesota, the conference was true to form in allowing for much "lively discussion" and interchange of ideas.

Finally, there were numerous symposia dealing with issues such as social constructionism, procedural preference, decision making, research methods, regional conflicts and conflict intractability.

As you can see, the conference continued its tradition of drawing from a wide range of disciplines. If you have never attended an IACM conference, we hope that you will plan on participating in the future; and for those who shared so generously of their time and knowledge . . . Thank You!

### **Proceedings Available**

For a copy of the 1992 IACM Proceedings, please write the Conflict Change Center, Humphrey Center Room 248, University of Minnesota, 301 19th Avenue South, Minneapolis, MN 55455, USA, or call (612) 625-0362.

## Awards (cont.)

### Public Sector Conflict:

*Government Agencies as Mediators.*  
Jill Purdy and Barbara Gray,  
Pennsylvania State University.

### International Conflict:

*Processes of Impasse Resolution:*  
An inventory of conflict resolution  
strategies. Lynn Wagner, Johns  
Hopkins University.

### Decision Making:

*Allocating Resources in an  
Ultimatum Game: The Paradox of  
Relationship and Contribution.*  
J. Polzer, P. Glenn, and Margaret  
Neale, Northwestern University.

***Congratulations to all those  
who won Awards!***

### General Mills Supports IACM

The General Mills  
Corporation of Minnesota  
offered generous financial  
support for the 1992 IACM  
Conference.

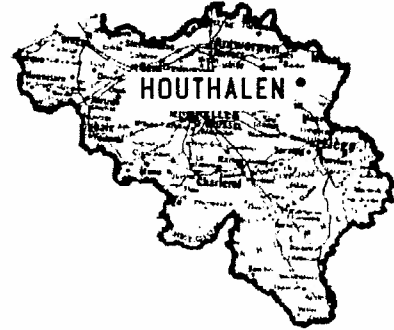
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and Denise Paradowski with the  
preparation of this issue is  
appreciated.

## Get Ready For Belgium, 1993!

*Martin Euwema, Jean-Marie Hiltrop,  
& K. Verhelst*



Mark your calendars: The sixth  
annual conference of the IACM will take  
place in Belgium, June 14-17, 1993.

The conference will take place in the  
splendid facilities of "Hengelhoeft" that is  
located in Houthalen in the heart of  
Belgium. This is a wonderful conference  
site, where participants will have plenty of time to exchange ideas and  
experiences in a relaxing environment.

Belgium was chosen because of its growing importance. Being the capital  
of Europe, it plays an important role in the "magic year of 1993"—that is, the  
year that the European Community creates one free common market among  
member states.

One of the aims of the 1993 conference is to integrate the IACM into  
existing European networks on negotiation, peace research, and conflict  
management. So we hope to encourage not only North Americans, but also  
Europeans to present papers at the conference. Naturally, we also hope that  
scholars and practitioners from other parts of the globe (e.g., Asia, Africa,  
Australia, and South America) will also attend.

Currently, Martin Euwema, Program Chair for Europe, and Bill Donohue,  
Program Chair for North America, are seeking papers and proposals for the 1993  
conference. For more details regarding submissions, please contact either of the  
following:

Dr. Martin C. Euwema  
Dept. of Social & Org. Psychology  
University of Utrecht  
Heidelberglaan 1  
3584 CS Utrecht  
THE NETHERLANDS  
Telephone: +31 30 534 198  
Fax: +31 30 531 619

Bill Donohue, Ph.D.  
Department of Communication  
Michigan State University  
East Lansing, MI 48824-1212  
U.S.A.  
Telephone: (517) 355-7580

The conference registration will cost about \$500 (U.S.) and will include many  
amenities:

- (1) all conference fees,
- (2) accommodations for three nights,
- (3) most meals,
- (4) a welcome reception buffet, and
- (5) dinner in a beautiful old castle.

***So plan on attending the conference at the Hengelhoeft in Belgium,  
June 14-17, 1993!***

### About the hosts . . .

The 1993 conference will be hosted by CIBRE, the Center for  
Inter-Disciplinary Business Research, located at the Katholiek  
Universiteit, Leuven, Belgium. With 25,000 students, Leuven is the  
oldest Catholic university in the world.

## Awards Committee Formed

The Board of Directors appointed a committee to administer a new award: the *Distinguished Career Award*. The committee consists of the Past-President (Dean Pruitt), the current President (Dean Tjosvold), and the President-Elect (Linda Putnam). The award will be given to those with a career of outstanding research or practice. The first winner will receive the award at the 1993 IACM conference in Belgium. Watch for an announcement about the first winner in the next *Signal*.

### 1990 Proceeding Available

We recently discovered extra copies of the 1990 *Proceedings* from the conference in Vancouver, Canada. If you would like a copy write to Dr. Jim Wall, University of Missouri, Department of Management, Middlebush Hall, Columbia, MO 65201.

## Reflections From the Past President

Dean Pruitt

The IACM changed considerably during my two years as President. Building upon the work of my able predecessor, Afzal Rahim, our membership more than doubled and is now around 325, with scholars from all over the world. We moved to a system of elected officers, and our Board of Directors began to function. Peter Carnevale wrote a constitution for the organization which, suitably amended, will soon be distributed for a ratification vote. We held two excellent conferences, first in the Netherlands, and most recently, in Minnesota. In my first year as

President, I continued the tradition of running the IACM executive office out of my home as a "mom-and-pop" operation (we need a "Spouse of the Year award!"). However, I am happy to report that at the beginning of the second year, we graduated to a university office with a full-fledged Executive Officer, Jim Wall.

One new development involving several IACM members is the organization of regional conferences on conflict management. The First European Conference on Peace-Making and Conflict Resolution was held in April of 1992 and the second will be held in April, 1994 in Madrid, Spain. In addition, an International Conference on Multicultural Conflict in Changing

Societies will be held August 26-28, 1992, near Johannesburg, South Africa.

## Archives Created

Tom Fiutak and the Conflict and Change Center's staff are collecting all the papers presented at the 1992 conference for their archives. If you presented a paper at the Minneapolis conference, please send a copy to the Conflict and Change Center, Hubert H. Humphrey Center, Room 248, 301 19th Avenue S., Minneapolis, MN 55455.

## The President's Corner

Dean Tjosvold

Our conferences—and my children's birthdays—remind me of how fast a year goes by. The excitement of the Minnesota conference is just now fading. Even as I give "thank yous" to Tom Fiutak, Steve Penrod, Lori Graven (all involved with local arrangements), William Ross (program co-chair), the track chairs, and many others for their work, the new team for the Belgian conference has been busy at work for us. I am confident that Martin Euwema, Bill Donohue, Rene' Bowen and Jean Marie Hiltrop will lead another successful conference.

While conferences are our most visible activity, the IACM does much more. We integrate people across national boundaries. We are interdisciplinary; isn't it ironic that it takes a topic like "conflict" to bring people together from varied perspectives? We also bridge "practice" and "research": what could be more intellectually challenging and practically useful as conflict management knowledge?

The vital mission of the IACM makes my job as President clear. I want us to fulfil our aspirations by including health care, public administration, and other social scientists who are now underrepresented. We must also reach out to practitioners. Elizabeth Niemeijer, President of the Society for Professionals in Dispute Resolution (SPIDR) has indicated that she wants to develop stronger links with the IACM. I will report more on those efforts in future columns.

We have been building links between researchers and practitioners in the U.S. and those in Europe. Even while we strengthen those links, we must build stronger links with our colleagues in the Pacific Rim, Southeast Asia, and Africa. Perhaps in the future we can hold a conference in the Pacific Rim or Hawaii as a way to make the IACM more accessible to colleagues from that area of the world.

I am not so crazy as to think that I could accomplish these objectives alone. I will need your help. One way you can help the IACM is to mention the organization to those whom you meet with an interest in conflict management. Give them Jim Wall's address and tell them that we are a very "good buy." For only \$15.00, they will be in touch with hundreds of other conflict specialists, receive our publications, and be told of our upcoming conferences. What could be more "win-win" than that?

## Adopt-A-Scholar Program

In these difficult economic times, it is often difficult for some individuals to financially afford to attend the IACM conferences. To address this problem, we offer the "Adopt-A-Scholar" program. If you or your institution can contribute funds to help scholars from various parts of the globe who would not otherwise be financially able to attend an upcoming IACM conference, please contact Jim Wall, Executive Officer at (314) 882-4561.

## Planning the 1994 Conference

Linda Putnam, *President-Elect*

Plans are underway for the 1994 conference, to be held in Oregon. Sam Keltner from Consulting Associates and Greg Walker from Oregon State University will serve as local arrangements co-chairs; they are now investigating several possible facilities for quality, scenic beauty, and value.

Peter Carnevale, University of Illinois, will serve as Program Chair, and will have several European Associates (rather than one European Co-Chair as in the past); these Associates will publicize the conference in various regions throughout Europe.

Also, 1994 will be our 10th Anniversary. In honor of this event, Afzal Rahim, our founder, is planning a special volume from some of the conference papers. We will also have special panels and speakers.

If you have particular ideas about what should be in the 1994 program, please call me at (317) 494-9108 [Fax: (317) 496-1344], or call Peter Carnevale at (217) 333-4899 [Fax: (217) 244-5876].

## Peace Fellowships Available

The United States Peace Institute offers fellowships for practitioners and scholars with backgrounds in a variety of fields, including government, diplomacy, labor, international affairs, law, business, religion, and others. Fellowships are awarded for research and education projects that deal with ways to prevent or end conflict and to sustain peace.

The deadline for application is October 15, 1992.

For information and application materials, please write to: The Jennings Randolph Program for International Peace at the Institute, 1550 M Street NW, Suite 700, Washington, D.C. 20005-1708. Telephone: (202) 429-3886, Fax: (202) 429-6063.

### Faculty Position Available

Antioch University is seeking a faculty member to teach Conflict Management and to provide leadership for a new graduate program in this area, beginning Fall 1992. If interested, please contact: Antioch University School for Adult and Experiential Learning, 800 Livermore Street, Yellow Springs, OH 45387, USA.

## School Mediation Video Available

*Resolving Conflict Through Mediation: The Elementary School* by the Albany (New York) Dispute Mediation Program (845 Central Avenue, Suite 106, Albany NY

12206, USA) is an 8-minute training video dealing with school conflict. Cost: \$35.00.

The National Institute for Dispute Resolution (NIDR) offers teaching materials and cases. Contact: NIDR, 1901 L Street, NW, Suite 600, Washington, DC 20036, USA.

## Upcoming Conferences

**October 8-11, 1992.** Society for Professionals in Dispute Resolution (SPIDR) annual conference, Pittsburgh, PA. Contact SPIDR, 1100 Connecticut Ave. NW, Suite 700, Washington DC 20036 USA. Tel: (202) 833-2188; Fax: (202) 293-3054.

**November 6-7, 1992.** Southeastern Mediation Conference. Greenville, NC. Contact Eileen Growblewski, Mediation Center of Pitt Co. P.O. Box 4428, Greenville, NC 27836-4428.

**November 6-8, 1992.** National Association for Mediation in Education (NAME): Advanced Issues in Mediation Workshop. Contact NAME, 139 Whitmore, University of Mass. at Amherst, Amherst, MA 01003.

**November 25-28, 1992.** Fifth National Conference on Negotiation and Mediation in Community and Political Conflict. Port Elizabeth, South Africa. Contact Mrs. H. Buchanan, Institute for Study and Resolution of Conflict, University of Port Elizabeth, P.O. Box 1600, 6000 Port Elizabeth, South Africa. Tel: +27 41 504 2376. Fax: +27 41 504 2574.

IACM Membership offers several benefits including discounts on subscriptions to *The International Journal of Conflict Management and Negotiation Journal*. For information, please contact: Dr. Jim Wall, Executive Director, University of Missouri-Columbia, Dept. of Management, Middlebush Hall, Columbia, MO 65211 USA. Telephone: (314) 882-4561 Fax: (314) 882-0365.