



New Oregon Site Selected for 1994 IACM Conference

by Linda Putnam, President

Problems with the financial status of the Inn at Otter Crest has led the IACM Program Committee to select a new site for the 1994 conference. Oregon is still the location, but the conference will be held at the Valley River Inn in Eugene. The Valley River Inn is a four-diamond, four-star hotel located on the beautiful Willamette River in Eugene. Guest rooms, meeting facilities, and the restaurant each overlook excellent views.

Each of the spacious guest rooms has a balcony that overlooks either the garden area or the river. Conference rates for guest rooms overlooking the garden area will be \$79, single, and \$94, double per night. Conference rates for guest rooms overlooking the scenic river will be \$99, single, and \$114, double. The hotel is adjacent to a 12 mile path for biking, jogging, or walking along the Willamette River. Bicycle rentals are available in

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"International Conflict Management" highlighted Belgium Conference

by Martin Euwema, Bill Donohue, and Maddy Janssens

The sixth annual international conference of the International Association for Conflict Management (IACM) met in Houthalen, Belgium, during June, 1993. This was only the second time the conference had been held outside of North America and attracted a wide variety of international scholars, with 95 registrants gathering at the beautiful "resortlike" conference facility of Hengelhoe. Houthalen is appropriately located between Brussels and Maastricht, both of which are currently playing a prominent role in European politics. The meeting was hosted by the Center for Interdisciplinary Business Research (CIBRE) of the Katholieke Universiteit of Leuven, Belgium.

Eric Suy, Professor of International Law at Leuven University, and for many years active at the top levels of the United Nations (UN), gave the Keynote Address, "The role of the United Nations in Conflict Management." Suy called for more extensive training of UN monitoring teams and peace keeping forces in negotiation and mediation skills. He observed that even commanding officers differ greatly in their negotiation and mediation skills. Yet, Suy suggested, if force is to truly be a last step in international conflict management, then UN peace keepers need negotiation and mediation skills. Suy also recommended that the UN delegate more authority to regional offices because these offices could be more responsive to local developments in tension and conflict.

The theme of international conflict management continued with the presentation of the first IACM Life Time Achievement Award to Morton Deutsch, a scholar who has written extensively on the theme of international conflict management (see related item elsewhere in the newsletter). In his address to the conference, Dr. Deutsch gave a broad view of destructive and constructive conflict processes. "His insight and depth about conflict are enormous and gratifying; his sense of the big picture is energizing" commented Bill Donohue. Dr. Deutsch emphasized the role of government, religion, education, the media, and industry in the prevention of destructive conflict. He

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Morton Deutsch Receives IACM Life Time Achievement Award at 1993 Conference in Belgium

by Dean Tjosvold

The International Association for Conflict Management (IACM) had the privilege of honoring Morton Deutsch from Teachers' College, Columbia University, with its first Life Time Achievement Award. This was presented to Dr. Deutsch at the 1993 IACM conference in Hengelhof, Belgium. According to many, this presentation, as well as Dr. Deutsch's remarks, constituted two highlights of a conference filled with excitement and high quality scholarship.

Morton Deutsch is fully deserving of this award. He has devoted his energy and his career to raising our understanding of conflict management. His forty-year commitment to research and theorizing reminds us that developing conflict management knowledge is a great intellectual challenge and a life-long pursuit. He has published books such as *Interracial Housing* (1951), *The Resolution of Conflict* (1973), and *Distributive Justice* (1985). He has won numerous awards, including the G. W. Allport Prize and the Carl Hovland Memorial Award. He has served as president of the International Society of Political Psychology, the Society for the Psychological Study of Social Issues, and several divisions of the American Psychological Association.

However, Mort is more modest about his accomplishments. As he tells it, his timing was fortunate. Kurt Lewin and Carl Rogers both recruited him in the early post-World War II period. Mort was so caught by Lewin's enthusiasm and ideas, that he knew from the first interview that he would become his student. At the Research Center of Group Dynamics at the Massachusetts Institute of Technology (MIT), he was a part of an extraordinary mix of mature students and young faculty members who debated opposing ideas where Lewin often showed how these views could be integrated, synthesized, and harmonized.

I have been fortunate too for Mort is my "intellectual grandfather." Therefore, it was a special honor for me to introduce him for the IACM Life Time Achievement Award. I—indeed most of us—have studied and lived with his ideas for many years. They have shaped an entire field of scholarship. His ideas have never bound me, only liberated and challenged me. Most managers I consult with appreciate his insights but are taken aback by their profound implications. Mort is a revolutionary.

Nor is he afraid to tackle the big issues. He once wrote a book entitled, *Preventing World War III: Some Proposals* (1962). He addressed our conference on the critical issue of managing conflict in the Post Cold War Era. If this was not enough, he had to give the talk after a fine banquet. "I didn't plan an after dinner speech. I won't be offended if we cancel the speech and keep talking over the Belgium wine." The IACM participants were glad that we did not; his speech offered important insights in international conflict management.



Dr. Deutsch delivering his address at the 1993 IACM Conference.

Sometimes it is easy for us to feel that the changes since the cold war have brought conflict and not peace throughout the world. Mort boldly described how national and international institutions could apply conflict management theory to understand and manage regional and ethnic conflicts. Researchers need to quantify the immense costs of destructive conflict in order to encourage governments to invest significantly in the research and practice of conflict management. Each government should establish a council of social science advisors to track the social health of the nation, much as economic advisors track its fiscal health. He argued for the creation of regional institutes to provide early warning and assistance before regional conflicts escalate to dangerous levels. Mort called for the leadership and courage to confront our social and political conflicts realistically.

Despite the late hour, the atmosphere was electric. We felt a renewed sense of hope, knowing there was a basis for action. We were inspired that our work to develop and apply conflict management knowledge is ultimately vital for the cause of world peace. Also, we were reminded how one researcher, committed to both theory and social action, can make a difference in the world. We must stay focused on our mission.

In a subsequent letter, Mort wrote, "The IACM Conference was a great experience for me. Everyone was so warm and friendly that I just felt good every moment I was at the conference. In addition, the intellectual fare was of high quality. I felt especially honored to receive an award from such a wonderful group." Speaking on behalf of the entire audience—the feeling was mutual!

Rene' Bouwen to help Mediate in Bosnia

Reports have come to the *Signal* office that active IACM member Rene' Bouwen, until recently of the Center for Interdisciplinary Business Research (CIBRE) of the Katholieke Universiteit of Leuven, Belgium, has accepted a position with Lord David Owen's mediation team, trying to find a peaceful solution to the war in Bosnia. Our prayers are with Rene' as he attempts to help the parties discover a solution to this seemingly intractable conflict.

Have you discovered ConflictNet? by Trish Jones

ConflictNet is an on-line electronic information service dealing with conflict resolution and management issues and opportunities. It includes legislative information of interest, job announcements, conference listings, training activities, listings of graduate programs, issue discussions, summaries of academic research papers, and more.

ConflictNet also allows researchers and practitioners from over eighty different countries to exchange information with one another. For more information about acquiring this service, please write to John Helie, Director, ConflictNet, 18 De Boom Street, San Francisco, CA 94107 USA. Telephone: (415) 442-0220. Fax: (415) 546-1794.

Guide to International Conflict Resolution Education, Training, & Research being compiled.

ACCESS, under contract with the United States Institute of Peace, is conducting a survey of organizations and individuals that are engaged in conflict resolution. Respondents would be included in an international database on this area. We are interested in surveying conflict resolution practitioners and others involved in education, training and research. If you are aware of any individuals or organizations that we should include

in this project, please let us know. We are particularly interested in efforts of indigenous groups and individuals. Please contact Lisa Alfred at 202-783-6050 (phone) or 202-783-4767 (fax) for further information. ACCESS is a non-profit clearinghouse of information on international relations, peace, and world affairs.

Papers Sought on Conflict Management Among Engineers

A special issue of *Concurrent Engineering: Research and Applications (CERA)* will be published in 1994. This special issue will focus on how engineers manage and resolve conflicts.

Especially desirable are papers describing the role that computer technology can play in assisting engineers resolve conflicts effectively. These papers may deal with any aspect of computer technology: artificial intelligence, group-based decision support systems, organizational science, computer-supported cooperative work, etc.

Papers must be no more than 25 double-spaced pages. If you are interested in submitting a paper, please contact Dr. Mark Klein, Guest Editor, Boeing Computer Services, Building 33-07, MS 7L-44, 2760 160th Ave. SE, Bellevue, WA 98008 USA. TEL: (206) 865-3412, FAX: (206) 865-2965.

New Journal Seeks Comparative Industrial Relations Manuscripts

The new *German Journal of Industrial Relations (Industrielle Beziehungen)* is seeking 20-30 page double-spaced, typed, manuscripts on comparative industrial relations—particularly those comparing other industrial relations systems with that of Germany. English manuscripts are acceptable. Contact: Dr. Joerg Sydow, University of Wuppertal, FB 6, Gausstrasse 20, D-5600 Wuppertal 1, GERMANY.

Belgium Conference

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emphasized the need for extensive conflict management training with statements such as, "Education in this area should start prior to birth." Many participants enjoyed talking at length with him about common research issues.

A bit of "local color" was provided at the conference with the showing of the film, *Daens*. This 1993 oscar nominee dealt with the conflict between French and Flemish cultures in Belgium at the turn of the century. Daens was a Catholic priest who defended the right of the Flemish people working in poor conditions in Belgian factories. Conference participants were also treated to a dinner in an old castle, "Bokrijk."

Finally, there were numerous scholarly paper presentations from a variety of disciplinary perspectives such as decision making and conflict management, ethnic and group tension, procedural justice, third party interventions, and research methods. To all of those presenting papers—thank you!

As you can see, the conference continued its tradition of drawing high quality scholarship from a wide range of disciplines and methodological orientations from all over the world. If you have never attended an IACM conference, we hope that you will plan on participating in the future. ■

Signal is published twice yearly by the International Association for Conflict Management. Please send contributions to William H. Ross, Ph.D., Editor, Department of Management, University of Wisconsin at La Crosse, 1725 State Street, La Crosse, WI 54601, USA. Telephone: (608) 785-8450. Fax: (608) 785-6700.

Cheryl Brantmeier and Amy Pelant at the University of Wisconsin at La Crosse assisted with the preparation of the content of this issue. The technical assistance of Peggy Sorrell and Mary Tjosvold is also deeply appreciated.

IACM Elects Officers in November

by Linda Putnam, IACM President

The annual election for IACM President-Elect and one Board Member -at-Large will be held in November.

The Board of Directors and the membership at the 1993 IACM Conference decided to change the election date to give the President-Elect more time for site selection and for appointment of a Program Chair.

I will appoint a Nominating Committee to review the nominations from members and prepare a slate for the mail ballot by November 15th. To facilitate this process, a Call for Nominations was mailed to all members early in the Fall. If you did not receive this Call for Nominations, or did not respond earlier, then please send me your nominations immediately. Feel free to nominate yourself. Please mail (or better yet—FAX) your nominations for President-Elect and/or Board Member-At-Large to:

Dr. Linda Putnam, Texas A & M University, Department of Speech Communication and Theatre Arts, College Station, TX 77843-4234 USA. FAX: (409) 845-6594.

Reflections on the 1993 Belgium Conference

by Martin Euwema

The 1993 IACM conference continued many traditions of the organization. The interdisciplinary nature of the IACM was a rich tradition that continued. The intellectual contributions at the conference differed in many ways, not only with regard to topics, but also in terms of formats, goals and practice. I think that this reflects the wide variety of participants. Yet within this variety, there is a clear common ground in that all have a clear motivation to promote and work on an exchange of conflict management knowledge and practice.

The tradition of stimulating presentations was matched only by the tradition of outstanding dining. Belgium is known for its rich table culture. However, not everyone was aware of the dining traditions. So at the first dinner, many guests were full after the first course, a fish dish. To their pleasant surprise, there were additional courses to come—including the main meat dishes and the deserts. Most guests managed to overcome this form of culture shock and soon mastered the art of Belgian dining. Thus, at the end of the conference, everybody returned comfortable and safe to the Brussels airport, although some guests were carrying a few extra pounds from the fine cuisine.

The conference also produced a renewed discussion of how we can apply research to help manage conflict. Kurt Lewin's dictum that there is nothing so practical as a good theory was explored at three levels. First, most researchers paid attention to the practical applications of their research. Others presented case studies of conflict intervention procedures or techniques. While it was tempting to turn discussion to methodological or statistical problems, we were continually forced to recognize that these problems were interesting only for some specialists; the larger implications and applications of conflict management research were of interest to us all. Thus, we all continually challenged each other to look at how our research helps society tackle complex conflict management problems.

Second, we discussed how the IACM should be linked to practitioner organizations, for instance the Society for Professionals in Dispute Resolution (SPIDR). At the conference, there was a strong feeling that the IACM should interact with a variety of practitioner organizations. Seeking new links between researchers and practitioners might strengthen the work of both types of groups.

Third, at several sessions and at the business meeting, several IACM members advocated that the organization expand its 'external functions.' A discussion emerged over the role that the IACM could play in the larger conflict management community. For example, how active should the IACM be in disseminating conflict management research to the general public and to policy makers? We are at the beginning stages of this discussion. Bring your insights and ideas to next year's conference; obviously, the conference is an excellent place for such discussion as we formulate policies on these matters.

Actions taken at the 1993 IACM Board Meeting

At the 1993 IACM Board Meeting in Belgium, board members discussed issues related to future conference structure. It was recommended that one person, designated a local conference coordinator, be in charge of all budget matters, collection of receipts, registration, and expenditures. This change should clarify the role of the Local Arrangements Chair as well as others involved in local arrangements for future conferences. It was also recommended that for the 1994 conference all paper submissions be sent to the Program Chairman, rather than to separate track chairs. Reviews would then be handled by a review committee. This would increase coordination between the Program Chair and reviewers and allow for the Program Chair to better determine the degree of similarity between papers that belong in the same session. These changes were approved and subsequently recommended to the membership at the IACM Business Meeting.

The board also suggested that a membership brochure be developed. President Linda Putnam will appoint a committee to work on this project. If you are interested in volunteering in serving on this important committee, please contact Linda Putnam, Ph.D., IACM President, Department of Speech Communication and Theatre Arts, Texas A&M University, College Station, Texas 77843-4234 USA. Telephone: (409) 845-5500, FAX: (409) 845-6594.

696-0672-17

Planning Ahead: Some ideas about 1995

by Evert van de Vliert, *President-Elect*

In keeping with the policy that the IACM meet outside North America every other year, our 1995 annual conference will be held in Europe or, perhaps in another part of the world. A great option, which I am exploring right now, is to go to Seville, Spain. However, this is not firm and no other site is excluded in this early stage of the planning process. Dr. Ben J. M. Emans from the University of Groningen in the Netherlands has agreed to function as the 1995 European Program Chair.

Another important issue is whether our association has grown to maturity and whether it is about time to make outward steps, initiating discussion and collaboration with other organizations that are also trying to grapple with conflict phenomena. Recall that our purpose is "to provide a forum for scholars and practitioners from all disciplines interested in the study of social conflict and conflict resolution at all levels of society. This includes the study of negotiation and third party intervention in interpersonal, intergroup, organizational, and international conflict" (Article III of the IACM constitution). One or more liaisons with other, similar, groups or networks seem necessary if we are to cover all domains mentioned.

In my opinion, coordination and cooperation with organizations in the fields of intergroup and international conflict are needed most. For that reason, I have made contact with the Ethnic Studies Network in Northern Ireland. This group organized the first and second European Conference on Peacemaking and Conflict Resolution in Turkey and Spain. I have also contacted the International Peace Research Institute in Norway. I have invited them to join forces and to organize the 1995 conference together and in the same location.

At this moment, I am highly interested in your suggestions about other international groups and networks that complement our organization's mission and might want to join the intended conference coalition. If you can think of potential liaisons, please send me some brief information on that potential partner. It would be wonderful if you could also send one or more names of contact persons and their addresses.

I am interested in your responses to both conference site options and regarding other possible organizational linkages. Please send your suggestions to Evert van de Vliert, Ph.D., President-Elect of the IACM, Department of Social and Organizational Psychology, University of Groningen, Grote Kruisstraat 2/1, 9712 TS Groningen, THE NETHERLANDS. Telephone: +31 50 636 386, FAX: +31 50 636 304, E-Mail: E.V.D.VLIERT @ PPSW.RUG.NL.

Some Thoughts about the Future Directions of Conflict Management Research

by Rod Kramer

Recently, I was asked to participate in an Academy of Management symposium on, "Conflict Management in the year 2000: Where should we be?" The symposium was organized by Deborah Kolb and included excellent presentations by Gregory Northcraft, Blair Sheppard, and Tom Tyler. The invitation to speculate about the future provide me with an opportunity to ruminate about the recent past of conflict research. Using the proven meteorologists' heuristic that the best predictor of the future is the recent past, I looked at recent paper presentations at several conferences, including those of the International Association for Conflict Management.

Even a casual observer of these programs would be impressed with both the breadth of research currently being done and the rich opportunities that await conflict researchers in the years ahead. Organizational researchers are examining conflict within newly-emerging forms of organizations; there is also considerable attention to the effects of workforce diversity on conflict and cooperation in organizations. At an international level, some researchers have turned their attention to examining how new political, social, and economic realities are affecting social and organizational conflict. These trends offer investigators challenging new problems and provocative new settings in which to study them. Equally evident are the new sophistication and diversity of theoretical

perspectives brought to bear upon these issues as researchers import important insights and methodologies from a variety of disciplines.

To some degree, these developments reflect a disenchantment with traditional, discipline-bound theories and methods. Increasingly, one observes attempts to develop multi-disciplinary conceptual perspectives and empirical efforts that utilize nontraditional research methodologies. At the forefront of these efforts are the substantial intellectual contributions being made by graduate students, as reflected by both the increasing number of outstanding dissertations produced in recent years and by conference presentations at organizations such as the IACM. Indeed, the IACM offers a unique forum for such innovative research because of the interdisciplinary nature of the organization.

To summarize, there are a variety of trends in current conflict research: new types of and settings for conflict, new and sophisticated theoretical concepts to be tested, the growing use of interdisciplinary research, new methodologies, and innovative ideas offered by current graduate students. Given these indications of both intellectual vigor and empirical enthusiasm, I look to the future of conflict management research with considerable optimism. The field seems to be growing in sophistication and insight, and, even more importantly as we look ahead, capable of sustaining further growth as well as we seek to help governments, groups, and individuals resolve and manage their conflicts.

Oregon (cont. from Page 1)

addition to a sauna and whirlpool, which are open 24 hours. The hotel has a free shuttle from the Eugene airport.

The site is near the Valley River Center, a shopping area with over 100 boutique and specialty stores, and the Hult Center for the Performing arts. We are planning several special events for the conference. On Sunday, June 12th, before any conference sessions, there will be a white water rafting trip for our group, including a luncheon barbecue (there will be a separate individual fee for this event). There will also be a tour and reception at the Hinman Winery. The conference fee will be \$125 per person, which includes conference registration, continental breakfast each morning, one luncheon, the Awards Banquet dinner, and the winery tour. Guest rooms and the white water river rafting trip are separate, additional charges.

Eugene is a quaint Oregon city nestled in beautiful surroundings. The 1994 Conference promises to be an exciting event—both in the locale for the conference and the many program activities. Please mark June 12-15 on your calendar and plan to join us in scenic Oregon! ■

Calling all Papers!

The Hubert H. Humphrey Conflict and Change Center at the University of Minnesota—Twin Cities continues to house papers presented at the IACM conferences. In this way, the papers will be available in one location for use by future scholars and authors. If you presented a paper at the 1993 IACM conference in Belgium please mail a copy to:

Mark Mattern, The Conflict and Change Center, Humphrey Center Room 248, University of Minnesota, 301 19th Avenue South, Minneapolis, MN 55455 USA.

Telephone: (612) 625-0362.

Survey of IACM Members Suggests Great Interest For Members Assisting with International Conflict

by Martin Euwema and Bill Donohue

In the Spring of 1993, a survey was sent to all IACM members about possible tasks for the IACM with regard to regional, ethnic, and international conflicts. The results were discussed at the IACM conference in Belgium in June, 1993.

The survey asked respondents to use a four-point rating scale (with anchors ranging from "Strongly Agree" to "Strongly Disagree") to respond to nine statements. Eighty Questionnaires, representing 22% of the membership were returned. Most respondents agreed or strongly agreed with the questionnaire items. Briefly, respondents agreed with the following:

1. There is a need for an association for international conflict management by third parties.
2. I am willing to work with politicians, business people or other groups to help them improve their conflict management abilities.
3. I think it is important to cooperate with other IACM members on this task.
4. The IACM office should have a coordinating function to support this task.
5. It is my obligation to develop conflict knowledge that can be used for international conflict management.
6. It is possible for the IACM to develop an interdisciplinary model for how international conflicts can be managed.
7. The IACM should develop an interdisciplinary model for managing international conflicts.
8. With an interdisciplinary theory we should try to serve as an advisory body for third party mediators.
9. The IACM as an institution should try to influence decision making processes in international conflict issues.

Over 90% of the respondents agreed or strongly agreed with each of these statements, except for statement No. 9. In the discussion of the results at the IACM conference, there was concern that agreeing with this statement meant that the IACM would take political stands. Although the 22% response rate makes it difficult to generalize to the entire IACM membership, the strong consensus within this group reflects the fact that there is a sizeable number of IACM members who are strongly committed to playing an active role with international and regional conflicts.

In what ways should the IACM be active in international conflict management? Many respondents answered this open-ended question; listed below are the categories into which their suggestions fell:

- identify and carefully describe how conflict resolution is currently viewed and work to gain acceptance of new, more complete models of conflict resolution
- research on causes of, dynamics of, and solutions for international and ethnic conflicts
- exchange ideas, serve as a resource to professionals
- assist in training and listing trained qualified mediators
- better public relations, publicize involvement and successes

Finally, as a result of the survey and discussion, a task force was created to explore the best ways that the IACM can effectively implement these suggestions; their proposals will be discussed at next year's IACM meeting. If you are interested in serving on this task force, please contact Linda Putnam, IACM President, at (409) 845-5500.

(404) 696-0672 H



Wayne State University
Associate or Full Professor
Specializing in Dispute Resolution Research

Wayne State University's College of Urban, Labor, and Metropolitan Affairs (CULMA) seeks a scholar in dispute resolution theory at the associate or full professor level. Applicants are welcome from the social or behavioral sciences, law, industrial relations or other relevant areas. Fields of interest include but are not limited to bargaining strategy; multi-party processes; workplace, interpersonal, environmental, neighborhood, school or health disputes; and disputes involving ethnic, cultural or gender conflict.

The appointee will be expected to supervise the new CULMA Masters in Dispute Resolution being implemented in conjunction with Wayne State's Hewlett Foundation Program in Mediating Theory and Democratic Systems. Given the research expectation and management responsibilities, the teaching load will be one course per semester or less.

Tenure will be granted in the corresponding academic discipline or in CULMA. The appointee will be expected to maintain a high level of research productivity; support is available for graduate research assistants and post-doctoral fellows. Salary is highly competitive and commensurate with qualifications and experience.

Wayne State University is situated in one of America's most ethnically and culturally diverse metropolitan areas and is one of Michigan's three major comprehensive research institutions. It enrolls close to 35,000 students, including approximately 14,000 graduate and professional students, in over 175 fields. Its main campus is in Detroit's University/Cultural Center district. CULMA has a close and productive working relationship with many of the city's foremost institutions.

The position is assumable September 1994; applicant review will continue until the position is filled. Applications of minorities and women are strongly encouraged. Applicants should send a letter of interest, curriculum vitae, and names, addresses and phone numbers of four references to:

Elaine C. Driker, Director of Searches
College of Urban, Labor, and Metropolitan Affairs
3198 Faculty/Administration Building
Wayne State University, Detroit, MI 48202
(313) 577-5071

Wayne State is an equal opportunity/affirmative action employer.

Awards (cont. from Page 6)

the **Outstanding Dissertation Award** the advisor or member of the doctoral dissertation committee should send a letter of nomination, explaining the strengths of the dissertation to Donald Conlon, Ph.D., Department of Business Administration, University of Delaware, Purnell Hall, Newark, DE 19716. The dissertation should have been completed, defended, and filed in either 1992 or 1993. Once nominated, the doctoral student will be asked to submit an article-length paper (25-30 pages) synthesizing the dissertation for the committee. The committee will rank the dissertations and the authors of the top three dissertations will be asked to submit their full, completed dissertations to the committee for final evaluation in order to determine the winner of the award.

Plaques will be presented to award winners in all three areas. Committee members may choose to also present a runner-up award in their category or not to give an award at all in a given year. If you know of an outstanding book, article, or dissertation, please take the time to write a letter of nomination. Someone will thank you for it! ■

The Consortium on Negotiation and Conflict Resolution at the Georgia Institute of Technology is currently creating a lexicon of dispute resolution terms and processes. Both practitioners and academics are urged to submit definitions and descriptions of dispute resolution processes that you may use, if you want these to be included in this book. For more information, contact Doug Yarn by FAX at (706) 769-4777.

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 \$15, IACM members receive a year's subscription to the newsletter Signal, a membership directory, and an extensive list of member publications (useful for researching papers or identifying relevant readings when designing training programs or university courses, etc.). IACM Membership also offers several benefits including discounts on subscriptions to *The International Journal of Conflict Management and Negotiation Journal*. For information about membership, please contact Dr. Jim Wall, Executive Officer, University of Missouri-Columbia, Department of Management, Middlebush Hall, Columbia MO 65211 USA. Telephone: (314) 882-4561. FAX: (314) 882-0365.

Upcoming Conferences

November 6, 1993. The Wisconsin Institute for the Study of War, Peace, and Global Cooperation, La Crosse, WI. Theme: "Instituting Peace: Challenge and Hope. A Peace Education Symposium for Elementary and Secondary School Teachers." Contact: Dr. Anita Beskar. TEL: (608) 791-0459.

November 7-10, 1993. Annual Conference of the California Caucus of College and University Ombudsmen. Asilomar, CA. Contact: Dr. Willis Hill, California State University at Bakersfield, 9001 Stockdale Highway, Bakersfield, CA 93311.

November 12-13, 1993. Alternative Dispute Resolution Associates. San Francisco, California. Theme: ADR, Mediation, and Intellectual Property. TEL: (603) 228-1541.

November 18-19, 1993. Center for Management Research. Cambridge, Mass. Themes: "Dealing with an angry public," "Dealing with disagreements over values." Contact: Dr. Elizabeth Walker. TEL: (617) 239-1111.

December 1-3, 1993. Conflict Resolution Service, Toronto. Theme: "Mediating Interpersonal Conflict." Contact: St. Stephen's Community House, 169 Brunswick Ave., Toronto, Ontario, M5S 2M4, CANADA.

December 5-8, 1993. Fourteenth Annual International Conference on Information Systems. Orlando, Florida. Theme: "Valuing Diversity through Information Systems." Contact: Dr. Robert Bostrom. TEL: (706) 542-1294.

December 9-10, 1993. The Mass. Institute of Technology (MIT) Environmental Policy Group. Cambridge, Mass.

Theme: "Negotiating Environmental Agreements." Contact: Dr. Carol Sloane. TEL: (617) 239-1111.

January 3-5, 1994. Industrial Relations Research Association. Boston, Mass. For details, contact the IRRA national office in Madison, WI. TEL: (608) 262-2762.

March 16-18, 1994. Society for Case Research. Chicago, IL. These presentations deal with *research about* cases, their philosophy, and their use in the classroom—individual business cases will *not* be presented at this meeting. Contact: Dr. Roy A. Cook. TEL: (303) 247-7550.

June 4-5, 1994. International Symposium on Attribution Theory. Tallahassee, FL. Contact: Dr. Mark J. Martinko. TEL: (904) 644-7846.

June 23-25, 1994. Interdisciplinary Conference on Bargaining and Dispute Settlement. Madison, Wisconsin: School of Business, University of Wisconsin at Madison. Deadline for submissions: March 1, 1994. Contact: Dr. Craig A. Olson. TEL: (608) 262-3895.

July 31-August 4, 1994. Workshop on Models of Conflict Management at the Twelfth National Conference on Artificial Intelligence. Contact: Dr. Susan Lander. TEL: (413) 545-0675.

August 14-17, 1994. Conflict Management Division of the Academy of Management. Dallas, Texas. Theme: "Reducing Barriers to Understanding." Submission Deadline, January 7, 1994. Contact: Dr. Donald Conlon. TEL: (302) 831-2081.

Resources, Books, Curriculum Materials, Etc.

- The North Carolina Cooperative Extension Service offers a training video and an accompanying handbook for dealing with environmental disputes for \$33. For information, contact Michael P. Levi (919) 515-3252 or Andy Sachs (919) 929-8800.
- The newsletter *Resolve* addresses issues unique to environmental disputes and features numerous case studies. Contact: Center for Environmental Dispute Resolution, 1250 24th Street, NW. Washington, DC 20037 USA.
- Sunburst Productions of Canada has two videos for teachers who are interested in developing and implementing school mediation programs and teaching dispute resolution skills to school children. For details, telephone: 1-800-431-1934.
- The book *Peaceful Persuasion: A guide to Creating Mediation Dispute Resolution Programs on College Campuses* has been published to help those interested in starting campus mediation programs. For information, call (413) 545-2462.
- A new book is available that looks at family conflict from a religious perspective: Jeff VanVondren (1992). *Families Where Grace is in Place: Getting free from the Burden of Pressuring, Controlling, and Manipulating your Spouse and Children*. Bethany House Publishers, 6820 Auto Club Road, Minneapolis, MN.
- A biannual newsletter, *Dispute Resolution Access: Guide to Current Research and Information*, is available for a modest subscription fee. It is designed to summarize current dispute resolution research as well as provide policy and discussion papers for practitioners in a variety of dispute resolution areas. For information, contact the Community Board Program, 1540 Market Street, Suite 490, San Francisco, CA 94102 USA.