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# 1995 CALL FOR SUBMISSIONS

## Eighth Conference of the International Association for Conflict Management

Including the Second Conference of the Ethnic Studies Network

June 11 - June 14, 1995  
Lo-Skolen, Helsingør, Denmark  
Submission Deadline: February 1, 1995

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The International Association for Conflict Management was founded to encourage scholars and practitioners to develop and disseminate theory, research, and experience that is useful for understanding and improving conflict management in family, organizational, societal, and international settings. The Eighth Conference of the Association will emphasize interdisciplinary approaches to research and theory in conflict management. The Eighth Conference will include a track on Ethnic Conflict organized by the Ethnic Studies Network.

### **SUBMISSIONS:**

You are invited to submit a paper, symposium, debate, or exhibit. The meeting will be organized around ten content areas identified below and will feature invited talks and showcase poster sessions designed to share ideas and research findings. Innovative sessions, symposia, and debates are encouraged as are research and theory targeted towards practitioners.

**Papers/Posters:** All papers should be typed in accordance with the guidelines set forth in the 1983 edition of the Publication Manual of the American Psychological Association. The maximum length is 25 pages, including title page, abstract (on a separate page), references, tables and figures. Shorter papers will also be acceptable. Papers that do not fit neatly with others, or that require more time and serious, face-to-face discussion, will be scheduled in showcase poster sessions. The paper or poster should not have been presented at a past meeting.

**Symposia/Debates:** Symposia are focused sessions in which participants present their views on a common issue. Debates ordinarily include a moderator and two teams of one or two speakers each. Persons submitting symposium or debate proposals must indicate that they have commitments from all participants that they will register for and attend the meeting.

**Exhibits:** A special demonstration or event that illustrates innovative applications in negotiation and social conflict, e.g., computer software.

All submissions will be evaluated by the Program Committee and IACM members serving as volunteer reviewers. Only the submitter will be notified of the acceptance or rejection of the submission and information on scheduling. All submissions should include a "Submission Cover Sheet" which is attached to this call for submissions (or obtained from either program chair).

In addition to the written material, each submitter is required to send a computer diskette containing most of the information requested on the Submission Cover Sheet (this will be used only for preparing the Conference Program as well as the Proceedings). The elements required are: Title, names and affiliations of contributors, and the 200-word abstract (see also attached Submission Cover Sheet).

Diskettes should be IBM/PC-compatible (3.5"), with submitter's name on the diskette label. The file itself should be named "ABSTRACT.TXT" and be in either a WordPerfect (any version) or ASCII/DOS format. Please send FOUR (4) copies of your proposal directly to the Program Chair, at the address listed below, postmarked by February 1, 1995.

Dr. Carsten DE DREU, Program Chair, IACM 1995  
Department of Psychology, University of Groningen  
Grote Kruisstraat 2/1, 9712 TS Groningen, Netherlands  
Phone/FAX (0031) 50-636418/636304  
Email: c.k.w.de.dreu@ppsw.rug.nl

For further information, US-citizens may contact:

Dr. Laurie WEINGART, Co-chair for the USA  
Graduate School of Industrial Administration  
Carnegie Mellon University  
Pittsburgh, PA 15213, USA  
Phone/FAX: (412) 268-7585/6837  
Email: LW1M@andrew.cmu.edu

### **PROCEEDINGS:**

Abstracts of papers, symposia, and debates presented at the conference will be included in the Conference Abstracts Proceedings.

### **AWARDS:**

Outstanding contributions to the program will be acknowledged with presentation of awards and plaques in the following three categories: Best Empirical Paper, Best Theoretical Paper, and Best Applications Paper.

### **IMPORTANT NOTES**

**I. WILLIAM ZARTMAN will give a Keynote Address**

**Special Features further include**  
**Keynote Symposium on Culture and Conflict**  
**Roundtable Discussion on Environmental Conflict**  
**A Track on Ethnic Conflict organized by the ESN**  
**(see the Submission Cover Sheet for more information)**

## PROGRAM CONTENT AREAS:

**Environmental and Public Resource Conflict:** Analyses of natural resource and environmental conflict; role of third parties in environmental conflicts; economic and political dimensions of resource disputes.

**Culture and Conflict:** Cultural dimensions of conflict including within-culture dimensions as well as cross-cultural comparisons; cultural aspects of preferences for dispute handling styles and procedures; training in cross-cultural negotiation; theoretical and methodological issues in the study of culture and conflict.

**Organizational Conflict:** The causes, effects, and measurement of conflict in organizational settings. Topics include: Interpersonal, intra- and inter-group conflict; power and conflict; styles of handling conflicts; moderators and effects of conflict; research methodologies for studying organizational conflict.

**Communication:** Verbal and nonverbal behavior in conflict. Interaction analysis of communication behavior in negotiation; effects of communication styles; analysis of communication and communication technology as a central component of conflict.

**Social Justice:** Alternative dispute resolution (ADR) systems; procedural and distributive justice; legal issues in dispute resolution; impact of dispute resolution procedures on society.

**Conflict in the Public Sector:** Analysis of conflict in public policy processes; conflict relating to ethics, values, and policy; law and social conflict; public sector labor management relations.

**Negotiation:** Activities whereby parties involved in a conflict seek to settle that conflict. Topics include concession bargaining; integrative agreements; negotiation teams; relationships; power and influence.

**Third Party Intervention:** Techniques, strategies, tactics, and outcomes of mediation; forms of mediation and arbitration; influence of third party behavior on disputants; organizational grievance procedures.

**International and Intergroup Conflict:** Topics include ethnic and regional conflicts; development of group biases; escalation processes; approaches to international and intergroup conflict prevention and resolution; deterrence and third parties.

**Decision Processes:** Theoretical and empirical analyses of decision making of negotiators, mediators, and arbitrators; biases and heuristics; negotiator rationality; learning; implementation of decisions.

## IACM 1995 IS SPONSORED BY:

Royal Netherlands Academy of Sciences, Carnegie-Mellon University, Amphion Consultants, University of Groningen, Copenhagen Business School, University of Minnesota.

## IACM MEMBERSHIP INFORMATION:

**Dr. Tom Fiutak**

Center for Urban and Regional Affairs  
University of Minnesota  
248 Hubert H. Humphrey Center  
301 19th Avenue South  
Minneapolis, MN 55455  
Tel: (612) 625.3046

## THE IACM 1995 PROGRAM COMMITTEE:

**Carsten de Dreu** (Program Chair), Psychology, University of Groningen, The Netherlands; **Laurie Weingart** (Co-Chair for USA), Industrial Administration, Carnegie Mellon University; **Valerie Morgan**, (Coordinator Ethnic Studies Network), University of Ulster; **Linda Babcock**, Economics, University of Chicago; **Rebecca Bennett**, Management, University of Toledo; **Lisa Bingham**, SPIDR-group, Indiana University; **Terry Boles**, Business Administration, University of Iowa; **Bill Bottom**, Management, Washington University; **Darius K-S Chen**, Psychology, The Chinese University of Hong Kong, Hong Kong; **Martin Euwema**, Psychology, University of Utrecht, The Netherlands; **Barbara Gray**, Center for Research in Conflict and Negotiation, Pennsylvania State University; **Guy Olivier Faure**, Sociology, Sorbonne University, France; **Ron Fisher**, Psychology, University of Saskatoon; **Ray Friedman**, Owen Graduate School of Management, Vanderbilt University; **Michele Gelfand**, Psychology, University of Illinois at Urbana-Champaign; **Heather Hazard**, Copenhagen Business School, Denmark; **Sanda Kaufman**, Urban Studies, Cleveland State University; **Volker Linneweber**, Potsdam Institute for Global Research, Potsdam, Germany; **Loraleigh Keashly**, Psychology, University of Guelph, Canada; **Russell Leng**, Political Psychology, Middlebury College; **Rodney Lim**, Management, Tulane University; **Anne Lytle**, Psychology, Chinese University of Hong Kong; **Betta Mannix**, Psychology, University of Chicago; **Christopher McCusker**, Management, Yale University; **Debra Mesch**, Public and Environmental Affairs, Indiana University; **Amélie Mummendey**, Graduierten Kollege, University of Münster, Germany; **Julie Olson**, Craig School of Business, California State University, Fresno; **Craig Parks**, Psychology, Washington University; **William Ross**, Management, University of Wisconsin; **Christel Rutte**, Psychology, University of Nijmegen, The Netherlands; **Debra Shapiro**, Kenan-Flagler Business School, The University of North Carolina at Chapel Hill; **Harris Sondak**, Fuqua School of Business, Duke University; **Paul van Lange**, Psychology, Free University of Amsterdam, The Netherlands.

## Local Arrangements and Registration Information:

**Søren Viemose**, Local Arrangements Chair  
Amphion Consultants  
Sdr. Fasanvej 10, st.  
DK-2000, Frederiksberg  
Denmark

Phone: (+45) 38.88.49.49

Fax: (+45) 38.88.08.75

**Starting June 19, a Social Dilemma Conference will be held in The Hague, The Netherlands. For further information, contact Dr. Wim Liebrand, SWI, University of Groningen, Grote Rozenstraat 15, 9712 TG, The Netherlands.**

SUBMISSION COVER SHEET: IACM 1995  
June 11-14, 1995, Lo-Skolen, Helsingør, Denmark

-- Return This Sheet With Your Submission --

Submit with your proposal the following items: (a) This Submission Cover Sheet with all relevant information; (b) Four printed copies of the submission (paper, symposium, etc.); (c) Two printed copies of the abstract, 200 words maximum with title of the proposal and authors' names; (d) One computer disk containing Submission Cover Sheet Information and the 200 word abstract.

1. Name of Presenter/Organizer: \_\_\_\_\_
2. Address of Presenter/Organizer: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
3. Phone Number of Presenter/Organizer: \_\_\_\_\_
4. Check one: .....This is a Paper or Poster Presentation Session.  
.....This is a Symposium.  
.....This is a Debate or Workshop.  
.....This is something called a \_\_\_\_\_.
5. Title (12 words or less): \_\_\_\_\_  
\_\_\_\_\_
6. Names of all participants and their roles (e.g. author, chair, panelist, discussant).
  1. Name: \_\_\_\_\_ Role \_\_\_\_\_
  2. Name: \_\_\_\_\_ Role \_\_\_\_\_
  3. Name: \_\_\_\_\_ Role \_\_\_\_\_
  4. Name: \_\_\_\_\_ Role \_\_\_\_\_
  5. Name: \_\_\_\_\_ Role \_\_\_\_\_
7. For a symposium, debate, or workshop proposal include a separate title page with names, affiliations, and telephone numbers of all participants. Indicate the title and give a brief description of each presentation. Also include the 200 word abstract of the central theme and purpose of the proposal.
8. Prepare a computer disk that contains all of the SUBMISSION COVER SHEET information. The elements required are: the proposal title, names and affiliations of speakers or authors, and the 200-word abstract. Diskettes should be IBM/PC-compatible (3.5"), with submitter's name on the diskette label. The file itself should be named "ABSTRACT.TXT" and be in either a WordPerfect (any version) or ASCII/DOS format. We will rely on these diskettes when preparing copy for the Program and for the Abstracts Proceedings, so your cooperation in preparing this diskette is greatly appreciated. You may reclaim your disk at the IACM meeting in Helsingør in June, 1995.

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*Specific guidelines for preparing the Diskette*

1. If possible, please provide a file in one of the requested formats and not an idiosyncratic file created by your particular word processor.
  2. Name the file "ABSTRACT.TXT"
  3. Use default options for margin specifications and fonts.
  4. Do not bold, underline, or italicize any characters. (If there are words or characters that you would like to have receive special treatment, send a separate note to that effect.)
  5. Titles, abstracts, and other information exceeding one line should be allowed to wrap.
  6. Contact the program chair at the numbers below if there are any difficulties.
9. Sign this statement: By submitting this paper or event to IACM 1995, I agree to attend the conference and present this work, or if I am unable to do, to arrange for another person to do so.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

10. Mail all materials, postmarked by February 1, 1995, to:

Carsten de Dreu,  
Program Chair, IACM 1995      Phone: (+31) 50-636418  
Department of Psychology      FAX: (+31) 50-636304  
University of Groningen      Email: c.k.w.de.dreu@ppsw.rug.nl  
Grote Kruisstraat 2/1  
9712 TS Groningen, The Netherlands

11. For any inquiries, or for further information, Non-US citizens should contact the Program Chair at the above address. US-citizens should contact the IACM Co-chair for the USA:

Dr. Laurie Weingart  
Co-chair for the USA      Phone: (412) 268-7585  
Graduate School of Business Administration      FAX: (412) 268-6837  
Carnegie Mellon University      Email: LW1M@andrew.cmu.edu  
Pittsburgh, PA 15213

12. IACM 1995 is organized in close collaboration with Ethnic Studies Network (ESN). ESN will organize a track on Ethnic Conflict and Related matters. ESN will be entirely responsible for this track, and organize it along its own criteria and standards. In addition, ESN will operate its own review and selection procedure, and there will be a separate Best Paper Award for a ESN-submission. Submissions for the ESN-track should mail their proposals directly to

Dr. Valerie Morgan, or Ms. Lyn Moffett  
The Ethnic Studies Network      Phone: +44 265 44141 ext 4649  
University of Ulster,      FAX: +44 265 40937  
Cromore Road, Coleraine      Email: L.Moffat@ulst.ac.uk  
Northern Ireland, United Kingdom

13. SUBMISSION CHECKLIST:

\_\_\_\_ ONE (1) Submission Cover Sheet.  
\_\_\_\_ FOUR (4) printed copies of the submission.  
\_\_\_\_ TWO (2) separate copies of the 200 word abstract, with proposal title and authors' names.  
\_\_\_\_ ONE (1) 3.5" IBM-compatible Diskette containing Submission Cover Sheet information and 200 word abstract.  
\_\_\_\_ Postmarked by February 1, 1995.

**1995 MEETING**  
**INTERNATIONAL ASSOCIATION FOR CONFLICT MANAGEMENT**

June 11-14, 1995, Lo-Skolen, Helsingør, Denmark

Dear colleague:

We are very pleased to invite you to participate in the 1995 meeting of the International Association for Conflict Management. IACM was founded to encourage research and training in the handling of social conflict in a variety of arenas. IACM 1995 will continue the tradition of productive and invigorating meetings. This year, we will meet at the Lo-Skolen, Helsingør (near Copenhagen), Denmark. Lo-Skolen offers numerous amenities including modern meeting rooms, comfortable accommodations, and is situated close to the Castle which inspired Shakespeare's famous play Hamlet. IACM 1995 will feature invited speakers, symposia, poster sessions, and competitive papers.

Topical areas for IACM 1995 reflect the broad interests of our membership, and include environmental dispute resolution, organizational conflict, communication and decision processes in negotiation, mediation, arbitration, and international conflict. A special feature of the Eighth conference is that for the very first time, we join forces with other associations working in the field of conflict management. Specifically, the *Ethnic Studies Network* will organize a track on Ethnic Conflict. IACM-members interested in participating in this track should direct their papers or proposals directly to the ESN-coordinator, Dr. Valerie Morgan (for further information, please see #12 of the attached Submission Cover Sheet).

Dr. I. William Zartman from John Hopkins University will present a keynote address on international negotiation, and the 1995 IACM Life Time Achievement Award will be presented to Dr. Robert McKersie (Sloan School of Management, M.I.T.).

Please mail all papers and proposals before February 1, 1995 to:

Dr. Carsten de Dreu,	Phone:	(+31.50) 63.64.18
Program Chair, IACM 1995	FAX:	(+31.50) 63.63.04
Department of Psychology	Email:	c.k.w.de.dreu@ppsw.rug.nl
University of Groningen		
Grote Kruisstraat 2/1,		
9712 TS Groningen,		
The Netherlands		

Please check that your submission contains the enclosed "Submission Cover Sheet." In addition, please send a 3.5" IBM-compatible diskette that has a text file containing the submission cover sheet information and your 200-word abstract. Further details on how to do this are on the submission cover sheet. Submissions will be evaluated by members of the IACM 1995 Program Committee, whose names appear on the enclosed Call for Submissions.

We hope that you will join us in Denmark for a wonderful meeting. And if you know of colleagues who share our interests, please pass this information along to them.

Sincerely,

Carsten de Dreu  
Fellow, Royal Netherlands Academy of Sciences  
University of Groningen  
Program Chair

Laurie Weingart  
Assistant Professor,  
Graduate School for Industrial Administration  
Carnegie Mellon University  
Co-chair for the USA