



Elise Boulding Named Lifetime Award Winner for 2000!

By Roy Lewicki, IACM President

The recipient of the IACM Lifetime Achievement Award at the 2000 Conference in St. Louis, Missouri next June will be Dr. Elise Boulding, Professor Emerita and former Chair of the Department of Sociology and head of the Peace Studies Program at Dartmouth College.

Dr. Boulding is a noted sociologist and pioneer in the peace studies movement. She has been credited with being among the first to help launch the broad, citizen-based efforts for peace that developed in the 1950s. Born in Oslo, Norway, she is the widow of Kenneth Boulding, mother of five children, grandmother of sixteen and a member of the Society of Friends. She has served as Secretary-General of the International Peace Research Association, has been a Nobel prize nominee. A scholar-activist, she was international chair of the Women's International League for Peace and Freedom in the late 1960's, and has served on the board of the United Nations

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St. Louis Chosen as Site for IACM 2000!

By Roy Lewicki, IACM President

We are delighted to announce that St. Louis, Missouri has been chosen as the site for the International Association for Conflict Management (IACM) June, 2000 (please see the enclosed *Call for Papers*). St. Louis is located at the junction of the famed Mississippi and Missouri Rivers, in the "heartland" of the United States.

The meetings will be held at the Hyatt Regency St. Louis hotel. The hotel is conveniently located in downtown St. Louis in the beautifully restored Union Station. Formerly the main railway station for the city of St. Louis, the Hyatt has restored the station into a National Historical Landmark. The Grand Hall of the hotel, located in the former main terminal waiting room, boasts a six-story barrel vaulted ceiling ornamented with frescoes and stained glass. The hotel has excellent meeting facilities that are extremely well suited for a small conference such as the IACM gathering. The area immediately surrounding the hotel area contains 11 acres of restaurants, specialty boutiques and evening entertainment centers under one roof. The hotel is within walking distance of Busch Stadium, home of the St. Louis Cardinals and baseball star Mark McGuire!

St. Louis is served by all major US-based airlines, and is the hub for Trans World Airlines. For those visiting St. Louis from outside the United States, the St. Louis hub offers excellent air connections to all major regions of the country.

The Hyatt can be conveniently and inexpensively reached from the airport by the MetroLink Light Rail system, at a cost of only US\$3.00 each way. The MetroLink will also connect visitors to the downtown area, the famous Gateway Arch on the Mississippi River, and other local attractions.

What to do in St. Louis:

- Go to an American baseball game. St. Louis is home of Mark McGwire, Stan Musial and the famous St. Louis Cardinals, one of America's leading baseball teams, who play at Busch Riverfront Stadium. Or visit the International Bowling Museum and Hall of Fame, which also contains the Cardinals Hall of Fame Museum. Learn about the history of bowling in America, and the history of great Cardinal players.
- St. Louis is home to Forest Park, one of the largest urban parks in the

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The President's Corner



First, let me take the opportunity to thank the IACM membership for their vote of confidence in me to assume the leadership as President of IACM this year. I am flattered by the privilege and opportunity to serve as your President for 1999-2000. As I have continued to learn since the moment I accepted the gavel from Barbara Gray in San Sebastián last June, this is a job in which the responsibilities are large, but the job description isn't very well spelled out! So at least this year, when things don't go exactly as planned (or on the time schedule we would prefer), at least I can blame the mistakes and miscalculations on Y2K!

Let me also take this opportunity to recognize the superb leadership of the organization during the past year! Past President Barbara Gray (Pennsylvania State University) provided excellent guidance and direction for the organization. Program Chairs Bruce Barry (Vanderbilt University) and Gonzalo Serrano (Universidad de Santiago de Compostela) put together a rich, diverse and exciting program of activities and speakers for the 2000 Conference. And sincerest thanks to outgoing Board Members Susan Brodt (Duke University) and Etty Jehn (University of Pennsylvania) for their two years of diligent service to advise and direct the activities of the organization! Most fortunately, Etty will continue in another role, as the incoming Program Chair for the 2000 meeting!

Special acknowledgement must also go to Sabino Ayestarán and his Local Arrangements Committee for a never-to-be-forgotten meeting in San Sebastián-Donostia, Spain. The spectacular setting on the Cantabrian Sea in the Basque Country of Spain, the opening session in the terrace of the historic Miramar Palace featuring traditional Basque dancers, the conference sessions and Awards Banquet in the Palace, and the trips to the Shrine of Loyola and the acclaimed Guggenheim Museum Bilbao were only surpassed by the limitless amounts of food served every evening! Sabino and his Committee were most congenial and accommodating hosts, and they set a standard for meeting hospitality that will be hard to beat in the future.

Let me also congratulate Sabino for making the meeting a financial success as well, which helps to put the IACM organization on a very sound financial footing.

Finally, let me also take this opportunity to thank two individuals who have tirelessly worked behind the scenes to make IACM a strong professional organization. William Ross (University of Wisconsin, La Crosse) continues to do excellent work as the Editor of Signal. PLEASE send William information about your publications, ideas for articles or columns, letters, pictures, etc., to make his work easier! Bill Bottom (Washington University) has also completed his first year as the Executive Officer of IACM, and done a first class job of putting the membership and financial records of the organization in sound order! Bill has introduced a new VISA option for dues payment this year, and has been discussing investment strategies for the organization's huge (!) securities portfolio with some of the nation's leading Chief Financial Officers! Send Bill the names of colleagues and students who may be interested in joining IACM.

IACM, 2000

This will be the seventeenth year of the IACM organization, and we will conduct our thirteenth conference in St. Louis in June, 2000. Etty Jehn (University of Pennsylvania) will serve as Program Chair, and promises another exciting program. (see the article and Call in this newsletter). Please send her your best papers, and any other ideas you would like to see for the program. One major program event, now being finalized, will feature an dramatic improvisation group that enacts interpersonal and group conflict. The group, Playback Theatre, uses theatrical methods and live "role plays" in which participants enact everyday conflicts and explore alternatives for resolution. Actors will demonstrate their methods with each other and with audience participants, and will talk about the ways they use these methods as training events in corporations, hospitals and public service agencies.

Judi McLean Parks (Washington University) will head the Local Arrangements Committee. Judi promises a great conference at the Hyatt Regency, located near downtown in the former Union Station. Local arrangement plans are still being completed, but we hope to have the Awards Banquet in the beautiful St. Louis Art Museum, formerly the Fine Arts Palace of the 1904 Worlds Fair. We also hope to be able to arrange an evening outing to Busch Stadium to see the St. Louis Cardinals play (and, hopefully, see Mark McGwire hit three home runs), and a trip to a "blues" jazz club.

Finally, welcome to new Board members Michele Gelfand (University of Maryland) and Ray Friedman (Vanderbilt University). I look forward to working with them in the coming year.

Goals and Issues for 1999-2000

I am delighted to assume the leadership of an organization that is already strong and vibrant. We have a strong and solid membership base. While many would like to see us have more members-particularly from outside North America-others are very clear that they do not want to see the Conference become too large or impersonal. Moreover, we are in sound financial condition. This can largely be attributed to the effective financial management of the last two

conferences in College Park and San Sebastián. While we have talked about raising our modest dues, we do not have any pressing financial needs for that revenue. I would rather recruit more members at our current levels than try to push for any increase in dues level.

One of the concerns raised at the 1999 meeting, and an issue I would like to pursue this year, how we might do a better job of facilitating the ongoing dialogue between the research and practice communities. Some have suggested that we should try to attract more practitioners as members, but we might also try to sponsor joint activities with practitioner organizations such as SPIDR. You will note that there is a special note in the Call for Papers for sessions that highlight the research-practitioner link. Please send your program suggestions to Etty on this important topic, and let me know what the organization can be doing to encourage and enhance this dialogue.

A second concern is that we must designate a strong and appropriate use for the Rubin Fund. The Board has debated this at some length, seeking to capture a designation that truly reflects the richness, complexity and excellence in theory and practice that was Jeff Rubin. Again, please send me your thoughts and ideas.

A Personal Reflection

Like you, I have been thoroughly saturated with news features that have reviewed the century and declared the top 100 greatest events, greatest inventions, greatest blunders, etc. I thought I had seen everything. So I was taken aback when I skimmed the Op Ed page of my local newspaper the other morning, and a headline caught my eye: "Ghandi should be the century's No. 1 person."

The author, Gary Wills, was speculating on who TIME magazine would pick as "Man of the Century", arguing that it would probably be US President Franklin D. Roosevelt. Wills made some compelling arguments for his alternative choice (forgive me for shortening and paraphrasing some of Wills' more elegant prose):

- the greatest political change of the 20th century was the one that reconfigured the map of the world. The biggest political change was the worldwide demise of the British Empire. No person was more important to that initiative than Ghandi, who accomplished his task "in a nonviolent way that gave a moral basis for other peoples struggling for their own nationalities." As we look at the ongoing struggles for national identity in the world today, we can only marvel more at the power of Ghandi's methods.
- Ghandi's teachings were inspirational to the work of other great leaders, including Martin Luther King and Nelson Mandella. Movements for peace, civil rights and justice around the world have drawn on his lessons and modeled his approach.
- His achievement is most striking because it did not rely upon any formal, legitimate power such as an elected office or formal organization. Rather, he employed the power of spiritual example, of personal conviction, of doing what is right and just in a way that others could learn, share and grow. It is using conflict to rectify injustice in a manner that serves as an inspiration to us all.

My vote is for Mahatma. ☺

"Its Everywhere You Want to Be" - Even at the IACM

The IACM Executive Board decided to accept VISA and Mastercard charges for IACM membership (dues) on a one year trial basis. "We'll see if it is cost effective or prohibitive." Observes Bill Bottom, IACM Executive Officer. Also, the Board voted to grant honorary IACM member status to all recipients of the Life Time Achievement Award. What does this latter change mean for you? Now you have added incentive to work hard, have a great career, make the world a better place, and perhaps some day win the Life Time Achievement Award! ☺

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Recent Publications by IACM Members and Associates

- Aklaev, A.R.** (1999). *Democratization & ethnic peace, patterns of ethnopolitical crisis management in a post-soviet setting*. Brookfield: Ashgate Publishing Company.
- Arnold, J. A., & O'Connor, K. M.** (1999). Ombudspersons or peers? The effect of third-party expertise and recommendations on negotiation. *Journal of Applied Psychology, 84*, 776-785.
- Bazerman, M.H.** (1999). *Smart money decisions, why you do what you do with money (& how to change for the better)*. New York: John Wiley & Sons, Incorporated.
- Bottom, W.P. & Paese, P.W.** (1999). Judgement accuracy and the asymmetric cost of errors in distributive bargaining. *Group Decision & Negotiation, 8*, 349-.
- Conlon, D.E. & Sullivan, D.P.** (1999). Examining the actions of organizations in conflict: Evidence from the Delaware court of chancery. *Academy of management journal, 42*, 319-328.
- Druckman, D., Martin, J., Nan, S.A. & Yagcioglu, D.** (1999). Dimensions of international negotiation: A test of Ikle's typology. *Group Decision & Negotiation, 8*, 89-.
- Frost, P. & Robinson, S.** (1999). The toxic handler. *Harvard Business Review, 77*, 96-.
- Gelfand, M. J. & Christakopolou.** (1999). Culture and negotiator cognition: Judgment accuracy and negotiation processes in individualistic and collectivistic cultures *Organizational Behavior and Human Decision Processes*.
- Gelfand, M. J. & Realo, A.** (1999). Individualism-collectivism and accountability in intergroup negotiations. *Journal of Applied Psychology, 84*, 721-736.
- Henderson, E. & Leng, R.J.** (1999). Reducing intergroup violence: Norms from the interstate system. *Peace and Change, 24*, 476-.
- Horwitz, F.M.** (1999). The emergence of strategic training and development: The current state of play. *Journal of European Industrial Training, 23*, 180-.
- Leung, K.** (1999). *Conflict management in the Asia Pacific, perspectives in international business*. USA: John Wiley & Sons, Incorporated.
- Lieberfeld, D.** (1999). *Talking With the Enemy: Negotiation and Threat Perception in South Africa and Israel/Palestine* (Westport, CT: Praeger Publishers).
- Lieberfeld, D.** (Feb., 1999). Post-Handshake Politics: Israel/Palestine and South Africa Compared, *Middle East Policy, 6*.
- Lytle, A.L., Brett, J.M. & Shapiro, D.L.** (1999). The strategic use of interests, rights and power to resolve disputes. *Negotiation Journal, 15*, 31-.
- Moore, D.A., Kurtzberg, T., Fox, C.R. & Bazerman, M.H.** (1999). Positive illusions and forecasting errors in mutual fund investment decisions. *Organizational Behavior & Human Decision Processes, 79*, 95-.
- Munduate, L., Ganaza, J., Peiro, J.M. & Euwema, M.** (1999). Patterns of styles in conflict management and effectiveness. *International Journal of Conflict Management, 10*, 5-24.
- Olekals, M. & Smith, P.L.** (1999). Social value orientations and strategy choices in competitive negotiations. *Personality & Social Psychology Bulletin, 25*, 657-.
- Probst, T.M. & Carnevale, P. J.** (1999). Cultural values in intergroup and single-group social dilemmas. *Organizational Behavior & Human Decision Processes, 77*, 253-.
- Ross, M.H.** (1999). *Theory and practice in ethnic conflict management: Theorizing success & failure*. New York: Saint Martin's Press, LLC.
- Schweitzer, M.E.** (1999). The construction of mental accounts in benefits decision making. *Benefits Quarterly, 15*, 52-.
- Shakun, M.F.** (1999). An ESD computer culture for intercultural problem solving and negotiation. *Group Decision and Negotiation, 8*, 237-.
- Sorenson, R.L., Morse, E.A. & Savage, G.T.** (1999). A test of the motivations underlying choice of conflict strategies in the dual-concern model. *International Journal of Conflict Management, 10*, 25-44.
- Spegel, N. M., Rogers, B. R., & Buckley, R. P.** (1998). *Negotiation: Theory and Techniques*. Sydney AUSTRALIA: Butterworths.
- Tata, J.** (1999). Grade distributions, grading procedures, and students' evaluations of instructors: A justice perspective. *Journal of Psychology: Interdisciplinary & Applied, 133*, 263-.
- Tjosvold, D., Morishima, M., & Belsheim, J. A.** (1999). Complaint handling on the shop floor: Cooperative relationships and open-minded strategies. *International Journal of Conflict Management, 10*, 45-68.
- Wade-Benzoni, K.A.** (1999). Thinking about the future. *American Behavioral Scientist, 42*, 1393-.

- Wall Jr., J.A. & Callister, R.R.** (1999). Malaysian community mediation. *Journal of Conflict Resolution*, 43, 343-365.
- Weingart, L.R., Prietula, M.J., Hyder, E.B. & Genovese, C.R.** (1999). Knowledge and the sequential processes of negotiation: A Markov chain analysis of response-in-kind. *Journal of Experimental Social Psychology*, 35, 366-393.
- Weiss, H. M., Suckow, K., & Cropanzano, R.** (1999). Effects of justice conditions on discrete emotions. *Journal of Applied Psychology*, 84, 786-794. ☒

Conflict and Dispute Resolution Grant Opportunities

Compiled by William Donohue

1. **Theodore Lentz Postdoctoral Fellowship in Peace and Conflict Resolution Research.** Upper Amount: US\$23,400.
The stipend is \$23,400 for a one year appointment, plus a \$1,000 travel expense allowance.
The Center for International Studies invites applications for a one-year residential postdoctoral fellowship during the 1999-2000 academic year. This fellowship supports scholarly research on peace and conflict resolution in the international arena, intercultural conflicts, and other settings of conflict and violence. Tenure is for one year, exceptionally for a second year. Fellows are expected to teach one introductory peace studies course in the fall, and develop a second course to be taught in the spring. Contact Dr. Joel Glassman, Director, Center for International Studies, University of Missouri-St. Louis, 8001 Natural Bridge Road, St. Louis, Missouri 63121-4499. Tel: (314) 516-5753. E-mail: bob.baumann@umsl.edu
2. **Environmental Public Policy and Conflict Resolution Dissertation Fellowships, sponsored by the Morris K. Udall Foundation.** Purpose: to offset a fellow's living expenses while he or she completes the dissertation. The fellowship must be used for the final year of writing the dissertation. It is anticipated that the doctoral degree will be received at the end of the fellowship year. Open to scholars in the area of environmental public policy and conflict resolution. Contact Morris K. Udall Dissertation Fellowship Program, P.O. Box 4030, Iowa City, Iowa 52243-4030. Tel: (319) 337-1650.
3. **Ford Foundation/Udall Center - Fellowship in Environmental Conflict Resolution (ECR) on the U.S.-Mexico Border.**
The obligations of the fellow will be: (1) to participate in the Udall Center's ECR and U.S.-Mexico border programs and activities; (2) to teach an interdisciplinary graduate-level seminar on U.S.-Mexico ECR; (3) to present workshops to the ECR community; (4) to organize a panel or participate in a workshop on ECR, to be offered by the Udall Center or as part of the annual Border Environmental Association meeting for U.S.-Mexico environmental non-governmental organizations; and (5) to prepare a manuscript for publication on the research undertaken during the fellowship. Contact Udall Center, 803/811 East First Street, Tuscon, Arizona 85719. Tel: (520) 621-7189.
4. **Conflict Resolution, William and Flora Hewlett Foundation.** Grants are made in six categories: (1) Theory development, (2) Promotion of the field, (3) practitioner organizations, (4) Public participation and policymaking, (5) International conflict resolution, and (6) Emerging issues. Contact: David P. Gardner, 525 Middlefield Road, Suite 200, Menlo Park, CA 94025-3495. Tel: (650) 329-1070, info@hewlett.org
5. **Solicitation B — Intervention and Humanitarian Assistance, United States Institute of Peace Grants.** The United States Institute for Peace supports research, education and training, and the dissemination of information on international peace and conflict resolution. The institute intends to support projects that launch pilot programs, pursue unofficial peacemaking efforts, conduct training, advance scholarly policy-oriented research, and develop conflict-specific strategies, feasibility studies, or educational resources. The institute encourages research efforts and pilot projects to study the changing nature of intervention and its implications; the effectiveness of various forms of intervention, particularly in the delivery of humanitarian assistance; the institutional capacities for international intervention; and the evolving nature of international law regarding external intervention for humanitarian reasons. Contact United States Institute of Peace Grant Program: Solicited Grants 17th Street, NW, Suite 200, Washington, DC 20036-3011. Tel: (202) 429-3842. E-mail: grant_program@usip.org ☒

Dissertation Grant for Diversity Research

by Etty Jehn

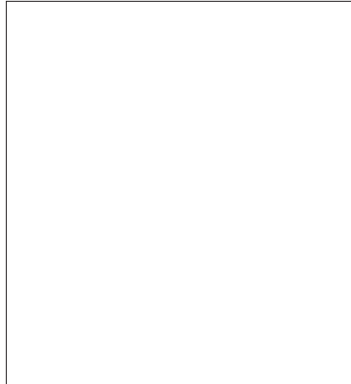
The George Harvey Program on Redefining Diversity: Value Creation Through Diversity offers a dissertation grant award for those who have already proposed and are currently conducting their dissertation research in the field of diversity. Specifically, we wish to fund a dissertation which assesses published studies that identify and measure step-by-step linkages between corporate diversity management programs and corporate performance (i.e., "the bottom line"). Such analysis should include an assessment of the techniques utilized in such studies and the results those techniques produced.

The program will make a \$5,000 grant to the author of the winning dissertation proposal. Send proposals, including a 10-page summary and a letter of reference from the dissertation advisor, to Dr. Karen Jehn, Faculty Coordinator of the George Harvey Program, Management Department, 2000 Steinberg Hall-Dietrich Hall, Wharton School, University of Pennsylvania, Philadelphia, PA 19104. E-mail: jehnk@wharton.upenn.edu. Fax: (215) 898-0401.

The deadline for applying for this grant is December 1st of each year. ☐

Raiffa Receives Lifetime Achievement Award

By Barbara Gray, 1998-99 IACM President



*Dr. Howard Raiffa (l.) with
Dr. Jeanne Brett at the Miramar
Palace in San Sebastian.*

No one is more deserving of the IACM Lifetime Achievement Award than is Dr. Howard Raiffa. Howard is Professor (Emeritus) from the Graduate School of Business Administration and the Kennedy School of Government at Harvard University where he held the Frank P. Ramsey Chair in Managerial Economics. Howard describes himself as "applied mathematician who works on complex decision problems." His main research interest is: How can analysis help an individual (or group of individuals) make better decisions?

In his talk in San Sebastian, Howard reviewed several types of analytical interventions one could make in negotiations including single text negotiating, the post-settlement settlement procedure, overcoming the veil of ignorance using two-track diplomacy and finessing controversy. What makes Howard's renditions of these negotiation strategies especially valuable and credible is that he ties them to important historical examples for his audience. Single text negotiating was illustrated by negotiations between Sadat and Begin. Finessing controversy has been used successfully in water disputes among Israelis and Palestinians. Howard also drew on his own experience in IASSA (the International Institute for Applied Systems Analysis which he helped to found) for compelling illustrations.

Among Howard's many achievements, he is the author of 10 books on negotiation, negotiation analysis and statistical decision making. His latest, published in 1999 by Harvard Business School Press, is *Smart Choices* (coauthored with Hammond and Keeney, both former Ph.D. students of his). This book received the book of the year award by NCPDR and has been translated into 10 languages. Howard says it "provides practical advice to practically everyone." But don't think that he's slowing his pace; he's got another entitled, "Collaborative Decision Making" due out in 2000. Key your eye out for the announcement from Harvard University Press! ☐

Book Reviewers Sought

By Afzal Rahim

The International Journal of Conflict Management requires help from scholars for reviewing about 16 books every year. Please let us know if you want to review a particular book which will be supplied to you free. We can also give you a list of books we have received from publishers which are being considered for review. If interested, contact: Afzal Rahim, Editor, E-mail: MGT2000@AOL.COM or Sanda Kaufman, Book Review Editor, sanda@wolf.csuohio.edu ☐

IACM 1999 AWARD WINNING CONFERENCE PAPERS

Several papers were given awards at the 1999 IACM conference in Spain. First, several committees met during the year to examine recently published books and journal articles in order to identify the best of the best. Here are the award winners announced at the Spain meeting:

1. **Best Paper Award:** Elizabeth Wolfe Morrison and Sandra Robinson (1997). When employees feel betrayed: A model of how psychological contract violation develops, *Academy of Management Review*
2. **Lifetime Achievement Award:** Howard Raiffa (please see related article).
3. **Best Book Award:** Robert Folger and Russell Cropanzano (1998). *Organizational justice and human resource management*, published by Sage.

There were also two "runner up books" for the Best Book Award:

— *Culture and Conflict Resolution* by Kevin Avruch

— *Constructive Conflicts* by Louis Kreisberg.

4. **Best Dissertation Award:** Kimberly Wade-Benzoni

In addition to the awards given to recent publications, conference papers were also considered for awards. Listed below are the award-winning conference papers, with commentary by Bruce Barry, Program Co-Chair.

1. **Outstanding Empirical Paper:** Maximizing Crossfunctional New Product Teams' Innovativeness and Constraint-Adherence: A Conflict Communications Perspective by Kay Lovelace, University of North Carolina at Greensboro, Debra L. Shapiro, University of North Carolina at Chapel Hill, and Laurie R. Weingart, Carnegie Mellon University

Elegant field study that extends work on team conflict and diversity to the context of cross-functional new product teams and their performance. Quoting one reviewer, "[this paper] extends what we know about constructive conflict in teams both conceptually and empirically."

2. **Outstanding Conceptual Paper:** Discrepant Values and Measures of Negotiator Performance by Dana R. Clyman, University of Virginia, and Thomas M. Tripp, Washington State University

A sophisticated paper that challenges a fundamental aspect of the dominant negotiation experimental paradigm — how we measure negotiator performance. It calls into question basic assumptions and proposes avenues for solutions. Quoting one reviewer, "The achievement of this paper is in fully articulating this problem, its implications, and some possible remedies. In my view, this is no small achievement."

3. **Outstanding Applied Paper:** Intervention Methods In Land Issues Disputes: Mediation In The Norwegian Land Consolidation Courts by Jørn Rognes, Norwegian School of Economics and Business Administration and Per Kåre Sky, Agricultural University of Norway

A compelling case study that looks in depth at a single context for mediation, but does so with generation of new data and very nice ties to research literature. Quoting one reviewer, "An innovative paper, which expands on some established research and takes it into a new and interesting arena."

4. **Outstanding Graduate Student Paper** (lead author is a graduate student) — A tie: The Dissatisfaction of Having Your First Offer Accepted: The Role of Counterfactual Thinking in Negotiation by Vanessa Seiden, Northwestern University, Adam D. Galinsky, Northwestern University, Victoria Medvec, Northwestern University, Peter H. Kim, University of Southern California

A nice pair of experimental studies that bring counterfactual thinking into the realm of negotiation by looking at how counterfactuals mediate outcome perceptions. Quoting one reviewer, "an innovative application of counterfactual research to a negotiation context. The paper is well written, the experiments are well executed, and the analyses are straightforward and appropriate."

and

Intrapersonal Consequences of Task and Relationship Conflict: The Moderating Role of Cognitive Trust by Simon T. Tidd, Vanderbilt University, and Raymond A. Friedman, Vanderbilt University

Pushes forward theories of organizational conflict by integrating the task/relationship conflict distinction with a focus on trust, and does so with a nice field study. One reviewer said, "an excellent piece of work with an interesting theory and empirical test," and the other concluded, "this is valuable work and adds significantly to our understanding of conflict in organizations."

Speaking of awards, IACM member Dean Tjosvold's paper The Cooperative and Competitive Goal Approach to Conflict Accomplishments and Challenges received the Best Paper Award for 1998 from the editors of *Applied Psychology: An International Review*. Congratulations to all of these award winners! ☺

Resources

Books (all dates are reportedly 1999 unless otherwise noted):

Business Disputes & Conflict Management:

- Beugré, C. D.** (1998). *Managing fairness in organizations*. Westport, CT: Quorum Books. US\$50.
- Brams, S.J. & Taylor, A.D.** *The win/win solution: Guaranteeing fair shares to everyone*. W.W. Norton & Company. US\$25.
- Dawson, R.** *Secrets of power negotiating for salespeople: Inside secrets from a master negotiator*. Career Press. US\$25.
- Freeman, R. B., & Rogers, J.** *What workers want*. Cornell University Press/ILR Press. US\$18.
- Galenson, W.** (1998). *The World's Strongest Trade Unions: The Scandinavian labor movement*. Westport, CT: Quorum.
- Gotbaum, V.** *Negotiating in the real world: Getting the deal you want*. Simon & Schuster. US\$24.
- Kennedy, G.** *Profitable negotiation*. Orion. US\$14.
- Isaacs, W.** *Dialogue and the art of thinking together*. Random House US\$25.
- Levinson, J.C., Smith, M.S.A., Wilson, O.R. & Wilson, C.R.** *Guerrilla negotiating: Unconventional weapons and tactics to get what you want*. Wiley. US\$20.
- Muthoo, A.** *Bargaining theory with applications*. Cambridge University Press.
- Pava, M. L., & Primeaux, P.** *Research in ethical issues in organizations* is a new annual series. JAI Press US\$74.
- Reed, C.T.** *Managed care contracting: Successful negotiation strategies*. American Medical Association.
- Shell, R.G.** *Bargaining for advantage: Negotiation strategies for reasonable people*. Viking Press. US\$25.
- Susskind, L., McKeeman, S., & Thomas, J.** *The consensus-building handbook*. Random House.

Cultural, Political & Ethnic Conflict Within Nations:

- Abu-Nimer, M.** *Dialogue, Conflict resolution, and change: Arab-Jewish encounters in Israel*. State University of New York Press. US\$18.
- Binder, L.** (ed.) *Ethnic conflict and international politics in the Middle East*. University Press of Florida.
- Christie, K.** *Ethnic conflict, tribal politics: A global perspective*. Curzon Press.
- Clough, R.N.** *Cooperation or conflict in the Taiwan Strait*. Rowman & Littlefield.
- Heydemann, S.** *Authoritarianism in Syria: Institutions and social conflict, 1946-1970*. Cornell University Press.
- Hiro, D.** *Sharing the promised land: A tale of the Israelis and Palestinians*. Interlink Publishing Group.
- Lesch, A. M.** *The Sudan: Contested National Identities*. Indiana University Press.
- Zwier, L.J.** *Sudan: North against south (world in conflict)*. Lerner Publications Company.

Ecological & Environmental Conflict:

- Baechler, G.** *Violence through environmental discrimination: Cause, Rwanda arena, and conflict model (social indicators research series, v. 2)*. Kluwer Academic Publishers.
- Homer-Dixon, T.F.** *Environment, scarcity, and violence*. Princeton University Press.
- Lesbirel, S.H.** *Nimby politics in Japan: Energy siting and the management of environmental conflict*. Cornell University Press.
- Sulimann, M.** (ed.) *Ecology, politics and violent conflict*. Zed Book.

Family and Marital Conflict:

- Baker, R. & Oram, E.** *Baby wars: The dynamics of family conflict*. Ecco Press. US\$25.
- Christensen, A. & Jacobson, N.S.** *Reconcilable differences*. Guilford Press.
- Cox, M.J.** (Ed.), **Brooks-Gunn, J.** (Ed.) *Conflict and cohesion in families: Causes and consequences*. Lawrence Erlbaum US\$80.
- Curran, D.** *Tired of arguing with your kids: Wisdom from parents who have been there*. Sorin Books. US\$13.
- Hyland, T.L. & Davis, J.** *Angry kids, frustrated parents: Practical ways to prevent and reduce aggression in your children*. Boys Town Press. US\$13.
- Lebow, G., Kane, B. & Lebow, I.** *Coping with your difficult older parent: A guide for stressed out children*. Avon. US\$12.
- Waugh, L.D. & Sweitzer, L.** *Tired of yelling: Teaching our children to resolve conflict*. Longstreet Press. US\$23.

International (Political) Conflict & War:

Downs, C. & Lee, J.M. *Over the line: North Korea's negotiating strategy.* Aei Press.

Jones, D.L. *Cosmopolitan mediation? Conflict resolution and the Oslo accords.* Manchester University Press.

Lanceley, F.J. *On-scene guide for crisis negotiators.* CRC Press.

Lieberfeld, D. *Talking with the enemy: Negotiation and threat perception in South Africa and Israel/Palestine.* Praeger.

Miall, H., Ramsbotham, O. & Woodhouse, T. *Contemporary conflict resolution: The prevention, management and transformations of deadly conflict.* Polity Press.

Nishiyama, K. *Doing business with Japan: Successful strategies for intercultural communication.* University of Hawaii Press.

Starkey, B., Boyer, M.A. & Wilkenfeld, J. *Negotiating a complex world: An introduction to international negotiation.* Rowman & Littlefield.

Steele, P. & Beasor, T. *Business negotiation: A practical workbook.* Gower Publishing Co.

Mediation, Arbitration, and Legal Conflict:

Goldberg, S.B., Sander, F.E.A. & Rogers, N.H. *Dispute resolution: Mediation and other processes.* Aspen Publishers, Inc.

Hadley, E.C. *A guide to federal sector labor arbitration.* Dewey Publishing.

Hamilton, P., Requena, H.C., van Scheltinga, L. & Shifman, B. *The permanent court of arbitration: International arbitration.* Kluwer Law International.

Schoonhoven, R.J. (ed.) *Fairweather's practice and procedure in labor arbitration.* Bna Books.

Trachte-Huber, E.W. & Huber, S.K. *Mediation: Strategies for law and business.* Anderson Publishing Co.

Yarn, D.H. *Dictionary of conflict resolution.* Jossey-Bass Publishers.

Social & Interpersonal Conflict:

Bodine, R.J. & Crawford, D.K. *Developing emotional intelligence: A guide to behavior management and conflict resolution in schools.* Research Press. US\$20.

Crowe, S.A. *Since strangling isn't an option_: Dealing with difficult people-Common problems and uncommon solutions.* Perigee. US\$14.

Kheel, T.W., & Lurie, W.L. *The keys to conflict resolution: Proven methods of settling disputes voluntarily.* Four Walls Eight Windows. US\$22.

Lynch, C. *You can work it out: The power of personal responsibility in restoring relationships.* Word Books. US\$13.

Neilson, S. & Thielke, S. *Conflict resolution through winning colors(. A workable process for resolving personal differences.* Aeon Hierophant.

Shrock-Shenk, C. (ed.) & **Ressler, L.** (ed.) *Making peace with conflict: Practical skills for conflict transformation.* Herald Press.

Stone, D., Patton, B., & Heen, S. *Difficult situations: How to discuss what matters most.* Viking Press.

Ury, W.L. *Getting to peace: Transforming conflict at home, at work, and in the world.* Viking Press. US\$24.

Other Resources:

Duke University Center for International Business Education Research (CIBER) offers a set of cross-cultural role-play negotiation simulations for classroom use. Contact: Arie Y. Lewin, Director, CIBER. Web: <http://faculty.fuqua.duke.edu/ciber/FDIB99.htm>.

RMI Media offers the following videos for sale: "Organizational Culture" (US\$70 - 12 minutes), "Negotiation" (US\$200 - 60 minutes), and "Group dynamics" (US\$200 - 60 minutes). Contact: RMI Productions, 1365 N. Winchester, Olathe, KS 66061 USA. Web: <http://www.rmimedia.com>.

Triune Arts now offers the "Resolving Conflict Creatively" video series as a box set. Four titles include, "Negotiation & Mediation" (52 minutes-school conflict), "Inter-cultural mediation" (24 minutes), and "Diversion" & "Transformation." (60 minutes each-victim-youth offender conflict). Price: US\$425 (\$595 Cdn). Titles may also be purchased separately. Contact: John Barclay. Web: www.triune.ca. E-mail: triune@triune.ca. ☐

Upcoming Conferences and Workshops

Academic Conferences (all dates are 2000):

January 7-9. Industrial Relations Research Association (IRRA) 52nd Annual Meeting. Location: Boston, Massachusetts, USA.

February 8-11. 1st INTERNATIONAL CONGRESS OF DOCTORAL RESEARCH ON SOCIAL PSYCHOLOGY. Location: Barcelona, SPAIN. Web: <http://cc.uab.es/~ilpse/>

March 9-11. American Psychology-Law Society (AP-LS; Division 41 of the American Psychological Association) Conference - New Orleans, Louisiana. Contact: Randy Borum, (919) 682-8394.

March 13-17. The International Applied Business Research Conference. Location: Puerto Vallarta, MEXICO. Contact: Ronald C. Clute, Ph.D., P. O. Box 620760, Littleton, Colorado 80162 USA. Website: WWW.WAPRESS.COM. E-mail: cluter@wapress.com; Tel: (303) 904-4750. Fax: (303) 978-0413. **Submission Deadline for Abstracts: As Soon As Possible;** final paper due January 14, 2000.

March 23-25. Violence Intervention and Prevention Institute (VIP). Theme: "A Focus on Youth and Families." Location: LaCrosse, Wisconsin, USA. Contact: University of Wisconsin-LaCrosse, Continuing Education Registration, 205 Morris Hall, LaCrosse, WI 54601, USA. Tel: (608) 785-6500 ext. 4. Fax: (608) 785-6547. Website: <http://www.uwlax.edu/vip>.

March 24-26. II Congreso Internet y Psicología. Location: Toledo, SPAIN Web: <http://cti-psy.york.ac.uk/cip2000>

April 6-8. ADR Conference, American Bar Association Section of Dispute Resolution. Location: San Francisco, California, USA. Contact: Section Office: 740 Fifteenth St. NW, Washington DC 20005-1022. Tel: (202) 662-1687. E-mail: dispute@abanet.org. Website: <http://www.abanet.org/dispute>.

April 7-9. 24th Annual Convening of Crisis Intervention Personnel. Location: Chicago, Illinois. Contact: CONVENING XXIV, 312 North Elmwood Ave., Oak Park, IL 60302. Website: <http://www.uic.edu/orgs/convening/24.htm>.

May 11-21. 8th Annual International Conference on Conflict Resolution. Location: St. Petersburg, RUSSIA. Contact: Steve Olweean, Common Bond Institute, 12170 S. Pine Ayr Dr., Climax, MI, USA. Tel/Fax: (616) 665-9393. E-mail: solveean@aol.com. Website: <http://ahpweb.org/cbi/home.html>.

May 18-21. American Bar Association Section of Dispute Resolution Annual Meeting. Location: San Francisco, California, USA. Website: www.abanet.org/dispute.

July 10-12. Women and Psychology Conference. Location: Dundee, UK. Contact: <http://www.dundee.ac.uk/psychology/pows/>

June 10-13. Interaction for Conflict Resolution 2000 Annual Conference: "Pulling Together." Location: Vancouver, British Columbia, CANADA. Contact: Network: Interaction for Conflict Resolution, Conrad Grebel College, Waterloo, ON N2L 3G6, Canada. Tel: (519) 885-0880 ext. 272. Fax: (519) 885-0806. Website: <http://www.nicr.ca>.

June 11-13. The 15th Annual Meeting of the interdisciplinary Research/Study Team on Nonviolent Large Systems Change. Location: Pacific Grove, California USA (near San Francisco). **Submission Deadline: As Soon As Possible.** Contact: Betty Forbes. Tel: (408) 372-8016 (room reservations); The Organizational Development Institute. Tel: (440) 729-7419. E-mail: DonWCole@aol.com (conference registration). Website: <http://members.aol.com/ODInst>.

July 11-15. Academy of Family Mediators Conference. Theme: "Mediation: Values in Mediation." Location: Salt Lake City, Utah, USA. Contact: AFM, 5 Militia Dr., Lexington, MA 02421, USA. Tel: (781) 674-2663. Fax: (781) 674-2690. E-mail: afmoffice@mediators.org. Website: <http://www.mediators.org>.

July 12-15. Seventh Annual International Conference on Advances in Management. Location: Colorado Springs, Colorado USA. Contact: M. Afzal Rahim. E-mail: MGT2000@AOL.COM. Website: <http://members.aol.com/icam2000/call2000.htm/>.

July 17-22. 20th Organization Development World Congress. Location: Goa, INDIA. Contact: O.D. Institute, 11234 Walnut Ridge Rd., Chesterland, OH 44026, USA. Tel: (440) 729-7419. E-mail: DonWCole@aol.com. Homepage: <http://members.aol.com.odinst>.

July 22-26. Business & Economics Society International (BESI) Conference. Location: Los Angeles / California USA. Submission Deadline: March 30, 2000. Contact: Helen Kantarelis, BESI, 64 Holden Street, Worcester, MA 01605-3109, USA. Tel: (508) 595-0089. E-mail: hkantar@assumption.edu. Website: <http://www.assumption.edu/html/faculty/kantar/missb1.html>.

July 23-28. XXVII International Congress of Psychology. Location: Stockholm, Sweden. Contact: <http://www.icp2000.se/>

August 13-16. Academy of Management Toronto 2000 Conference. Theme: "A New Time." Location: Toronto, Ontario, CANADA.

September 3-6. 13th International Congress for the Prevention of Child Abuse and Neglect, Location: Durban. (This will be preceded by a Developing Countries Forum to be held at UNISA Durban 1 - 2 September, 2000). For details: Tel: (031) 312 9092 or (0331) 428971; Fax: (031) 312 9441; e-mail: delegates@dbn.lia.net.

September 14-16. Society of Professionals in Dispute Resolution (SPIDR) Annual International Conference. Theme: Opening the Way to a Civil Society: Creating a Culture of Community and Dialogue. Contact: International Office: 1527 New Hampshire Ave. NW Third Floor, Washington DC 20036. Tel: (202) 667-9700. Fax: (202) 265-1968. E-mail: spidr@spidr.org.

September 23-27. Fifth International Conference on Family Violence (Formerly Children Exposed to Family Violence). Theme: "Working Together to End Abuse: Advocacy, Assessment, Intervention, Research, Prevention, & Policy." September 23-27, 2000. Location: San Diego. Contact: J. E. Marciano, 6160 Cornerstone Court East, San Diego, CA 92121. Tel: (619) 623-2777, extension 406. Fax: (619) 646-0761. E-mail: jmarciano@mail.cspp.edu.

September 27-October 1. 3rd World Mediation Forum. Location: Sardinia, ITALY. Contact: Center for Research for Expansion and Discovery of Human Potential. Fax: 0039(0)70-4522539. E-mail: savpinna@freemail.it. Website: <http://www.geocities.com/~suares/forum>.

October 5-6. "Self-Concept Theory, Research and Practice: Advances for the New Millennium." Location: Sydney Australia. (It is the week after the Olympics —book your hotel now). **Deadline for Submissions: 1st April, 2000.** Contact: Kate Johnson or Rhonda Craven, SELF Research Centre, University of Western Sydney at Macarthur, P.O. Box 555, Campbelltown NSW 2560 AUSTRALIA. Fax: +61 2 9772 6432. Tel: +61 2 9772 6428. Web: <http://edweb.macarthur.uws.edu.au/self/>

October 25-27. VIII Congreso Mexicano de Psicología Social I Congreso Mexicano de Relaciones Personales. Location: Guadalajara, Jalisco, MEXICO. Contact: <http://www.geocities.com/CollegePark/Housing/9931/amepso.html>

November 19. New England Society of Professionals in Dispute Resolution (SPIDR) 2000 Regional Conference. Location: Waltham, Massachusetts, USA.

Workshops and Professional Training Opportunities

February 22. University of Wisconsin - Madison. Topic: "Mediation Techniques." Trainers: Ann Milne and Peter Salem. Location: Madison, Wisconsin, USA. Cost: US\$90. Contact: UW-Extension Registrations, Pyle Center, Dept. 102, Room 139, 702 Langdon Street, Madison, WI 53706. Tel: (608) 262-7942 or (800) 442-4617. Fax: (800) 741-7416.

March 14-15. University of Wisconsin - Madison. Topic: "Divorce Mediation." Trainer: Ann Milne. Location: Madison, Wisconsin, USA. Cost: US\$175. Contact: UW-Extension Registrations. Tel: (800) 442-4617. Fax: (800) 741-7416.

April 6-7. University of Hartford. Topic: "Managing Workplace Conflict." Trainer: Daniel Dana. Location: Hartford, Connecticut, USA. Cost US\$545. Contact: University of Hartford Division of Professional Education. Tel.: (860) 524-7739. E-mail: jthompson@uhavax.hartford.edu. Web: <http://www.mediationworks.com/mti/kcsem.htm>.

October 1-5. FCCI International Conference. Topic: "Generational Successions in Business." Location: Naples, Florida USA. Cost: \$695. Contact: FCCI, 4201 N. Peachtree Road, Suite 200, Atlanta, Georgia 30341 USA. Tel: (770) 457-9700. ☒

New Mediation Center Seeks Funding

The editor of Camara, a spanish-language mediation- and Alternative Dispute Resolution (ADR)- oriented law review, is attempting to establish a Mediation Center (with a training facility) in Huaraz PERU. They have some financing, but but need more. They welcome suggestions regarding start-up grants or sources of operating capital. If anyone has suggestions, contacts, or advice for them, please contact: Carlos Zambrano Aranda Tel.: 0514762871; 0513722131. Fax: 0514636952 E-Mail: ZAZAZA@IBM.NET. Address: Miguel Iglesias No. 109, Lima 34 PERU. ☒

“At-Risk” Youth and Non-Violent Crisis Intervention

By: Rachel Carlson

This past summer I had the incredible opportunity to work with “at-risk” youth of northern Florida. “At-risk” was defined as any child who came from a low-income family or a broken home. The Young Women’s Christian Association (YWCA) of Jacksonville organized a summer camp for children of the city and provided them with an array of activities and life skills, including conflict management skills.

Many of these children had little or no money, had one or more parent in jail, lived with a non-family member, or had multiple brothers and sisters from different families. They had had a tough life, and without the proper tools to survive, these children would not have much of a chance to grow up to become productive members of society.

The Florida Sheriff’s Youth Ranch put on a project called “Project Harmony, Takin’ It to the Streets.” They came into Jacksonville’s YWCA sites to put on this one week program. I was a member of this team of five adults who organized and led the daily activities of these children. The activities included Team Sports, Arts and Crafts, Group Building, Challenge Course, and Harmony Class. The central theme throughout this program stressed group cooperation and non-violent problem solving.

Team Sports was a time for the children to play their favorite activities together. Sometimes players of the same team would argue and we would stop the game to talk as a group about what it means to be a team and how working together accomplishes so much. Arts and Crafts was just a time for the children to relax a bit and do something creative. This was where group unity was formed because the children were in a close-knit setting and could talk amongst themselves.

Group Building was an activity in which the children worked together to figure out how to accomplish a goal. The children would first talk about what it meant to be in a group. They would then be told about the task at hand and were asked to set a goal for the day. One activity they engaged in, for example, was called Moon Ball. The object was to keep the ball in the air for as long as possible, but the same person could not touch the ball two times in a row, which forced the children to use their teammates; and they could not catch the ball, only hit it. They would have to start over if they broke one of the rules. The first day’s goal might be 30 touches, and if they reached their goal, they got rewarded with something they liked. The goal on the next day then, would be higher, stressing the importance of setting higher goals.

During the Challenge Course the children learned what it took to get through life’s struggles. Activities were presented to the children and they had one hour to accomplish the task with no help from the counselor. One such task was called the ZigZag. The children needed to get their whole group from one side of the imaginary river to the other without falling off. Props consisted of five wooden blocks stationed in the river and three boards. Teams had to move the boards to connect the blocks and then walk across the boards. In the process of getting all the team members across the river, they would have to reposition one of the boards. This activity taught the children leadership skills. They talked to each other about how to accomplish the goal and they learned to trust each other.

The last activity was Harmony Class in which the children were taught communication skills and problem solving skills. We used a baseball bat technique to explain this one to the children. One child was blindfolded and tried to explain to the counselor (who pretended like he did not know how to hold a bat) the proper baseball stance. When the child thought he had explained it well enough, he would take off the blindfold usually to see that the person holding the bat did not very closely resemble the proper baseball stance. The point that was trying to be made was that two people could hear the same exact thing and interpret it in completely different ways. We were trying to stress the importance of proper communication. For the rest of the week, if two children got in an argument, we would ask them, “How are you holding the bat?” If they were each holding it differently (i.e. misunderstanding each other), they would never be in unison.

The Florida Sheriff’s Youth Ranch staff was all trained to use Nonviolent Crisis Intervention (NCI). “ NCI is a safe, non-harmful behavior management system designed to help human service workers provide for the best possible care and welfare of disruptive or out-of-control persons even during the most violent moment.”¹ This technique taught people how to deal with children who went beyond the cognitive level of reasoning, but it also provided an excellent system of preventative procedures. For instance, the Crisis Development model states four different levels of Crisis Development along with the proper staff attitudes and responses to lessen the tension.

Level one: A child shows anxiety which should be followed by a supportive action of a staff member. This was usually shown by asking the child if everything was all right and concerning themselves with the child’s change in behavior.

Level two: A child displayed defensiveness. In this case, the staff should be direct by putting responsibility back on the child. The staff should try to bring the child back into a reasonable cognitive state by asking the child to think about what he/she might have done to cause the problem. If the child did not snap out of the rage at this point level three was carried out.

Level three: Here, we are dealing with an “acting out” person who has lost total emotional and/or physical control. The staff member was then taught to use NCI by using the least amount of physical force necessary to control the situation.

Level four: This level occurred when a child was exhausted emotionally and/or physically from his/her anger. It deals with tension reduction of the child. Physically, it is the calming down of the body. The staff then tried to find out what happened and why it happened.

By learning these valuable conflict management tools, the staff I worked with was able to resolve numerous conflicts before they escalated into level three. I found this technique to be extremely efficient, not only for my own use, but also for the children’s use. When we got the children to open up to us, they seemed more likely to open up to each other and talk about their problems before any conflict started. Without these skills, the children of America, not just Jacksonville, will have a difficult time making it through life. They already have so many strikes against them, but the YWCA gives these children hope for a chance to make it.

For more information about these workshops, contact the Crisis Prevention Institute at: 3315-K North 124th Street, Brookfield, WI 53005 USA. Tel: (800) 558-8976 (toll free) or (414) 783-8987. Fax: 1-414-783-5906 E-mail: cpi@execpc.com. Visit their Violence Prevention Resource Center website: <http://www.crisisprevention.com>.

Endnote:

1 Crisis Prevention Institute (1987) *Nonviolent Crisis Intervention: Participant Workbook*. Brookfield, WI: CPI, Inc. ☐

Electronic Signals

Compiled by Ryan Dwelle and William Ross with the special assistance of Stephen Marsh of “Mediation On-Line: A Newsletter from ADR Resources.” Web: <http://adrr.com/adr9/023.htm>. E-mail: SMarsh@adrr.com

- The United States Department of Justice Office of Dispute Resolution is at <http://www.usdoj.gov/odr>.
- Federal Interagency ADR Working Group website: <http://www.financenet.gov/iadwrg>.
- Another federal page is at: <http://www.financenet.gov/financenet/fed/iadwrg/ces-reso.htm>.
- The Theory to Practice Institute now has their major publication on-line. To obtain an electronic copy without charge, you can visit: http://www.colorado.edu/conflict/Theory_to_Practice/index.htm.
- War & Conflict - Past, Present, Future is at <http://library.advanced.org/25909/>. The site includes information, video clips, essays, and book reviews dealing with ten major wars and conflicts, including: the Punic wars, Napoleonic wars, French revolution, American Revolution, American War Between the States, WWI, WWII, Cold war, Vietnam war, Vietnam war, and Middle Eastern conflicts.
- If the SIGNAL “Upcoming Conference” listings is not enough to satisfy your appetite for such events, check out http://www.psychwatch.com/conference_page.htm. This site has links to other sites with many psychology-related conference listings.
- Have you discovered the “Online Journal of Peace and Conflict Resolution” at <http://www.trinstitute.org/ojpcr/> ?
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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*, *Negotiation Journal*, and perhaps a free copy of the editor’s Christmas form letter (supplies are limited—reserve yours today!). For information about membership, please contact Dr. Bill Bottom, IACM Executive Officer, Professor of Organizational Behavior, John M. Olin School of Business, Washington University, Campus Box 1133, One Brookings Drive, St. Louis, MO 63130 USA. Tel: 314-935-6351, fax: 314-935-6359. E-mail: bottom@mail.olin.wustl.edu

- United States, approximately 50% larger than New York's Central Park. It contains the St. Louis Zoo, which includes 6000 animals and 90 acres of wildlife to explore, train rides, shows, shopping and restaurants. The park also houses the excellent Art Museum, the Science Center, and History Museum.
- See the St. Louis Science Center, containing more than 600 free exhibits, an OmniMax Theater, planetarium, and animated dinosaurs.
 - Go to the St. Louis Art Museum, formerly the Fine Arts Palace of the 1904 Worlds Fair. Among the leading art museums in the U.S.
 - St. Louis is Home of the "blues", a uniquely American musical form. Visit the Scott Joplin House and for an in-depth understanding of the composer, his music, and African American life at the turn of the century. Also visit numerous entertainment facilities that feature the music of Joplin, W.C. Handy and other noted "blues" favorites.
 - Explore the unique Missouri Botanical Garden. It features the largest traditional Japanese Garden in North America, the Climatron Rain Forest, a Chinese Garden, and more.
 - Entertainment/theme parks, such as Six Flags St. Louis with its huge Hurricane Harbor water adventure park are located in the city. St. Louis is a great place for activities for families!
 - Travel on the Delta Queen, Mississippi Queen and American Queen, America's only authentic overnight paddle-wheel steamboats. Two to 14-night cruises available. Many other short riverboat cruises and trips available, as well as riverboat casinos. ☺

University, the International Jury of the UNESCO Prize for Peace Education, and was a member of the commission recommending the establishment by Congress of a U.S. Peace Institute.

Dr. Boulding's approach to peace studies and the abolition of war is a family-centered, culture-oriented approach that looks to nongovernmental organizations as important catalysts for change. History, she contends, shows that deterrence doesn't work. Further, she argues, war socializes people into more aggressive behavior. What we need, the noted sociologist contends, is to teach people to live nurturantly with one another and Earth. We must teach people to "deal creatively with their differences and share their resources."

A futurist, Elise Boulding has been organizing "Imaging a World Without Weapons" workshops since 1980. ... Since there is a need to engage in "cross-cultural" imaging and learn about views and values of the "south," Dr. Boulding and her colleagues are redesigning the workshops to accommodate the new point of view. The workshops "Imaging the World in 2025" will be conducted in non-European languages and countries.

What inspires Elise Boulding is that people from different times and cultures have common themes in their images: "a clean, green world of abundance, joyfully shared by men and women." Staying realistic but having the image of a better common world will help humanity in achieving a happier future.

Among her publications: translation from the Dutch of Fred Polak's classic *Image of the Future*; *Handbook of International Data on Women*, with Carson, Greenstein and Nuss, 1977; *Women in the Twentieth Century World*, 1977; *From a Monastery Kitchen*, 1976; *Children's Rights and the Wheel of Life*, 1979; *Building a Global Civic Culture: Education for an interdependent World*, 1990; *One Small Plot of Heaven*, 1989; *Peace Culture and Society: Transnational Research and Dialogue*, 1990; *New Agendas for Peace Research: Conflict and Security Reexamined*, 1992; *The Underside of History: A View of Women*; *Through the Time*, 1992; *Building Peace in the Middle East: Challenges for States and Civil Society*, 1994; *The Future: Images and Processes*, with Kenneth Boulding, 1995. A new book will be released in the Spring of 2000, and she plans to discuss the book with us at the conference. ☺

Obituary - James Boskey

James B. Boskey, Professor of Law at Seton Hall University has died at age 57. Professor Boskey was nationally recognized as a professional mediator and as an advocate for the use of Alternative Dispute Resolution. He created and edited *The Alternative Newsletter*, which was far more than a "newsletter." Regularly running 60+ pages per issue, this resource guide featured book reviews, extensive conference listings, and opinion pieces about Alternative Dispute Resolution. The newsletter won the Center of Public Resources (CPR) Outstanding Practical Achievement Award in 1998.

Professor Boskey was active in the field of divorce mediation and in the area of children's rights, where he served on a Children's Rights committee of the New Jersey State Bar Association. He also wrote extensively in areas such as workmens' compensation and the rights of the elderly. He is survived by his wife, Adele, and their daughter, Elizabeth. We will miss him. ☺