

# 1989 Call for Papers

## SECOND BI-ANNUAL CONFERENCE OF THE INTERNATIONAL ASSOCIATION FOR CONFLICT MANAGEMENT

Co-sponsored by Western Kentucky University

### Conference location:

University of Georgia, Athens  
June 11-14, 1989

### Submission Deadline:

Papers must be received by  
October 15, 1988

### PROGRAM THEME

*Interdisciplinary approach to research and theory in conflict management.*

### PROGRAM OBJECTIVE

To encourage scholars and practitioners to develop and disseminate theory and research that is useful to organizational and social system leaders for improving their conflict management skills.

### PROGRAM ORGANIZATION

The meeting will be organized around seven tracks and will feature competitive paper sessions, symposia, and workshops designed to allow you and your colleagues to share ideas and research findings. Innovative sessions will be encouraged. There will be a focus on how our research and theory can be made useful to practitioners.

### PAPER SUBMISSIONS

You are invited to submit a paper(s) which should include: title page (separate) with names, affiliations, and telephone numbers; abstract page (separate); and text, references, tables, figures, and notes. The entire paper should not exceed 25 pages in length. The name(s) and address(es) of authors should appear only on the title page. The papers should be prepared according to the *Publication Manual* of the American Psychological Association (3rd ed., 1983). Submission implies that one or more of the authors will register for and attend the meeting to present the paper.

### SYMPOSIA AND WORKSHOPS

You are also invited to submit a proposal for a symposium(s) or workshop(s). Each copy should include: title page (separate) with names, affiliations, and telephone numbers; abstract page (separate); and a detailed description of your proposal. Submission of a proposal implies that the proposal coordinator(s) will register for and attend the meeting to lead the session.

### SUBMISSION AND REVIEW PROCEDURES

Three copies of papers and proposals and a cover letter should be sent directly to one of the seven track chairs. One copy of the same should be sent to the Program Chair. If the content is judged more suitable for another track, it will be forwarded to that track chair and the author will be notified. All submissions will be blind reviewed on the basis of originality, methodological and/or theoretical rigor, and relevance of content to the program theme. Papers must not have been presented at other meetings, nor published or accepted for publication elsewhere.

### TRACKS AND CHAIRS

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| Track 1: ORGANIZATIONAL CONFLICT<br>Robert A. Baron, Chair<br>Department of Psychology<br>Rensselaer Polytechnic Institute<br>Troy, New York 12180<br>Phone: (518) 276-6472            | Track 5: PUBLIC SECTOR CONFLICT<br>Thomas J. Pavlak, Chair<br>Dept of Public Management & Policy<br>GSPIA, University of Pittsburgh<br>Pittsburgh, PA 15260<br>Phone: (412) 648-7612  |
| Track 2: COMMUNICATION AND CONFLICT<br>Tricia S. Jones, Chair<br>Department of Speech Communication<br>University of Denver<br>Denver, Colorado 80208<br>Phone: (303) 871-4331         | Track 6: INTERNATIONAL CONFLICT<br>Roderick M. Kramer, Chair<br>Graduate School of Management<br>Stanford University<br>Stanford, CA 94305<br>Phone: (415) 723-2158   |
| Track 3: NEGOTIATION AND BARGAINING<br>James B. Dworkin, Chair<br>Dept of Organizational Behavior & HRM<br>Purdue University<br>West Lafayette, Indiana 47907<br>Phone: (317) 494-5703 | Track 7: PAPERS BASED ON DOCTORAL<br>DISSERTATIONS & MASTERS' THESES, 1987-9<br>Michael N. Chanin, Chair<br>Management Department, Box 507<br>Baruch College, CUNY<br>17 Lexington Ave<br>New York, NY 10010<br>Phone: (212) 725-7139 |
| Track 4: MEDIATION AND ARBITRATION<br>Peter Carnevale, Chair<br>Department of Psychology<br>University of Illinois<br>Champaign, IL 61820<br>Phone: (217) 333-4899                     |   |

PROGRAM CHAIR: M. Afzalur Rahim  
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For membership and other information write or call:  
Mainuddin Afza, Development Director, IACM  
Department of Business Administration  
University Wisconsin, Platteville, WI 53818-3099  
Phone: (608) 342-1717

#### DOMAIN STATEMENTS FOR TRACKS

**Organizational Conflict:** the causes, effects, and measurement of conflict in organizational settings. Major topics include: intrapersonal, interpersonal, intragroup, intergroup, and interorganizational conflicts; styles of handling interpersonal conflict; power and conflict; sources, moderators, and effects of conflict; research methodologies (e.g., simulations, surveys, direct observations) for studying conflict.

**Communication and Conflict:** verbal and nonverbal behaviors in communication interaction. Major topics include: interaction analysis of communication behavior in negotiation, mediation, or other conflict interactions; examination of the effects of communication styles, or relationship of styles to other outcomes or characteristics; theoretical examination of the nature and role of communication in conflict; descriptive, experimental, or quasi-experimental studies of communication as a central component of conflict.

**Negotiation and Bargaining:** activities whereby parties involved in a conflict of interest situation discuss the form of joint action they might wish to take in order to manage a disagreement between them. Major topics include: adversarialism vs. cooperation; concession bargaining; third party intervention; fact-finding, power and influence; coalitions; intraorganizational bargaining; concession behavior; and breakdown in negotiations.

**Mediation and Arbitration:** the study of third parties in all domains of social conflict. Major topics include: the decision behavior of mediators and arbitrators; factors that affect the techniques, strategies, tactics, and outcomes of mediation; comparisons of alternative forms of mediation and arbitration; influence of third party behavior on disputant satisfaction and procedural justice; influence of organizational grievance procedures on organizational outcomes (e.g., performance evaluations, turnover); economic factors and the use of arbitration and mediation.

**Public Sector Conflict:** conflict relation to public policy processes and conflict relation to public and not-for-profit organizations. Major topics include: analyses of conflict relating to policy design, decision making and implementation; ethics, values and policy; law and social conflict; social cleavages and public policy; public agency-client relationships; public sector labor-management relations; conflict management strategies; and interorganizational conflict.

**International Conflict:** theoretical and empirical contributions to our understanding of international conflict. Major topics include: dynamics of conflict (e.g., escalation and deescalation processes); approaches to conflict prevention and conflict resolution, including deterrence, negotiation, and third party intervention; multi-disciplinary focus and innovative methodologies for studying conflict; cross-cultural perspectives; and closely related themes such as the development of international cooperation and emergence of strategic alliances.

**Papers Based on Doctoral Dissertations and Masters' Theses, 1987-9:** theoretical or empirical works on topics covered by but not limited to the other tracks. Papers which are based on completed works are preferred.

#### BEST PAPER AWARDS AND PUBLICATIONS

The IACM will present an award for the best paper for each track. Summaries of papers, symposia, and workshops presented at the conference will be included in the *Proceedings*. Selected papers presented in the conference will be included in the *Journal of Conflict Management*.

#### SOFTWARES

The official softwares for the IACM are WordStar, WordPerfect, and Microsoft Word. Summaries of papers for inclusion in the *Proceedings* and selected papers for inclusion in the *JCM* must be prepared with one of these softwares.

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