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IACM 2004 Heads to Pittsburgh, Pennsylvania

by Zoe Barsness, IACM 2004 Program Chair & Linda Moya, IACM 2004 Local Arrangements Chair

The IACM 2004 conference promises something for everyone with an outstanding array of papers, symposia, and posters in Pittsburgh, Pennsylvania, USA. This year we received 119 submissions from old friends as well as new and joining members. Many thanks to those who submitted their work and to the dedicated members of this year's program committee who reviewed papers, extended abstracts, and symposia.

The conference will kick off on Sunday June 6th with a splash—literally if you choose to join the organized white water rafting trip. There is also an organized guided hike tour of Fallingwater and the surrounding Bear Run Nature Preserve. Frank Lloyd Wright is one of America's most famous architects, and Fallingwater is one of his most acclaimed works of architecture.

On Sunday evening, there will be an **opening ceremony and dinner** in the Symphony Ballroom at the Renaissance Hotel, our conference center, a four star hotel right in the heart of Pittsburgh's Cultural District, and a magnificently restored architectural landmark. In honor of the 20th anniversary of IACM, several of our members who were

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around “way back then” such as **Afzal Rahim, Roy Lewicki, Dean Pruitt, Linda Putnam, and Jim Wall** will provide a brief retrospective on the history of the conference, examining its role, the advance of our understanding of conflict and conflict management theory and practice.

We will follow dinner with dessert and wine at the **showcase poster session**, beginning at 8:30 p.m. We have brought together an excellent set of posters covering a wide range of topics from the influence of different conflict management styles on marital satisfaction and group effectiveness to coping with personal harassment to an historical examination of the role of economic institution building in managing ethnic, racial, and cultural conflict in the US to several studies that examine strategies for managing public and environmental disputes in a variety of cultures. So take some time to mingle with friends, talk to our showcase presenters about their work, and enjoy some dessert!

Beginning Monday at 9:00 a.m. and running through Wednesday at noon, we will have an exciting mix of **paper sessions, symposia, and panels**. On Monday and Tuesday, we will have very full days with 4 concurrent sessions running at a time; on Wednesday, we will have 3 concurrent sessions. So be prepared to make some tough choices. The paper sessions represent the diversity of interests in IACM— from negotiation, justice, and third party intervention, to intergroup, organizational, and international conflict. A sample of the wide variety of paper sessions includes: identity and conflict in groups, diversity and disagreement in teams, emotion and social influence, retributive justice and moral action, trust and information sharing, cross-cultural negotiation, gender at the bargaining table, mediation in context, and managing workplace conflict. Our special **conference track** this year centers on **intractable conflicts**. Several papers and symposia fit this theme, including one devoted to communication in ethnic and international conflicts, another on factors promoting reframing in intractable conflicts, and a third on the role of civil society in post-conflict peace-building efforts.

Watch for **innovative symposia** and workshops, too. One symposium focuses on victim/offender mediation in research, theory, and practice and another on intergenerational justice. The program also includes an interdisciplinary research design workshop that focuses on negotiation under extreme pressure. Come join the discussion!

On Monday starting at 6:45 p.m., board the trolleys en route to the **Senator John Heinz Pittsburgh Regional History Center** to enjoy a splendid evening of **dinner and jazz**. Dine on your choice of cuisine from a Stir Fry Station, Pasta Station, or Turkey Carving Station. There will be a Pastry Buffet and Espresso Bar. Beverage Service includes beer, wine, mineral water, and soda. The jazz quartet will consist of piano, string bass, alto saxophone, and drums.

We are also delighted to announce that **Dr. Larry Susskind** will deliver the **keynote address** on Tuesday afternoon, June 8th. Dr. Susskind is the Ford Professor of Urban and Environmental Planning at the Massachusetts Institute of Technology and Director of the MIT-Harvard Public Disputes Program. He is one of the country’s most experienced public and environmental dispute mediators. He has served as court-appointed special master and as a mediator for neighborhood, municipal, state, and national agencies and organizations in North America, Europe, the Middle East, and the Far East. His areas of special expertise include mediation of complex land use and resource management disputes. His publications include: *Dealing With An Angry Public: The Mutual Gains Approach to Resolving Disputes* (with Patrick Field), *Environmental Diplomacy: Negotiating More Effective Global Agreements*, *Breaking the Impasse: Consensual Approaches to Resolving Public Disputes* (with Jeffrey Cruikshank), *Negotiating Environmental Agreements: How to Avoid Escalating Confrontation, Needless Costs, and Unnecessary Litigation* (with Paul Levy and Jennifer Thomas-Larmer), and *Negotiating on Behalf of Others, The Consensus Building Handbook: A Comprehensive Guide to Reaching Agreement* (with Sarah McKearnan and Jennifer Thomas-Larmer). He will be speaking on the topic of **“Mediation as a Public Good: Overcoming the Weaknesses of Democratic discourse through Consensus Building.”** We hope you can join us for his talk. I’m sure it will be an exciting one.

On Tuesday night we hope you’ll join us for our annual **awards banquet**, a time to honor conference participants. Contributions to the program will be acknowledged with awards and plaques in a number of

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categories—outstanding empirical paper, outstanding theoretical paper, outstanding applied paper, and outstanding graduate student paper (defined as a paper on which a current graduate student is first author).

We are delighted that so many IACM regulars will be traveling to Pittsburgh for the conference. We are especially pleased that so many new folks will be making the trip to Pittsburgh for their very first IACM conference. In typical IACM fashion, we will have plenty of time to catch up with old friends and make some new ones. We have scheduled breaks and snacks between all sessions, and there will be a number of places in the Renaissance to gather. So make it a point to reach out over coffee!

Come early and stay late – there are many interesting and fun activities in Pittsburgh this June, including, for example, the 45th Annual Three Rivers Arts Festival: a tradition that bridges artistic style and expression, mixing the contemporary visual arts with live music, theater and dance performances.

For more information and updates about the conference, check out the IACM 2004 conference website: <http://www.andrew.cmu.edu/org/IACM2004/>. 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. As we get closer to the conference dates, we will continue to post more information about the conference, special events, Pittsburgh, and travel tips on the website. And finally, feel free to contact either of us for more information at anytime—we are happy and honored to serve you.

Zoe Barsness, IACM 2004 Program Chair (IACM2004@u.washington.edu).

Linda Moya, IACM 2004 Local Arrangements Chair (iacm-2004@andrew.cmu.edu)

Dear Friends of Dispute Resolution Research Center:

We would like to invite you to an exciting conference hosted by Northwestern's Dispute Resolution Research Center and the Program on Negotiations and Mediations at the Law School on May 22-23, 2004. The conference is titled, **Frontiers of Social Psychology: Negotiations**. It is a new book to be published in the Psychology Press series.

The conference will be held at Robert McCormick Hall in Strawn Hall at the Law School on Northwestern University's Chicago campus. The address is 350 E. Superior, Chicago, Illinois 60611. The price is \$58 for faculty and \$20 for PhD. students and will cover food throughout both conference days, lunch on Saturday, and the Saturday evening reception (dinner not included).

You will be responsible for your own transportation and hotel arrangements. The Allerton Hotel, which is just down the street, has Northwestern rates and has rooms available now, but the hotel is indicating that we have chosen a busy weekend and it is likely to sell out of those NU rates early. Contact the Allerton Hotel at 312-440-1500. Another option is to wait and go on priceline.com the week before the conference.

This is not a closed conference but we do have a seating capacity limit. If you would like to bring a graduate student or share this invitation with a friend, that would be fine, provided space is available. To reserve a place, download the [registration form](#) and fax it in today. Questions about the conference can be directed to Nancy McLaughlin.

We are looking forward to seeing you.

Jeanne Brett

Leigh Thompson

Frontiers Conference Coordinators

<http://www.kellogg.northwestern.edu/research/drrc/conferences/frontiers.htm>

President's Corner

by Laurie Weingart, IACM President

This year marks the **20th Anniversary of the inception of IACM** (formerly known as the Conflict Management Group). It was August, 1984, when a group of academics began talking about forming a group with the goal of “encouraging research, teaching, training, and development on managing social and organizational conflict.” With encouragement from colleagues, **Afzal Rahim** began to solicit members. By 1986 the association had 86 members and was planning its first conference, which was held at George Mason University in June, 1987. The conference was organized into seven tracks, chaired by **Dean Tjosvold** (Organizational Conflict), **Linda Putnam** (Communication and Conflict), **Maggie Neale** (Negotiation and Bargaining), **Larry Ray** (Arbitration and Dispute Resolution), **Evert van de Vliert** (Cross-cultural conflict management), **Aman Khan** (Conflict in the Public Sector), and **Gabriel Buntzman** (papers based on MA and PhD theses). The first Board of Directors (then referred to as a steering committee) included **Bob Baron**, Gabe Buntzman, **Steve Musser** (the first editor of Signal), Maggie Neale, Linda Putnam, Dean Tjosvold, Evert van de Vliert, and Afzal Rahim. This Steering Committee was elected at the first conference and began moving forward with the planning of association activities.

The association has certainly evolved since then. Our membership has grown, but not too much, as we strive to maintain a close-knit atmosphere. We also strive to maintain balance between research and application—conferences include sessions in both arenas—yet many of our activities focus on the dissemination of research across disciplinary and national boundaries. We will be celebrating the early history of the association at the conference in Pittsburgh.

As President of IACM in 2004, one of my responsibilities was to chair the **Jeffrey Z. Rubin Theory-to-Practice Award** committee. The Rubin Award is co-sponsored by the International Association for Conflict Management (IACM) and The Program on Negotiation at Harvard Law School (PON). It is given to unique individuals whose professional contributions emphasize their ability to move effectively and skillfully between theory and practice in their professional activities. The decision was not an easy one this year, as we had several outstanding candidates. Thank you to the other members of the 2004 selection committee **Bruce Barry** (IACM Past President), **Terry Boles** (IACM President-elect), **Deborah Kolb** (PON), and **Kathleen McGinn** (PON) for participating in this important selection process. This year’s winner is **Tricia S. Jones**, Professor of Communication at Temple University (see related article on page 7). Tricia’s theory-building and applied work in the areas of mediation, conflict education, and curriculum evaluation, in both the national and international arena, have resulted in outstanding achievements and recognition during her career. She will be talking about some of her applied work at the 2004 conference in Pittsburgh.

As our cover story attests, the officers of IACM are busy making the **2004 IACM conference** a reality. Our program chair, Zoe Barsness, has put together an excellent program. It promises to be a stimulating assortment of papers and symposia! Our local arrangements chair, Linda Moya, is finalizing plans for our Sunday activities, the hotel and conference site arrangements, and our dinner at the Heinz History Center. All will be top-notch! If you haven’t already registered, go to the IACM website, <http://www.iacm-conflict.org/> and click on the link to the conference site. There you can register on-line, book your hotel room, and learn more about the program and the venue. Thanks to **Linda Moya** and **Jeff Easter** (at Carnegie Mellon University) for designing and programming this web interface for us!

The **IACM Board of Directors** will be meeting on Saturday, June 5, in Pittsburgh. This is our yearly opportunity to discuss issues and new initiatives for the association. If you have any issues or new initiatives you would like the board to discuss, please let me know (weingart@cmu.edu). In addition, the newly inaugurated **IACM Advisory Council**, composed of former IACM presidents and lifetime achievement award winners, will meet for the first time in Pittsburgh. The role envisioned for the Advisory Council includes discussions about long-term directions for the association, nominations for association awards

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(lifetime, mid-career, books/articles), networking with associations in allied fields, links between the association and its journal, suggestions for keynote and other speakers for annual meetings, input on convention sites and themes for annual or regional conferences, and guidance on any issues on which the elected Board requests the Council's assistance.

Subscribers of the *International Journal of Conflict Management*, now the official journal of IACM, should have received their first issue of the journal under the editorship of **Judi McLean Parks**. Thanks to Judi for all her hard work in making the transition a reality. The transition was much more difficult than anticipated, resulting in a significant delay in publishing the journal. However, the rest of the 2003 issues are complete and will be arriving in the next few months. It's important to note that there will also be a delay in publishing the 2004 issues. So please accept my apology on behalf of IACM and IJCM and bear with us as we catch up with the backlog of issues.

I look forward to seeing you all in Pittsburgh!

The IACM would like to thank the following members of the program committee for their time and effort in reviewing proposals for the 2004 conference:

Keith Allred, Harvard University
Josh Arnold, California State University, Long Beach
Sabino Ayestaran, University of the Basque Country
Remi Ayoko, University of Queensland, Australia
Bruce Barry, Vanderbilt University
Zoe Barsness, University of Washington, Tacoma
Beatrice Baumann, ESSEC Business School and Universite Paris III
Kate Berzekova, Rutgers University
Anita Bhappu, Southern Methodist University
William Bottom, Washington University, St. Louis
Hannah Bowles, Harvard University
Jeanne M. Brett, Northwestern University
Susan Brodt, Queen's University, Canada
Deborah A. Cai, University of Maryland
Ronda Callister, Utah State University
Dolly Chugh, Harvard University
Don Conlon, Michigan State University
Matthew Cronin, Carnegie Mellon University
Laurence de Carlo, ESSEC Business School
Helena Syna Desivilya, Emek Yezreel College
Kristina Diekmann, University of Utah
Dan Druckman, George Mason University
Martin Euwema, Utrecht University
Adam Galinsky, Northwestern University
Michele Gelfand, University of Maryland
Don Gibson, Fairfield University
Eytan Gilboa, Bar-Ilan University
Michael Gross, Colorado State University
Christopher Honeyman, Convenor.com
Stephen Humphrey, Michigan State University
Jessica Jameson, North Carolina State University
Karen Jehn, University of Leiden
Alison Kaufman, New York University
Sanda Kaufmann, Cleveland State University
Deb Kidder, Towson University

Peter Kim, University of Southern California
Laura Kray, University of California at Berkley
Terri Kurtzberg, Rutgers University
Matthew Liao-Troth, Western Washington University
Anne Lytle, The Australian Graduate School of Management
Crystal Matsibekker, New York University
Judi McLean Parks, Washington University, St. Louis
Shoji Mitarai, Sapporo University
Don Moore, Carnegie Mellon University
Janice Nadler, Northwestern University School of Law
Gregory Northcraft, University of Illinois
Mara Olekalns, University of Melbourne
Paul Paese, University of Missouri - St. Louis
Gaelle Pierre, New York University
Dean Pruitt
Jill Purdy, University of Washington, Tacoma
Linda Putnam, Texas A&M University
Jana Raver, University of Maryland
Ashleigh Rosette, University of Houston
Andrea Schneider, Marquette University
Maurice Schweitzer, University of Pennsylvania, Wharton School
Debra L. Shapiro, University of Maryland
Harris Sondak, University of Utah
Gregory Stephens, Texas Christian University
Ann Tenbrunsel, University of Notre Dame
Melissa Thomas-Hunt, Cornell University
Cathy Tinsley, Georgetown University
Dean Tjosvold, Hong Kong University
Tom Tripp, Washington State University, Vancouver
Gerben van Kleef, University of Amsterdam
Kimberly A. Wade-Benzoni, Duke University
James A. Wall Jr., University of Missouri
Aaron Wallen, New York University
Laurie Weingart, Carnegie Mellon University
Elizabeth C. Wesman, Arbitrator

Announcement of New Officers and Board Members

by Terry Boles, IACM President-elect

Thanks to all of you who participated in our online election last fall. I am very pleased to announce that **Ray Friedman**, Associate Professor of Management at the Owen Graduate School of Management, Vanderbilt University, was selected as President-elect. **Susan Brodt**, an Associate Professor at Queen's University in Kingston Ontario (Canada), and **Peter Kim**, an Assistant Professor at the University of Southern California's Marshall School of Business, were elected to two-year positions as representatives at large on the board.

Ray Friedman has been an active member of IACM for a number of years. He has served as program chair (1994) and was elected to the IACM board (1999). He was associate editor of the *International Journal of Conflict Management* from 2000-2002, and acting editor in 2003. As acting editor, he helped bring the journal under the auspices of IACM. He received from the Conflict Management Division of the Academy of Management the best conference paper award (1993), the best article award (1994), and the most influential article award (1999). He received from IACM the best theoretical paper award (2002), and outstanding poster award (2000). Ray's publications and research interests include social aspects of negotiation, inter-group conflict in organizations, and group differences in justice perceptions. Ray's presidential year will begin after the 2005 conference and he will be in charge of locating the IACM conference for 2006.

Susan Brodt has been a member of IACM for many years, having served on the board in the past as well as serving as co-program chair (with Roy Lewicki) for the 1998 conference at the University of Maryland. Susan's research focuses on negotiation and business relationships with an emphasis on how people construe or interpret their social environment and its effects on conflict, negotiation, and interpersonal trust. She has studied attribution processes and trust, trust rebuilding, and the role of psychological attachment in negotiation and problem solving. Most recently, she has researched the interplay between communication technology, conflict and trust in geographically distributed multi-cultural teams. Her work has appeared in various psychology as well as management journals.

Peter Kim has also been an active member of IACM. His distinctions include IACM's Outstanding Conceptual Paper Award (2000), IACM's Best Paper with a Graduate Student as Lead Author (1999), and the Academy of Management (Conflict Management Division) Best Graduate Student Paper (1997). Peter serves on the editorial board for the *International Journal of Conflict Management*. Peter's widely published research concerns the dynamics of interpersonal perceptions and their implications for groups, negotiations, and dispute resolution. His work examines how these perceptions can go awry, their divergent effects on behavior, what happens when we communicate these perceptions to others, and the ways in which these (and related) perceptions can be managed and/or changed.

Congratulations to those elected – I'm confident they will serve IACM well. I also want to give my sincere thanks to those who ran on the slate and were not elected. I hope you will consider running again in the future as IACM needs willing and committed members to keep the organization vibrant.

When Does your Academic Year End?

The IACM officers want to ensure that conferences are held at a time of year when all members can attend. Please help us in the planning of future conferences by responding to this quick question: If you are a member of an academic institution outside the U.S., what is the approximate date that your academic year ends? Please email your response to Ray Friedman at IACM@Owen.Vanderbilt.edu by May 31, 2004. Thank you for your cooperation.

Tricia S. Jones of Temple University to receive 2004 Jeffrey Z. Rubin Theory-to-Practice Award

by Jessica Katz Jameson, IACM Communications Officer

Tricia S. Jones, Professor, Temple University, will receive the 2004 IACM/ Harvard PON Jeffrey Z. Rubin Theory-to-Practice Award at the IACM Annual Conference in Pittsburgh, PA, USA in June. Tricia's theory-building and applied work in the areas of mediation, conflict education, and curriculum evaluation, in both the national and international arena, have resulted in outstanding achievements and recognition during her career.

Tricia Jones has been involved in theory development and empirical research in the areas of conflict education curricula, the role of emotion in conflict and mediation processes, and the role of communication in negotiation. In addition to her impressive record of grant procurement, research, and publishing in these areas, she has also devoted substantial time to practice. Her activities include facilitating and planning, consulting, mediating, and training in a variety of contexts such as the Pennsylvania Department of Education, the Division of Juvenile Justice Court, Philadelphia Public Schools, the Philadelphia Bar Association, and the Hospital of the University of Pennsylvania.

One example of Tricia's dedication to bridging theory and practice is demonstrated by her work with the Comprehensive Peer Mediation Evaluation Project, funded over two years by the William and Flora Hewlett Foundation and the Surdna Foundation. This project spanned four states and involved 36 schools. The impact of this comprehensive study of the effects of peer mediation and conflict education in our schools can be seen in follow-up grants Tricia received for the National Curriculum Integration Project, three books published on the topic, and numerous published articles, unpublished reports, and conference presentations. Tricia has also presented implications from this research as the invited keynote speaker for the 1998 Maine Conference on Mediation in Education and the 1999 Maine Conference on School Violence.

Congratulations Tricia S. Jones of Temple University, recipient of the 2004 Jeffrey Z. Rubin Theory-to-Practice Award

Tricia's work on conflict education was also brought to the international realm when she was awarded a grant from the United States Information Agency (USIA) to link community and school-based mediation in South Africa.

In addition to her work on conflict education in our schools, Tricia pioneered theory building on the role of emotion in conflict communication (see her chapter in W. Eadie and P. Nelson's, *The Language of Conflict and Resolution*, pp 81-104, 2004). This theoretical work has been put into practice through Tricia's development of a mediation program called "Mediating with heart in mind." This unique approach to helping mediators recognize and respond to emotional cues in the mediation process (their own as well as those of disputants) has appeared in *Negotiation Journal* (along with Andrea Bodtke, 2001). Tricia has been invited to give several lectures and workshops on this approach and has conducted the training in numerous contexts including the National Communication Association, the Good Shepherd Mediation Program, Temple University, and the Pennsylvania Bar Association.

In addition to her active research and practice activities, Tricia is a devoted teacher and mentor and her ongoing support of her graduate students makes an important contribution to the future of conflict and communication scholarship. Tricia is also the current editor for *Conflict Resolution Quarterly*, the journal of the Association for Conflict Resolution. We offer our congratulations to Tricia S. Jones as a most deserving recipient of the 2004 Jeffrey Z. Rubin Theory-to-Practice Award. Tricia will receive her award and make brief remarks at the 2004 conference during lunch on Monday, June 7th.

Signals on the Horizon

by Terry Boles, IACM President-elect

I am pleased to announce that a site has been selected for IACM in 2005. We will once again be journeying to Spain, this time heading southward to the beautiful city of Seville. Mark your calendars: the tentative date for the conference is June 12-15. I also considered the following week as a fallback option, but as it can be beginning to get very hot in Seville by mid-June all the involved parties (the hotel, the conference site director, and the local arrangements folks) felt that sooner is better in terms of the heat. Even so, this date is still a week later than IACM is this year.

Now for some important details. IACM is fortunate to have an incredible team of local arrangements faculty from the department of Social Psychology at the University of Seville. They include Professor Lourdes Munduate and Assistant Professors Francisco J. Medina and Miguel A. Dorado. All do conflict research and are working on labor/management issues in Spain. I have just returned from a visit with them and they have already done a tremendous amount of leg work for the conference. First, we have a fantastic conference hotel, which is air-conditioned, has a big pool, and will be able to host some of our meals and receptions. We were able to negotiate competitive rates for a European city, and all the North Americans can hope for is that the US and Canadian dollars start doing better against the Euro. Unfortunately, when I was there it was costing me \$1.40 for each Euro.

Even more exciting is the conference site that Lourdes was able to obtain for us which is a 10 minute walk (we will also provide shuttles) from the hotel. It is a modern center built for executive training and for the first time in IACM history we will have fully computerized facilities for all our presentations. It is also air-conditioned!

We are already planning an exciting activity for Sunday afternoon as well as a great Monday dinner in the old city center. We will be bringing more details about the city, the hotel, and the conference site to the IACM meetings in Pittsburgh. I am very excited about this site and I know all of you who come to Seville will come away as in love with the city as I am (although admittedly, leaving -10 degree F temperatures and 18 inches of snow in Iowa to go to a place where the orange trees were in bloom, the grass was green, and the tapas plentiful certainly helped). I don't think the general membership truly appreciates how crucially important local arrangements people are to the success of our conferences. Although all of us can think of exotic and wonderful places we like to go, only when someone is willing to step up and make it happen, as the folks in Seville have, can the dream become a reality. Thank them early and often.

Next, I should tell you that Bianca Beersma has agreed to be Program Chair. Bianca received her PhD. in Psychology from the University of Amsterdam in 2002. She now works as a postdoctoral fellow in Organizational Psychology at the University of Amsterdam. Her research interests include the effects of social motives on group negotiations and their aftermath, the influence of culture and personality on conflict management, and team processes and performance. She has published her work in the *International Journal of Conflict Management*, *Organizational Behavior and Human Decision Processes*, and the *Academy of Management Journal*. I know Bianca will do a fantastic job with the program. She is also open to program ideas and suggestions you may have.

So that is the news for now. Look for more details in Pittsburgh (Lourdes and Francisco will both be there to tell you more about Seville) and in the Fall issue of SIGNAL. [[Click here for a photo preview.](#)]

IACM Information

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

From the Executive Director's Desk...

by Don Gibson, IACM Executive Director

To better serve our members, IACM initiated an online membership system in January, 2004 (go see it at: <http://web.gsia.cmu.edu/iacm/> and click "membership"). So far, 109 members have signed up online—that's over 40% of our current members! The online system provides a more convenient way for members to join (the system accepts credit card payments as well as checks), and will significantly increase the efficiency and accuracy of maintaining the member database. Thanks to Laurie Weingart for her assistance in making online registration a reality and **Jeff Easter** of Carnegie Mellon University for technical support.

A change for this year is that we are encouraging members to join for the calendar year (January to December, 2004) rather than joining as part of the registration to our annual conference in June. While memberships will certainly be welcomed in June, for administrative purposes—primarily coordination with *IJCM*—we are shifting to a calendar year membership schedule.

Finally, I urge our members to encourage colleagues and friends to consider membership in IACM. We're friendly, we're intellectually astute, we're focused on issues that matter to both academics and practitioners, and most importantly, we're cheap (I ask you, what other organization can you join for \$25.00?). So get the word out about IACM—we are always interested in expanding our reach and impact.

Spotlight on IACM Members

Margaret M. Armand, LMHC, is being honored in a reception and a book that showcases 50 Haitian women from Miami-Dade County for their efforts in moving their community forward. Also, her community work is featured in the Broward County *Cultural Quarterly*, Spring 2004. Margaret has also had two poems published in *Conciliatory Quarterly*, Spring 2004.



Douglas M. McCabe, Professor of Management at Georgetown University's McDonough School of Business, was the recipient of the Best Conceptual Paper Award at the American Society for Competitiveness Conference held October 9-11, 2003 in Falls Church, Virginia. The title of his paper presentation was "Competitiveness and productivity in the federal and public sectors: The role of alternative dispute resolution."



Afzal Rahim is working with the Harvard Medical School to develop a multimedia program to help astronauts adapt to the stresses and isolation of long-duration space missions. The end product will be a DVD-ROM multimedia computer program that astronauts will use during training as well as on the International Space Station and on future Moon and Mars missions.

The Rahim Organizational Conflict Inventory-I & II will be part of a battery of tests that will be of use to astronauts for assessing their adjustment to space flight. These tests will be administered via computer and will be accessible on the DVD-ROM. Results will go directly to the astronauts who take them, along with corresponding recommendations and interpretations.



Debra Shapiro was elected into the Society of Organizational Behavior in Spring 2003.



Recent Member Publications

Journal Articles

- Adair, W.L., Brett, J.M., Lempereur, A., Okumura, T., Shikhirev, P., Tinsley, C., & Lytle, A. (2004). Culture and negotiation strategy. *Negotiation Journal*, 20, (1) 87-111.
- Bottom, W.P. (2003). Keynes' attack on the Versailles Treaty: An early investigation of the consequences of bounded rationality, framing, and cognitive illusions. *International Negotiation*, 8, 367-402.
- Crump, L. (2003). Multiparty negotiation and the management of complexity. *International Negotiation*, 8 (2), 189-195.
- Crump, L., & Glendon I. (2003). Towards a multiparty negotiation paradigm. *International Negotiation*, 8 (2), 197-234.
- Crump, L., & Zartman, I. W. (2003). Multilateral negotiation and the management of complexity. *International Negotiation*, 8 (1), 1-5.
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The *International Journal of Conflict Management*: Call for Manuscripts

The *International Journal of Conflict Management* is the official journal of the International Association of Conflict Management. *IJCM* publishes research in conflict management, including original theoretical and empirical articles (which may be either quantitative or qualitative), and critical or integrative literature reviews relevant to the substantive domains served by the journal, including conflict, conflict management, dispute resolution, fairness, justice, mediation and arbitration, negotiation, peace studies and related topics. We are interested in articles that investigate these topics as they pertain to individuals, dyads, groups, and other social collectives such as organizations or nations. We value contributions from multiple disciplinary perspectives, including but not limited to communication, law, organizational behavior, political science, psychology and sociology. We hope to publish articles that make fundamental and substantial contributions to understanding conflict and conflict management.

Please support the *IJCM* by submitting your scholarly work. Manuscripts are considered for publication with the understanding that their content and their contribution are original, have not been published previously, and are not under concurrent consideration for publication elsewhere. Manuscripts are reviewed by a double-blind review process.

See the IACM website for submission requirements. <http://www.iacm-conflict.org/ijcm/>. Send manuscripts to:

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Dispute Resolution Resource Center Conference

Negotiation and Teamwork Teaching Workshop

October 23, 2004, Northwestern University

http://www.kellogg.northwestern.edu/research/drrc/conferences/negotiation_teaching.htm

Sponsors

Program on Negotiation & Mediation, NU Law School
Kellogg Team and Group Center, Kellogg School of Management

Please join us at our second Teaching Workshop featuring faculty from Northwestern's law and business schools. Sessions will focus on negotiation deal making, negotiation disputing, negotiation coalitions, negotiation multiparty, decision making games, and teamwork. Instructors will stress learning takeaways and how to maximize the learning experience for the students. The purpose of the workshop is to share teaching exercises and techniques with faculty from other schools.

This year, participants will have the option to register for sessions in the negotiation track or the teams track. For more information on the topics covered in each track, please see the workshop schedule. In addition, we will be offering a number of roundtable discussions during lunch. A list of roundtable discussion topics are found on the workshop registration form.

Location

The conference will be held in Arthur Rubloff Hall and McCormick Hall at the Law School on Northwestern University's Chicago campus. The address is 375 E. Chicago Avenue, Chicago, Illinois 60611.

Registration Fee

The registration fee is \$325. This all-inclusive fee includes all materials, including the 2004 Negotiation, Teamwork, and Decision Making Exercises CD, as well as a buffet breakfast, lunch, breaks and final reception. The registration deadline for the conference is September 24.

Hotels

You will be responsible for your own transportation and hotel arrangements. Here is a list of hotels in the area that have NU rates. Availability on these rooms is limited so we recommend booking early. Other options for hotels near NU's School of Law can be found here.

Restaurants

Here are some restaurants located in the Downtown area that we recommend: Chilpancingo, Topolobampo, Volare, Pili Pili, Shaw's, and Kevin. For a less expensive alternative, we recommend the Parthenon or Greek Islands in nearby Greek Town. For additional information about restaurants in the Chicago area, visit the Chicago Reader Restaurant Guide or the Choose Chicago Dining Map. Please keep in mind that downtown restaurants are crowded Saturday nights; making dinner reservations is strongly suggested.

Transportation and Parking

Chicago is served by O'Hare International and Midway airports. For information about ground transportation from O'Hare International Airport. Parking can be found around Northwestern University's Chicago campus. Parking costs from 1-4 hours range from \$7-17; 5-24 hours fees can range from \$15-24.

Practitioner Profile: John Stephens

by Jo-Anne Chase, North Carolina State University

Dr. John Stephens is an Associate Professor of public management and government at the University of North Carolina at Chapel Hill's School of Government and is the coordinator of the Public Dispute Resolution Program. As an active researcher and practitioner within the conflict resolution field, John specializes in multi-party negotiation and consensus building.

John earned his B.A. from Earlham College, Master of Philosophy from the City University, London, and Ph.D. from George Mason University's Institute for Conflict Analysis and Resolution. His dissertation at George Mason discussed the disagreements within the United Methodist Church (UMC) on the issue of homosexuality through field studies. This research led to years of work designing and facilitating dialogues between groups within the UMC.

John worked as the Research Director for the Ohio Commission on Dispute Resolution and Conflict Management before coming to North Carolina in 1996. John has also managed political campaigns, worked for a congressman, and lobbied for the Home Builders Association of St. Louis, Missouri.

Today, John combines research and practice through his dual roles as an Associate Professor and as the coordinator of the Public Dispute Resolution Program. This program aims to resolve issues with North Carolina local and state governments in which public interest is at stake. Projects have included disputes over proposed developments that would effectendangered species and the use and/or preservation of land across North Carolina. Part of this program includes workshops for people involved in public disputes as well as government officials, school administrators, and community and civic leaders. The workshops educate attendees on skills of negotiation, group collaboration, and dealing with contention in public hearings.

Currently, John is researching alternatives to public hearings and the utilization of innovative outreach techniques. His research often stems from what local and state governments need answered. Many times this means building off of prior research studies and practices. If given the time and resources, John would like to research additional methods of reconciliation in disputes in which compromise is unattainable. Ideally, he would revisit his research within the United Methodist Church where opposing sides agree on few acceptable resolutions.

Stephens is also the editor for the Environmental and Public Policy Section's newsletter, a subset of the Association for Conflict Resolution. He is also the editor of *Popular Government*, a journal of the School of Government. Stephens' publications include: *Public Management Bulletin: Using a Mediator in Public Disputes* (1998) and co-author of *Reaching for Higher ground: Tools for Powerful Groups and Communities* (2000), *Listening to Citizens: County Commissioners on the Road* (1999) and *School Funding Disputes: Mediate, Don't Litigate* (1998).

Additional information on Dr. John Stephens, the University of North Carolina at Chapel Hill's Institute of Government, and the Public Dispute Resolution Program, can be found at:

<http://ncinfo.iog.unc.edu/about/directory/stephens.html>.

Upcoming Conflict Resolution Resource

Intercultural Conflict Style Inventory: An assessment and training tool for identifying fundamental approaches for resolving conflict across cultural and ethnic differences. Developed by **Mitchell R. Hammer, PhD.**, principal of Hammer Consulting and professor of international peace and conflict resolution at the American University in Washington, D.C. Accompanying the ICS Inventory is an ICS Participant's Guide and a Facilitator's Manual. Teaching, research, and training of the ICS Inventory is now available. For more information, visit: www.hammerconsulting.org.

In Memoriam - Dana R. Clyman

Associate Professor of Business Administration Dana Ross Clyman died November 11, 2003, at the University of Virginia Hospital. He had experienced an arrhythmic heart event while riding his bicycle on November 1 after which he never regained consciousness. He was 51.

A memorial service, aptly titled a Celebration of Life for Dana Clyman, was held at The Darden School's Abbott Center on Friday, November 14. Over 600 people attended—including numerous family members, friends, students and colleagues—from near and far.

During this moving service, several relatives and friends shared their memories of Dana, celebrating his great exuberance for life, his great intellect, his passion for negotiations, his concern for students and, most importantly, his great love for family and friends. Dr. Robert Clyman said of his older brother, "Dana had a sense of engagement, a sense of infectious enthusiasm—when you were around him you became as excited as he was." Clyman also said, "Dana loved to teach and really found his niche at Darden."



Professor Sherwood C. Frey, Jr. recalled his first meeting with Dana, when the latter was being recruited by the school. When Frey asked how he would choose among the many offers from competing institutions, Dana replied, "I want to go where I will have the most fun." Frey said that Dana was a great collaborator and noted how much the two friends had enjoyed working together for the last decade. "We would sit next to each other and collectively compose and whenever we would finish teaching an executive education course," Frey said, "we would always shake hands or embrace and say, 'good job, my friend.'"

Dr. Richard F. Hirsh—who first met Dana in 1963 when the two 11 year olds became neighbors—called his boyhood companion "an incredibly loyal friend who always altered his life in order to share the important moments in mine." Hirsh said that Dana's greatest joy was in teaching things to his son Aaron and in having Aaron teach him things, like how to play the piano. "As Aaron got older," he said "Dana got younger."

"Family was always important to him," remarked cousin Mark Caplan, after recalling a young Dana arriving for a visit to his Philadelphia home with a suitcase full of science fiction books. "Lisa was the only woman Dana dated twice—she was the love of his life," said Caplan, "and their son Aaron was the other love of his life."

Although Dot Kelly (MBA '92) graduated from Darden just prior to Dana's arrival, she later came to know him as a neighbor and a close friend. "Of Dana's many roles," Kelly said, "his biggest role was 'Dana the dad' and he knew it." Kelly recalled that while Lisa Clyman was pregnant with Aaron, Dana had difficulty imagining how he would be able to connect with his infant son, who would be unable to speak. Dana's fears on this point were unfounded, reported Kelly, who will always remember Dana telling her, "The instant I saw Aaron, I fell completely in love."

Darden first year student Walter Leddy spoke on behalf of his Section C colleagues who had Dana Clyman as their Quantitative Analysis professor during the first quarter of this academic year. "He had a genuine interest in our development," Leddy said, "every second counted for him and from day one of his class, we

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knew why we had come to Darden.” David Banyard, speaking for the Class of 2004, echoed Leddy’s remarks saying, “Dana taught his course as if he were conducting an orchestra—he was interested in everybody’s role.”

Dana is survived by his wife and son, Lisa and Aaron; his parents Shirley and Bernie Clyman of Florida; his brother Dr. Robert Clyman of Colorado; and numerous extended family. In his memory, the family has established The Dana R. Clyman Scholarship Fund at Darden. Contributions can be sent to:

The Dana R. Clyman Scholarship Fund
C/O Darden School Foundation
P.O. Box 7726
Charlottesville, VA 22906-7726

Checks can be made payable to the Darden School Foundation. Please be sure to note that the contribution is for The Dana R. Clyman Scholarship Fund.

ADVANCED COURSE FOR EDUCATORS AND TRAINERS ON HUMAN RIGHTS EDUCATION: ACQUIRING THE SCIENTIFIC FOUNDATIONS OF THE UNIVERSALITY OF HUMAN RIGHTS

The Course will be held in Rome July 7 –10, 2004, organized by Centro studi per L’Evoluzione Umana, the Center for Human Evolution Studies, in cooperation with Ius Primi Viri, the International Association for Human Rights, under the direction of professor Michele Trimarchi. Its aim is to provide educators and trainers with the scientific tools we have developed during more than twenty years of multidisciplinary research; tools which make it possible to stimulate the higher functions of the human brain so that the person becomes aware of, and responsible for, those values which are biologically inherent in each human being right from birth. Training aimed at developing a consciousness of these values is needed in order to allow educators to develop a truly effective approach that enhances self-awareness and self-management in students. This approach must be based on the concepts of dignity, freedom, justice and love, from which all rational and emotional aspects of human behaviour derive. This method, which has been widely experimented with excellent results, makes it possible to translate formal aspects of the Universal Declaration of Human Rights into human consciousness and behaviour.

Human rights are not notions to be blindly repeated, but rather are values that help women and men find their way through a jungle of conditionings, where truth is hidden and false values are produced. Science and the consciousness of human rights against demagogy, the arrogance of power of man over man, are the last hope to defeat juvenile apathy towards life and to create a new society that is capable of giving centrality to human dignity.

The main subjects of the Course are the following:

- Centrality of the concept of dignity in the field of Human Rights Education;
- Neuropsychophysiological foundation of human rights;
- Environment and Health as basic human rights;
- The Integration of Sciences to promote human dignity;
- From ethnical and racial discrimination to the integration of culturally-bound values;
- Conflict management and conflict resolution in the respect for human rights;
- Educational methodologies for teaching the principles of the Universal Declaration of Human Rights.

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Upcoming Conflict Resolution Resource

Valery Tishkov, *Chechnya: Life in a war-torn society. California Series in Public Anthropology*, vol. 6, with a forward by Mikhail S. Gorbachev, June 2004. Contact University of California Press Company for a complimentary desk copy.

Valery Tishkov, a leading ethnographer who has also served in several important political posts, examines the evolution of the war in Chechnya that erupted in 1994, untangling the myths, the long-held resentments, and the ideological manipulations that have fueled the crisis. In particular, he explores the key themes of nationalism and violence that feed the turmoil there. Forceful, original, and timely, his study combines extensive interview material, historical perspectives, and deep local knowledge. Tishkov sheds light on Chechnya in particular and on how secessionist conflicts can escalate into violent conflagrations in general. With its balanced assessments of both Russian and Chechen perspectives, this book will be essential reading for people seeking to understand the role of Islamic fundamentalist nationalism in the contemporary world.

Editor's Note

by Jessica Katz Jameson, IACM Communications Officer

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 **Jo-Anne Chase**. Jo-Anne is a senior in Communication at North Carolina State University and will be graduating in December – in addition to her work with *SIGNAL* she is an active member of the Communication Honor's Fraternity, Lambda Pi Eta, and she has had a busy semester. Congratulations Jo-Anne! 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:

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