



SIGNAL

18th IACM Conference in Seville, Spain, June 12-15, 2005

by Bianca Beersma and Joyce Jacobs, IACM 2005 Program Committee

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In response to the call for submissions for the upcoming 18th IACM conference in Seville, we received an overwhelming 144 submissions from researchers and practitioners all over the world. Thanks to all of you who submitted your work to be presented at the conference, and to the members of the program committee, who dedicated their time and energy to reviewing the submissions, we can offer you a conference program showing a diverse array of interesting papers, posters, symposia, and panels.

We are thrilled about the fact that the conference will take place in Seville, as it is a beautiful and hospitable city, where we are sure you will enjoy the warm Spanish atmosphere, the impressive architecture, and of course the Spanish tapas. The column by the local arrangements co-chairs, Lourdes Munduate, Francisco Medina and Miguel Dorado, (see page 6) will certainly entice you to visit this wonderful city!

The conference starts on Sunday, June 12th, with an exciting **excursion to the beautiful city of Cordoba**. Not many know that in 11th century, Cordoba was one of the most important capitals in Europe. People of different cultures and religions - Jews, Muslims and Christians - lived peacefully together, and Cordoba was the home of many influential philosophers, scientists, and artists. Nowadays, Cordoba is a very lively town in the best Andalusian tradition, a town of Flamenco and bullfighting, and certainly one of the most attractive destinations in southern Spain. Cordoba's most important monument is the world-famous Mezquita, the Moorish mosque. Of course, our excursion will include a guided tour to the Mezquita.

After returning from Cordoba to Seville, you will get your first taste of typical Spanish treats, as we invite you for drinks and Spanish tapas in Hotel Alcora, the first-class conference hotel, which is conveniently located very close to the conference center. After the official **opening ceremony and words of welcome** by the conference organizers, **dinner** will be served in Hotel Alcora. During dinner, we will also enjoy a **keynote speech** by Prof. Dr. Rodriguez-Pinero.

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We will follow dinner and Prof. Dr. Rodriguez-Pinero's speech with the **showcase poster session** beginning at 8:30. The posters cover individual and team conflict, cultural influences on conflict development and management and decision-making techniques, as well as other topics. Specific examples include posters on escalation and de-escalation in family business succession, metaphor awareness and skills, and mental set and creative thought in social conflict. We are sure there will be something of interest to everyone! Listening and talking to the showcase poster presenters about their work will, as has now become a good IACM tradition, be combined with wine tasting. This year, we have some typical Spanish wines and sherries that you can try, like Manzanilla and Moscatel. We are certain that you will enjoy the posters, the discussions, the wine, and the informal atmosphere that characterizes the showcase poster session at IACM.

On Monday morning, after breakfast, we are off to the conference venue, where **paper sessions, symposia and panels** will start 9:00 a.m. The conference venue, the Instituto de Estudios El Monte, is housed in a completely renovated Spanish farmhouse, combining old-fashioned charm with modern facilities and technology. Many thanks go to the people from the Instituto El Monte who generously sponsored the IACM conference by offering their venue and facilities. The conference venue is at a five-minute walking distance from Hotel Alcora, but because it can get very hot in Seville in June, we will provide buses to take you to the conference center between 8:00 and 8:45 a.m. on Monday, Tuesday, and Wednesday. Of course, each day after sessions are finished, the buses will be ready to take you back to the hotel.

On Monday and Tuesday, we have five parallel sessions that you can choose from, and on Wednesday morning, there will be four parallel sessions. The topics of these sessions show the diversity of interests represented in IACM. Topics include cooperation and competition at the bargaining table, conflict and well-being in the workplace, the management of protracted conflict around the world, third party intervention, diversity in teams, and individual and group decision-making.

We will also feature innovative topics this year such as a symposium on the biology of conflict resolution, positive power for organizations, and emotion in social conflict. There will also be a symposium on research methods in negotiation and social conflict. Roundtable discussions include organizing Masters level education in conflict management and the institutionalization of dispute resolution processes in courts and in academia from a feminist perspective.

New at the IACM conference is an initiative by Dan Druckman and Cheryl Rivers to organize a session where graduate students and early career researchers can get to know the experienced researchers (the "gurus") in their field. Participants can discuss their work, obtain feedback, and perhaps even set up collaborative projects. Students and early career researchers can register for this session at the registration desk.

We are delighted and proud to announce that **the winner of IACM's Lifetime Achievement Award, Professor Dr. Evert van de Vliert, will deliver his keynote address on Monday at 1:45 p.m.** (see the column on page 7 for details on his impressive career). Dr. van de Vliert will be speaking on "Climatic roots of conflict management cultures," which he expects will be a controversial topic and he hopes to evoke much discussion. Be sure to join us for this exciting keynote address.

Join us for the **Monday night special event dinner at 6:00pm**. We will depart from Hotel Alcora to start with a panoramic visit around Seville with private buses and guides through Plaza de España and Parque Maria Luisa, finishing at the Old Town where we will visit one of the most representative buildings.

After this, we will visit The Royal Alcázar, a Moorish Palace surrounded by wonderful gardens and the actual Royal Residence of the King and Queen when they are in Seville. After enjoying the beauty of the Royal Alcázar, we will enjoy a Cocktail Dinner composed of typical Spanish foods served by specialized catering at the Residence Gardens. After dinner, we will return to our Hotel, where we hope you will get a good night's rest, because the following day we will have another interesting program to offer.

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After the conference sessions on **Tuesday** night, we will honor conference participants during the **Awards Banquet** in Hotel Alcora. Prof. Dr. Van de Vliert will receive IACM's Lifetime Achievement Award at this event. Other awards will be given for the best dissertation in the years 2003 and 2004 selected by a committee chaired by Peter Kim, and a best article or book chapter for the year 2003 selected by a committee chaired by Susan Brodt. Additionally, we will acknowledge the authors of outstanding conference papers. There will be plaques in four categories: outstanding empirical paper, outstanding theoretical paper, outstanding applied paper, and outstanding graduate student paper (i.e. a paper on which a current graduate student is first author). This year, the awards will be extra special, as they were made by a Sevillian company that uses traditional Spanish hand-painted tile work.

After the Awards Banquet, you are in for more interesting activities. Starting at desert, you can enjoy a beautiful show of traditional **Flamenco dancing**. After that, there will be a splashing live performance by the band "Synergy," whose lead singer you will recognize as Dr. Gerben van Kleef (winner of last year's IACM outstanding student paper award).

Apart from the excursions, the welcome reception, and dinner, there will of course be ample time to meet with friends and new IACM members informally. From Monday to Wednesday, we will serve lunch as well as scheduled breaks between all sessions, to be held in the "patios" of the Instituto El Monte. Here you can gather and talk over coffee and snacks. If you can't resist the temptation to contact home, there is a computer room where about forty computers are at your disposal to check your email.

In conclusion, the upcoming 18th IACM conference in Seville, Andalusia, promises to be a perfect combination of interesting presentations, meeting colleagues and friends in a friendly atmosphere, and experiencing the rich and beautiful culture of Spain. If you have not registered for the conference or booked your hotel yet, we recommend you to do so as soon as possible. Information about registration and updates about the conference can be found at the conference website <http://www.iacm-conflict.org/2005/>. There, you can also find the needed information about the conference venue, Seville weather, transportation, and tourist information. Finally, please feel free to contact us for more information about the program at any time. We hope to see you in Seville in June!

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 \$25.00 (US \$15.00 for students), members receive a year's subscription to the newsletter, *Signal*, a membership directory, discounts on subscriptions to the *International Negotiation* and *Negotiation Journal*, PLUS the opportunity to hang out with some really great people at least once a year.

For information about membership, please see our website at <http://www.iacm-conflict.org/> or contact Dr. Donald E. Gibson, Executive Officer, IACM, Charles F. Dolan School of Business, Fairfield University, North Benson Road, Fairfield, CT 06430-5195, iacm@mail.fairfield.edu.

President's Corner

By Terry L. Boles, IACM President

As I write this column we have just turned the corner into spring which means that summer and the **IACM Conference in Seville** are not far away. The columns by the Program Chair **Bianca Beersma** and the local arrangement chairs, **Lourdes Munduate, Francisco Medina, and Miguel Dorado**, should be enticement. If you haven't already done so, go to the conference website <http://www.iacm-conflict.org/2005/> and register for the conference your hotel accommodations. If you prefer not to register on-line there are options for printing and faxing or mailing your registration.

I want to give special thanks to **Mark Seegers** (aka Mr. Bianca Beersma) who donated his time and talents to creating a superb website for the conference. Additional thanks go to the Institute El Monte who are handling all the on-line registration and banking logistics for us.

Both the program and the local arrangements look fantastic, so as the (extremely adapted, with apologies to lyricist Brenda Russell) lyrics from a favorite song of mine, "Get Here (if you can)," go:

You can reach it by railway, you can reach it by trailway
 You can reach it on an airplane, you can reach it with your mind
 You can reach it by caravan, cross the desert like an Arab man
 We don't care how you get there, just get there if you can

You can reach it by sailboat, climb a tree and swing rope to rope
 Take a sled and slide down the slope, (well maybe not in June in Seville)
 You can jump on a speedy colt, cross the border in a blaze of hope
 We don't care how you get there, just get there if you can

You can windsurf into the site, take a breezy carpet ride
 You can make it in a big balloon, but you better make it soon
 You can reach it by caravan, cross the desert in a mini-van
 We don't care how you get there, just get there if you can

A reminder that the deadline for hotel registration is May 10th to receive the discounted hotel rates, which include all taxes and breakfast. Availability and rates cannot be guaranteed after the 10th of May.

One of my responsibilities as President of IACM this year was to chair the **Lifetime Achievement Award** committee. Past President **Laurie Weingart** and President-elect **Ray Friedman** were the other committee members. Thanks to solicited input from **Dan Druckman**, President of the Advisory Council (and the most recent Lifetime Achievement Award winner), we gave serious consideration to four candidates. We were pleased to select **Evert van de Vliert**, who chaired the Cross-cultural conflict management track at the very first IACM conference held in 1987, and is also a past-president of IACM (1994-95). Please see the article on page 7 to gain a full appreciation of Professor van de Vliert's contributions to our field. He will be presenting a keynote address on Monday June 13th after lunch.

Other awards that will be given will be for best dissertation in the years 2003 and 2004 selected by a committee chaired by **Peter Kim**, and a best article or book chapter for the year 2003 selected by a committee chaired by **Susan Brodt**. Additionally a committee chaired by **Bianca Beersma**, program chair, will award several honors to conference papers. The award plaques will be made in Spain, which will give them a unique quality.

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The **IACM Board of Directors** meeting will occur on Saturday June 11th in Seville. This is the only time of the year the board meets face to face to discuss current issues and future plans (we do a lot of work behind the scenes electronically and on conference calls throughout the year). If you have an issue you would like to board to address please email me by the end of May at: terry-boles@uiowa.edu.

I have appointed a committee, chaired by **Roy Lewicki**, to investigate the possibility of establishing a new IACM Journal. **Linda Putnam, Wendi Adair, Maurice Schweitzer, and Judi McLean Parks** are serving on this committee. Ray Friedman, Dan Druckman and I are ex-officio members. Currently the committee has drawn up a "wish list" of what we are looking for in a publisher and is in the process of contacting and interviewing publishers. The board expects to find a publisher and begin the start-up process for a new IACM journal with a new name this year. The journal would be a benefit of IACM membership.

Because we need to know the support we would receive from the membership for starting a new journal, which really boils down to members being willing to submit their papers to the journal, I recently sent the membership a link to an on-line membership survey and hope you have completed it. We really value your input not only about the journal, but also by telling us what you like about IACM and/or what you'd like to see changed. Further, we'd like to assess your willingness to serve the association in various capacities. For example, the position announcement on page 12 in this issue alerts you to the need for us find a replacement for **Jessica Jameson** who has served as Signal editor and communications officer for the past five years. Jessica has done a superb job for us these last years, and if you have read the announcement you can appreciate how much the job has changed and grown over the years. Thus, we'd really like to find two people to replace Jessica, one as Signal Editor and one as Communications Officer. One thing a communications officer might do in addition to maintaining our website and membership lists, would be to establish a listserv for IACM members. We are also still looking for a historian. Thus, there are many ways to become more involved in the association and in the survey we are asking you to tell us the ways you might be willing to help.

Although we try not to inundate our membership with emails I do hope you will open and respond to the membership survey. We will provide feedback on the survey results at the business meeting in Seville on Tuesday June 14th. I'm looking forward to seeing many of you in sunny Spain soon!

Signals on the Horizon

By Ray Friedman (IACM President-Elect)

Montreal Conference Dates Set!

Mark your calendars for IACM's 2006 conference in Montreal, Canada, June 25-June 28. The hotel will be the Montreal Delta, a four-star hotel that is just a few blocks away from Montreal's fabulous night life, museums, and fashionable Sherbrooke Street and only a fifteen-minute walk to old Montreal. It has an indoor pool and racquetball courts for those who want to exercise. To see more about the hotel, go to <http://www.deltamontreal.com>. For those who want to spend more time in Montreal, our conference follows the Montreal Grand Prix car race, and comes just before the international fireworks festival. For more on Montreal, see <http://www.tourisme-montreal.org>. I know that Seville will be a tough act to follow, but Montreal should hold its own. We look forward to seeing you there!

Enjoy the History and Charm of Sevilla

By, Lourdes Munduate, Francisco Medina & Miguel Dorado, Local Arrangement Co-Chairs

We are planning a great time at the conference this year and want you to be with us! Come early or stay late, there is lots to see and do! We want you to enjoy the city, the food, and the wonderfully warm people of Andalucía.

Sevilla is easy to visit... you can spend the day walking from fascinating site to fascinating site, truly being surprised at the turn of every corner of narrow cobble stone streets. Ancient fountains, fragrant gardens, and lovely parks abound, and foundations laid by Romans thousands of years ago still support the town. Later buildings bear proud witness to the cultures that wove their rich traditions and legacies to form the present fabric of Andalucian society. Arab Mudejar and Mozarab architecture is everywhere, and the winding tiny streets of the Jewish sector of Barrio Santa Cruz lead to lively *tapas* bars to hop until morning. Don't worry, some serve breakfast, too!

One of the best things about Sevilla is that you can walk comfortably everywhere in town. Within less than a mile you can visit the cathedral, the Alcazar arab palace and its manicured gardens, the stunning Plaza de España, the Parque Maria Luisa (a great place to run), the Casa Pilatos, and lots of other must-see sites. Be sure to pack good walking shoes, a hat, and sunscreen for a good time. Take along a sweater for evenings, although you probably won't need it.

The archaeological museum (in the Parque Maria Luisa) holds a large and important collection dating from the prehistoric through the roman ages, including many entire mosaic floors, statues and architectural elements from the Roman city of Itálica, once the seat of the Roman Empire. The large ruins of Itálica include a large amphitheater and a large round forum, both of stone and remarkably restored. This is just 15 minutes away from the hotel! Bars and cafes are nestled into every block and street corner, so you can easily get refreshments in town. Itálica, however, is on a hill overlooking Sevilla on the outskirts of town so you might want to pack a water bottle if you visit on a warm day. Speaking of food...dinner is later here, ours will be around 8:30, so enjoy some *tapas* to tide you over!

The hotel, which has a luxurious swimming pool, squash courts and an 18-hole golf course, is located in the peaceful outskirts of Sevilla. The meeting facilities are across the road in a large restored hacienda that now houses a sparkly new business school.

A free hotel shuttle runs back and forth to the ancient-city center hourly. There is a large hypermarket within walking distance that sells everything from food to clothes to electronics and handicrafts. For those folks from the U.S., remember you can't take back the delicious cured meats like *jamón serrano* and the *chorizos* (shucks!)...but the cheeses will pass the USDA in customs. Check the website for lots of other good info, including more on local sites, food, and travel to and from the airport. Also check the site for the link to the national government-sponsored elegant hotels called Paradores (<http://www.parador.es/english/index.jsp>). The one in Carmona is 30 minutes away and beautiful, the one in Ronda hangs over an unbelievable 100 meter deep crack in the earth that spills into rolling hills of cork and olive orchards. Many of these are restored castles, monasteries, forts, and other ancient buildings whose walls seep with age and stories...like Sevilla itself...come join us!

18th Annual Conference website: <http://www.iacm-conflict.org/2005/>

Website Resources for Practitioners

Compiled by Lila Bennett, NC State University

www.trainingabc.com

(Conflict Resolution Training videos and books)

www.cadre.com

Consortium for Appropriate Dispute Resolution in Special Education (Resources for Mediators)

www.cdrc.net

California Dispute Resolution Council (Training Resources)

Evert van de Vliert to receive IACM Lifetime Achievement Award

By Terry Boles and Carsten de Dreu

Evert van de Vliert, Professor of Organizational and Applied Social Psychology at the University of Groningen, the Netherlands, will be awarded the IACM Lifetime Achievement Award at the conference in Seville, Spain in June 2005. Van de Vliert is the 11th recipient of the award and the first European to receive the honor.

Van de Vliert received his doctoral degree in social psychology in 1967 from the University of Utrecht. He then served as an organizational consultant for the Ministry of Internal Affairs in The Netherlands from 1967-73. He began his academic career at the Free University (Amsterdam, The Netherlands) in 1971 as an Assistant Professor where he also received his Ph.D. in the social sciences in 1973. During his tenure at the Free University (1971-1987), where he advanced to Associate Professor, he spent a year as a lecturer in Psychology at St. Andrews University, Scotland from 1978-79 and two years as a Professor of Organizational Psychology at the Royal Military Academy in Breda, The Netherlands (1984-86). Van de Vliert joined the faculty at the University of Groningen, The Netherlands as Professor of Organizational and Applied Social Psychology in 1987 and will retire from there this year.

Van de Vliert served as the chair of the Dutch Research Association of Social and Organizational Psychologists from 1984-1989, and as Research Director of the Kurt Lewin Institute, Dutch Research School for Social Psychology and Its Applications from 1993-1996. He was President of IACM from 1994-95, and since 2001 has served as member of the International Advisory Board of the Center for Social and Economic Behavior of the Chinese Academy of Sciences in Beijing, China.

In addition to the Lifetime Achievement Award, Van de Vliert received the “Best Paper Award” of the CM division of the Academy of Management in 1997 and also received their “most influential article award” in 2000. In 1997 he received the Nyfer award for the “Best Research on the Relationship Between Culture and Economy,” and in 1998 received the “Excellent Reviewer Award” from the Academy of Management Journal. In 2004 he received the “Companion of the Order of Orange-Nassau” award, which is a Royal Dutch honor.

Evert is a member of APA, AOM, IACM, the International Association for Cross-Cultural Psychology, The European Association of Work and Organizational Psychology, and the Netherlands Institute of Psychologists. He was the international consulting editor of the Journal of Applied Behavioral Science from 1984-1990, he was on the editorial board of the Academy of Management Journal from 1997-2001, and the editorial board of the International Journal of Conflict Management from 1990-2002. He has served on the editorial advisory board of Gedrag en Organisatie from 1988 to the present.

In addition to his prolific research contributions (discussed below) Evert has had a huge impact on European and International Social and Organizational Psychology by supervising a number of Ph.D. students, many who have gone on to make their own impact on the field. These include: Ellen C. Schokking-Siegerist, 1987; Bert Wiersema, 1991; Martin C. Euwema, 1992; Carsten K.W. de Dreu, 1993; Onne Janssen, 1994; Ludwig H. Hoeksema, 1995; Aukje Nauta, 1996; Mariët Hagedoorn, Esther S. Kluwer, and Gerben van der Vegt, all in 1998; Ellen Giebels, Frans Oldersma, Jorrit van der Togt, and Nicolien Kop, all in 1999; Xu Huang in 2002; and he currently has 4 students (Huadong Yang,, Aad Oosterhof, Jacomien Biemond and Marijn Poortvliet) under supervision.

In international journals Evert’s vita lists 38 first author publications, 37 co-authored publications, 4 edited books, and 26 book chapters. In Dutch journals he lists 40 first authored papers, 23 co-authored papers, 5 authored or edited books, and 34 book chapters. His first publication in *Intermediar*, in 1968 was titled “Rolconflicten in de Organisatie” (Role conflicts in the organizations) and, his most recent, “Autocratic leadership around the globe: Do climate and wealth drive leadership culture?,” is in press at *Journal of Cross-Cultural Psychology*. Evert’s work has been published in such outlets as *Journal of Personality and Social Psychology*, *Journal of Applied Psychology*, *Academy of Management Journal*, *Academy of Management Review*, *Journal of Management*, *Organizational Behavior and Human Decision Processes*, *International Journal of Conflict Management*, *Journal of Organizational Behavior*, *Journal of Marriage and Family*, and *Negotiation Journal*.

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(Lifetime Achievement Continued from page 7)

Van de Vliert's research interests can be roughly divided into three more or less interrelated streams of work. His earliest work was concerned with role theory. Although most of his publications, including two edited volumes, were in Dutch, Evert was among the first scholars who started to publish his work in peer reviewed English-language journals (e.g., Van de Vliert, 1975, 1977). As such, he was among the founders of what is widely seen as the strong international reputation of Dutch Social and Organizational Psychology.

Perhaps best known is Evert's work on social conflict. He started his work in the mid-eighties with several publications on conflict escalation in small groups (e.g., Van de Vliert, 1985), and on conflict management and third party intervention (e.g., Van de Vliert & Prein, 1989). He developed a scale for measuring conflict handling (Van de Vliert & Kabanoff, 1990; Janssen & Van de Vliert, 1996). With a number of his Ph.D. students he published innovative work on the *effectiveness of conglomerated conflict management* (Van de Vliert, Euwema & Huismans, 1995), on the *contagiousness of gain-loss framing* in negotiation (De Dreu, Carnevale, Emans, & Van de Vliert, 1994), on *exit options in negotiation* (Giebels, De Dreu, & Van de Vliert, 2000), on *demand-withdrawal tendencies in marital conflict* (Kluwer, Heesink, & Van de Vliert, 1998), and on the role of interdependence in how task versus relationship conflict influences team effectiveness (Janssen, Van de Vliert & Veenstra, 1999). With others he continued his work on third party intervention (Van de Vliert, 1992; Van de Vliert & Tjosvold, 199x), and he authored (Van de Vliert, 1997) and co-edited (De Dreu & Van de Vliert, 1997) books that are widely read and used in graduate seminars and lectures.

In recent years Evert has added a third stream of inquiry – that on cross-cultural differences in organizational behavior. While continuing to publish on conflict, his primary work now is concerned with the way in which thermal climate influences (organizational) culture (Van de Vliert & VanYperen, 1996), and individual-level variables such as well-being and satisfaction.

In his Lifetime Achievement Award Presentation Van de Vliert will discuss his most recent work on the thermoclimatic roots of societal culture where he has found a climate-by-wealth interactive impact of the ecological context on the selfish or cooperative enculturation of children around the globe. His conclusions are based on the responses of more than 100,000 adult citizens from 74 nations. We hope you will be able to join us for his award address.



Member Publications

Compiled by Lila Bennett, NC State University

BOOKS:

Bar-Tal, D., & Teichman, Y. (2005). *Stereotypes and Prejudice in Conflict: Representations of Arabs in Israeli Jewish Society*. Cambridge: Cambridge University Press.

*Brief description included in the Conflict Resource Section

Benoliel, M.,(2005). *Done Deal: Insights from Interviews with the World's Best Negotiators*. Platinum Press, imprint of Adams Media.

*Brief description and tour appearances included in the Conflict Resource Section

Shapiro, D. L., Von Glinow, M. A., & Cheng, J. L. (in press). *Managing Multinational Teams: Global Perspectives*. Elsevier Press.

Stephens, J. B. (2004). *Guidebook to Public Dispute Resolution in North Carolina*. Institute of Government Publications.

*Website and brief description included in the Conflict Resource Section

Fisher, R.J.(Editor) (2005). *Paving the Way: Contributions of Interactive Conflict Resolution to Peacemaking*. Lexington Books.

*Brief description included in the Conflict Resource Section

BOOK CHAPTERS:

Aquino, K. Reed, II., A., Stewart, M. M., & Shapiro, D. L. (in press). "Reactions toward fairness-enhancing organizational policies." In Steiner, D., Gilliland, S., & Skarlicki, D. (Eds.), *Research in Social Issues in Management (Vol. 6)*. NY: Information Age Publishing, Inc.

Bingham, L. B., & Sarraf, S. (2004). "Employment arbitration before and after the due process protocol for mediation and arbitration of statutory disputes arising out of employment: Preliminary evidence that self-regulation makes a difference." In Estreicher, S., & Sherwyn, D., *Alternative Dispute Resolution in the Employment Arena: Proceedings of New York University 53rd Annual Conference on Labor* (pp. 303-329). The Hague, The Netherlands: Kluwer Law International.

Kirkman, & Shapiro, D. L. (in press). "Managing cultural value-diversity in multinational teams: How?" In Shapiro, D. L., Von Glinow, M. A., & Cheng, J. L. (Eds.), *Managing multinational teams: Global Perspectives, a special issue for Advances in International Management*. Elsevier Press.

O'Leary, R., Bingham, L. B. & Nabatchi, T. (2004). "Environmental Conflict Resolution." In R. Durant, D. Fiorino, & R. O'Leary, (Eds.), *Building Common Purpose: Challenges, Choices, and Opportunities for Environmental Governance in the 21st Century* (pp. 323-354). MIT Press: Cambridge, MA.

Shapiro, D. L., & Sitkin, S. B. (in press). "The ethics of reviewing and the characteristics of reviewing ethically." In Y. Baruch, S. Sullivan, & H. Schepmyer, (Eds.) *Winning Reviews: A Guide for Evaluating Scholarly Writing*. United Kingdom: Palgrave Macmillan.

JOURNALS:

Adair, W., & Brett, J. M. (2005). The negotiation dance: Time, culture and behavioral sequences in negotiations. *Organization Science*, 16(1): 33-51.

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(Member Publications Continued from page 9)

JOURNALS CONTINUED:

Bingham, L. B. (2004). Control over Dispute System Design and Mandatory Commercial Arbitration. *Law and Contemporary Problems*, Vol. 67 (1&2): 221-251.

Bingham, L. B. (2004). Employment Dispute Resolution: The Case for Mediation. *Conflict Resolution Quarterly*, Vol. 22(1&2): 145-174.

Cain, D. M., Loewenstein, G., & Moore, D. A. (2005). The dirt on coming clean: Perverse effects of disclosing conflicts of interest. *Journal of Legal Studies*, Vol. 34: 1-25.

Emerson, K., O'Leary, R., & Bingham, L. B. (2004). Commentary: Comment on Frank Duke's "What We Know about Environmental Conflict Resolution." *Conflict Resolution Quarterly*, Vol. 22(1&2): 221-231.

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SPECIAL PUBLICATION ANNOUNCEMENT:

The Indiana Conflict Resolution Institute and the William and Flora Hewlett foundation sponsored a special double issue of *Conflict Resolution Quarterly* entitled "Conflict resolution in the field: Assessing the past, Charting the future" (Volume 22, Nos. 1-2, Fall-Winter 2004), reviewing empirical field research on conflict resolution in seven substantive settings (employment, family, courts, criminal justice, community, education, and the environment). Individual copies of the issue are available for purchase from Jossey-Bass.

Spotlight on Members

Morton Deutsch Celebrated

By Jessica Ahn, Columbia University

On the occasion of Professor Morton Deutsch's 85th Birthday last February 4th, the International Center for Cooperation and Conflict Resolution (ICCCR) at Teachers College, Columbia University, sponsored the First Annual Morton Deutsch Awards Ceremony for Social Justice on April 7. Two awards were presented at the event. The first award was given to Professor Michelle Fine (CUNY Graduate Center) for Distinguished Scholar/Practitioner in the field of Social Justice. The second award was given to a student within the Columbia University system for an outstanding paper on social justice. The ICCCR is also launching Professor Deutsch's biography. Please follow the link http://www.tc.edu/icccr/DeutschLegacy_BookOrderForm.pdf to print out a book order form to purchase his book.

T. S. Jones, Temple University, has received grants from the George Gund Foundation (\$128,000) and the Fund for the Improvement of Postsecondary Education (US Dept. of Education) (\$503,000) for the Conflict Resolution Education in Teacher Education Project (CRETE). CRETE is a national pilot project to develop pre-service programs in conflict education for teachers and counselors working with K-12 environments.

L. L. Putnam, Texas A&M, has been appointed the George T. and Gladys H. Abell Professorship in Liberal Arts, effective September 1, 2005. Texas A&M hired Putnam in 1993 to serve at the head in what was then the Department of Speech Communication. She spearheaded the development of a Ph.D. degree program for the department before returning to the faculty in 1998.

From the Executive Director's Desk

by Don Gibson

Remember, if you haven't renewed your IACM membership for calendar year 2005, now's the time. So far, since January 1, 2005, 186 members have renewed, and we have a total of 315 members who have paid sometime in 2004 or 2005. That's a good number—the highest we've had since 2001, when it was 295.

Remember, your membership in IACM entitles you to a substantial discount on the annual conference (more than it costs to join!). In order to renew your membership, using a credit card (through our SECURE server), or a check, please go to: <http://www.iacm-conflict.org/>.

As always, I urge you to encourage colleagues and friends to consider membership in IACM.

Time for a change...

IACM Seeks New Communications Officer and SIGNAL Editor,

By Jessica Katz Jameson, IACM Communications Officer

Well friends, I have enjoyed my five-year stint as your Communications Officer, and while I have not even come close to the record set by my predecessor (hats off to William Ross who did this for 16 years!), it is time for a changing of the guard. I am writing in the hopes of inspiring others to continue this important service to our Association.

I have truly enjoyed my five years as Communication Officer and will miss being in touch with so many of you throughout the year (I do hope we will stay in touch – I'll still be at conferences although I will miss you all in Seville this Summer!). One thing that has already changed, however, is that we have become completely dependent on technology, which has transformed the role of the newsletter editor and morphed the job into one that requires the part-time attention of two people (maybe three!). Below I will describe the duties I conceive as being associated with two jobs: A **Communications Officer**, responsible primarily for web site maintenance and on-going IACM communication with members, and a **SIGNAL Editor**, responsible for publishing SIGNAL to the web site twice a year. If you are interested in taking on either role or would like to talk about these opportunities further, please feel free to contact me at jameson@ncsu.edu or our current IACM President, Terry Boles at terry-boles@uiowa.edu

Communications Officer

Responsibilities include working with the Executive Officer to maintain a current list of IACM Members as well as maintaining a list of IACM "Friends," those previous members or other parties who are not current members but have indicated their interest in receiving information about upcoming conferences, SIGNAL, or other important events. The Communications Officer (CO) is also responsible for sending all emails to members and is the liaison between board members or other parties interested in communicating with our members.

The CO is also responsible for updates and ongoing maintenance of the IACM web site [see <http://www.iacm-conflict.org/>]. We presently retain the services of Steve Bogart (bogart@nowthis.com) to handle the actual administration of the site. The Communications Officer acts as a liaison and gatekeeper for all incoming web site requests.

The CO attends Board and Business Meetings and acts as the secretary (e.g. types and distributes minutes to board members). Also responsible for "virtual minutes," maintaining a record of ongoing board conversations, especially those that result in a vote or major decision. The CO would need to work with the SIGNAL Editor to provide important information for SIGNAL (such as Board and Business Meeting summaries). To date, the CO has also been responsible for all IACM archives, although it has been suggested that these duties should fall under the role of "Historian," if anyone shows interest in such a role in the future.

SIGNAL Editor

The SIGNAL editor is responsible for posting SIGNAL to the web site twice per year, approximately the second weeks of November and April. The main tasks needed to accomplish this are as follows:

- Communication with members each September and February to obtain items of interest, recent member publications, or material for Spotlight column
- Communication with the IACM Officers and Board to obtain appropriate columns
- Writing the "Practitioner Profile" column
- Proofing/editing of all columns
- Design/Layout of SIGNAL; including appropriate links to photos or other areas of web site
- Communicating with the CO to post SIGNAL to web site and let IACM members and friends know when SIGNAL is available

Special Feature: History of IACM Conferences

By David Churchman

The annual conference is the main activity of the International Association for Conflict Management [IACM]. To date it has taken place every year but one from 1987 to 2004. Jessica Jameson, Linda Putnam, and Laurie Weingart graciously sent copies of 13 of the 17 conference programs for an analysis that provides a history of IACM conference participation and presentations.

Method

The method was no more elaborate than counting occurrences on each variable for each conference for which programs were available and using the sort feature of a spreadsheet to determine frequencies. Results were summarized in a single spreadsheet ([Appendix A](#)).

Limitations

Conference programs are not in consistent format and were not created with this post hoc analysis in mind. Only 13 programs were available and only eight of them were suitable for some analyses (leading to some discrepancies in the results). Session chairs and discussants were not counted unless their name recurred as a presenter. There are cases where presenters' sex could not be determined. Finally, there is no way to determine from the program whether a person listed actually attended the conference and presented as scheduled.

Results

The mean number of countries represented was 15.54, with a low of seven and a high of 29. Overall, 51 different countries were represented at one time or another—about a quarter of the world total depending on just how and when one counts the number that exist. UN staff not identified by nationality made two presentations.

The mean number of institutions represented at each conference was 92.85 different institutions, 65% of them American. France in 2001 stands out as an exception, with 59% of participants being from non-American institutions. This was not because the number of Americans declined but because the number of non-Americans increased.

Faculty from Northwestern, Groningen, Carnegie Mellon, Illinois, Amsterdam, Cornell, Pennsylvania, Michigan State, Vanderbilt, and Columbia Universities (in that order) were the ten most prolific, accounting for 635 (53.86%) of all presentations made at the thirteen conferences! Faculty from only five institutions (with ties as many as eight) accounted for a quarter to a third of all presentations each year, although the specific institutions varied somewhat from year-to-year.

Presentations took many forms, most importantly papers, posters, panels, symposia, workshops, and keynote or other special addresses.

Two thousand twenty-nine people appeared 2483 times and made 1179 presentations at the thirteen conferences for which data are available, for an average of 97.15 presentations per conference. The mean number of authors at each conference was 165.38. Using data from only eight conferences, 643 (64.85%) were identified as male and 488 (43.15%) were identified as female (168 could not be identified by sex).

Six hundred and forty-three academic authors were identified by department. Of these, 248 are business or management faculty, 179 are psychology department faculty, and 57 were communication department faculty. Political science faculty made 28, public administration and urban affairs faculty made 25, and education faculty made 18 presentations. That is, seven academic departments accounted for 555 or 86% of all presentations by university faculty.

(Continued on page 14)

(Special Feature Continued from page 13)

Levels of analysis include individual (6 papers), interpersonal (80), community (83), intellectual (3), organizational (148), intrastate (30), or interstate (26) conflict. Examples of these levels are a worker “going postal,” a divorcing couple, a zoning dispute, whether immoral priests can conduct valid sacraments, a labor-management dispute, claims of indigenous peoples, and the dispute over the division of Cyprus. Eight papers were generic—that is theoretical or methodological papers applicable to conflict in general. Thirteen were multilevel—usually addressing interpersonal and organizational conflicts. Levels could not be determined in 61 cases.

This analysis suggests that four types of papers that appear with some frequency. By far the most common investigate intercultural conflict, usually at the interpersonal or organizational levels. A small but noticeable number of papers dealt with environmental, ethical, and gender issues at various levels.

I was unable to determine methodology from abstracts (and sometimes only titles) often accurately enough to provide counts in this report, although considerable variety is apparent. The most common identifiable, non-empirical methods are traditional control group or factorial research designs, case studies, simulations, and theoretical papers.

Random observations and suggestions

Three academic disciplines dominate IACM although over two dozen have contributed to the success of the conferences. Interpersonal, community, and organizational conflict dominate the topics of presentations although there are many other types of conflict. The presentations *seem* to have become more narrowly specialized and technical over time. Those addressing broader issues or synthesizing research have become rare. A few universities in only two countries, and to a lesser extent a few individuals, dominate. These data raise the question of whether IACM is becoming narrow and if so, whether this is problematic.

Do we want to broaden the programs and participants? Should IACM continue a path toward specialization, or should it follow the lead of larger associations such as APA and AERA and develop divisions? If so, what should the divisions be? For example, should there be a division for pedagogy?

There are dozens of university programs where one can study conflict ([Appendix B](#)). Do their faculty members know about IACM but are not interested, or would they be interested if they knew about it? Should joint conferences be held with other small associations such as the collaboration with ESN for the Elsinore conference (48 of 203 Elsinore authors are listed as ESN attendees, several from disciplines not normally in attendance at IACM)? Both International Studies Association and the Social Dilemmas conference come to mind as possibilities. Should IACM schedule its own conferences back-to-back with some of these associations, making it easy for people to attend two for the price of one trip, but preserving the identity of each group?

On the other hand, would trying to grow and diversify the association have undesirable effects on the ambience at conferences that is one of its greatest assets?

Conclusion

This “preliminary history” is based on things that are easily counted from thirteen conferences, and on some variables from only eight. I would like to solicit IACM members for copies of the missing programs (See [Appendix A](#) for which ones are missing) so that I can fill in the gaps and to tally the results from subsequent conferences as well. I also solicit anecdotes worth reporting, particularly from the key individuals who got IACM underway or served as officers and program chairs. If you have any information or ideas to share, please contact me at davidachurchman@aol.com

Upcoming Conferences

Compiled by Lila Bennett

**Symposium on the Biology of Conflict Management:
Do Monkeys, Hormones, Brain Mapping and Slime Mold Have Something to Tell Us?
June 11, 2005 – Seville, Spain
In Conjunction with the 2005 Conference of IACM**

While conflict management has been emerging as a distinct professional practice and field of academic inquiry over the last several decades, there have been extraordinary advances in the biological sciences. Yet the potential contributions of biology and other so-called “hard sciences” to conflict management have been largely ignored by conflict management scholars and practitioners. Evolutionary theory is helping to develop better explanations of pro-social behaviors, the building blocks of conflict resolution. Meanwhile, technological breakthroughs in the neurosciences provide a window on brain and neuro-chemical functions that are associated with such behaviors. The Consortium on Negotiation and Conflict Resolution (CNCR) Nexus Project on Biology and Conflict Management is now examining the potential contributions of biology to the conflict management field.

The Broad Field Project and CNCR, in cooperation with the International Association for Conflict Management (IACM), are hosting a one-day symposium prior to IACM’s 18th Annual Conference, at which leading researchers on the nexus of biology and conflict resolution will discuss their research. This will be a day of interaction, during which participants will actively explore how a better understanding of this nexus informs the theory and practice of conflict management. We anticipate a fascinating day of presentations and discussion.

Because many people will have traveled long distances the day before, the symposium will start at 10:00 a.m.; it will end at approximately 6:00 p.m. (We highly recommend that participants arrange to arrive in Seville by June 10th.) Registration will be limited to ensure that the dialogue is truly interactive.

Registration Fee: \$95.00 (US) – see separate form.

For travel and hotel information, please refer to the IACM website: <http://www.iacm-conflict.org/2005/> (Hotel rooms are available at the IACM conference rate and should be booked on the IACM form.)

For general questions about this pre-conference program, please e-mail CNCR@gsu.edu.

Seeds of Transformation: Toward a Spiritual Renaissance in a Time of Fundamental Change

June 3-5, 2005

Annandale-on-Hudson, New York, New York, United States

Website: <http://bard.humanitysteam.org>

Thinking Through Action: Twentieth-Century Social Movements and their Legacy

June 10-11, 2005

Vancouver, BC, Canada

Website: <http://www.sfu.ca/~thinkact/>

INCORE International Summer School

June 13-17, 2005

Derry/Londonderry, N. Ireland, United Kingdom

Website: <http://www.incore.ulster.ac.uk/>

Summer Institute 2005 on the Principles and Practices of Nonviolence

July 5-23, 2005

Kingston, Rhode Island, United States

Website: <http://www.uri.edu/nonviolence/summerinstitute2005.htm>

(Continued on page 16)

Upcoming Conferences Continued:

SECOND INTERNATIONAL BIENNALE ON NEGOTIATION NOVEMBER 17-18, 2005 NEGOCIA - PARIS

Today, the world is undergoing rapid transformations in many domains. This phenomenon has impacted various fields of expertise, including **negotiating theory and practice**. How far do existing theories and practices take these transformations into account? Do the evolutions of the modern world impact the foundations, mechanisms, processes and outcomes of negotiations?

Steering and Organization Committee

Christophe Dupont, LEARN-ESC Lille/CCIP-NEGOCIA, Guy Olivier Faure, Sorbonne Paris V, Catherinede Géry, CCIP/NEGOCIA, Sophie Richou, CCIP/NEGOCIA, Jacques Salzer, Université de Paris IX-Dauphine, Daniel Sisco, CCIP/NEGOCIA, Christian Thuderoz INSA Lyon, Dorothée Tokic, CCIP/NEGOCIA

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Figures of Democracy: Rhetoric, Authority, and Civil Culture

October 21-22, 2005

Montreal, Quebec, Canada

Email: charlan@alcor.concordia.ca

Role of Medico-Legal Professionals in Human Rights Violations

November 3-6, 2005

Colombo, Sri Lanka, Western Province

Email: ucpperera@yahoo.co.uk

The Changing Politics of Land in Africa: Domestic policies, crisis management and regional norms

November 28-29, 2005

Pretoria, South Africa

Website: <http://ifas.org.za>

(Continued on page 17)

Upcoming Conferences Continued:

Third International Conference on New Directions in the Humanities

By Prof. Tom Nairn, The Globalism Institute, RMIT University, Melbourne, Australia

August 2-5, 2005

Cambridge University, United Kingdom

The conference will include keynote presentations by internationally renowned speakers and numerous small-group workshop and paper presentation sessions. Presenters may choose to submit written papers for publication before or after the conference in the fully refereed *International Journal of the Humanities*, published in print and electronic formats. If you are unable to attend the conference in person, virtual registrations are also available which allow you to submit a paper for refereeing and possible publication in the journal, as well as access to the electronic version of the conference proceedings. Full details of the conference can be found on the conference website:

<http://www.HumanitiesConference.com>.

Conflict Resource Section

Compiled by Lila Bennett, NC State University

Stereotypes and Prejudice in Conflict: Representations of Arabs in Israeli Jewish Society

By D. Bar-Tal & Y. Teichman; Cambridge University Press (2005)

On the basis of knowledge accumulated in social, developmental, and political psychology, sociology, political science, cultural and communication studies, the book presents a systematic, comprehensive and coherent analysis of evolvment, institutionalization, maintenance, functions and consequences of stereotypes and prejudice developed in a society (i.e., Israeli Jewish society) involved in intractable conflict with Arabs.

Done Deal: Insights from Interviews with the World's Best Negotiators

By M. Benoliel; Platinum Press (2005)

It is based on his personal interviews with world-class negotiators in the business, diplomatic, political, legal, sports, labor, and real estate fields. Some of his initial book tour appearances and interviews include: Bloomberg Television; The Wall Street Journal Radio Network; National Public Radio (NPR); Metro Radio; Business Talk Radio Network; The Washington Diplomat; The Cincinnati Enquirer, The Realtor Magazine; and The Monitor.

Guidebook to Public Dispute Resolution in North Carolina

By J. B. Stephens; Institute of Government Publications (2004)

This book presents relevant, timely, and reliable information for anyone interested in public dispute resolution in North Carolina. Discusses the benefits and limitations of using mediators in public disputes and how to determine when an impartial third party can be helpful. Includes case summaries of North Carolina public disputes, guidelines for selecting an impartial third party, a directory of potential public dispute mediators and facilitators, and examines the challenges of effective public participation. An extensive resource chapter will help people interested in strengthening their mediation and facilitation skills. A related web page includes ongoing listings of case-specific information. To order, see: <https://iogpubs.iog.unc.edu/iog.asp?page=ordering>

Paving the Way: Contributions of Interactive Conflict Resolution to Peacemaking

Edited by R. J. Fisher; Lexington Books (2005)

This unique collection brings together the strongest available evidence of successful transfer effects from unofficial third party interventions (dialogue sessions, problem-solving workshops) to official peacemaking through a comparative analysis of nine cases presented by leading scholars and practitioners in the field. Cases include ethno political conflicts of both an intrastate and interstate character, and the analysis indicates the qualities of effective interventions as well as the characteristics of more receptive conflicts. The conclusion is that unofficial interventions can make important and sometimes essential contributions to the overall peace process.

Editor's Note

By Jessica Katz Jameson, IACM Communications Officer

As this is likely to be my last issue as *Signal* editor, a special note of thanks is required. First and foremost, I should thank (or curse?) **Don Conlon** (IACM President – 2000-2001) for offering me the opportunity to serve as your Communications Officer. I have truly enjoyed the ongoing communication with IACM members and have been privileged to feel connected to this organization all year long, rather than just once a year at our conference. I also want to thank the other IACM Presidents I have worked with, **Carsten DeDreu**, **Bruce Barry**, **Laurie Weingart**, and **Terry Boles** – you have all been wonderful and never complained about my pestering you for columns. Special thanks also go to recent and current IACM Executive Directors **Judi McLean Parks** and **Donald Gibson**, who can appreciate the joys and challenges of IACM Officer-ship (although both also have the comfort of knowing the ED job is a three-year term!). I also need to acknowledge the contributions of **Roy Lewicki** and **Dean Pruitt**, who helped me keep track of IACM archives and record the history of IACM for our website. Speaking of the web site, many thanks to **Steve Bogart** (bogart@nowthis.com) who handles the technical side of web site administration for us. As usual, I want to thank all the IACM members who responded to requests for information about your recent publications, activities, and research. Also thanks to the current IACM officers and board members, as well as all those I have worked with over the years. For this Spring 2005 edition of *Signal*, I would like to especially acknowledge the hard work of **Lila Bennett**, a senior in Communication at North Carolina State University, who coordinated all incoming information and columns, proofread, edited, and formatted the final document. Please bear in mind that I am not leaving the IACM, just taking a break to “pursue other opportunities” (read: research & writing projects). Feel free to continue to communicate with me, particularly until we find a new Communications Officer (see the job description on page 12). Comments or ideas for *Signal* or our web site can be sent to:

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See you in Montreal in 2006!

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