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IACM 2001 Receives Record Number of Submissions!!

by Michele J. Gelfand, IACM 2001 Program Chair & Alain Pekar Lempereur, IACM 2001 Local Arrangements Chair

The IACM 2001 conference promises to be filled with an outstanding array of papers, symposia, workshops, and posters. This year we received 175 submissions from over 24 countries — a record for the association! Many thanks go out to our dedicated IACM 2001 program committee, each member reviewed five papers for the conference in a timely manner and without any kvetching!

The conference will begin on Sunday evening, June 24th, with an opening ceremony and dinner, followed by a showcase poster session from 8:30-10:00 p.m. We have an excellent set of posters representing diverse topics such as conflict in teams, arbitration and mediation, social dilemmas, stereotyping in negotiation, conflict in the public sector, personality and conflict, transformative justice, cross-cultural negotiation, and environmental conflict.

On Monday through Wednesday, we will have an excellent selection of paper sessions, symposia, panels, and workshops. We will have 4 concurrent sessions running at a time, so be prepared for some tough choices. The paper sessions represent the diversity of interests in IACM— from negotiation, justice, and third party intervention, to intergroup and organizational conflict,

to environmental, public sector, and international conflict. A sample of the numerous paper sessions includes: emotion in negotiation, trust, mental models in theory and research, negotiation power, temporal dimensions of negotiation, motivational orientation, the role of the media in conflict escalation, perspectives on peace building, mediation effectiveness, conflict management training, organizational justice, dispute resolution procedures, and case studies of environmental conflict. We will also have two paper sessions on the management of protracted ethno-political conflicts in numerous contexts— including Chechnya, Cyprus, Liberia, Ireland, Sri Lanka, and Sudan.

Also watch for many innovative symposia and roundtables. Highlights include: coalitions in multiparty negotiation, values and conflict in groups, international conflict resolution, the study of asymmetrical negotiations, and conflict among healthcare professionals. We will also have a workshop on the use of metaphor in mediation and a session on the evolution of careers among conflict scholars.

We are happy to report that we will have several papers on areas in our special millennium tracks— information

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technology applied to conflict and negotiation and inter-organizational disputes. In keeping with the science/practitioner model, we will also have a session that helps to bridge theory and practice in conflict management. And, as in the past, we will be able to explore the local cultural context through a number of papers on topics such as judicial mediation, environmental conflict, and urban violence in France.

This year, several outstanding scholars will be honored at IACM. We are delighted to announce that our keynote speaker will be Dr. Geert Hofstede (see Geert Hofstede, p. 4). His address will be on Monday, June 25th. We are also delighted that IACM's lifetime achievement award will be given to I. William Zartman (see William Zartman, p. 3). He will receive his award and give an address at the awards banquet on Tuesday, June 26th.

As in the past, we will also honor our own conference participants. Contributions to the program will be acknowledged with awards and plaques in a number of categories—best empirical paper, best theoretical paper, best applied paper, and outstanding graduate student paper (defined as a paper on which a current graduate student is first author).

In addition to the outstanding array of sessions, in typical IACM fashion, we will have a lot of time for informal interaction (and food!) throughout the conference. We have scheduled coffee breaks and snacks between all sessions, and there will be a number of places at ESSEC to gather to see old friends and foster new connections. And watch for some zany events during the conference. Last year during the showcase poster session Etty Jehn and Bruce Barry each sold an exquisitely decorated shoe for hundreds of dollars (the money went to the Rubin Fund). Who knows what might happen this year!

We will have a lot of technological options at the conference. All of the rooms at ESSEC have up-to-date computer and AV equipment (Overhead projector, video projector, DVD, VHS, CD-ROM.). Please email Alain Lempereur (lempereur@essec.fr) if you are planning to make a power-point presentation. We will also have access to the many facilities available on campus, including the ESSEC library, a dedicated computer center, tennis courts, a fitness room, etc. IRENE's private extranet will also be used for the conference, making it easier for participants to share ideas and documents, before, during, and after the conference.

Come early and stay late!

Be sure to join us for a number of pre-conference activities and events. On Saturday June 23rd, we will have a golf outing at Vaureal-Courdimanche. Beginners are welcome! On Sunday June 24th, we will take a boat trip ("bateau-mouche") on the Seine and will enjoy great food as we listen to a narration on the highlights of Paris. On the evening of Monday June 24th, we will have the opportunity to see Auvers-sur-Oise, a small village that has attracted Cezanne and van Gogh and will view "A Trip Back to the Time of the Impressionists." Throughout the conference, we will also have an art exhibit on display in the Grand Hall of ESSEC, which showcases paintings by inmates from the Val d'Oise prison who participate in an art-therapy program.

For more information....

Check out the IACM 2001 conference website— www.irene-paris.com/iacm2001 for lots of information and updates about the conference. If you haven't registered or booked your hotel yet, we recommend that you do so as soon as possible. See the website for more information. You can also get

information about the program, special events, ESSEC, and travel tips on the website. Click on "unusual" in the travel tips section to explore some wild things to do in Paris! And finally, feel free to contact either of us for more information at anytime—we are happy and honored to serve you.

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Alain Pekar Lempereur, IACM 2001 Local Arrangements Chair (lempereur@essec.fr) (telephone: 33 1 34 43 32 41).

Conference registration information, the preliminary conference program, and photos of Paris and ESSEC are also available on the IACM website at www.iacm-conflict.org. ☞

I. William Zartman to Receive IACM Lifetime Achievement Award

Compiled by Don Conlon, Michele Gelfand, Alain Lempereur, & Marion Poulond

I. William Zartman is Jacob Blaustein Professor of International Organization and Conflict Resolution and Director of African Studies and Conflict Management Programs at the Paul H. Nitze School of Advanced International Studies, Johns Hopkins University, Washington, DC. He received his M.A. from The Johns Hopkins University in 1952, a diploma from the University of Copenhagen on a Fulbright Scholarship in 1953, and his Ph.D. from Yale in International Relations in 1956. He was on the faculty in International Studies at the University of South Carolina (1960-65) and was then Professor of Politics at New York University (1965-80) where he served as Department Head and also as Associate Director of the Center for International Studies. He has taught at the American University in Cairo, and lectured at the University of Damascus, Hebrew University, Tel Aviv University Mohammed V, University of Algiers, University of the Andes, University of Ghana, University of the Cameroons, National University of Zaire, University of Somalia, Soochow University, Oxford University, University of Grenoble, University of Aix-Marseille III.

Dr. Zartman is the author of a number of works on North Africa: *Government and politics in North Africa* (Praeger, Greenwood reprint); *Destiny of a dynasty* (U. of South Carolina); *Problems of new power* (Atherton); and editor/coauthor of *The political economy of Morocco* (Praeger), *Man, state, and society in the contemporary Maghreb* (Praeger); *Elites in the Middle East* (Praeger, for the Social Science Research Council) and *Political elites in Arab North Africa* (Longman). He has also written on African politics and relations: *International relations in the New Africa* (Prentice-Hall; University Press of

America, reprint); *The politics of trade relations between Africa and the EEC* (Princeton); *Africa in the 1980's* (McGraw Hill, for the Council on Foreign Relations, with Legum, Langdon and Mytelka); and *Ripe for resolution: Conflict and intervention in Africa* (Oxford, for the Council on Foreign Relations).

He has also developed the field of negotiation analysis, editing and coauthoring *The 50% solution* (Doubleday Anchor, reprinted by Yale University Press), *The negotiation process* (Sage), *Positive sum: Improving North-South negotiations* (Transaction, for the Overseas Development Council), *International mediation in theory and practice* (Westview, for SAIS Foreign Policy Institute). He has also written *The practical negotiator* (Yale), and contributed to *Dynamics of third party intervention* (Praeger), *Managing U.S.-Soviet rivalry* (Westview), *New issues in international crisis management* (Westview), *Conflict resolution in Africa*, with Francis Deng (Brookings), and *Elusive peace: Negotiating an end to Civil War* (Brookings), among others. He helped create the peacemaking focus of the International Peace Academy, of which he was a member; he initiated negotiating courses at the State Department's Foreign Service Institute (FSI) and was on the steering committee for the FSI negotiation project, coauthoring two FSI books, *International Negotiation and Perspectives on Negotiation*.

Dr. Zartman was project director of the Case Studies on Negotiations at SAIS and coauthor of *The Panama Canal Negotiations* (SAIS FPI) and *The Algerian Gas Negotiations* (SAIS, FPI). He is also the editor of the SAIS African Studies Publications Series with Praeger Publishers, including *The political economy of*

Nigeria, The political economy of Ivory Coast, The political economy of Cameroon, and The OAU after twenty years. He has also written a number of articles for *World Politics, Washington Quarterly, Foreign Affairs, International Journal of Middle East Studies, Pouvoirs, Third World Quarterly, Comparative Politics, Annuaire de l'Afrique du Nord, Maghreb Machrek, Negotiation Journal, Government and Opposition, Middle East Journal, Journal of International Affairs, Journal of Conflict Resolution, SAIS Review*, and more.

For his work in these fields, Dr. Zartman has received grants from the Rockefeller Foundation, the Social Science Research Council, the National Science Foundation, the National Endowment for the Humanities, and the American Research Center in Egypt, among others. Dr. Zartman is a member of the Council on Foreign Relations; he served on the executive committee and as chairman of the Middle East Advisory Committee of the Council for the International Exchange of Scholars ("The Fulbright Council") and on the SSRC-ACLS Joint Committee on the Near and Middle East. In 1992-1993, he was a Distinguished Fellow of the United States Institute of Peace, and in 1993-1994, Olin Professor at the U.S. Naval Academy.

Dr. Zartman was founding Executive Secretary-Treasurer of the Middle East Studies Association from 1966 to 1977 and was elected its president for 1981-82. He was also elected President of the American Institute for Maghribi Studies, which has its headquarters in Tunis, and of the Tangier American Legation Museum Society, and secretary-treasurer of the West African Research Association (WARA). ☐

President's Corner

Don Conlon, IACM President

I have decided that organizing a conference is a lot like having a baby. Now of course, I have never personally had a baby, but I have fathered two children (that I am aware of) and know lots of other men and women who have fathered children and given birth to children, respectively.

Think about the similarities. Childbirth and planning for the IACM Conference in Paris share several. In both cases, you begin working on the project months in advance, and it is usually a lot of fun. There are all sorts of decisions you make early on that can have a big impact later. And of course, there are so many unknowns. In the childbirth case, when will the baby arrive? Will it be a boy or a girl? One child? Twins? And most important of all, will the baby be healthy?

The questions about a conference are a little different. Where will the conference be? Who can we get to be a keynote speaker? Who will receive the lifetime achievement award? And most importantly (just like with a baby) will the conference be healthy? In this case, I define healthy as "will people be excited enough and interested enough to

submit work to our conference?" What if we gave a conference and nobody came? Believe it or not, I've spent a lot of time worrying over things like this.

Back to childbirth for a minute. If you are lucky, you get to share your anxiety over your impending childbirth with the other person responsible for bringing the child into the world. In the case of this conference, I had two other parents, **Michele Gelfand**, our program chair, and **Alain Lempereur**, our local arrangements chair. The three of us did all sorts of preparation, "nesting" behavior if you will, preparing for the big day, which in this case is the submission deadline. What if no one submits papers? The economy is going south, or at least my tech-heavy mutual funds are. Are universities tightening their budgets? Will people all of a sudden not be able to afford to go to the conference?

So you look for signs, any signs, that things are going well. In hindsight, I guess, they were there all the time. Maybe the first sign that things were going to go well was back on October 26, 2000, when I received the following e-mail from Michele:

Hi Pres,

I got the first submission for the conference!! ("Settling protracted ethnic conflict in the post cold-war era: The case of the Cyprus conflict").

Yippee! I'm really fired up!!

I recall having two thoughts when I received that message: (1) who in their right mind has their work ready for a conference that far in advance? and (2) no one sent anything this early when I was the program chair in Bonn.

Other positive signs continued to flow in as the weeks went by. More early submissions. Securing our first choices for lifetime achievement award winner and keynote speaker. Little victories. But still, just like with a pregnancy, it all comes down to the due date.

So we were still very nervous until the due date weekend arrived. Then, we knew we would have a great conference. We have been flooded with submissions. Great ideas, great scholars. It should be a terrific conference. This baby looks very healthy, and I cannot wait to celebrate with everyone in France. See you in Cergy! ☘

Geert Hofstede to provide IACM 2001 Keynote Address

Compiled by Don Conlon, Michele Gelfand, Alain Lempereur, & Marion Poulond

Geert Hofstede is a native of the Netherlands and a Fellow of the Center for Economic Research at Tilburg University. He was co-founder and first director of the Institute for Research on Intercultural Cooperation (IRIC), now also at Tilburg University, which he still serves as a Senior Fellow. He is Emeritus Professor of Organizational Anthropology and International Management at Maastricht University, the Netherlands, and served as a Honorary Professor at the University of Hong Kong from 1993 to 2000.

Geert Hofstede holds a Masters level degree in Mechanical Engineering from the Technical University at Delft and a doctorate in Social Psychology from the University of Groningen. He worked in Dutch as well as international business companies in roles varying from production worker to Director of Human Resources. In the period 1965-

1971 he founded and managed the Personnel Research Department of IBM Europe. Since then he has been teaching and researching at IMD (Lausanne, Switzerland), INSEAD (Fontainebleau, France), the European Institute for Advanced Studies in Management (Brussels, Belgium) and IIASA (Laxenburg Castle, Austria).

Some of his books are *The game of budget control* (Van Gorcum/Tavistock, 1967/68), *Culture's consequences* (Sage, integral hardcover 1980, abridged paperback 1984, entirely rewritten second edition 2001), *Cultures and organizations: Software of the mind* (McGraw-Hill UK, 1991; McGraw-Hill USA, 1997 and translated into fifteen other languages including Chinese, Korean and Japanese), *Uncommon sense about organizations* (Sage, 1994) and *Masculinity and femininity: The taboo dimension of national cultures*

(Sage, 1998). Geert Hofstede's articles have been published in the journals of various countries of Europe, Asia, and North America. He is among the top 100 most cited authors in the Social Science Citation Index, and from these one of few non-Americans.

Geert Hofstede has lectured at universities, training institutes, and in-company programs around the world, and served as a consultant to national and international business and government organizations, including the World Bank, OECD, Asian Productivity Organization and Commission of the European Union. With his wife Maaïke Van den Hoek, a linguist, he lives in Velp, the Netherlands. The couple have four sons and five grandchildren. We look forward to his keynote address in Cergy on Monday, June 25, 2001. ☘

Announcements

CFP: Journal of Business and Management

Call for papers on a special issue: Conflict and decision making

The Journal of Business and Management, a publication of the Western Decision Sciences Institute is pleased to announce a special issue addressing conflict and decision-making. The guest editor will be Michael Gross, Department of Management, Colorado State University.

Conflict issues and concerns are inherent and ever-present aspects of the practice of decision-making in organizations. Although the study of conflict and decision-making process is nothing new, there has been a surge of attention to issues concerning conflict and workplace justice, conflict and workplace diversity, and conflict and emotion in organizations. This attention has potential impact for informing decision-making processes in contexts important to organizations and business. The aim of

this special issue is to bring together new papers that explore conflict issues regarding workplace justice, diversity, and emotion in organization and their impact on contexts where conflict and disagreement are likely to occur. Such contexts include: decision-making in teams, communication in organizations, human resources practices, international management, and strategy. The Journal of Business and Management welcomes original submissions that are multidisciplinary, and take various forms, including empirical studies, theoretical papers, case studies, or analytical essays. The aim of this issue is to provide a coherent, integrated perspective on state of the art concepts regarding conflict and decision-making.

Persons interested in submitting a paper for the special issue on conflict and decision-making are encouraged to contact the Guest Editor directly via e-mail (michael.gross@mail.biz.colostate.edu).

Please submit manuscripts in quadruplicate to Michael Gross, Management Department, Colorado State University, Fort Collins, CO 80523-1275. Manuscripts should conform to the journal's submission guidelines, which are available on the World Wide Web at: www.biz.colostate.edu/jbm/JBM-Frames.htm

The deadline for submissions is October 1, 2001.

Call for Book Reviews in IJCM

IJCM needs reviews of conflict management-related books published within the last two years. Contact **Sanda Kaufman**, IJCM Book Review Editor, at sanda@wolf.csuohio.edu to ask for a specific book or to confirm that a book has not previously been reviewed. Book reviews should be about six pages in length and include a content description and critique based on the reviewer's expertise. This is an ongoing need so feel free to contact Sanda with book review ideas at any time. ☐

IACM Dissertation of the Year Award Nomination Procedures

by Paul Paese (paul.paese@umsl.edu)

Each year, IACM seeks applications from freshly minted Ph.D.s in our field for the Dissertation of the Year Award. If you have received your degree within calendar year 1999 or 2000, then you are eligible to apply. We encourage eligible members to apply since, historically, few choose to participate each year. This means your chances of winning are quite high.

To apply for the Dissertation of the Year Award submit a 10 page (excluding tables and references), double-spaced abstract of your dissertation to me at the following address:

Paul Paese
Department of Psychology
University of Missouri - St. Louis
8001 Natural Bridge Road
St. Louis, MO 63121
(paul.paese@umsl.edu)

The deadline for submission is May 1, 2001. Your application must be submitted to me through my e-mail so I can distribute them to the reviewers in this format.

When I receive applications (if there is more than one) I will then forward them to two reviewers who will rank order them. If only one person applies, we will hold the dissertation for one year and put it in the next year's pool. In the event of tie rankings on the evaluation, I will send the abstracts to a third reviewer. I don't anticipate many applications, so the rank ordering should work well. Applicants are encouraged to give the committee a thorough understanding of the theory, methods, and results of the dissertation study. If you have any questions, please e-mail me and I am happy to help. ☐

IACM Election 2000 Results

Carsten K.W. De Dreu, IACM President-Elect

Last Fall elections were held for President-Elect and for IACM Board Members. Ballots could be submitted by mail, fax, or e-mail. All votes received were submitted electronically.

The electronic submission process was not perfect. In an attempt to ensure their votes were received, several IACM members elected to vote multiple times. Rest assured these were counted as one vote only.

Valid votes were manually counted three times by myself and my alter ego.

Inter-rater reliability was perfect. The final result was as follows:

President-Elect 2001: **Bruce Barry**
IACM Board: **Alain Lempereur**
Judi McClean Parks

Congratulations! Also, profound thanks to **Mara Olekalns** and **Bill Donohue** who ran for office but were not elected. They were solid competitors.

Editor's Note: The ballots for this election were included in the Fall issue of SIGNAL which was e-mailed to all members and direct mailed to those members for whom we had incorrect e-mail addresses. We also e-mailed

the ballots separately and made the ballot available on the IACM web site. It has come to my attention that some members did not see the ballot and therefore were unable to vote. To those members whose voices were not heard, I sincerely apologize. This underscores the need to keep your contact information updated. IACM correspondence is often time-sensitive and we are relying on e-mail more and more. Please be sure to contact us to let us know the best way to send you future important IACM information. Contact information should be sent to me at jameson@unity.ncsu.edu. Thank you for your understanding and cooperation. ☒

Funding Opportunities

Compiled by Bill Donohue (donohue@msu.edu)

Given the breadth of our field it is difficult to identify all the funding opportunities that may interest our members. Folks in Political Science often turn to the National Science Foundation for their funding. Perhaps the largest funding segment for topics related to conflict is the area of violence. Many different foundations and government agencies fund incredibly large research and community projects in these areas. And, once you get on the list of researchers who can deliver, they will be begging you to take funding. If you need to know more about getting grants, e-mail me and I will be glad to turn you on to different sites. Here is a sample of some organizations that devote many resources to violence prevention.

The Packard Foundation:

The goal of the Breaking the Cycle of Violence program area is to protect children from the harm of violence at home, school, and in the community and to support the development of nonviolent problem-solving skills. The foundation encourages exploration of the linkages between child abuse, domestic violence, and youth violence, and development of program models to effectively reduce violence in the home and in the community. Grants should seek to improve outcomes for children in the child protection system, to support violence prevention programs, and to reduce children's exposure to firearm injuries. www.packfound.org

The Harry Frank Guggenheim Foundation:

This foundation welcomes proposals that promise to increase understanding of violence, aggression, and dominance. Highest priority is given to research that can increase understanding and amelioration of urgent problems of violence, aggression, and dominance in the modern world. Particular questions that interest the foundation concern violence, aggression, and dominance in relation to social change; the socialization of children, intergroup conflict, drug trafficking and use, and family relationships; as well as the control of aggression and violence. Research with no useful relevance to understanding and attempting to cope with problems of human violence and aggression will not be supported, nor will proposals to investigate urgent social problems where the foundation cannot be assured that useful, sound research can be done. Priority will also be given to areas and methodologies not receiving adequate attention and support from other funding sources. www.hfg.org

California Wellness Foundation:

The California Wellness Foundation is an independent, private grant maker funded to improve the health and well-being of the people of California. The goal of the Violence Prevention Initiative (VPI) is to improve the health of Californians by reducing violence against youth through a range of state-

wide prevention efforts. Since youth are disproportionately represented as victims of violence, this initiative focuses on young people up to the age of 24. www.tcwf.org/violence_prevention/violence_prevention.htm

The Centers for Disease Control and Prevention:

The CDC offers many grant opportunities in the area of violence prevention. The grants are largely for research, but some are also for training and outreach. This is a site well worth the visit. www.cdc.gov/funding.htm

SAMHSA:

The Substance Abuse and Mental Health Services Administration (SAMHSA) is one of the biggest funders of violence prevention research in the U.S. They give out millions for various community-based projects and are typically less research oriented than CDC. Their web site is worth a visit. <http://www.samhsa.gov/grants/grants.html>

The Department of Justice:

Another group interested in violence issues is the Department of Justice. They often link their funding strategies with SAMHSA and the Department of Education. Take a look at their funding opportunities as they are quite extensive. www.ojp.usdoj.gov/fundopps.htm ☒

Conflict Management Research Incubator at AOM 2001: “Conflict and New Media”

by Bruce Barry, Incubator Chair, Vanderbilt University

The Conflict Management Division of the Academy of Management will convene a two-day Junior Faculty Research Incubator on the theme “Conflict and New Media” at the 2001 Academy meeting. Begun in 1995, the Research Incubator is a unique two-day workshop that will take place this year on August 3-4 in Washington, D.C.

The Incubator brings together junior faculty who have similar research interests, forms them into research teams, provides each team with the guidance of a senior faculty member/mentor, and allows them time to germinate concrete plans for a specific research project that will lead to publications. It is designed for junior faculty who are approximately 3-5 years before tenure - past the “start up” phase of being new faculty members, but far enough from tenure that new research from the incubator can help them build their research record towards promotion.

The Incubator is oriented each time around a substantive theme, and draws the participation of senior faculty mentors and junior faculty with interests and expertise in the topic. The 2001 Research Incubator theme of “Conflict and New Media” is broadly defined to include potential research questions that tie one or more of the broad themes of the Conflict Management division (conflict, negotiation, interaction, power, justice), with the technological and social aspects of digital media. Obviously this topic is broad, and implies various possible directions for the research teams formed at the Incubator. When the Incubator convenes, we will strive to compose these research teams around shared interests of participants, and pair those teams with appropriate senior faculty.

A first rate senior faculty panel has agreed to join me in guiding the 2001 Incubator and serving as mentor-colaborators on individual research teams formed at the Incubator. They include **Michael Morris** of Stanford University, **Peter Carnevale** of the University of Illinois, **Scott Poole** of Texas A&M University, and **Harris Sondak** of the University of Utah.

Participation in the Incubator is open to junior faculty who fit the guidelines described above, are interested in the Incubator theme, and are planning to attend the Academy of Management meeting next August. It is not necessary that participants be members of the Conflict Management Division of the Academy. For more information or to register for the Incubator, contact me by e-mail at bruce.barry@owen.vanderbilt.edu ☐

Tips for reading Signal on-line (using Adobe® Acrobat Reader)

For those who are seeing the electronic version of Signal for the first time we thought we would continue to include tips for using Acrobat Reader. (Of course, once you successfully download Signal you can print it out and read it the old-fashioned way if you prefer!) We hope the following tips will facilitate your adjustment to the on-line format. Please contact Jessica Katz Jameson (jameson@unity.ncsu.edu) with any comments or feedback on reading Signal on-line.

Table of contents - when the file is first opened, you will see a table of contents on the left side. This is a useful way to quickly scan the contents and immediately move to articles of interest. You can hide the table of contents by dragging the vertical divider to the left, which will free up a lot of screen space and make Signal easier to read. We recommend that you display the bookmarks to move around the document

quickly, then hide them to read an article.

Moving between pages - the easiest way to do this is to use your page up/page down keys or the arrow keys. This is generally easier than using the scroll bars.

Page-view buttons - there are three buttons at the top of the Reader widow that resemble sheets of paper. They offer quick access to three different zoom levels (if you want, for example, to see how long an article is before you start reading it). Once you have oriented yourself, you can use the zoom tool to magnify the area you wish to read.

The zoom tool - this is the magnifying glass button in the upper left of the screen, next to the “hand” button. When you click and drag with the mouse over the text you want to read it fills the entire screen and makes the text much easier to read.

The hand tool - this is next to the zoom tool and allows you to move the page around on your screen. It takes a little getting used to but can make movement within and between columns easier than using the scroll bars.

The text tool - Use the text tool to copy materials out of the newsletter. In Reader version 3 this button is an a-b-c in a box. In Reader version 4 the button has a capital T on its face. After clicking this button drag on the text and right mouse click to get a menu. Note that the text in the newsletter is unlocked so you can copy conference dates, e-mails, and URLs, etc. and paste them into your favorite application. ☐

Utah and Australia in 2002?

by Larry Crump, School of International Business, Griffith University (L.Crump@mailbox.gu.edu.au)

You have not even packed your bags for the IACM 2001 conference in France and you are being asked to think about 2002? Yes. Please read on.

Some IACM members hoped that Australia might be selected for the 2002 IACM conference, but it was not to be. Park City Utah is an exceptionally beautiful setting for any conference. The IACM membership will certainly enjoy this venue and find great value in the academic program that is offered.

But, Australia need not be removed from your 2002 academic conference travel plans. You can enjoy the beauty of the Rocky Mountains and still have the excitement of Australia if you so wish. How you ask?

Have you ever heard of an organisation called IFSAM? (International Federation of Scholarly Associations of Management.) IFSAM is a federation of national management associations. People are not members – organisations are members. For example, the Academy of Management is the American member, while the Foundation for Management Education (FNEGE) is the member in France.

You can learn more about IFSAM and find out if your country has a management association that is a member of IFSAM at

www.callisto.si.usherb.ca:8080/ifsam/
IFSAM holds a world congress every other year – Tokyo in 1992, Dallas in 1994, Paris in 1996, Madrid in 1998 and Montreal in 2000.

IFSAM 2000 – in Montreal last July – offered over 600 papers across 17 academic streams with around 1,000 people attending. The only management

conference larger than IFSAM may be the Academy of Management conference, while IFSAM is much more international because it draws on the membership of 16 national academic associations of management that represent more than 30 countries.

The 6th IFSAM Congress is scheduled for the Gold Coast in Australia (1,000 km north of Sydney and an hour south of Brisbane) from 10-13 July 2002. The conference theme is Management in a Global Context: Prospects for the 21st Century. Currently there are 26 academic streams planned, including a Negotiation and Conflict Management stream.

The IFSAM 2002 conference web site is available at www.gu.edu.au/ifsam
IFSAM 2002 is being sponsored by ANZAM (the Australian and New Zealand Academy of Management) and organised by Griffith University. The conference site is the Conrad Jupiters Resort, a five-star convention center and hotel (if spending U.S. dollars it should be a bargain). The Gold Coast is subtropical, but July is winter in Australia so it is not too hot or too cold at that time of year (swimming and surfing are just grand on this beautiful stretch of beach). The venue is certain to be a stimulating experience, while participants will find value in the academic program being planned.

Mara Olekalns (Melbourne Business School, University of Melbourne) and **Larry Crump** (School of International Business, Griffith University in Brisbane) are the academic convenors for the *Negotiation and Conflict Management* stream. We wish to invite sub-

missions from any academic discipline, as conflict management is a broad field.

The *Negotiation and Conflict Management* academic stream convenors would like nothing better than to have a large number of IACM members depart Park City at the end of June 2002 and travel south to a land down-under. Perhaps you might want to make this journey to Australia with some of your close IACM friends. It is certainly something to discuss at the IACM 2001 Conference in Paris.

Important Information:

IFSAM 2002 World Congress – Gold Coast in Australia: 10-13 July 2002

- All accepted submissions are to be published in the IFSAM Proceedings.
- Papers are restricted to 10 single-spaced pages.
- The deadline for submitting a paper is 1st December 2001.

If you reside in a country that has a management association that is an IFSAM member then please submit your paper to the IFSAM National Program Chair in that management association. This association will review your submission and make a recommendation to the IFSAM Conference Secretariat.

If you live in a country that does not have a management association that is an IFSAM member then please submit your paper directly to the IFSAM Conference Secretariat.

If you have any questions please contact the IFSAM Secretariat at: IFSAM@gu.edu.au or talk to Larry Crump and Mara Olekalns in Paris. α

Fulbright Fellowship

David Churchman

The Fulbright Fellowship in Conflict Management in Cyprus has been a continuing project in conflict management since 1994. The Council for International Exchange of Scholars is currently accepting applications for an available Fulbright Fellowship that will

take place during the 2002 academic year. The work involved in this program deals mostly with grassroots organization and training.

The application deadline for the Fulbright Fellowship is August 1, 2001. Please direct application inquiries to

Program Officer Micaela Iovine at (202) 686-6253 or e-mail

miovine@cies.iie.org. For general information about the Fulbright in Cyprus you may also contact IACM member

David Churchman at dchurchman@hotmail.com. α

AFM, SPIDR, & CREnet merge to form Association for Conflict Resolution

As reported in the last issue of *Signal*, the Academy of Family Mediators (AFM), Conflict Resolution Education Network (CREnet), and Society for Professionals in Dispute Resolution (SPIDR), have merged to form a new organization, soon to be known as the Association for Conflict Resolution (ACR). Below are some details on the new organization and its name straight from their Director of Communications, Heather Prichard.

How was ACR selected as the name for the organization?

From October to December 2000, merger staff and Board members solicited suggestions for names from our collective membership and engaged in a lengthy process to choose a new name

for the merged organization. At the same time, a public relations firm in Washington, D.C. was hired to conduct research and propose potential names. In January 2001, several options were presented to the Board, and the name "Association for Conflict Resolution (ACR)" was finally selected as the one that most accurately reflects who we are—an association of members who practice various forms of conflict resolution. We are pleased with the final choice, and believe that the name ACR will soon become well recognized and respected in the field.

Is the ACR name official?

Our attorneys are still assisting us in completing the final steps of the merger and the name change process. How-

ever, we have legally reserved the ACR name in New York and Washington, D.C. Until this entire process is complete, we can call ourselves the Association for Conflict Resolution, but are also required to continue using the names AFM/CREnet/SPIDR on membership renewal checks and other financial or legal transactions. Please continue to make all checks payable to AFM/CREnet/SPIDR until further notice.

For more information on the new organization please contact Heather Prichard, Executive Director, CREnet and Director of Communications, Association for Conflict Resolution, hprichard@crenet.org. Visit their web sites at www.mediators.org (AFM), www.crenet.org, or www.spidr.org. ☞

See What's New at www.iacm-conflict.org

by Jessica Katz Jameson, IACM Communications Director

Hopefully you have had a chance to visit our web site recently, but in case you haven't, here are some things to look for as we continually try to improve communication with our members and others in the conflict management field.

As in the past, information on our upcoming conference in Cergy (Paris) is available. As we get new information we are continually updating the site. We also have conference photos on the web. Look for the links to photos from last year's conference in St. Louis as well as photos of Paris and Cergy to get you in the mood for our 2001 conference.

We also recently started some new pages on the site: job announcements and member correspondence. If you would like to post a job announcement, send the pertinent information to jameson@unity.ncsu.edu. The "member correspondence" page hasn't really caught on yet, but was inspired by President-Elect Carsten DeDreu, who used it to locate relevant studies for a current research project. We are also using this page to promote Calls for Papers sent in

by our members. If you have a message you would like posted to all our members (or web visitors), please send it to me and we will post it to the member correspondence page. This is not quite as efficient as a listserv, but since our membership fluctuates quite a bit it is more suited to our organization.

While we have always had membership information available, we recently added links to our three affiliated journals: *Negotiation Journal*, *International Negotiation*, and *The International Journal of Conflict Management*. You can now reach those three journals easily via the IACM web site. Of course, *Signal* is also available on the web. We have posted all available back issues and will continue to post new issues as they are published.

Thanks to those of you who completed our recent survey on the use of *Signal* and the web site. We are planning to use that data to make continuous improvements to the web site. In the near future, we plan to add a page listing all IACM Lifetime Achievement

Award recipients and their bios. We are also hoping to add a membership page that will provide a list of our members and their contact information.

Other suggestions have included providing links to conflict resources such as graduate programs, other journals, and other conflict management organizations. One way to manage that might be to add links to some of our members' web sites who have already compiled that information (for example, see Sanda Kauffman's site, already linked to our home page).

If you have a web site you think our members should see, please send it to me and we'll take a look. Please send all comments and suggestions for the web site to jameson@unity.ncsu.edu, and be sure to visit the web site every so often to see what's new at www.iacm-conflict.org. ☞

Recent IACM Member Publications

Please be aware that this information was collected directly from members. In some cases information may not be complete and standard citation methods may not be used. For more information we recommend contacting the authors directly. Thanks to all the IACM members who provided us with publication information.

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Spotlight on IACM Members

Compiled by Jill Koethcke & Jessica Katz Jameson

Joe Daly

I am currently working on a project examining the effects of mergers and acquisitions on changes in patterns of organizational values, including a consideration of the influences of these changes on organizational performance. I am in Brisbane, Australia for the year, working with Boris Kabanoff at Queensland University of Technology. The project is being funded by a grant from the U.S. National Science Foundation, Program on Innovation and Organizational Change.

Barbara Gray, Mike Elliott, Sanda Kauffman, Roy Lewicki, and Linda Putnam

We are completing work on the first two years of a Hewlett Foundation grant on The Framing of Environmental Disputes. The work is being done by a consortium of faculty led by Barbara Gray of Pennsylvania State University, and including Michael Elliott (Georgia Institute of Technology), Sanda Kauffman (Cleveland State University), Roy Lewicki and Craig Davis (Ohio State University), Linda Putnam (Texas A&M University), Guy and Heidi Burgess (University of Colorado), and Julia Wondolleck (University of Michigan). Each team member is using the same theoretical perspective to look at different environmental disputes. Several papers from this project have been presented to IACM meetings. We will be publishing at least one book and numerous research papers from this project.

Jessica Katz Jameson

I recently received a Faculty Research and Professional Development grant from North Carolina State University to study communication and conflict management among Anesthesiologists and Certified Registered Nurse Anesthetists (CRNAs). While the two national organizations, American Society of Anesthesiologists (ASA) and the American Association of Nurse Anesthetists (AANA) are currently involved in a heated conflict over supervision of Nurse Anesthetists, members of the two groups must work together daily in the practice of safe patient anesthesia care. My research involves in-depth interviews with CRNAs and anesthesiologists as well as observation of anesthesia teams in the operating room. The goal is to offer prescriptions for increased collaboration among the two groups. I will be speaking at the AANA Mid-Year Assembly in Washington, D.C. this April and will present preliminary results of this research at the IACM 2001 conference in Cergy.

Roy J. Lewicki

In addition to working on the Hewlett project discussed above, I am also continuing my work on trust, trust development, and trust repair with Dan McAllister of Georgetown University and doctoral students Ed Tomlinson and Brian Dineen of Ohio State University.

Carole A. Rayburn

Thanks for this opportunity to communicate with my colleagues in IACM. I (with Lee J. Richmond) have been developing a new field within the psychology of religion: Theobiology. In this, many sciences would be used as tools to elucidate religious text, theology, and spirituality. We are also working on manuals and data collection for the manuals for our inventories on clergy stress (along with Janice M. Birk); state-trait morality; religiousness; spirituality; body image and sensitivity to intimacy comfort; concepts of work and the Supreme; sports, exercise, leadership and friendship relationships; relationships between various spheres of leadership learning and mentoring; peacefulness; and life choices (agentic vs. communal).

Dean Tjosvold

I am working with the American Refugee Committee to develop and deliver conflict management workshops for the Ministry of Health in Indonesia. Ministry personnel want to manage the camps for internally displaced persons—now over one million people—and in other ways work with diverse groups in ways that reconcile and re-integrate them.

If you would like us to spotlight your current work (related to research, teaching, or practice) in a future *Signal*, please contact **Jessica Katz Jameson** or send the information as you would like it printed to jameson@unity.ncsu.edu. ☐

Editor's note

Jessica Katz Jameson

I want to thank all the IACM members who responded to our requests for information about your recent publications and research.

Also thanks to the IACM officers and everyone else who contributed to this edition of *Signal*. I would like to acknowledge the hard work of Jill Koethcke, a public relations student at North Carolina State University. In addition to helping with layout and proofing tasks, Jill has handled member correspondence for *Signal* and was respon-

sible for the creation, collection, and analysis of the recent survey we distributed to IACM members. Jill is graduating in May and while I am happy for her I'm sorry that she will not be around to continue to help with this project. Thanks for all your work Jill and congratulations as you move onto bigger and better things! Thanks also go to Christian Cook at Simply Graphics, West Salem, Wisconsin, [Tel: (608) 786-0199] for his design work.

If there is information you would

like to see included in the future or if you have contributions for future issues, please send them to Dr. Jessica Katz Jameson, IACM Communications Director, Department of Communication, North Carolina State University, Campus Box 8104, Raleigh, NC 27695-8104, USA. Tel: (919) 513-1477. Fax: (919) 515-9456. E-mail jameson@unity.ncsu.edu. *Signal* is published twice yearly by the International Association for Conflict Management and is available on the IACM web site at www.iacm-conflict.org. ☐

Practitioner's Profile: Tom Rhorer, Divorce Mediator & Advocate for Children

by Kelly Barth, University of Wisconsin at La Crosse

For about 20 years Tom Rhorer worked in legal services, practicing law for those too poor to afford an attorney. In 1996 he switched over to mediation practice and he is now an attorney for children. Based in La Crosse, Wisconsin, Tom represents children in disputes through court appointment. The children that he represents are involved in many different forms of disputes: some have been abused, some are in the middle of a bad divorce, and some of the children have problems with the school systems.

Tom got into this field because for years he represented mostly women in the divorce area and he was frustrated that children didn't get the same quality of representation as the adults. He was also disturbed by the fact that the mandatory divorce mediation requirement in Wisconsin wasn't more widely respected. So he decided to go into his own practice with two key objectives in mind: (1) mediating family & divorce disputes and (2) representing children.

Tom serves as a mediator for three types of disputes. His primary focus is on basic divorce mediation, which primarily deals with custody disputes, financial arrangements, and other issues involved in divorce. His goal in these types of disputes is to try to help the parties make it through divorce without hurting the children and to complete the process as peacefully as possible. He also deals with special education mediation. This is done through a state project in which a panel of mediators resolves conflicts between a family and a school

system over special education. Often the issues involve what special services, if any, the school should provide for the child. Tom considers this area to be "the most fun of all because almost everyone involved wants to do right by the child." Unfortunately, somewhere down the road they get a bit off track, causing a dispute between the two parties.

The final area that Tom began dealing with recently is child protection mediation. This is when the family comes into the system under the Child In Need of Protection and Services (CINPS). In these cases the child may have been abused or neglected. This type of mediation tries to take all the issues involved with a particular family and mediate a comprehensive resolution at one time so that the family may be reunited, albeit under special conditions (e.g., a parent may have to receive "anger counseling"). This process used to take three to six months but the goal was to shorten the time and it now takes an average of 36 days to reach a solution so that the child can safely return to his or her family. Tom believes this program will become a model for other states.

Tom is also very aware of the ethics involved in his field and writes the ethics column for the Wisconsin Association of Mediators newsletter. He feels that there are three main areas in which ethics play a role in mediation. The first is that of mediation being self-determination. People reach their own agreements with the mediator's assistance,

the mediator does not make the decisions for them; this is taken very seriously. Another ethical issue involved in mediation is confidentiality. What is said to the third party in mediation may not be held against the client or used in court. Not taking sides is also very important for mediators; they must stay neutral.

When asked what issues Tom feels need to be dealt with in academic settings by those who teach bargaining and mediation, he responded that the code of ethics needs to be addressed first and foremost. He also believes that maintaining professional standards and neutrality along with the other key elements of confidentiality and self-determination are essential issues to address in teaching mediation. In order to facilitate the understanding and usefulness of mediation, Tom believes a clinical-based approach to teaching mediation should be used.

Tom Rhorer loves what he does and the people that he is involved with. I believe Tom is involved in the one of the most important kinds of mediation, that of working on behalf of children. Developing parenting plans, protecting abused children, and resolving school-family conflicts are important roles that a mediator can play. Many times the children are forgotten in divorce disputes, but mediators like Tom Rhorer are there to make sure that doesn't happen.

Note: Kelly Barth is a management student at the University of Wisconsin at La Crosse.

If you desire further information, Tom Rhorer may be reached at (608) 785-1824. ✉

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 Journal of Conflict Management*, *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 www.iacm-conflict.org or contact Dr. Bill Bottom, IACM Executive Director, 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: IACM@mail.olin.wustl.edu.

Call for Nominations

Morton Deutsch Conflict Resolution Award

(Information received from Leila F Dane, Ph.D., ivt@microneil.com)

The recently published *Handbook of Conflict Resolution: Theory and Practice* (Jossey-Bass, 2000) was co-edited by Morton Deutsch and Peter Coleman. These editors have decided to celebrate the 10th anniversary of APA Division 48, the Society for the Study of Peace, Conflict and Violence, by dedicating book royalties to the funding of this annual award, named by the Division 48 Year 2000 Executive Committee in honor of our first president, Morton Deutsch. The American Psychological Association's Division 48 invites your nominations in the form of a letter, not to exceed 150 words, recognizing a nominee who has made a notable con-

tribution to the integration of theory and practice in the field of conflict resolution broadly defined to include peace and violence. The award will go to a practitioner whose practice contributes to the development of theory or to a theorist/researcher who contributes to the development of practice. This year and for the near future, this annual award will be \$1000.

Nominations must be received by midnight May 31, 2001, either by email to ivt@microneil.com, or by fax (703) 847-0470, or by regular mail to APA Division 48 Awards Committee, c/o IVT 6801 Market Square Drive, McLean, VA 22101, USA.

Members and nonmembers can also contribute to this award by sending a donation to Dr. Harvey Langholtz, Division 48 Treasurer, APA, Department of Psychology, The College of William and Mary, Williamsburg, VA 23187-8759. Donations may be made payable to Division 48 of the American Psychological Association and sent to:

Leila F. Dane, Ph.D.

Executive Director

Institute for Victims of Trauma

6801 Market Square Drive

McLean, VA 22101 USA ✉