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IACM Officers and Board Members (2001-2002)

Carsten De Dreu, University of Amsterdam,
President
ao_dedreu@macmail.psy.uva.nl

Bruce Barry, Vanderbilt University,
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bruce.barry@owen.vanderbilt.edu

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mcleanparks@olin.wustl.edu

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2002 Program Chair
tinsleyc@georgetown.edu

Terry Boles, University of Iowa
terry-boles@uiowa.edu

Alain Lempereur, ESSEC Business School
lempereur@essec.fr

Mara Olekalns, University of Melbourne
m.olekalns@mbs.unimelb.edu.au

Jessica Katz Jameson, North Carolina State
University, Communications Director
jameson@unity.ncsu.edu

IACM 2002 Promises Intellectual Stimulation in a Buccolic Environment

by Cathy Tinsley, IACM 2002 Program Chair

The IACM 2002 conference promises to deliver an outstanding array of papers, symposia, workshops, and posters, in one of the most breathtakingly beautiful areas of the United States. This year we received a number of submissions from both regular members as well as several new or recently joined members. We have a diversity of topics and perspectives, which will create a wonderfully energetic and stimulating set of meetings. In total, we received 62 papers, 15 extended abstracts, and 15 symposia, and two workshop proposals. Many thanks to all who submitted as well as to all those who reviewed!

The conference will begin on Sunday evening, June 9, with an opening 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 natural resources conflict (appropriate for our setting!), negotiation tactics, terrorism, use of multi-media tools, meditation and the education of peace, peacekeeping, cross-cultural negotiation, and the influence of relationships and interpersonal conflict.

On Monday through Wednesday, we will have an excellent selection of paper sessions, symposia, panels, and workshops. We will have three 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, perceptual biases, the influence of negotiator goals and confidence, social embeddedness, culture, negotiation power, justice freedom and retaliation, the many faces of mediation, perspectives on peace

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building, negotiation tactics, the influence of reward systems, and several interesting methods papers such as how to use life stories and case studies.

Also watch for many innovative symposia and roundtables. Highlights include: conflict of interest and the fall of Enron, bridging the gap between legal, psychological and economic perspectives on conflict, combining qualitative and quantitative approaches to data analysis, using technology in dispute resolution, an interdisciplinary look at identity-based conflicts, the effects of legal training on negotiation and settlement perspectives, the conflict management practices of healthcare professionals, and intractable conflict. We also have several innovative teaching symposia and workshops, including: challenging conflict resolution's teaching and training models, pedagogical perspectives on teaching conflict and negotiation, a case study of an interdisciplinary program, using emotions in dispute resolution, and major metaphor types and modes of use in negotiation and mediation. We will also have a second installment of our "careers" symposia (which began last year in Paris), this time focusing on moving from the laboratory to field studies—the challenges and opportunities.

I am delighted to announce that our keynote speaker will be **Dr. James K. Sebenius**, who holds the

first Gordon Donaldson Professorship of Business Administration at Harvard Business School. His talk will be on some new work he is pursuing with David Lax on the three dimensions of negotiations. Jim is a dedicated teacher, practitioner, and scholar of negotiations. In 1993, he encouraged HBS to make negotiations a required course in the MBA program—a feature that is somewhat unique among major business schools. Under his leadership the Negotiation Unit grew to eight full-time negotiation faculty teaching the required course to over 800 students per year as well as offering advanced dealmaking and negotiation courses to MBAs, doctoral students, and executives. In 1982, he co-founded and still directs the Negotiation Roundtable, an ongoing forum in which hundreds of varied negotiations have been examined to extract their most valuable lessons. He is well known for his books, *The Manager as Negotiator: Bargaining for Cooperation and Competitive Gain*, (with David Lax) which has been translated into Czech, French, Italian, and Spanish and *Negotiating the Law of the Sea: Lessons in the Art of Reaching Agreement*, which won the 1986 Harold and Margaret Sprout Prize presented by the International Studies Association. He has also written numerous book chapters and journal articles. His address will be on Tuesday, June 11.

Also honored at this year's conference will be the first winner of the **Jeffrey I. Rubin Award**. The Rubin award ceremony will take place Monday, June 10, over lunch. Details of the winner are still forthcoming—so hold your breath! And of course, 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, food, and festivities throughout the conference. We have scheduled coffee breaks and snacks between all sessions, and there will be a number of places at the resort to gather to see old friends and foster new connections. One thing to highlight in this year's program is the interdisciplinary focus of many of the symposia. Dialogue on conflict and its resolution from a number of different perspectives (psychology, law, management, economics, political science, communication, etc.) is sure to heighten everyone's learning. I look forward to seeing all of you there!

President's Corner

by Carsten K.W. De Dreu, IACM
President

The conference in Park City, Utah, is taking shape. The deadline for paper submissions is well behind us, the Olympics are over, and "our" Grand Summit Hotel is getting prepared for hosting our annual meeting. **Cathy Tinsley** is working hard to get papers reviewed, keynote speakers confirmed, and a conference program ready. **Ronda Callister and Tina Diekmann** are setting up everything that is needed to have a great conference. They are securing enough hotel rooms, reserving conference rooms, making sure that the social events will indeed be both social and events, and kindly dealing with all your important (and not so important) questions, requests, last minute changes, and further inquiries.

With Cathy, Ronda, and Tina, an IACM President has little to worry about and few things to do. However, one of the things that has kept me (and some others) busy these last few weeks is the **Jeffrey Z. Rubin Theory-to-Practice Award**, which is co-sponsored by the International Association for Conflict Management (IACM) and the Harvard Project on Negotiation (PON). Jeffrey Z. Rubin, the noted social psychologist, former President of IACM, and director of the Harvard Project on Negotiation, was noted for his exceptional ability to discover interesting and complex social phenomena. He studied these under controlled research conditions, and presented findings and results back to student and professional audiences in an interesting and engaging manner.

The Theory-to-Practice Award suggests a specific direction

in which knowledge flows – from theory to practice. And while this is often the case, sometimes the reverse is true, when developments in society call our attention to issues we know little about. A case in point is what is currently happening in the Netherlands. As some of you know, the Netherlands has an extended and quite elaborate social security system. Among other things, this system provides social security (i.e., 70% of the lastly earned annual salary for as long as the disability continues to exist) to employees who cannot work any more for either physical or psychological problems.

In the past few years the Dutch have seen a sharp increase in the number of employees getting social security because of psychological problems, such as depression and burnout. Interestingly, at present about 30% of all these psychological problems are due to "disturbed working relationships" – a euphemism for conflict at work. The tremendous cost associated with this practice led policy makers to search for a better understanding of conflict at work, and it has increased the need in society to have a firm, scientific basis for decision-making.

These societal developments triggered some of my colleagues and me to examine the academic databases about what we know about conflict at work on the one hand, and physical and mental well-being on the other. Obviously, sometimes conflict at work is a reason to call in sick as a tactic to put pressure on the opponent. But it also seems obvious that conflict at work may have important consequences for someone's health, both physical and mental. Conflict may be quite stressful, and from work psychology

we know that being under stress may actually deteriorate the immune system.

Our literature search resulted in both disappointment and excitement. Disappointment because it appears that we know very little about the relationship between conflict at work and physical and mental health, and we need to do research and theory development before we can provide advice to decision makers in society. Excitement because it appears that there is an entire area of research questions waiting to be examined.

Because of space limitations, and only because of that, I will not share all the exciting research questions we came up with. What I wanted to share is that sometimes new and innovative theory leads to interesting and important applications. And sometimes, practical issues decision makers struggle with direct us to new and interesting research questions that can keep us busy for another few years. It is this interplay between science and practice that is characteristic of Jeff Rubin's work. We will honor it with an award named after him, and present this award in Utah for the first time. I hope to see you there in great numbers and in great spirit!

IACM Near Salt Lake City: June 9-12, 2002

by Ronda Callister and Tina Diekmann, Local Arrangements Co-Chairs

Hopefully you all had a chance to watch the Olympics, see some of the breathtaking scenery of the mountains around Salt Lake City, and watch the NBC Today Show which was broadcast live during the Olympics from the lobby of the **Grand Summit**, the conference hotel for IACM 2002, at the base of **The Canyons Resort**.

Now we want you to pack your outdoor appreciation gear, presentations and latest conflict ideas and make your reservations for the 15th annual IACM conference on June 9-12, 2002, in the scenic mountains above Salt Lake City, Utah, near the ski and year-round resort village of Park City.

In addition to all of the great papers, symposia, workshops and stimulating intellectual discussions that go on at IACM, we have several exciting activities planned. On Sunday you can tour the Utah Olympic Park where lunch will be provided. This was the site of numerous spectacular medal winning performances including that of Americans Jimmy Shea (skeleton), Jill Bakken and Vonetta Flowers (two-person bobsled), Todd Hays and Brian Shimer (four-man bobsled teams), Austrian Markus Prock (luge), Georg Hackel from Germany (luge), and Swiss-sensation Simon Ammann (ski jumping). In addition to standing at the starting gates for the ski jumping, luge, bobsled, and skeleton, we should be able to see practice sessions by world-class athletes.

On Monday evening you will enjoy an authentic Western-style

Chuck Wagon barbeque dinner at a secluded mountain retreat including wagon rides, volleyball, horseshoes, and sing-a-longs to live music. So bring your overalls and cowboy gear. There are also many great activities to do nearby – such as taking a gondola to the top of the mountains to hike or simply to relax for lunch while admiring the view. You can bike along the scenic rails-to-trails locations, or shop in the quaint, artsy village of Park City. Remember we will be at almost 7,000 feet elevation and the evenings will be cool, so don't forget a warm jacket.

Now is the time to register for the conference so please visit the conference website at www.business.utah.edu/iacm2002

Also don't forget to make your hotel reservations early. You don't want to be scrambling at the last minute for an inconvenient hotel! Visit the conference website or call the Grand Summit Hotel at (888) 226-9667 and mention the IACM conference or group #141607 for the group rate.

This could be a great conference to turn into a vacation with side trips to several National Parks including Yellowstone or Grand Teton to the north or to Bryce Canyon, Zions, and Canyonlands to the south.

We anticipate a fabulous conference—intellectually rich and scenically beautiful with a host of diverse entertainment possibilities. We look forward to seeing all of you, Park City, June 9-12—be there!

2002 IACM Awards: Calls for Nominations

by Jessica Katz Jameson, IACM
Communications Director

The 2002 IACM conference in Park City, Utah is rapidly approaching, and we are currently seeking nominations for the **2002 IACM Awards**. Below you will find calls for nominations for the IACM Best Article Award and Dissertation of the Year Award. Please read the eligibility requirements below and send your nominations to the appropriate Award Chair. Please send in your nominations right away, or contact the appropriate Chair for additional information. Good luck to all nominees. We look forward to seeing you all in Park City!

Call for Nominations: IACM 2002 Best Article Award

We are requesting nominations for the Best Article Award. Eligible articles must have been published in the

2000 calendar year and may have an empirical, theoretical, and/or practical focus. Criteria used to judge articles will include empirical contribution to conflict studies, contribution to conflict theory, contribution to the practice of conflict management, and the level of appeal/interest to IACM members.

Please send a hard copy of the article you wish to nominate by April 15 to the Best Article Award Chair: **Paul Paese**, Department of Psychology, University of Missouri – St. Louis, 8001 Natural Bridge Road, St. Louis, MO 63121.

Call for Nominations: IACM Dissertation of the Year Award

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 2001 you are

eligible to apply. We encourage eligible folks to apply since, historically, few choose to participate each year and the chances of winning are quite high.

To apply for the Dissertation of the Year Award, submit by e-mail a ten-page (excluding tables and references), double-spaced abstract of your dissertation to the Dissertation Award Chair by April 15 at the following address: **William Donohue**, Department of Communication, Michigan State University, East Lansing, MI 48824, Donohue@msu.edu.

Upcoming Academic Conferences

(all dates are in 2002)

August 9-11. Academy of Management Conference. Theme: "Building Effective Networks." Location: Denver, CO. Contact: <http://aom.pace.edu/meetings/2002/>.

August 21-24. Association for Conflict Resolution 2002 Annual Conference. Theme: "Coastal Collaboration: Emerging Practices in a New Era of Conflict Resolution."

Location: San Diego, CA. Contact: (202) 265-1968, acr@acresolution.org or www.acresolution.com.

October 7-11. International Business & Economic Research Conference. Location: Las Vegas, NV. Contact: (303) 904-4750, cluter@wapress.com or www.wapress.com.

Recent IACM Member Publications

Journals

Adair, W.L., Okumura, T., & Brett, J.M. (2001). Negotiation behaviors when cultures collide: The U.S. and Japan. *Journal of Applied Psychology*, 86(3), 371-385.

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Buunk, B.P. & Nauta, A. (2000). Why intraindividual needs are not enough: human motivation is primarily social. *Psychological Inquiry*, 11, 279-283.

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Gelfand, M.J., Higgins, M., Nishii, L., Raver, J., Dominguez, A., Yamaguchi, S., Murakami, F., & Toyama, M. (in press). Culture and egocentric biases of fairness in conflict and negotiation. *Journal of Applied Psychology*.

Jameson, J.K. (2001). Employee perceptions of the availability and use of interest-based, right-based, and power-based conflict management strategies. *Conflict Resolution Quarterly*, 19(2), 163-196.

Jones, T.S. & Bodtker, A.M. (2001). Mediating with heart in mind: Addressing emotion in mediation practice. *Negotiation Journal*, 19(3), 217-244.

Natasha, T. & Bingham, L.B. (2001). Transformative mediation in the United States Postal Service REDRESS* Program: Observations of ADR Specialties. *Hofstra Labor & Employment Law Journal*, 18(2), 399-427.

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Nauta, A., De Vries J., & Wijngaard, J. (2001). Power and biased perceptions of interdepartmental negotiation behavior. *Group Processes and Intergroup Relations*, 4, 263-270.

Nauta, A. & Sanders, K. (2001). Causes and consequences of perceived goal differences between

departments within manufacturing organizations. *Journal of Occupational and Organizational Psychology*, 74, 321-342.

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Paese, Paul W. & Yonker, Robert J. (2001). Toward a better understanding of egocentric fairness judgments in negotiation. *International Journal of Conflict Management*, 12, 114-131.

Ross, W.H., Pollman, W., Perry D., Welty, J., & Jones, K. (2001). Interactive video negotiator training: A preliminary evaluation of the McGill Negotiation Simulator. *Simulation & Gaming*, 32(4), 451-468.

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Donohue, W.A. & Hoobler, G.D. (2002, in press). Relational ripeness in the Oslo I and Oslo II Israeli-Palestinian negotiations. In Giboa, E. (Ed.), *Media and conflict: Framing issues, policy making, shaping opinions*. New York: Transnational Publishers.

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Kellman, H.C. (2001). Reflections on the social and psychological processes of legitimization and delegitimization.

In J.T. Jost & B. Major (Eds.), *The psychology of legitimacy: Emerging perspectives on ideology, justice, and intergroup relations*, pp. 54-73.

Kellman, H.C. (2001). The role of national identity in conflict resolution: Experiences from Israeli-Palestinian problem-solving workshops. In R.D. Ashmore, L. Jussim, & D. Wilder (Eds.), *Social identity, intergroup conflict, and conflict reduction*, pp. 187-212. Oxford and New York: Oxford University Press.

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Books

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Gilboa, E. (2002, in press, Ed.). *Media and conflict: Framing issues, policy making, shaping opinions*. New York: Transnational Publishers.

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Other Conflict Resolution Resources

Compiled by Katy Hipp & Jessica Katz Jameson

Baruch Bush, R.A. (1995). *Report on the assessment of the Hewlett Foundation's centers for "theory building" on conflict resolution*. (On-line). Available: <http://www.hewlett.org/bushreport/coverpage.htm>

Holton, S.A. & Warters, W.C. (1995). *Conflict management programs in institutions of higher education*. (On-line). Bridgewater, MA: Bridgewater State College. Available: <http://www.ombuds.org/holton.html>

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Warters, W. (1996). *Graduate studies in dispute resolution: Results of a delphi study. Mapping the contours of graduate study in dispute resolution*. Fort Lauderdale, FL: Nova Southeastern University. Available: <http://www.mtds.wayne.edu/Delphi.htm>

Warters, W. (1999a). Graduate studies in dispute resolution: A delphi study of the field's present and future. *Online Journal of Peace and Conflict Resolution*, 2(2). Available: http://www.trinstitute.org/ojpcr/2_2warters.htm

Conflict Management in Higher Education Resource Center. Available: <http://www.campus-adr.org/>

TKI Resources from Consulting Psychologists Press: "Conflict Workshop Facilitator's Guide", training video: "Dealing with Conflict", web site for on-line administration of the TKI: www.SkillsOne.com, for general information call CP Press at 1-800-624-1765.

Kenneth W. Thomas. (2002). *Introduction to Conflict Management: Improving Performance Using the TKI*. Palo Alto, CA: Consulting Psychologists Press.

Remembering IACM Member Stuart S. Nagel

from Dr. William P. Bottom

Dr. Stuart S. Nagel, professor emeritus of political science at the University of Illinois at Urbana-Champaign, died at age 67 on November 19, 2001, in Champaign, Ill. Dr. Nagel, a native of West Rogers Park, Ill, graduated from Central YMCA High School before attending Northwestern University. After studying business and economics as an undergraduate, Dr. Nagel continued his academic career at Northwestern's law school. He then enrolled in a political science Ph.D. program at the university. Dr. Nagel taught for a year each at Pennsylvania State University and the University of

Arizona before returning to Illinois in 1961 to teach political science at the University of Illinois at Urbana-Champaign.

During his career, Dr. Nagel wrote more than 70 books and hundreds of professional papers on public policy issues. He founded the Policy Studies Organization and served as an attorney to the U.S. Senate Judiciary Committee, the National Labor Relations Board and the Legal Services Corporation. Dr. Nagel was also awarded various fellowships and grants from groups such as the Ford Foundation, the Rockefeller Foundation, the National Science Foundation and the Center for Advanced Study in Behavioral Sciences.

Dr. Nagel spoke often of "super-optimizing" or "win-win" analysis, terms he coined to describe when two sides in a dispute could resolve their differences and still come out on top. "In the win-win philosophy," Dr. Nagel told the Daily Illini newspaper in 1999, "we want to contribute an analytical framework which analyzes problems to arrive at solutions faster with less anguish than others that involve a compromise of two sides."

Survivors include his wife of 44 years, Joyce, daughter Brenda Levin, son Robert, mother Florence Howard, sisters Sue Serlin and Cheri Natenberg, and three grandchildren.

Update on Herb Kellman, 1998 IACM Lifetime Award Recipient

Dr. Herb Kellman is deeply immersed in the ups and downs (mostly downs, alas) of the Israeli-Palestinian peace processes. Along with his colleagues, Dr. Kellman convened a new group of high-level Israelis and Palestinians in Cambridge last spring for a workshop on how to revive the peace process. They had a follow-up meeting in Jerusalem in the summer and are now at a point where the group has to be expanded and its mission sharpened. Dr. Kellman hopes to make progress in the coming months.

Dr. Kellman is also in a collaborative project, with colleagues here and abroad, in plans to organize meetings—and eventually other activities—with Palestinian and Israeli journalists and editors. The focus is on the role of the media in escalating conflict and its potential role in de-escalating the conflict and advancing the quest for peaceful solutions. This project is still in its

early stages, but the group is planning to have an exploratory meeting with journalists in the next few weeks and perhaps an initial meeting in Europe in the summer.

In December, Dr. Kellman helped facilitate a very exciting meeting of nearly 80 representatives of Afghan civil society. The participants represented different regions, professions, and organizations and nearly half of them were women. The meeting was held outside of Bonn, parallel to the official UN-organized meeting of political representatives, and there were several opportunities for communication from his group to the political representatives. The meeting was organized by the Swiss Peace Foundation, which—at the request of the participants—is now exploring follow-ups, hopefully including a meeting in Kabul. Dr. Kellman hopes to continue his involvement in the project.

Dr. Kellman has continued to write and speak about the Israeli-Palestinian peace process. Apart from academic publications, he has been able to publish several op-ed pieces in the *Boston Globe* on the peace process—two in 2000 and two in 2001. He participated in two conferences on reconciliation at the Hebrew University and a conference on the rise and fall of the Oslo Accord at Ben-Gurion University. Dr. Kellman continues to co-chair the Middle East Seminar at Harvard and to direct the Program on International Conflict Analysis and Resolution at the Weatherhead Center for International Affairs. Like many others, of course, he has been busy speaking to various groups about the events of September 11, their causes and consequence, and the appropriate ways to respond to them.

Weingart Elected Next IACM President-Elect; Two Selected for Board

by Bruce Barry, IACM President-Elect

Laurie Weingart of Carnegie Mellon University was chosen by the membership to serve a one-year term as IACM President starting in June 2003. She will first serve as president-elect for one year beginning at the upcoming IACM 2002 conference in Utah. Among her responsibilities during the president-elect year will be launching arrangements for the 2004 conference, including site selection, the identification of a local arrangements team, and the designation of a conference program chair.

Laurie's research on conflict in work groups and on negotiator behavior in dyads and groups has been widely published and widely cited. Her Ph.D. is in organizational behavior from the Kellogg Graduate School of Management at Northwestern University. She also holds a B.S. from the University of Illinois and an M.S. from Northwestern.

Laurie has been an active member of IACM for more than a

decade. She was Program Co-Chair for the 1995 IACM conference in Denmark, and served a term on the IACM Board of Directors from 1995-1997. She has also been Program Chair and Division Chair for the Conflict Management Division of the Academy of Management. Laurie was an associate editor for the *International Journal of Conflict Management* and serves on the editorial board of *Group Dynamics*.

IACM members also elected **William Donohue** of Michigan State University and **Robin Pinkley** of Southern Methodist University as new at-large members of the IACM Board of Directors. The voting members of the IACM Board at any given time include the current president, the past president, the president-elect, and four members elected at-large. Each year, the membership elects two at-large members for terms of two years.

Bill Donohue is an award winning researcher and teacher who has published four books and dozens of articles in scholarly journals in the fields of conflict,

communication, negotiation, and mediation. At Michigan State he holds the title of Distinguished Professor in the Department of Communication. Bill's Ph.D. is in communication from Ohio State University. He is currently working on relational issues in international negotiation and on the development of an assessment tool for adolescent violence prevention.

Robin Pinkley is an Associate Professor and Director of the American Airlines Center for Labor Relations and Conflict Resolution at SMU's Cox School of Business. She has published numerous papers on conflict frames, power, heuristics, and accounts in negotiation, and has recently written a book on compensation negotiation. She is a past Program Chair and Division Chair of the Academy of Management's Conflict Management Division. Robin's Ph.D. is in social psychology from the University of North Carolina at Chapel Hill, which may help explain her preference for libations that are tinted blue in color.

Editor's Note

by Jessica Katz Jameson, IACM Communications Director

Once again 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 especially acknowledge the hard work of **Katy Hipp**, a senior communication student in the Public Relations concentration at North

Carolina State University. Katy spent countless hours updating our mailing list (I know it still isn't perfect but not because we haven't tried!), sorting through e-mails, organizing, writing, and proofreading columns, and constructing the entire layout for this issue of *Signal*. Thanks Katy and congratulations on your upcoming graduation (I'll miss you!). If there is information you would like to see included in *Signal* or on our web site 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.

Spotlight on IACM Members

Tom Fiutak

Is directing a three-day seminar at the Law School at the University of Notre Dame in Cotabato, Mindanao, Philippines. The seminar is for a group of faculty and community members, both Muslim and Christian, who are involved in the on-going negotiations in that area. The main theme will be to have them identify, critique, and strengthen the authentic arenas that have been developed in that culture in which negotiation has been attempted.

Michele Gelfand

Has received the Ernest J. McCormick Award for Distinguished Early Career Contributions from the Society for Industrial and Organizational Psychology.

Kesten Green

Has an invited paper comparing methods of predicting the outcomes of conflicts due to be published later this year in the *International Journal of Forecasting*. The paper will appear along with six commentaries by nine authors and a reply from Kesten. The current version of the paper and one of the commentaries (by Scott Armstrong of Wharton) are available under "What's New" on the forecastingprinciples.com site.

Greg Hoobler

Was just admitted to the 2002 International Student Symposium on Negotiation and Conflict Resolution in The Netherlands, sponsored by the Institute for International Mediation and Conflict Resolution (IIMCR) and Erasmus University Rotterdam. He is currently a doctoral student in the Department of Communication at Michigan State University.

Linda Putnam & Barbara Gray

Are co-PIs on a new project. Stakeholder Analysis of Framing Environmental Disputes, Decision Making, and Valuation for Environmental Policy, NSF/EPA, \$110,000, 2001-2002.

Linda Putnam, Barbara Gray, Roy Lewicki, Ralph Hanke, Michael Elliott & Sanda Kaufman

Have received a second grant from the William and Flora Hewlett Foundation to continue work on the Framing of Intractable Environmental Disputes. Their book will be coming out this summer from Island Press. It is tentatively titled "Making Sense of Intractable Environmental Conflicts." It contains eight in depth cases as well as two theory chapters (one on

framing and one on intractability) and four cross-case analyses. Meanwhile, with this new grant they are developing training materials on framing—some designed for undergraduate classes, some for agency officials and ADR practitioners and some for the general public via the web. Some of these training materials will be piloted at the U.S. Institute for Environmental Conflict Resolution's conference in Tucson, AZ, on May 14.

Kenneth Thomas

Has written a 40-page publication that is meant to accompany the Thomas-Kilman Conflict Mode Instrument (TKI). It is more a training/educational aid than a scholarly publication, and will be published in April. It gives people additional information into the five conflict-handling modes measured by the TKI (which has now sold over three million copies)—competing, collaborating, compromising, avoiding and accommodating. Specifically, it describes some of the major costs and benefits of each mode, provides guidance on when to use each mode, and guidance on behavioral skills for implementing each mode effectively. (For further details on TKI resources see Conflict Resources, page 7).

Signals on the Horizon: IACM 2003 Down Under

by Bruce Barry, *President-elect*

The big news to share is that the IACM conference in 2003 will for the first time escape the traditional confines of North America and Western Europe and head south – way south – to Australia! The tentative dates for the 2003 meeting are June 15-18.

For the past decade, IACM annual conferences have alternated between North America and Europe. In recent years, many members have asked the association's leaders to consider moving the conference outside North America to other parts of the world. In coordinating the 2003 site selection process, I decided to give that request serious consideration and explore multiple possibilities beyond Europe. The key considerations in site selection are the availability of an enthusiastic local arrangements team, the appeal of a city and its facilities, and, of course, cost. For meetings outside of North America we also are interested in venues that create opportunities for "local" conflict scholars and practitioners outside of IACM's orbit to become acquainted with and participate in the organization. All of these factors ultimately led to Australia's selection for 2003.

As we go to press with this issue of *Signal*, the specific location inside Australia is not yet finalized. IACM members willing to manage local arrangements in both Sydney and Melbourne have developed proposals and a final decision will be made by May. The final choice of

venue is based on a variety of factors having to do with the availability, cost, and suitability of local facilities that will best serve our conference and its culture. Based on what I know so far, however, I can guarantee that either city will make for a spectacular conference.

I anticipate that some will greet this news with concerns that a conference in Australia will be too far away and too expensive. In fact, the cost of attending a meeting down under should be surprisingly modest. Our conference in June is during low season for travel to Australia, which means that the cost to fly from North America is scarcely higher than the "high season" rates involved when we hold our meeting in Europe. And costs on the ground are very reasonable once you get there – hotel rooms, for example, will probably be noticeably lower than what we paid in euros or U.S. dollars in Cergy last year and will pay in Utah this year.

Of course, our members in Europe who are accustomed to a conference every other year in their continental neighborhood are most affected by this choice. This was an important concern that was not taken lightly in the site selection process. Ultimately, most members of the IACM Board and I agreed that we have to explore new geographic possibilities if the organization is to live up to its international charter and character.

Yes, it will be a lengthy journey for members from Europe and North America, but it will also be an excellent opportunity to build

yourself a travel holiday around the conference that might include the other parts of Australia, New Zealand (which is just a three-hour flight away from Australia's east coast), or other wonderful places in Asia/Pacific.

I am also pleased to announce that **Kathleen O'Connor** has agreed to serve as Program Chair for the 2003 meeting. Kathleen is a faculty member in management and organizations at the Johnson Graduate School of Management at Cornell University. Her research examines the effects of individual cognition and social context on negotiation performance, particularly for negotiation teams. She also studies the effects of work group conflicts on decision-making processes and outcomes. Kathleen has been an active IACM member for several years, and will make sure that the conference program for the Australia meeting is as exciting as the venue.

So start pondering that marvelous journey you'll be planning right around this time next year to the southern hemisphere. I look forward to filling in the rest of the picture on 2003 conference arrangements by the time we gather in Utah for IACM 2002 in June.

IACM Enters the SSRN Universe

by Cathy Tinsley, IACM 2002 Program Chair

As our prior newsletter announced, a consortium of scholars led by Harvard's Program on Negotiation (PON) and including members of the Academy of Management's Conflict Management Division and IACM have been working to delineate our corner of the Social Sciences Research Network. SSRN is a network that was developed for rapid worldwide dissemination of social science research. It is an online system for posting and sharing working papers, which is composed of a number of specialized research networks. It has included working papers in economics, law, finance, and related fields for some time and is recently expanding into the management arena, for which negotiations and conflict resolution will be a sub-category.

As a user, one can search the SSRN eLibrary at <http://papers.ssrn.com> which consists of two parts: an Abstract Database containing abstracts on over 39,000 scholarly working papers and forthcoming papers and an Electronic Paper Collection currently containing over 20,800 downloadable full text

documents in Adobe Acrobat pdf format, from 23,789 authors. Here you can learn about the newest research in your area of choice. In addition to simply browsing the SSRN eLibrary, you can view the current top ten documents (those with the most hits) or search the eLibrary for papers by title, author, or journal/ topic. Moreover, you can get regular email updates for your content areas of choice.

As an author, you are encouraged to post abstracts and full text copies of your current working papers. As of March 18, the number of paper downloads was 2,623,085, the number of downloads within the last 12 months (from March 18) was 1,307,124, and the number of download within the last 30 days (from March 18) was 123,191. As the data indicates, people are actively using this network so it is a great way to share your research interests and results.

All papers presented at the 15th annual IACM conference in Park City will be automatically placed on the SSRN database, unless authors specify that they do not wish to be a part of this network. In addition,

through arrangements with SSRN, all members of IACM will receive the Utah Meetings abstracting journal at no cost.

If you have other work that you would like to submit, do not fear—there is a simple on line process for submitting your material at www.ssrn.com/update/forms/absubmission.html. To obtain a no-cost four-week trial subscription to any of SSRN's weekly email abstracting journals please go to: <http://papers.ssrn.com/subscriptionforms/trialsubscribeform.cfm?function=trial> for free trial subscriptions to all of the SSRN networks. Or you can check out <http://ssrn.com/subscribe> where there are links to institutions with site licenses. If your institution has a license then there is likely no cost to subscribing. As well, for this start up period for the Management Research Network (MRN), of which the Negotiations network is a part, there is no cost for all Negotiations Research Network subscriptions through at least Aug. 30, 2002.

Update on the Uniform Mediation Act

from Arnold Shienvold, Ph.D., President and David Hart, Chief Executive Officer, Association for Conflict Resolution

The basic purpose of the UMA is to support the growth and development of mediation by promoting uniformity across the states. A major focus of the act is the creation of a privilege that provides confidentiality of mediation communications from use in future legal proceedings. There

are several exceptions and a number of other points contained in the UMA.

To view the entire text of the Uniform Mediation Act, please see: <http://www.nccusl.org>.

Information from ACR Update, February 5, 2002.

Practitioner's Profile: Sharon Imes, Arbitrator

by Karen Kolberg, University of Wisconsin, La Crosse

Over 24 years ago, Sharon Imes never thought that she would become an arbitrator. Since World War II, arbitration has been the number one problem solver in the work force, and Sharon is just one of many arbitrators. Although her business is based out of La Crosse, Wis., Sharon primarily works in seven states on a regular basis and arbitrates in cases dealing with labor and security issues. These situations range from a contract disagreement to disorderly conduct to discharging an employee.

Although Sharon never had any intention of becoming an arbitrator, a friend told her that the position was a perfect fit. A once out-going people person, Sharon had to train herself to become the opposite for this position. "Arbitration can get lonely at times,"

said Sharon. As an arbitrator, Sharon has to work by herself and is unable to take sides in any situation. Sharon admits that becoming neutral in a situation is one of the most difficult aspects of her job.

Sharon's job process begins by getting a call from her agency. If she is chosen for the case she immediately begins her work. Depending on the state the case is in, she will have to do some research into the laws of the particular state. This is a key part of Sharon's job because knowing all of the information can bring her into the case with an open and unbiased mind. After researching the laws and facts, Sharon hears both sides of the case as well as information from other parties involved. From here, Sharon's final decision is made, which is binding unless brought back in a special situation.

Sharon's arbitration cases always involve two sides: a union of

some sort and a management team. With a final and binding outcome coming from every arbitration case, it can be a relief for one party involved but a stressor for the other party. Sadly, those who are not happy with the final decision often blame the arbitrator. Sharon says that she and her fellow arbitrators have received unwanted phone calls and threats, but they all continue to enjoy their line of work. Sharon would like to see more research in this area and would like to know how arbitrators could protect themselves in these situations.

It is evident that Sharon really enjoys her occupation as an arbitrator although she is understandably busy. Even though Sharon did not plan to become an arbitrator, she has no intentions of leaving her career. Sharon should be admired for her ability to make sound decisions that will better the community as a whole.

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. Judi McLean Parks**, IACM Executive Director, 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.

Calls for Papers

Conflict Resolution Quarterly

by *Tricia S. Jones, Editor, Conflict Resolution Quarterly*

Conflict Resolution Quarterly publishes scholarship on relationships between theory, research, and practice in the conflict management and dispute resolution field to promote more effective professional applications. *Conflict Resolution Quarterly* is sponsored by the Association for Conflict Resolution (formerly the Academy of Family Mediators, the Society for Professionals in Dispute Resolution, and the Conflict Resolution Education Network).

Articles may focus on any aspect of the conflict resolution process or context, but a primary focus is the behavior, role, and impact of third parties in effectively handling conflict. All theoretical and methodological orientations are welcome. Submission of scholarship with the following emphases is encouraged:

- Discussion of a variety of third party conflict resolution practices including dialogue, facilitation, facilitated negotiation, mediation, fact-finding, and arbitration.
- Analyses of disputant and third party behavior, preference, and reaction to conflict situations and conflict management processes.
- Consideration of conflict processes in a variety of conflict contexts including family, organizational, community, court, health care, commercial, international, and educational contexts.
- Sensitivity to relational, social, and cultural contexts that define and impact conflict.

- Interdisciplinary analyses of conflict resolution and scholarship providing insights applicable across conflict resolution contexts.
- Discussion of conflict resolution training and education processes, program development, and program evaluation and impact for programs focusing on the development of more competent conflict resolution in educational, organizational, community, or professional contexts.

A defining focus of the journal is the relationship between theory, research, and practice. All articles should specifically address the implications of theory for practice and research directions, how research can better inform practice, or how research can contribute to theory development with important implications for practice.

Conflict Resolution Quarterly publishes conventional articles and other features including:

- **State-of-the-art articles:** State-of-the-art articles providing a comprehensive reporting of current literature on a specific topic and a critique of that theory and research in terms of how well it informs conflict practice.
- **Practitioner Responses to Lead Articles:** Practitioner responses to lead articles in terms of the implications of the theory and research for dispute resolution practice.
- **Implications for Practice Commentary Section:** Readers “practice implications comments” on previously published articles in which they discuss how previously published articles have better informed them in terms of practice.
- **Book Reviews:** Reviews of current books on conflict management and dispute resolution.

Preference is given to book review essays that review three or more books in a related topic area in light of current scholarship in that area.

- **Training and Education**

Notes: Short articles focusing on the practice of dispute resolution training, studies of dispute resolution training, or reviews of curricula or software programs for dispute resolution training.

All submissions should be prepared according to the Chicago Style Manual (13th ed., University of Chicago Press). If you desire more complete guidelines for manuscript preparation, please contact the editor.

Conventional Articles and State-of-the-Art Articles: Paper length should be no longer than 30 double-spaced pages of text (or 7,500 words). Submissions should include a cover page providing title and author(s) name(s), and contact information (address, telephone number, and e-mail address). Submissions should also include a short abstract of the article (no more than 100 words). Hard copy paper submissions should include three copies of the paper with a detachable cover page.

Practitioner Responses, Implications for Practice Commentary, Book Reviews, and Training and Education Notes: Paper length for each of these features should be no more than 10 double-spaced pages of text (or 2,500 words). Submissions should contain a cover page clearly indicating the nature of the submission and containing author(s) name(s) and contact information. Papers can be submitted via e-mail if sent as a file attachment document prepared in Word 6.0 or 7.0 or in rich text

continued next page

format. Hard copy paper submissions should include three copies of the paper with a detachable cover page.

Papers should be sent to: Tricia S. Jones, Editor, *Conflict Resolution Quarterly* (formerly *Mediation Quarterly*), Dept. of Communication Sciences, 265-62 Weiss Hall, Temple University, Philadelphia, PA 19122, tsjones@astro.temple.edu.

The Global Review for Ethnopolitics

by Stefan Wolff & Karl Cordell, Editors, The Global Review of Ethnopolitics

The Global Review of Ethnopolitics (www.ethnopolitics.org) is a new authoritative peer-reviewed quarterly online journal that establishes a forum for serious debate and exchange on one of the phenomena that had a decisive impact during the last decades of the 20th century and will continue to be of great importance in the new millennium.

The journal will give a voice to established as well as younger researchers and analysts from academic as well as practitioner backgrounds. We publish original work of the highest quality in the field of ethnopolitics with methodological approaches covering mainly the disciplines of political science and international relations and taking primarily a contemporary, current affairs perspective. Authors of recent and forthcoming articles included I. William Zartman, Julie Mertus, Farimah Daftary, Fernand de Varennes, Colin Irwin, Chris O'Sullivan, Kristin Henrard and Camille O'Reilly. The journal's first issue was read by over 9,000 people; within the first four weeks of

issue two we have already surpassed this figure.

The journal maintains a fair balance between theoretical analyses of these matters and case studies both of comparative as well as singular nature, covering all geographic areas. The major focus is on the analysis, management, settlement, and prevention of ethnic conflicts, on minority rights, group identity, the intersection of identity group formations and politics, on minority and majority nationalism in the context of democratization, and on the security and stability of states and regions as they are affected by any of the above issues. Particular attention is also devoted to the growing importance of international influences on ethnopolitics. Such influences include external diplomatic or military intervention, as well as the increasing impact of globalization on ethnic identities and their political expressions.

Managed by a team of four editors in the United Kingdom and the United States, the quality of each individual article and issue of the journal is ensured through the support of an editorial board and an international advisory board consisting of some of the most prolific scholars in the field. The journal is generously supported by grants from the Canadian Themis Foundation, Inc., the Swiss-based International Relations and Security Network, the Westminster Foundation for Democracy, and receives additional support from the Specialist Group on Ethnic Politics of the Political Studies Association of the UK.

Within the scope of the journal identified above, we invite the submission of original papers (6,000-8,000 words), research notes (2,000-4,000 words), review essays (3,000-4,000 words), and reviews

(800-1,000 words). Copyright of all accepted and published submissions remains with authors, and we do not object to subsequent publication elsewhere.

A detailed style guide is available at <http://www.ethnopolitics.org/styleguide.html>.

All submissions (MS Word for Windows 95 or later versions, 12 pt., double spaced, consecutive page numbers) should be emailed as attachment to Stefan Wolff (s.wolff@bath.ac.uk) and Karl Cordell (k.cordell@plymouth.ac.uk). Alternatively, please mail three hardcopies and a floppy disk containing your submission to Stefan Wolff, Editor, The Global Review of Ethnopolitics, Department of European Studies, University of Bath, Bath BA2 7AY, England, UK. Check your files for viruses before sending them.

Submitted manuscripts should contain:

- A cover page with a title and a short abstract
- A separate page with name(s) and affiliation(s) of the author(s)
- The main text with footnotes
- References

For reviews, please email our review editor, Chris Gilligan (c.gilligan@ulst.ac.uk).

We look forward to receiving your submissions.

NCPCR News

by *Sohini Sinha, NCPCR*

The Network of Communities for Peacemaking and Conflict Resolution (NCPCR) is an international organization open to everyone interested in issues on peacemaking, social justice, and non-violent conflict resolution. NCPCR is dedicated to creating a place where all communities, voices, and points of view can be represented.

There are five major components of NCPCR:

- **Networks:** To create a means by which individuals and organizations can communicate, creating a forum for peacemaking and non-violent conflict resolution education, research, and advocacy.
- **Diverse Traditions in Peacemaking:** A research-based program dedicated to revealing and recognizing unique cultural approaches to conflict resolution and peacemaking. Currently,

Diverse Traditions is focusing on communities of color.

- **Diversity Initiatives:** An educational and advocacy program designed to actively engage diverse communities in the fields of peacemaking and conflict resolution.
- **World Youth Peacemakers:** A program to develop youth awareness of peacemaking, social justice issues, social action, and leadership skills.
- **The Conference:** A biennial global gathering of diverse voices committed to sharing their experiences and mutual learning regarding conflict resolution, diversity and social justice. We are looking forward to the Atlanta conference, "Weaving the Future of Peacemaking," April 5-7, 2003. (See the column below to submit an online proposal).

Our community of peacemaking and non-violent conflict resolution is a global

community. However, in order to fund NCPCR and its visions for JustPeace (a term introduced by John Paul Lederach to represent the vital interconnection between peacemaking and social justice), we need the support of individuals, as well as their larger communities.

We invite you to join our Network by becoming a Partner in Peacemaking. Please click on the following link: <http://www.apeace maker.net/donate/donate.asp>. Remember, NCPCR is a 503(c) nonprofit organization. All donations are tax-deductible.

For more information about NCPCR, please call us at the Tucson, AZ, office (520-670-1541) or visit our web site (<http://www.apeace maker.net>).

NCPCR Call for Proposals

PeaceWeb, the Network of Communities for Peacemaking and Conflict Resolution, invites you to submit a one-and-a-half-hour workshop or performance proposal for the Atlanta 2003 Conference/Expo, "Weaving the Future of Peacemaking."

Questions to Consider:

- How can you find your particular thread of peacemaking?
- How can we activate shared power, shared resources and true collaboration?
- How can we encourage diverse leadership in our communities?

Some Areas to Consider:

- Networks of Peacemakers
- Community, Schools, Family, & Youth Conflict /Violence Prevention
- Immigration/Border & Other International Issues
- Race, Culture, Ethnicity, & Multiculturalism
- Workplace, Social Services & Justice Systems

Proposals should include:

- Content identified as introductory, intermediate or advanced skills.
- Peacemaking skills enhancement in critical areas for peacemakers of all ages and areas of practice.

• Practical applications of cutting edge ideas for weaving the future of peacemaking.

• Culturally relevant and culturally sensitive workshop content.

This is the only Call for Proposals. **DEADLINE FOR PROPOSALS: July 15, 2002.**

Online proposals may be submitted at www.apeace maker.net/call_proposal.asp.

International Center for Cooperation and Conflict Resolution Seeks Associate Director

from Peter Coleman

The ICCCR is seeking a conflict resolution scholar/practitioner to oversee the operations and participate in the development and strategic planning of its dynamic theory-practice Center.

The ICCCR is an innovative Center dedicated to advancing the study and practice of conflict resolution. Our mission is educational: to help individuals, schools, communities, businesses, and governments better understand the nature of conflict and how to achieve its constructive resolution. We particularly emphasize the importance of the social, cultural, organizational, and institutional contexts within which conflicts occur. Our philosophy links theory and research closely with practice. We are committed to conducting important and useful theoretical and applied research on cooperation and conflict resolution, and to communicating our research and our practical models in an accessible and engaging manner. We are also committed to developing, evaluating, and providing training in state-of-the-art methods for the constructive resolution of conflict.

Major responsibilities:

- Provide leadership and support for operations, strategic planning, and the development and monitoring of annual and long-term Center goals.

- Develop and manage action plans for educational activities, service contracts, and seek grant funding for innovative projects that further the mission and vision of the ICCCR.
- Develop and monitor annual budgets in collaboration with the ICCCR Administrator.
- Provide guidance and support for ICCCR staff and instructors.
- Oversee Certificate of Attendance in Conflict Resolution programming including NY State credentialing and graduation requirements.
- Initiate program development activities such as joint Masters/Certificate programs for teachers, administrators, counselors, etc. in collaboration with other programs and departments at TC.
- Manage Center infrastructure such as office space, equipment, videos, journals, etc.
- Oversee development of ICCCR Training services in collaboration with Training Coordinators.
- Provide advisement and support for ICCCR students and alumni.
- Develop conflict resolution internships for students.
- Liaison with Teachers College, Columbia University, and

the national conflict resolution communities.

Qualifications:

- 5 years experience in conflict resolution, diversity, and social action.
- Excellent management, mediation, training, and public relations skills.
- A self-starter with demonstrated entrepreneurial skills.
- Ph.D., Ed.D. or a minimum of an MA and a strong interest in the relation of theory to practice.
- Experience writing grant proposals, responding to RFPs, managing budgets, and working collaboratively with academics and staff in a university setting.
- The ideal candidate has worked extensively in school settings, as well as other venues.
- Strong communication, collaboration, organizational, and interpersonal skills.

ICCCR recognizes and appreciates the benefits of diversity in the workplace. People who share this belief or reflect a diverse background are encouraged to apply.

Send cover letter and CV to: Peter T. Coleman, Box 53, Teachers College, Columbia University, 525 West 120th Street, New York, NY 10027.