

## 1996 Award Winners Announced at Conference

Recipients of the IACM Awards for 1996 were revealed at the conference in Ithaca. These included the Life Time Achievement Award, a Best Book award, a Best Article/Book Chapter award, a Best Dissertation award, and Best Paper awards from among those presented at the conference.



Dr. Rapoport received the Life Time Achievement award. He has had a long and distinguished career. Since 1984, he has worked as Professor of Peace and Conflict Studies at the University of Toronto. He has also held numerous Visiting Professorships, most recently at the University of Bern, SWITZERLAND.

Dr. Rapoport is a prolific and significant author. He has published

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## Members Enjoyed Ithaca Conference

International Association for Conflict Management (IACM) were treated to a variety of intellectually stimulating presentations in a beautiful setting at the annual conference held at Cornell University in Ithaca, New York USA in June. Thomas Kochan, Professor of Management at the Massachusetts Institute of Technology, delivered the Keynote Address; he drew parallels between the present time and the late 1940s – both periods needed scholars and practitioners to fashion procedures and institutions to deal with new types of conflict (please see related story). Anatol Rappoport of the University of Toronto received the Life Time Achievement award. He briefly recounted his career, which has included work in the fields of mathematics, psychology, and peace studies. He also described the work – both scholarly and applied – that he has done to promote policies of disarmament and peaceful conflict resolution.

Numerous symposia highlighted the conference. Mike Gaffney of Cornell University organized a symposium entitled, "Can Interest Based Training Really Work? A Report on Eight Years of Experience at Cornell." The participants candidly reported on the assumptions, steps in designing interest-based training programs, and the shortcomings of such programs.

David Kottenstette conducted a unique workshop relating drama and disputes, entitled, "Theatre and Conflict: Skills for Everyday Life." The two-hour pre-conference workshop was so popular that it was repeated as a "post-conference" workshop. A second workshop, offering an overview of a computer-based negotiation simulation was offered by a representative from the National Conference on Peacemaking and Conflict Resolution.

Dean Tjosvold, Kwok Leung, and Anne Lytle organized a series of three symposia on "Conflict in Asia." The first included scholars from Asian countries who discussed regional conflicts from an Asian perspective. The second symposium included North American scholars who applied Western theories to conflict and dispute resolution in Asia. The third symposium brought these scholars together for a joint Keynote symposium. Professor Harry Triandis of the University of Illinois was a discussant for this symposium. In addition, a fourth session led by Drs. Triandis and Peter Carnevale of the University of Illinois described a group of multi-cultural research studies comparing negotiation and mediation strategies across cultures. Sanda Kaufman organized a symposium on "Environmental Conflict," and Mark Keppler, Donna Blancero, and Doug McCabe organized a

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## The President's Corner

by Tricia Jones, IACM President

Fall is sweeping majestically through the Delaware Valley in Philadelphia (USA). I'm fondly remembering our recent gathering at Cornell and contemplating the pleasures awaiting us in Bonn, Germany.

This year has been another successful one for our organization, thanks in large part to the leadership of Jim Wall, IACM President 1995-96, Tom Fiutak, our Executive Director, and our IACM Board of Directors. As we mention every year, we are very fortunate to have so much involvement from so many talented people.

For those of you who attended our conference this past June, you'll remember the Cornell conference as a masterpiece of comfortable environs, top-notch service, high quality panels, and memorable discussions. Our hands were raised in sincere applause for the efforts of our local arrangements chair, Betsy Wesman, and her able staff. The Cornell School of Hotel Management clearly earned its reputation as one of the leading programs in the country. And, the city of Ithaca welcomed us with open arms and gave us her best scenery, food and entertainment.

I can still recall very vivid highlights of our time together last June. Our organization expanded intellectually and literally with the several fascinating panels concerning conflict resolution in Asia, coordinated by past-President Dean Tjosvold and his colleagues. Our attentions turned to the application of theory in practice with the astute commentary from our keynote speaker, Tom Kochan, key panels led by Dan Druckman and Ronald Fisher, and Jim Wall's call for us to look to application possibilities in setting goals for IACM's future. And, of course, I doubt that anyone present will soon forget the comments of our Lifetime Achievement Award winner, Anatol Rapoport. His erudition was exceeded only by his eloquence and charm.

I am excited by the prospect of seeing IACM continue to seek opportunities to create quality scholarship and to engage actively in the appropriate application of our theory and research. Given my own work in the United States and South Africa, I believe strongly that we have much to contribute and that our organization is uniquely suited to lead the dialogue in these important matters.

It is in this spirit that the Bonn conference is being developed. Our 10th Annual IACM conference will be held at the Gustav Stresemann Institute in Bonn, Germany, from June 15-19, 1997. Our local arrangements chair is Norbert Ropers from the Berghof Research Center in Berlin. Norbert and his staff have done a wonderful job securing an inviting, pleasant, comfortable, modern, and very affordable conference site that is aptly named in honor of a Nobel Peace Prize recipient. Our Program Co-Chairs, Don Conlon (University of Delaware, USA) and Lourdes Munduate (University of Seville, Spain) have been working to arrange for keynote speakers and plenary sessions. They are currently involved in distributing the call for papers (the announcement is included in this issue of *Signal*) and look forward to an avalanche of paper and panel submissions.

To attract new members and encourage conference submissions from around the globe, IACM has added a Contact Committee. Chaired by Nadja Spegel (University of Queensland, Australia, e-mail address, n.spegel@mailbox.uq.oz.au) the committee membership includes Tom Milburn (Australia and US), Andreas Nikolopoulos (Greece), Lourdes Munduate (Spain), Norbert Ropers (Germany), Andrei Zaitsev (Russia), Jacob Bercovitch (New Zealand), Ken-ichi Ohbuchi (Japan), Anne Lytle (Hong Kong), Kwok Leung (Hong Kong), Young Ho Cho (Korea), Siriyupa Roongrerngsuke (Thailand), Nosa Owens-Ibie (Nigeria), Canan Ergin (Turkey), Helena Desivilya (Israel), Susan Brodt (Latin America and US) and Roberto Padilla (Argentina). The committee has already been very active in identifying publication outlets for the call for papers.

To further encourage participation from regions that have not traditionally been represented in our conference, the Bonn conference will have a series of "world showcase" panels where members from various regions such as Latin America will be invited to discuss the orientations and predominant themes in conflict scholarship and practice in their region. Plenary sessions are being developed by Norbert Ropers, Don Conlon and Lourdes Munduate to feature discussions of state-of-the-art work in conflict and social change issues with representatives from a variety of countries.

Of course, we look forward to presenting our Lifetime Achievement Award to this year's recipient, Dean Pruitt. A two-term past-President of IACM, Dean Pruitt is known to us all as a scholar without peer. We can all look forward to honoring him in Germany.

Last, but certainly not least, let me draw your attention to the committees that form the backbone of the organization from conference to conference. Without the good spirit and abundant energy of these committee chairs and members, our organization would not maintain the drive and cohesion that has become so characteristic.

The **External Network Committee** (members, Evert van de Vliert and James Wall) functions to maintain a list of potential international operating partners, set priorities and timing for building connections, maintain communication with the partners, and make proposals for the design of IACM-partner liaisons. This is the last year for this committee, having operated effectively

in the recent past, thus enabling a transition to the Contact Committee at the end of this year.

The **Committee for Lifetime Achievement Award 1998** (members, James Wall, Tricia Jones, and Peter Carnevale) maintains and updates a list of nominees and selects a nominee for 1998.

The **Award Nominations Committee** is responsible for generating nominations for the Best Book Award Committee, the Best Book Chapter/Article Award Committee, and the Best Dissertation Award Committee. Once again, Roy Lewicki (Max M. Fisher College of Business, The Ohio State University, 1775 College Road, Columbus, Ohio 43210, USA) has agreed to serve as chair. He is assisted by committee members Dean Pruitt, Ray Friedman and Kwok Leung. If you have suggestions for nominations for any of the awards, please send them to Roy.

The **Committee for the 1994-1996 Applied Book Award** has the responsibility for selecting the recipient of the award for the outstanding book on applied conflict theory and practice published between 1994 and 1996. This committee is chaired by Betsy Wesman (Department of Management, Syracuse University, Syracuse, NY 13244, USA), with members Sanda Kaufman and Lisa Bingham.

The **Committee for Best 1995 Article/Book Chapter Award** is chaired by Laurie Weingart (Graduate School of Business, Carnegie-Mellon University, Pittsburgh, PA 15213, USA) with members Linda Putnam and Barbara Gray. The committee selects the outstanding book chapter and/or article published in the area of conflict studies during the 1995 year.

The **Committee for Outstanding Dissertation Award (1996-1997)** (Carsten de Dreu, Chair, members, Anne Lytle and Jacob Bercovitch) will review nominated dissertations to select an award recipient.

In honor of his contribution to our field and to our organization, the **Jeff Rubin Memorial Committee** (Linda Putnam, Chair, with members Dean Pruitt and Laurie Weingart) has been asked to investigate possible memorials to honor his memory (scholarship fund, annual award for scholarship, etc.), act as liaison with other groups (e.g., Program on Negotiation) involved in tribute activities for Jeff Rubin, and present recommendations at the annual meeting 1997.

The **Election-Nomination Committee** (Peter Carnevale, chair, and members William Ross and Bill Bottom) invites nominations at the annual meeting and from the membership (via newsletter and direct mail) to select nominees for President-Elect and Board Members-At-Large. The committee conducts the election and announces the results in the spring.

And, I would be very remiss to not mention the contributions of William Ross, our *Signal* editor. Every year William continues to do an excellent job in communicating our successes, challenges, and hopes through this vehicle. We all know how valuable this effort is to IACM, and William Ross is the individual responsible for the benefits we receive from it.

Well, it's time to sign off. I look forward to seeing you all at the Bonn conference and to working with you throughout this year. Let William know of exciting projects you are involved in. And, encourage your colleagues to take part in our organization and in the 10th Annual conference. ☐

## ***Call for Nominations for IACM President and Board Members***

by Peter Carnevale

Please nominate candidates for the positions of President of the IACM and Members of the Executive Council Board. These nominations will augment the many nominations that we collected at the IACM business meeting in Ithaca, NY, in June. Self-nominating (i.e., volunteering) is also acceptable. Please use the handy form that is enclosed with this newsletter.

The election will be held in the Spring of 1997.

Please send nominations to: Prof. Peter Carnevale, Dept. of Psychology, University of Illinois at Urbana-Champaign, 603 East Daniel Street, Champaign, IL 61820 USA. e-mail: pcarneva@spsych.uiuc.edu. ☐

*Signal* is published twice yearly by the International Association for Conflict Management. Please send contributions to Dr. William H. Ross, Editor, Department of Management, University of Wisconsin at La Crosse, 1725 State Street, La Crosse, WI 54601, USA. Tel: (608) 785-8450. Fax: (608) 785-6700 or (608) 785-8549. Internet e-mail: rosscba@uwlax.edu or ross\_wh@mail.uwlax.edu.

Megan Galstad, Assistant Editor and Carrie Miesbauer, *Signal* intern at the University of Wisconsin at La Crosse, greatly assisted in the preparation of this issue. The technical expertise of Christian Cook of Simply Graphics, West Salem, Wisconsin [Tel: (608) 786-0199], is also deeply appreciated.

We also wish to welcome the newest member of the IACM family: Matthew Christopher Ross, Born October 1, 1996.

## What Films do you use?

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When you teach a course or offer a training session, what films/videos do you show? This listing is compiled from both IACM members and nonmembers and is reported in their own words. Some of these are professional training films while others are excerpts from commercial films or television shows. All are covered by copyright laws, so check with your institution before showing any film to a public audience. It is our hope that this will give you some ideas as to ways to enhance your own presentations and classes through the judicious use of appropriate videos and films. If nothing else, it would be fun to preview them all! If you have contributions that are not on this list, send them to [ross\\_wh@uwlax.edu](mailto:ross_wh@uwlax.edu) and they will be included in a future newsletter. -the Editor

"I use portions of John Singleton's brilliant movie, *Boyz 'n the Hood* in my course on the Psychology of Aggression and Violence to illustrate a conflict spiral which results from efforts on the part of urban youth to produce an impression of toughness. The movie helps make Dick Nisbett's (*Culture of Honor*) point that such efforts tend to be found in societies where one's possessions or person are in danger and there is minimal third party protection. It also contrasts child rearing patterns that encourage or discourage violence. -Dean Pruitt, State University of New York. E-mail: [005629307@mcimail.com](mailto:005629307@mcimail.com).

Movies with good negotiation scenes in them:

1) Dog Day Afternoon, 2) Barbarians at the Gate, 3) Grand Canyon, 4) City Hall

-Tony Simons, Cornell University. e-mail: [tls11@courier1.sha.cornell.edu](mailto:tls11@courier1.sha.cornell.edu).

"I use *Twelve Angry Men* in my Conflict Resolution class (a graduate class in Public Administration), a film classic starring Henry Fonda, Lee J. Cobb, and others. It works well for discussing functional and dysfunctional elements in problem-posing and problem resolution. It is also great drama and totally captures student interest."

-Gerald M. Pops.

"The best behind-the-scenes video of negotiations that I know of is *Final Offer*, which recorded the GM-Canadian UAW negotiations in 1984. It followed the UAW chief negotiator throughout the negotiations [and illustrates Walton and McKersie's "intra-organizational bargaining" because much of the conflict involves relations between the Canadian UAW and its own Detroit headquarters]. A gripping, exciting movie. Lots of bad language, so warn you audiences to expect the repeated use of the "f-word." 79 minutes. Available from California Newsreel 149 Ninth Street, no. 420. San Francisco: CA 94103. Tel: (415) 621-6196. -Keith Murnighan, University of British Columbia. e-mail: [keith.murnighan@commerce.ubc.ca](mailto:keith.murnighan@commerce.ubc.ca) or [murnighan@excaliber.commerce.ubc.ca](mailto:murnighan@excaliber.commerce.ubc.ca) [this title was also suggested by Laurie Weingart of Carnegie-Mellon and Peter Carnevale of the University of Illinois at Urbana-Champaign].

"When I taught Negotiations in graduate school, I used a videotape of an *Oprah Winfrey television talk show* which featured a professor who teaches Negotiations mediating a "real life" dispute on the show."

-Name withheld by request.

"I recently used a video of the *Rikki Lake television talk show* during class when we were covering conflict resolution and negotiation strategies. The class had a good discussion about why talk shows, although they may say they want to help resolve family conflicts, etc. are largely ineffective in doing so." -Karen Proudford, Morgan State University. e-mail: [kproud@mo.org](mailto:kproud@mo.org).

"More movies, to illustrate the "tough" approach:

1) *Malcolm-X* the "pistol bullet" scene, 2) *The Fugitive* the "I don't bargain" scene.

-Gregorio Billikopf, University of California at Modesto. e-mail: [gebillikopf@ucdavis.edu](mailto:gebillikopf@ucdavis.edu).

"I have used a Japanese film, *Rahomon*. It depicts several stories constructed by interested actors around an (allegedly) common incident. It permits the discussion of topics such as the difference between positions and reality. The film encourages the viewer to think on who is right and who is not (just as in certain kinds of conflict) but it also allows the viewer to see how interests underlie the different positions." -David Gleiser.

e-mail: [dgleiser@cdcnet.uniandes.edu.co](mailto:dgleiser@cdcnet.uniandes.edu.co)

"This is not a recommendation but information: Northwest Mediation Service in Bellevue, Washington put out a video: *Mediation, Techniques for Positive Solutions*. It has an employer-employee mediation scenario on it. Their telephone number is (206) 455-3989." -Zena Zumeta. e-mail: [zzumeta@igc.apc.org](mailto:zzumeta@igc.apc.org).

"I obtained a video *Mediation Works: Make it Work for You*, produced by the Supreme Court of Florida on mediation of divorce (and family law), [designed] for the "consumer" and it was good. It is only \$10.00 and is available from the Dispute Resolution Center in Tallahassee. Tel.: (904) 921-2910. Fax: (904) 488-0156." -Pat Gudas, Law Librarian. e-mail: [pgudas@pipermar.com](mailto:pgudas@pipermar.com).

"I use clips from *Star Trek: The Next Generation* where aliens from four worlds are needed to cooperate to accomplish a task. This illustrates the use of Sheriff's concept of 'superordinate goals.'" -Laurie Taylor.

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"I've used a video called *Women Negotiate*. It is part of a curriculum module on gender and negotiation called, "Her place at the table." It profiles three women who are experienced and successful negotiators, focusing on two concepts, "voice" and "place." It was produced and developed by Deborah Kolb and can be obtained from the Program on Negotiation at Harvard Law School. Tel: (617) 495-1684. I recommend the module for provoking interesting discussion on the topic." –Laurie Weingart, Carnegie Mellon University. e-mail: weingart@cyrus.andrew.cmu.edu. [This video was also suggested by Linda Putnam of Texas A & M University].

"We use *The Hacker Star Negotiation* video from the Harvard Negotiation Project. The 80 minute tape simulates a negotiation between two partners in a closely-held company. The partners have allowed differences to fester over time and these differences have caused the partners to consider dissolving their company. The tape stars Roger Fisher (co-author of the book, *Getting to Yes*) as the lawyer for one of the partners. It includes preparation for the negotiations as well as the negotiations themselves. In addition to being informative of negotiation strategies, it is also quite entertaining." –Mike Elliott, Georgia Tech University. e-mail: mike.elliott@arch.gatech.edu.

"I use *Groupthink* to illustrate faulty group decision-making. I also show *Mediation in Action*. This follows a commercial mediation between two companies who had a licensing agreement that went bad. Before litigating they explore mediation as a way to reduce costs. The film shows how mediators can get at underlying interests. The mediator uses a 'principled approach' to negotiating." – Bill Bottom, Washington University.

"Occasionally, in a mediation section, I use the 1988 National Institute for Dispute Resolution (NIDR) film, *Dispute Resolution and the Courts: Community Justice Mediation*. It is essentially a documentary of a commercial mediation between a home owner and a building contractor (30 minutes)." – Peter Carnevale, University of Illinois. e-mail: pcarneva@s.psych.uiuc.edu. ☐

## ***Kochan identifies opportunities for conflict management***

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by William Ross and Ann Mitzey

Speaking before a packed house at the International Association for Conflict Management (IACM) conference at Cornell University, Thomas Kochan offered a keynote address that considered how conflict management structures and procedures have changed – and must change further – as the needs of society change.

"The first historical lesson is that what we do matters," Kochan stated. "If we look back at where our field came from perhaps there is a historical lesson here. In the immediate post-World War II time period, the field of industrial relations created a set of institutions here in the United States – collective bargaining, mediation, grievance arbitration, which came of age because society was exploding with labor conflict. In 1946-47 we lost more time to strikes than any other time before or since. So there was a practical need for... scholars and practitioners to come together...to address pressing social problems." Kochan continued, "If nothing else, this history should provide a motivational force for those of us who work in this field...to say that if we address the critical problems in society, we are getting right at the social heart of our countries and our societies, we are contributing to the strengthening of democracy both in our local communities as well as around the world."

Dr. Kochan then went on to recount problems facing societies today – downsizing, wage inequality between nations, the use of contract and temporary labor in lieu of permanent employees, the breakdown of the 'social contract' – and he suggested that, just as scholars played a role in developing new institutions after World War II, so they should be active in developing new institutions and procedures to deal with current social and organizational conflicts.

Even as he called for new procedures, Dr. Kochan emphasized that these new methods should be well-grounded in both theory and research and lamented "organizations that are promoting their wares pretty aggressively" without a firm grasp of the underlying concepts or carefully understanding the context in which the problems occur for their clients.

As an example of a procedure that was *successfully* grounded in theory, Dr. Kochan cited the example of Final-Offer Arbitration. "Its origins came in a very obscure article published in 1967 by Carl Stevens where he asks, 'is compulsory arbitration compatible with collective bargaining?' [It offered] a highly theoretical model [that was] relatively hard to penetrate which then eventually got applied in a number of different settings and now has spawned a whole industry...This is an example of moving from theory to research to application and then back to research again. I think we need more examples like that in our field."

Dr. Kochan closed by challenging IACM members, "I think we're in an era where there are opportunities to apply our concepts, to use our research to address some of the social problems so that we too, a generation from now, will be judged the way World War II-era scholars have been subsequently judged – they responded to social problems whenever they found them, and they built pragmatic institutions that were effective in dealing with those problems...The world seems to have changed in fundamental ways [since World War II], and those of us who want to contribute to the future will have to change with it." ☐

## Electronic Signals

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### Websites:

The **Virtual Library on Migration and Ethnic Relations** offers links to resources dealing with ethnic conflicts. Discover this website at: <http://www.ruu.nl/ercomer/wwwvl/index.html>.

The **Umut Foundation**, located in TURKEY is an information resource about conflict resolution in Eastern Europe and the Middle East. It is located at: <http://www.umut.org.tr/eng/index>.

The American Arbitration Association, The American Bar Association, and the Society of Professionals in Dispute Resolution have developed joint **Standards of Conduct for Mediators** dealing with issues such as conflict of interest, confidentiality, fees, and maintaining the quality of the mediation process. These **Standards** are now available online at a few sites, including this one: <http://www.psych.unimelb.edu.au/icrc.html>.

Argentina has enacted a mandatory mediation law. An English summary and the full text of the law in Spanish are available at <http://www.angelfire.com/free/medargen.html>.

The **Carter Center**, founded by former U.S. President Jimmy Carter, has published **An International Guide to Non-Governmental Organization (NGO) Activities in Conflict Prevention and Resolution**. It can be accessed at: [http://www.emory.edu/carter\\_center/ngoguide.htm](http://www.emory.edu/carter_center/ngoguide.htm).

The **Christian Peacemaker Teams** organization has an on-line newsletter entitled **Signs of the Times** describing the activities of their members who monitor human rights conditions, informally mediate, and who sometimes testify as eyewitnesses in court in Bosnia, Haiti, and other places of conflict. The latest edition of the newsletter can be accessed at: [http://www.prairienet.org/cpt/sot\\_fall96.html](http://www.prairienet.org/cpt/sot_fall96.html).

The American Psychological Association warns authors not to post the full text of unpublished papers (e.g., conference papers) to the internet. This warning is due to concerns over: (1) security over authorship – there is no guarantee that someone will not download the paper, change the author's name to his own and either submit it as his own college term paper or submit it for publication to a periodical as his own research project, (2) security over the integrity of the author's sentence structure – there is no guarantee that someone won't misquote an author and then produce the downloaded (but altered) paper as "proof." Thus, it is recommended that only paper summaries be posted to the net and even that be done with caution.

The **Citation Guide For Internet Sources in History and the Humanities** is available. Contact: Melvin E. Page. e-mail: [pagem@etsuarts.east-tenn-st.edu](mailto:pagem@etsuarts.east-tenn-st.edu).

### New Lists:

A **listserve group on shame, anger, resentment, and indignation**, has been formed. If you feel ashamed that you haven't joined yet, contact Tom Scheff (e-mail: [scheff@alishaw.sscf.ucsb.edu](mailto:scheff@alishaw.sscf.ucsb.edu)) for more information.

Interested in online Alternative Dispute Resolution (ADR)? Subscribe to **cyberdispute** by sending a message to [listserv@listserv.law.cornell.edu](mailto:listserv@listserv.law.cornell.edu). Leave the "subject" line blank and send a one-line message that says: "subscribe cyberdispute [yourfirstname yourlastname]."

The **Industrial Relations Research Association** has a listserver. To join, send a message to: [listserver@relay.doit.wisc.edu](mailto:listserver@relay.doit.wisc.edu). Leave the "subject" line blank and send a one-line message that says: "subscribe IRRA [yourfirstname yourlastname]."

If you subscribe to America Online, you can join **weekly ADR chat sessions** every Thursday at 10 p.m. Eastern Time. Enter the keyword *Legal* and then click on the *Legal Information Network icon*. Then look for the ADR chat session under the *Scheduled Chats* menu. Need more information? Contact: Vince Furlong. e-mail: [vfurlong@aol.com](mailto:vfurlong@aol.com).

### Other:

Members are warned not to respond to e-mails, phone calls or pager messages telling you to call an unknown number with a North American-style "809" area code. This area code indicates that the original message came from the British Virgin Islands, and many of these calls charge the customer a hefty toll (like "900" numbers do in the USA); further, they often involve scams designed to keep you on the telephone as long as possible. Unlike the U.S. and other countries where, by law, "900" number companies must first indicate the price per minute and the firm must notify the customer that they will be charged for these calls before the call can proceed, apparently no such regulations exist in the British Virgin Islands. Thus, customers can be charged up to US\$25 per minute and never even be told that they are being charged this rate. So let the caller beware! ☹

## Signals on the Horizon

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Sprechen Sie Deutsch? Even if you don't, you will want to make plans now to attend the 1997 IACM conference in Bonn, Germany. As revealed at the 1996 Business Meeting, the 1997 meeting will be held at the Gustav Stresemann Institut, June 15-19. This is a non-political continuing education institute and conference center whose work centers on encouraging international cooperation. Thus, the Institute is fully compatible with the IACM.

It also offers many advantages to members and their families. The center can house 330 people. It is located in a large garden area, thus shielding those at the center from the noises of a busy city. Yet, all of the cosmopolitan opportunities that Bonn has to offer is conveniently located near the Institute. One public rail line that travels to the Institute also travels to Köln (Cologne). Norbert Ropers of the Berghof Research Center will serve as the Local Arrangements Chair. He has arranged for all food, fees, and three nights' accommodations to be covered with one price of approximately 600DM (US\$450). If you need to know more about the facility, please contact him. Tel: +49-0-30-831-8090-99. Fax: +49-0-30-831-5985.

Don Conlon of the University of Delaware (USA) and Lourdes Munduante of the University of Seville (SPAIN) will serve as 1997 Conference Program Co-Chairs. They call your attention to the *Call for Papers* found within this newsletter. Please prepare your submissions for the program according to those guidelines. In addition to individual paper and poster presentations, we strongly encourage innovative ideas for symposia, debates, or other types of sessions, both scholarly and applied. We also welcome suggestions for additional all-conference speakers or events. Please call Dr. Conlon with any questions or ideas regarding the conference program. Tel: (302) 831-2081. Fax: (302) 831-4196. e-mail: conlond@college.be.udel.edu.

Dr. Munduante may also be contacted. Tel: +34 5-455-7710. Fax: +34 5-455-7711. e-mail: lmunduante@cica.es. Please note: **The submission deadline for papers is February 15, 1997.** □

### Awards... from page 1

over 40 book chapters and about 400 journal articles. Among his most recent articles are, "Prisoner's Dilemma: Reflections and Recollections," which appeared in the December 1995 issue of *Simulation and Gaming*, and "War Without Hatred," which appeared in the February 1989 issue of *Journal of Business Ethics*. Among the monographs authored and co-authored by Dr. Rapoport are the following: *The Origins of Violence: Approaches to the Study of Conflict* (1989), *Fights, Games, and Debates* (1960), *Peace: An Idea Whose Time Has Come* (1992), and *Decision Theory and Decision Behaviour: Normative and Descriptive Approaches* (1989). He also has edited several books. Among them: *On War* (1968; with C. von Clausewitz) and *Game Theory as a Theory of Conflict Resolution* (1974).

He has served as President of numerous organizations devoted to peaceful conflict resolution. Among these: Society for General Systems Research (President, 1965-66), Canadian Peace Research and Education Association (President, 1972-75), and Science for Peace (President, 1984-86). The IACM congratulated Dr. Rapoport on his achievements and is honored that he could attend the conference to receive the award personally.

Other important awards were also announced at the conference. The Awards committee, chaired by Roy Lewicki, solicited nominations for several IACM awards; these were then screened by specific committees. The committee to select the Outstanding 1993-95 Academic Book Award, chaired by Carsten de Dreu, gave the award to Jeffrey Rubin, Dean Pruitt, and Sung Kim for their 1994 book, *Social Conflict: Escalation, Stalemate, and Settlement, Second Ed.* (McGraw-Hill). The Best 1994 Article/Book Chapter award was given to Barbara Gray, for her chapter, "Gender-based foundations of negotiation theory" which appeared in *Research on Negotiation in Organizations, Vol. 4* (JAI Press; Roy Lewicki, Blair Sheppard, & Robert Bies, Editors). Anne Louise Lytle, presently of the Department of Management of Organizations, University of Science and Technology, HONG KONG won the Best Dissertation award. Her dissertation was entitled, "The influence of culture in negotiation: A comparative intracultural study" (Department of Organizational Behavior, Northwestern University, USA; Dr. Jean Brett, Dissertation Advisor).

The Best Paper awards from the 1996 conference were also given. The two Best Empirical Paper awards were given to (1) Carsten de Dreu, Sander Koole, and Frans Oldersma, for their paper, "Use of Heuristic Cues in Negotiation: A Motivated Information-Processing Approach," and (2) Bill Bottom, "Negotiating Risks: Sources of Uncertainty and the Impact of Reference Points on Tactics and Settlement." The two best Theoretical Paper Awards went to: (1) Judi McLean Parks and Joseph T. Banas, for their paper, "Backlash: Fact or Fiction? A Theoretical model for Diversity Training," and (2) Kelly A. Mollica and Barbara L. Gray, for their paper, "Diversity Implications of Workforce Reductions: Corporate Actions and Employee Reactions." Congratulations to all of the award winners! □

## Recent Publications by IACM members and their Colleagues:

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compiled by Carrie Miesbauer

The following member publications appeared during the latter months of 1995 and during first half of 1996:

- Allen, Mike** (1996). The Relationship of Communication Apprehension to Communication Behavior: A Meta-Analysis. *Communication Quarterly*, 44, (2), 214.
- Babcock, Linda, Loewenstein, George, Issacharoff, Samuel, & Camerer, Colin** (1995). Biased judgments of fairness in bargaining. *American Economic Review*, 85, 1337-1343.
- Babcock, Linda** (1996). Choosing the Wrong Pond: Social comparisons in Negotiations That Reflect a Self-Serving Bias. *The Quarterly Journal of Economics*, 111, 1.
- Baron, Robert A., Paulus, Paul B., & Seta, Catherine E.** (1996). *Effective Human Relations: A Guide to People At Work*. Allyn & Bacon, Inc. Boston, MA, USA.
- Barry, Bruce** (1996). A Social Trap Analysis of the Management of Diversity. *The Academy of Management Review*, 21, (3), 757.
- Bercovitch, Jacob** (1996). "Understanding Mediation's Role in Preventive Diplomacy." *Negotiation Journal*, 12,(3), 241.
- Bilsky, Wolfgang** (1995). "Le bien-etre, le sentiment de securite personnelle et la peur du crime - Un cadre commun de reference." *Canadian Journal of Criminology*, 37, (2), 229.
- Blount, Sally** (1995). When Social Outcomes Aren't Fair: The Effect of Causal Attributions on Preferences. *Organizational Behavior and Human Decision Processes*, 63, (2), 131.
- Brett, Jeanne M.** (1996). The Effectiveness of Mediation: An Independent Analysis of Cases Handled by Four Major Service Providers. *Negotiation Journal*, 12, (3), 259-270.
- Brislin, Richard W. & Chang, Weining** (1996). Applied Cross-Cultural Psychology. *Journal of Cross-Cultural Psychology*, 27, (4), 515.
- Bunn, Michael D. & Liu, Ben** (1996). Situational Risk in Organizational Buying: A Basis for Adaptive Selling. *Industrial Marketing Management*, 25, (5), 439.
- Burton, Cynthia A.** (1996). A Note on Whether Spousal Caregivers Try to Control Their Environment or Themselves. *The Journal of Psychology*, 130, (4), 421.
- Chan, Darius** (1996). "Tightness-Looseness" Revisited: Some Preliminary Analyses in Japan and the United States. *International Journal of Psychology*, 31, 1,
- Chen, Derong.** (1995). *Chinese firms between hierarchy and market: The contract management responsibility system in China*. New York: St. Martin's Press.
- Clyman, Dana R.** (1995). Measures of Joint Performance in Dyadic Mixed-Motive Negotiations. *Organizational Behavior and Human Decision Processes*, 64, 38.
- Conlon, Donald E. & Murray, Noel M.** (1996). Customer Perceptions of Corporate Responses to Product Complaints: The Role of Explanations. *Academy of Management Journal*, 39, (4), 1040-1056.
- Crane, D. Russell & Soderquist, J.** (1995). Gender Differences in Cognitive and Behavioral Steps Toward Divorce. *The American Journal of Family Therapy*, 23, (2), 99.
- Crow, Stephen & VanEpps, Pamela** (1995). A Constituency Theory Perspective of Human Resources Effectiveness. *Employee Relations*, 17, (1), 38.
- Daniels, Steven E. & Walker, Gregg** (1996). Using Collaborative Learning in Fire Recovery Planning. *Journal of Forestry*, 94, (8), 4.
- Desivilya, Helena Syna** (1996). Long-term Effects of Trauma In Adolescence: Comparison Between Survivors of a Terrorist Attack and Control Counterparts. *Anxiety, Stress, and Coping*, 9, (2), 135.
- Desivilya, Helena Syna** (1996). Coping With Stress In Families of servicemen: Searching for 'Win-Win' Solutions to a Conflict Between the Family and the Military Organization. *Family Process*, 35, (2), 211.
- Diekmann, Kristina A. & Bazerman, Max** (1996). The Descriptive and Prescriptive Use of Previous Purchase Price in Negotiations. *Organizational Behavior and Human Decision Processes*, 66, (2), 179.
- Dittloff, Sally A. & Harris, Karen** (1996). A Contingency Approach to Understanding Negotiator Behavior as a Function of Worldmindedness and Expected Future Interaction. *The Journal of Psychology*, 130, 59.
- Duncan, George T.** (1995). Private Lives and Public Policies: Confidentiality and Accessibility of Government Statistics. *Journal of Economic Literature*, 33, (2), 824.
- Foreman, Peter & Murnighan, Keith** (1996). Learning to Avoid the Winner's Curse. *Organizational Behavior and Human Decision Processes*, 67, (2), 170.
- Fritzsche, David J., Huo, Y Paul, Sugai, Sakae, Tsai, Stephen** (1995). Exploring the ethical behavior of managers; a comparative study of four countries. *Asia Pacific Journal of Management*, 12, 37-61.
- Fry, Richard** (1995). The Impact of Employer Sanctions on Metropolitan Wage Rates. *Industrial Relations*, 34, (3), 464.

- Gibson, Kevin & Bazerman, Max** (1996). Shortcomings of Neutrality in Mediation: Solutions Based on Rationality. *Negotiation Journal*, 12, 69-80.
- Gray, Barbara** (1996). Frame reflection. *Academy of Management Review*, 21, 576-579.
- Gruenfeld, Deborah H. , Mannix, Elizabeth, A., & Neale, Margaret** (1996). Group Composition and Decision Making: How Member Familiarity and Information Distribution Affect Process and Performance. *Organizational Behavior and Human Decision Processes*, 67, (1), 1.
- Hammer, Mitchell R.** (1996). The Influence of Situational Prototypes on Dimensions of Intercultural Communication Competence. *Journal of Cross-Cultural Psychology*, 27, (3), 267.
- Harris, Karen** (1996). Content Analysis in Negotiation Research: A Review and Guide. *Behavior Research Methods, Instruments, & Computers: A Journal of the Psychonomic Society*, 28, (3), 458.
- Heuer, Larry & Penrod, Steven** (March, 1996). Increasing Juror Participation In Trials Through Note Taking and Question Asking. *Judicature*, 79, (5), 256.
- Highhouse, Scott, & Paese, Paul** (1996). Problem Domain and prospect Frame: Choice Under Opportunity Versus Threat Conditions. *Personality & Social Psychology Bulletin*, 22, (2), 124.
- Horwitz, Frank M.** (1995). Employment Equity, Human Resource Development and Institution Building in South Africa. *The International Journal of Human Resource Management*, 6, (3), 671.
- Horwitz, Frank M.** (1995). Flexible work practices in South Africa: Economic, labour relations and regulatory considerations. *Industrial Relations Journal*, 26, 257-266.
- Howenstine, Ned G., & Shannon, Dale P.** (1996). Differences in foreign-owned U.S. manufacturing establishments by country of owner. *Survey of Current Business*, 76, 43-60.
- Inman, Mary L., & Baron, Robert A.** (April, 1996). Influence of Prototypes on Perceptions of Prejudice. *Journal of Personality and Social Psychology*, 70, (4), 727-739.
- Itoi, Ritsu, & Fukuno, Mitsuteru** (1996). A Cross-Cultural Study of Preference of Accounts: Relationship Closeness, Harm Severity, and Motives of Account Making. *Journal of Applied Social Psychology*, 26, (10), 913.
- Janoski, Thomas, & Stephens, John** (1996). The Comparative Political Economy of the Welfare State. *Comparative Political Studies*, 28, (4), 638.
- Johnson, John R., & Allen, Mike** (1996). The Role of Communication in Managing Reductions in Work Force. *Journal of Applied Communication Research*, 24, (3), 139.
- Kolb, D. M. & Putnam, L. L.** (1996). Through the looking glass: Negotiation Theory Refracted Through the Lens of Gender. In S.Glasson (Ed.) *Frontiers in Dispute Resolution in Industrial Relations and Human Resources*. East Lansing, MI: MSU Press.
- Leon, Barry A., & Walker, Janet** (March, 1996). Should business fear Canadian class actions? *International Commercial Litigation*, 18-20.
- McCabe, Douglas M.** (1996). Labor-Management Cooperation: A Business-Government Relations Perspective. *Labor Law Journal*, 47, (8), 467.
- McLean-Parks, Judi, Boles, Terry, Conlon, Donald & Murnighan, Keith** (1996). Distributing Adventitious Outcomes: Social Norms, Egocentric Martyrs, and the Effects on Future Relationships. *Organizational Behavior and Human Decision Processes*, 67, (2) 181.
- Mannix, Elizabeth A.** (1995). Negotiating Over Time: Impediments to Integrative Solutions. *Organizational Behavior and Human Decision Processes*, 62, (3), 241.
- Mannix, Elizabeth A.** (1995). Equity, Equality, or Need? The Effects of Organizational Culture on the Allocation of Benefits and Burdens. *Organizational Behavior and Human Decision Processes*, 63, (3), 276.
- Messick, David M. & Bazerman, Max** (1996). Ethical Leadership and the Psychology of Decision Making. *Sloan Management Review*, 37, (2),9.
- Mitchell, Christopher & Druckman, Dan** (1995). Flexibility: Nature, Sources, and Effects. *Annals of the American Academy of Political and Social Science*, 542, 213.
- Morlicky, Robert & Gross, Robert** (1996). Act Like a Man: Challenging Masculinities in American Drama. *Modern Drama*, 39, 228.
- Ohbuchi, Ken-ichi** (1996). Mitigation of Interpersonal Conflicts: Politeness and Time Pressure. *Personality & Social Psychology Bulletin*, 22,(10), 1035.
- Organ, Dennis W. & Miller Jack** (1995). The Editor's Chair: Argue With Success. *Business Horizons*, 38, (6),1.
- Paese, Paul W.** (1995). Effects of framing on actual time allocation decisions. *Organizational Behavior and Human Decision Processes*, 61, 67-76.
- Parks, Craig D., Henage, Robert F. & Scamahorn, Shawn D.** (1996). Trust and Reactions to Messages of intent in Social Dilemmas. *The Journal of Conflict Resolution*, 40, 134-151.

- Pruitt, Dean G.** (1995). Flexibility In Conflict Episodes. *Annals of the American Academy of Political and Social Science*, 542, 100.
- Putnam, Linda L.** (1995). Formal Negotiations: The Productive Side of Organizational Conflict. In Anne Mayden Nicotera (Ed.) *Conflict and Organizations: Communication Processes*. New York: SUNY Press.
- Rahim, M Afzalur** (1996). Stress, Strain, and Their Moderators: An Empirical Comparison of Entrepreneurs and Managers. *Journal of Small Business Management*, 34, (1), 46.
- Rogan, Randall G.** (Summer 1995). Language, Intensity: Testing a Content-Based Metric. *Communication Reports*, 8, (2), 128.
- Rognes, Jorn** (1995). Negotiating cooperative supplier relationships: A planning framework. *International Journal of Purchasing & Materials Management*, 31, 12-18.
- Ross, William H.** (1996). Effects of Interpersonal Trust and Time Pressure on Managerial Mediation Strategy in a Simulated Organizational Dispute. *Journal of Applied Psychology*, 81, (3), 228-248.
- Schein, Virginia E., Mueller, Ruediger, Lituchy, Terri, & Liu, Jiang** (1996). Think manager - think male: A global phenomenon? *Journal of Organizational Behavior*, 17, 33-41.
- Schon, Donald A. & Gray, Barbara** (1996) Frame Reflection. *The Academy of Management Review*, 21, (2), 576.
- Schuman, Sandor P.** (1996). What to Look for in a Group Facilitator. *Quality Progress*, 29, (6), 69.
- Shapira, Zur & Bazerman, Max** (1996). Risk Taking: A Managerial Perspective. *Contemporary Psychology*, 41, 841.
- Shapiro, Debra L. & Rognes, Jorn** (1996). Can a Dominating Orientation Enhance the Integrativeness of Negotiated Agreements? *Negotiation Journal*, 12, (1), 81-90.
- Sondak, Harris, Neale, Margaret A., & Pinkley, Robin** (1995). The negotiated allocation of benefits and burdens. The impact of outcome valence, contribution, and relationship. *Organizational Behavior & Human Decision Processes*, 64, 249-260.
- Sproull, Lee & Walker, Janet** (1996). When the Interface Is a Face. *Human-computer Interaction*, 11, (2), 97.
- Stewart, Gordon.** (1996, March). New era in communication is challenging the [insurance] industry. *Best's Review*, 96, (11) 72.
- Stroh, Linda K., Brett, Jeanne M., Baumann, Joseph P. & Reilly, Anne H.** (1996). Agency Theory and Variable Pay Compensation Strategies. *Academy of Management Journal*, 39, 751-767.
- Thomas, Kenneth W.** (1995). Interpretive Styles That Contribute to Job-related Stress: Two Studies of Managerial and Professional Employees. *Anxiety, Stress, and Coping*, 8, (3), 235.
- Thompson, John H., & Stewart, Gordon** (1996). Canada and the United States: Ambivalent Allies. *The American Historical Review*, 101, (2), 456.
- Thompson, Leigh & Brodt, Susan** (1996). Team Negotiation: An Examination of Integrative and Distributive Bargaining. *Journal of Personality and Social Psychology*, 70, 66-78.
- Touval, Saadia** (1995). Mediator's Flexibility and the U.N. Security Council. *Annals of the American Academy of Political and Social Science*, 542, 202.
- Vasquez, John A. & Stamato, Linda** (1996). Beyond Confrontation: Learning Conflict Resolution in the Post-Cold War Era. *The American Political Science Review*, 90, (2), 471.
- Wade-Benzoni, Kimberly A. & Bazerman, Max** (1996). Egocentric Interpretations of Fairness in Asymmetric, Environmental Social Dilemmas: Explaining Harvesting Behavior and the Role of Communication. *Organizational Behavior and Human Decision Processes*, 67, (2), 111.
- Walker, Janet** (Fall, 1995). A Tale of Two Fora: Fresh Challenges in Defending Multijurisdictional Claims. *Osgoode Hall Law Journal*, 33, (3), 549.
- Weingart, Laurie R., Hyder, E. B., & Prietula, M. J.** (1996). Knowledge Matters: The Effect of Tactical Descriptions on Negotiation Behavior and Outcome. *Journal of Personality and Social Psychology*, 70, (6), 1205-1217.
- White-Riley, Matilda, & Kahn, Robert L.** (1996). Age and Structural Lag: Society's Failure to Provide Meaningful Opportunities in Work, Family, and Leisure. *Contemporary Psychology*, 41, 470.

Note: Many of these publications were identified by searching computerized data bases. Some data bases only list publications by the name of the first author. Therefore, you should use this list as a beginning point for locating articles that you want to read. You should not treat the citations as they appear in this column as complete bibliographic citations. If you have conflict-related publications that IACM members should know of, please send the full citation to: rosscba@uwlaw.edu. □

## ***IACM Member Journals***

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IACM Members receive these journals at reduced rates. Contact the publisher directly to subscribe. Mention your IACM Membership to receive the preferential subscription rate.

### ***International Journal of Conflict Management*** (Quarterly)

1574 Mallory Court

Bowling Green KY 42103 USA

<b>Rates</b>	1997	1997-99
Institutional	\$ 109	\$ 340
Professional	44	136
Student	38	115
<i>International Members: add shipping and handling</i>		
Air Mail	\$ 25	
Regular Mail	10	

### ***Negotiation Journal*** (Quarterly)

Plenum Publishing Co                   \$ 39  
233 Spring St 6th Floor  
New York NY 10013 USA

### ***International Negotiation: A journal of Theory Practice*** (Three issues)

Order Department                       \$ 75  
Kluwer Law International  
675 Massachusetts Ave  
Cambridge MA 02139 USA

## ***Audio Tapes Available***

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The Academy of Family Mediators offers numerous audio tapes for purchase. Among these are the following:

- **Information Gathering & Knowledge** (with Zena Zumeta; two tapes, \$20)
- **Conflict Resolution Theory and Family Systems** (featuring Steve Erickson & Marilyn McKnight; five tapes, \$50)
- **Advanced Problem Solving Mediation Techniques** (featuring Larry Fong & John Haynes; four tapes, \$40)
- **The Attorney-Mediator Relationship** (featuring Arnold Swartz & Barbara Stark; one tape, \$10).

Contact: Academy of Family Mediators, 4 Militia Drive, Lexington, MA 02173  
USA. Tel: (617) 674-2663. Fax: (617) 674-2690

## ***Executive Officer's Report***

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by Tom Fiutak, Executive Officer

Membership in the IACM continues to grow. We now have over 200 members. Of these, 60% are in the U.S. Canada and the Netherlands each have just over 5% of the members, with the remainder scattered throughout the world. We are particularly interested in identifying potential new members from "underrepresented regions" in Central and South America as well as Asia and Africa. If you know of any scholar-practitioners in these regions who would consider membership, please contact me and I will send them membership information.

Approximately 75% have given us their e-mail account names. **If you have not given us your e-mail listing, please do so.** We are assembling a membership directory and would like to include this information in the directory. This information will also help members keep in contact with each other.

Our organization continues to be healthy financially. Income from conference registration fees and dues exceeding conference and other expenses (e.g. postage and printing for SIGNAL). Finally, I want to wish farewell to Jenni, my intern who helped with much IACM work and with whom some of you had contact. We'll miss her.

If you need to contact me for any reason, please do so: Dr. Tom Fiutak, Executive Officer, IACM, Conflict and Change Center, 225 Hubert H. Humphrey Center, University of Minnesota, 301 19th Avenue SE, Minneapolis, MN 55455. Tel: (612) 625-3046. Fax: (612) 625-3513. e-mail: [fiuta001@maroon.tc.umn.edu](mailto:fiuta001@maroon.tc.umn.edu) or [iacm@gold.tc.umn.edu](mailto:iacm@gold.tc.umn.edu). □

symposium on "Organizational Due Process." In addition to these, there were over sixty individual paper presentations (ranging in topics from "inter-gang conflict" and "conflict resolution in schools" to "commercial negotiations" and a business case analysis) at the concurrent and poster sessions. All papers are archived at the IACM office. For copies of the *Conference Proceedings* or individual papers, contact Dr. Tom Fiutak. Tel: (612) 625-0362. Fax: (612) 625-3513. e-mail: iacm@maroon.tc.umn.edu.

All was not work, however. Local Arrangements Chair, Betsy Wesman, arranged for IACM members to be treated to a Cayuga Lake lunch cruise; many also attended a supper and tour of a museum in Corning, New York which featured Native American Indian and Southwestern art. Finally, several conference attendees arranged side trips to New York City and/or Niagara Falls following the conference (no word as to which members went over the falls in a barrel!)

In summary, the 1996 IACM conference had much to offer. Those who attended will long remember the papers that were presented, the friendships that were made (and renewed), and the fine pleasures that upstate New York had to offer. ☐

## **Upcoming Conferences:**

**December 27-30, 1996.** Christian Peacemaker Congress III. Washington, D.C. USA. Registration fee: \$55.00. Contact: Christian Peacemaker Teams, P. O. Box 6508, Chicago, IL 60680 USA. Tel: (312) 455-1199. Local Arrangements: (202) 745-6248. e-mail: cpt3@igc.org.

**January 4-6, 1997.** Allied Social Science Associations (including: American Agricultural Economics Association, American Economic Association, American Finance Association, Association for Social Economics, Econometric Society, & Industrial Relations Research Association. New Orleans, Louisiana USA. Registration fee: \$50.00. Contact: ASSA Registration Office, 2014 Broadway-Suite 305, Nashville, TN 37203-2419. Tel: (615) 322-3509. Fax: (615) 343-7590.

**May 23-27, 1997.** National Conference on Peacemaking and Conflict Resolution. Theme: "Peacemaking Journeys." Pittsburgh, Pennsylvania. Contact: Sy Bowland, c/o NCPCC, George Mason University, 4400 University Drive, Fairfax, VA 22030. Tel: (770) 997-2087. Fax: (770) 997-6785. e-mail: sybow@aol.com.

**May 31-June 2, 1997.** Administrative Sciences Association of Canada annual conference. Theme: "Discovering New Worlds." St. Johns, Newfoundland. Contact: Professor Lessey Sooklal, Faculty of Business Administration, Memorial University of Newfoundland, St. John's Newfoundland A1B 3X5 CANADA. Tel: (709) 737-8503. Fax: (709) 737-7680. e-mail: isooklal@morgan.ucs.mun.ca.

## **Upcoming Workshops:**

**December 11 & 12, 1996.** Advanced negotiation Training. Providence, RI. \$995. The Mediation Group. Tel: (617) 277-9232.

**January 16-17, 1997.** Managing differences. Eau Claire, Wisconsin. Fee: \$350. Contact: Executive Programs, University of Wisconsin, P.O. Box 4004, Eau Claire, WI 54702-4004 USA. Tel: (715) 836-5637.

**January 30, 1997.** Master Mediation Seminar, Brookline, Mass. \$1,800. The Mediation Group. Tel: (617) 277-9232.

**February 3-7, 1997.** The mediation process. Contact: CDR Associates, 100 Arapahoe Ave. Suite 12, Boulder, Colorado 80302-9660 USA. Tel: 1-800-MEDIATE.

**February 24-28, 1997.** Divorce and child custody mediation. Contact: CDR Associates, 100 Arapahoe Ave. Suite 12, Boulder, Colorado 80302-9660 USA. Tel: 1-800-MEDIATE.

**February 27-28, April 3-4, and May 1-2, 1997.** Pepperdine University School of Law. "Mediating the Litigated Case- a Six-Day Course." Culver City, California. Registration Fee: \$1,595.00. Contact: Pepperdine University. Tel: (310) 456-4655. Fax: (310) 456-4437.

**March 20-21, 1997.** Negotiation skills for managers. Eau Claire, Wisconsin. Fee: \$350. Contact: Executive Programs, University of Wisconsin, P.O. Box 4004, Eau Claire, WI 54702-4004. Tel: (715) 836-5637.

**March 25-26, 1997.** Developing high performance teams. Hudson, Wisconsin. Fee: \$350. Contact: Executive Programs, University of Wisconsin, P.O. Box 4004, Eau Claire, WI 54702-4004. Tel: (715) 836-5637.

**June 12-13, 1997.** Taking charge of change. La Crosse, Wisconsin. Fee: \$350. Contact: Business Development Center, University of Wisconsin, 120 North Hall, UW-La Crosse, La Crosse, WI 54601 Tel: (608) 785-8782. Fax: (608) 785-6919. ☐

## ***Calls for papers***

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### **Conferences:**

**March 21-23, 1997.** Sixth National Conference on Campus Sexual Violence. St. Cloud, Minnesota USA. Theme: "Challenging the Comfort Zone: Re-Evaluating Relationships." Submission Deadline: **As Soon As Possible**. Contact: Molly Wilson, 505 12th Street South, Room 303, St. Cloud, MN 56301 USA.

**April 18, 1997.** The Wisconsin Institute Student Conference. Theme: "Conflict & Peace in a Global World." La Crosse, Wisconsin USA. Submission deadline: **March 31, 1997**. Presenters must be either undergraduate or graduate students. Contact: Dr. Deborah Buffton, Dept. of History, North Hall Room 401, University of Wisconsin at La Crosse, 1725 State Street, La Crosse, WI 54601 USA. Tel: (608) 785-8350. e-mail: buffton@uwlax.edu

**May 8-18, 1997.** Fifth Annual International Conference on Conflict Resolution. St. Petersburg, RUSSIA. Contact: solweean@aol.com or Duane Ruth-Heffelbower. Tel: (209) 455-5840.

**May 23-27, 1997.** National Conference on Peacemaking & Conflict Resolution. Pittsburgh, Pennsylvania USA. Contact: NCPCCR. e-mail: npcrc@osfl.gmu.edu.

**June 5-8, 1997.** Peace Studies Association Ninth Annual Conference. Washington, D.C. USA. Contact: PSA. e-mail: ssharon@american.edu.

**July 9-12, 1997.** International Conference on Advances in Management. Toronto, Ontario CANADA. Theme: "Recent Advances in the Theory and Research in Management and Administration." Deadline: **December 30, 1996**. Contact: Dr. M. Afzalur Rahim, 1574 Mallory Court, Bowling Green, KY 42103 USA. Tel. & Fax: (502) 782-2601. e-mail: casm@gnn.com.

**July 15-19, 1997.** Academy of Family Mediators Annual Conference. Cape Cod, Massachusetts USA. No contact person listed.

**August 6-9, 1997.** The Association of Management/International Association of Management. Montreal, Quebec CANADA. Deadline: **March 30, 1997**. Fee: \$285. Contact: T.J. Mills, P. O. Box 64841, Virginia Beach, VA 23464-0841 USA. e-mail: aomgt@infl.net.

**September 25-28, 1997.** Society of Professionals in Dispute Resolution Annual Conference. Orlando, Florida USA. Contact: SPIDR. e-mail: SPIDR@igc.apc.org.

**October 17-18, 1997.** Fifth Annual Restorative Justice (Victim-Offender Reconciliation) Conference. Fresno, California USA. Contact: Elaine Enns, Associate Director Center for Peacemaking and Conflict Studies, 1717 South Chestnut Avenue, Fresno, CA 93702 USA. Tel.: (209) 455-5843. Fax: (209) 252-4800. e-mail: elenns@fresno.edu.

### **Books and Journals:**

*Viewpoints on War, Peace, and Global Cooperation, 1997-1998 Edition* is a volume devoted to promoting discussion of strategic and ethical questions surrounding issues of war, peace, military and political security, the global economy, and justice. Submissions are welcome from all fields and should be written for scholars from a wide range of disciplines. Deadline: **April 1, 1997**. Contact: Dr. Sharon Roberts, the Wisconsin Institute, University of Wisconsin at Stevens Point, Learning Resource Center, 900 Reserve Street, Stevens Point, WI 54481 USA.

*The Journal of Applied Management Studies* (formerly *the Journal of Industrial Affairs*) is a forum for debate and discussion across a wide range of issues facing the management community. The journal is particularly interested in attracting contributions from academics who are interested in the following areas: (1) cross-cultural or transnational management issues, (2) developments in organizational behavior, learning, management theory and research, (3) current issues in human resource management, (4) case reviews of business reengineering and transformation projects, (5) case studies focusing on innovation in management practice. Contact: Dr. Judith Gordon, Associate Editor for North America, Organization Studies Department, Boston College, Fulton Building Room 430-A. Chestnut Hill, MA 02167 USA. Tel: (617) 552-0454. Fax: (617) 552-0433. e-mail: gordonj@hermes.bc.edu.

*The International Journal of Quality Science* seeks quality-related articles, including those related to human resource issues surrounding the implementation of quality programs and the conflict such programs may create. Contact: Christian M. Nadu, Editor, c/o MCB University Press Limited, P.O. Box 10812, Birmingham, AL 35201-0812 USA. Tel: 1-800-633-4931. Fax: 1-205-995-1588. Outside of North America contact: 60/62 Toller Lane, Bradford, West Yorkshire BD8 9BY England, UNITED KINGDOM. Tel: +44 1274 777 700. Fax: +44 1274 785 202. ☐

## Announcements

### Clearinghouse Created

The National Center for State Courts (NCSC) is creating a National ADR Resource Center. This clearinghouse will contain published information on ADR to share with researchers, policy makers, lawyers, and state and federal judges. Donated information (e.g., reprints) is now being accepted from contributors. Contact: Jerry Nagle, Information Analyst, NCSC, 300 Newport Ave. Williamsburg, VA 23185 USA. e-mail: jnagle@ncsc.dni.us.

### New Mediation Newsletter

The Southern California Mediation Association publishes a newsletter. To subscribe for \$15/year, contact: Dean Mellor, Box 15982, Long Beach 90815-0982. Tel: (310) 425-1721. Fax: (310) 425-0199. e-mail: scma@conflict.net.org.

### Spanish Language Journals

There are two Spanish language journals that publish articles dealing with conflict management and Alternative Dispute Resolution. The first, from Peru, is *Desfaciendo Entuertos* [Righting Wrongs]. It is published three times per year; cost \$35.00. Contact Ivan Ormachea. e-mail: iormachea@amauta.rcp.net.pe. The second journal, from Argentina, is *Suplemento de Resolucion de Conflictos de la Revista Juridica LA LEY* [LA LEY Supplement on Conflict Resolution]. No contact or pricing information given. For more information, you might contact Roberto Padilla. e-mail: rpadil@meyosp.mecon.ar.

*Cont. on page 15*

## Election Results Announced

The positions for President-Elect and two Board Members at Large were decided during the IACM elections during the Spring of 1996. Peter Carnevale was elected President-Elect; Sanda Kaufman and Roy Lewicki were elected Board members. Each new officer has had a distinguished career.

Peter Carnevale is an Associate Professor of Psychology and Labor and Industrial Relations at the University of Illinois at Urbana-Champaign. He is also director of the Center for Negotiation and Conflict Research at the University of Illinois. He holds a Ph.D. in Psychology from the State University of New York - Buffalo.

Dr. Carnevale has published numerous book chapters and has written a book, *Negotiation in Social Conflict* (with Dean Pruitt). He has published numerous articles in journals of interest to IACM members, such as: *The International Journal of Conflict Management*, *the Journal of Conflict Resolution*, *Negotiation Journal*, *the Journal of Applied Psychology*, *Organizational Behavior and Human Decision Processes*, *Annual Review of Psychology*, and *Journal of Applied Social Psychology*.

Sanda Kaufman has architecture and regional planning degrees from the Technion, Israel. She holds a Ph. D. in Public Policy Analysis from Carnegie Mellon. She teaches planning, public administration and conflict management at the Levin College of Urban Affairs at Cleveland State University. Her area of expertise is third party intervention in public, environmental, and organizational disputes. Most recently, Dr. Kaufman trained volunteer mediators for Cleveland's Housing Court and she designed a program for training union stewards and floor managers in a garment factory to design a dispute resolution system.

Sanda is an active researcher in the areas of third party intervention and public policy disputes. Her articles have been published in the *International Journal of Conflict Management* (for which she is Book Reviews editor), *the Journal of Conflict Resolution*, *Negotiation Journal*, *the Journal of Architectural Planning and Research*, *Fractals*, and *the Journal of Planning, Education and Research*.

Roy J. Lewicki is Professor of Management and Human Resources and at the Max M. Fisher College of Business, The Ohio State University. Professor Lewicki received his Ph.D. in Social Psychology from Columbia University. Before coming to Ohio State, Prof. Lewicki served on the faculties of Yale University, Dartmouth College and Duke University. In addition to his faculty appointment, Dr. Lewicki also served as Associate Dean for Graduate Management Programs (1984-91) and Academic Director of Executive (Business) Education (1991-92) at The Ohio State University, and has done training or consulting with clients such as Eli Lilly Corp., Ross Laboratories, Marathon Oil Company, Reynolds + Reynolds, ITT in areas of executive negotiation skills, conflict management, the use of power and influence in organizations, and change management.

Prof. Lewicki maintains research interests in the fields of negotiation and dispute resolution, managerial leadership, organizational justice and ethical decision making. He is an author or editor of eighteen books, including *Negotiation* (1985 and 1994); *Essentials of Negotiation* (1996); *Think Before You Speak: A Complete Guide to Strategic Negotiation* (1996); *Research on Negotiation in Organizations* (1986, 1990, 1991, 1994 and 1996); *Organizational Justice* (1992, winner of the IACM's 1994 Best Book Award); and *Negotiation in Organizations*. He is also the author of numerous research articles and teaching materials in these fields. He is current an Associate Editor of *Academy of Management Executive*.

Much thanks to all those involved in the election. Congratulations and best wishes to these new officers! ♣

# ***"How Good Is A Mediator?" A Practitioner's Thoughts on an Underresearched Topic***

by John (Sam) Keltner

I was recently asked to set up an evaluation system for mediators in court mandated child custody and community disputes. "Hmm," I thought, "I've been here before. How 'Good' is a mediator? How do we know that a mediation has been successful?" I have struggled with these questions as a mediator, mediator-trainer, researcher and writer about the process of nearly forty years. With the current massive eruption of interest in mediation the answers become vitally important.

The fact that the parties to the dispute reach a settlement of their dispute with the help of the mediator appears no longer sufficient criteria for determining the quality of the process and the effectiveness of the mediator. We are currently faced with multitudes of "wannabe" mediators who seek to intervene in other people's disputes. How do we judge their performance? What factors are critical to their successful function as mediators? What kind of training must they experience?

First, it would be well if we could clarify the nature and purpose of mediation. There are now a vast variety of notions of the mediation process, appropriateness, and purposes. Is it a tool for the "conflict specific" settlement of disputes? A process for social reform? A method of providing transformation of the relationship and psychic condition of the parties? A method of facilitating negotiation? A "short cut" to settlement that removes the necessity for judgmental processes? A not so subtle method of persuading offenders to compensate victims? A management tool for controlling employees? Or is it simply another tool to augment a professional practice? Etc. Great confusion exists!

Some answer that it is all of these. That by facilitating negotiation a mediator provides assistance in settling specific conflicts between people and organizations. And, because the conflict impinges on critical social issues the resolution may lead to social reform. And, because the kind of relationship that emerges in order to reach settlement the personal and social adjustment of the participants is changed, "transformed". Etc. Is this what it has become? Is it really such an umbrella abstraction for third party intervention of some sort?

While professional organizations seek to set standards and criteria for credentialing mediators they have been sadly inept at establishing quality standards of the mediation performance. It's almost as if we don't know the difference between outstanding (excellent), adequate, or poor mediation performance. Is it possible that poor mediation performances can be perceived to meet the purposes of the process? Can settlement occur when the mediators are inept, imperceptive, and lousy communicators with little or no understanding of the processes?

The selection and training of mediators has not been quality oriented. Methods of identifying good mediators are left almost to chance. Factors other than actual skill and understanding of mediation are used in choosing mediators, selecting trainees, assigning cases, etc. All of this does not appear to bode well for the future of the process of the mediators, so called. We must clarify our definitions, set quality standards, provide better training criteria, and find a focus for mediation processes that will allow us to refine and develop its values. □

## **Rubin Memorial Fund**

In memory of Jeff Rubin, President-Elect of the IACM who died last year, the Program on Negotiation has established a memorial fund for doctoral degree students. U.S. contributors: Gifts to this fund are tax deductible. Send contributions to: The Jeffrey Z. Rubin Memorial Fund for Research on the Psychological Processes of Dispute Resolution, The Program on Negotiation - attention: Edward Hillis, 513 Pound Hall, Harvard Law School, Cambridge, Mass. 02138 USA.

## **Student Awards Available**

The Industrial Relations Research Association has begun holding an annual student writing competition. There are two cash prizes of \$500 each - one for undergraduates and one for pre-doctoral graduate students. Competition is open to all U.S. and Canadian students. For entry forms, contact: IRRA Student Writing Competition, University of Wisconsin - Madison, 4233 Social Science Building, 1800 Observatory Drive, Madison WI 53706-1393 USA. Tel: (608) 262-2762. Fax: (608) 265-4591.

## **Manuscripts Sought**

*Alli@nce: A Critical Journal on Corporate Citizenship Worldwide* seeks manuscripts presenting the best industry, government, and nonprofit practice in the field of corporate social responsibility. Published by Kluwer. Contact: Carole George, George & George, Suite 400, 1825 "I" Street. Washington, D.C. 20006 USA. Tel: (202) 429-2711. Fax: (202) 429-9574. □

## ***Resources, Books, Curriculum Materials, etc.***

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### ***Books and Publications:***

Karl A. Slaikew (1995). *When Push Comes to Shove: A practical guide for mediating disputes*. Jossey-Bass, Inc., 320pp. \$28.95.

J. Walton Blackburn & Willa M. Bruce (1995). *Mediating Environmental Conflicts: Theory and Practice*. Westport, CT: Quorum Books, 309pp. \$65. Contact: Greenwood Publishing Group, 88 Post Rd West, Box 5007, Westport, CT 06881 USA.

Program on Negotiation Clearinghouse (1996). *Siting an Asphalt Plant in the City of Madrona*. Harvard Law School, 518 Pound Hall, Cambridge, MA 02138. Tel: (617) 495-1684. Fax: (617) 495-7818. This exercise addresses the topic of alleged "environmental racism" in that it deals with locating a plant in a poor, Black neighborhood and raises issues of fairness, equity, and ethical decision making.

Roger Dawson (1995). *Roger Dawson's Secrets of Power Negotiating*. Hawthorne, NJ: Career Press, 301pp. \$21.99. Contact: Career Press, 180 Fifth Ave, Hawthorne, NJ 07507

A. Connor (1995). *Dirty Negotiating Tactics and Their Solutions: A Special Report*. Wyvern Crest Publications, 27pp. £20.00. Contact: Wyvern Crest Publications, Wyvern House, 6 The Business Park, Ely, Cambs, England CB7 4JW, UNITED KINGDOM.

Consortium on Peace Research, Education and Development (1996) *Global directory of peace studies programs, 1995-96 edition*. Institute for Conflict Analysis and Resolution, George Mason University, 4103 Chainbridge Road Room 315, Fairfax, VA 22020 USA.

Charlton, R., & Dewdney, M. (1996). *The mediator's handbook*. LBC Information Services, 50 Waterloo Road North Ryde, New South Wales 2113 DX 8417 Ryde, AUSTRALIA. Tel: +61 1800 252 314. Fax: +61 2 888 7240. A step by step introduction offering advice as to how to conduct mediation sessions.

Nissen, B. (1996). *Fighting for jobs: Case studies of labor-community coalitions confronting plant closings*. SUNY press. \$17 pb. \$49.50 hdbk.

Calleja, J. (1996). *The essential peace*. MALTA: Mireva Publications. Contains papers from the 1994 International Peace Research Association conference in Malta.

Burrows, R. J. (1996) *The Strategy of Nonviolent Defense*. Albany: SUNY Press. Seeks to apply the theories of Mahatma Gandhi and Carl von Clausewitz to military aggression.

Psychologists for the Promotion of World Peace (1996). *Violent Links Kit*. This kit is meant to help people wishing to study the links between television violence, violent toys & video games, and the development of aggression in children. Contact the group at: P.O. Box 744, Bayswater, Victoria 3153 AUSTRALIA.

National Institute for Dispute Resolution (NIDR). *Dispute resolution education and training (video reference guide)*. NIDR publications, 1726 "M" Street NW, Suite 500, Washington DC 20036-4502. Tel: (202) 466-4764.

Centre Against Sexual Assault. *Desperately seeking justice*. CASA House, Royal Women's Hospital, 270 Cardigan Street, Carlton, Victoria 3053 AUSTRALIA. Tel: +61 0393 473 066. Training manual for workers and managers for reducing violence against women in a culturally diverse community.

Something old...Back Issues of *Mediation Quarterly* (1983-present) are available for purchase. Contact: Academy of Family Mediators, 4 Militia Drive, Lexington, MA 02173 USA. Tel: (617) 674-2663. Fax: (617) 674-2690

Something new...The latest issue of *International Negotiation* is devoted to "Defining a U.S. Negotiating style," and Ambassador John W. McDonald is the guest editor. It includes six negotiation case studies designed to illustrate variations in the "U.S. Negotiating Style(s)" and may be useful for International Relations courses. Contact: Bert Spector for a copy. e-mail: bspector@msi-inc.com.

Macbeth, F., & Fine, N. (1996). *Playing with Fire: Creative conflict resolution for young adults*. 192 pp. \$19.95 pb. \$49.95 hdbk. Experienced-based learning exercises and role plays for dealing with anger, conflict, listening, and mediation. New Society Publishers, 4527 Springfield Ave. Philadelphia, PA 19143 USA. Tel: 1-800-333-9093. ☐

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The IACM is an international association, founded in 1984, to encourage research and training in the handling of all forms of social conflict. For annual dues of only US\$15.00, IACM members receive a year's subscription to the newsletter, *Signal*, a membership directory, and discounts on subscriptions to the *International Journal of Conflict Management*, *International Negotiation*, and *Negotiation Journal*. For information about membership, please contact Dr. Tom Fritak, Executive Officer, University of Minnesota -- Twin Cities, Center for Urban & Regional Affairs, Hubert H. Humphrey Conflict & Change Center, Room 248, 301 19th Avenue South, Minneapolis, MN 55455. Tel: (612) 625-3046. E-mail: IACM@u.umn.edu.

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