



**1996 MEETING**  
**INTERNATIONAL ASSOCIATION FOR CONFLICT MANAGEMENT**  
June 2-5, 1996, Cornell University, Ithaca, N.Y., U.S.A.

Dear Colleague:

We are very pleased to invite you to participate in the 1996 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 1996 will continue the tradition of conferences that are fun, productive, and invigorating. This year, we will meet on the beautiful campus of Cornell University in Ithaca, N.Y., and will be staying at the Statler Hotel, a first-rate conference facility run by Cornell's school of hotel administration. IACM 1996 will feature invited speakers, symposia, poster sessions, and competitive papers.

Topical areas for IACM 1996 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. Professor Thomas Kochan (Sloan School of Management, M.I.T.), one of the foremost authorities on labor relations and organizational change, will present a keynote address, and the 1996 IACM Life Time Achievement Award will be presented to Professor Anatol Rapoport.

Please mail all papers and proposals before February 1, 1996 to:

Ray Friedman, Program Chair, IACM 1996  
Owen Graduate School of Management  
Vanderbilt University  
Nashville, TN 37203  
Phone: (615) 322-3992  
Fax: (615) 343-7177  
Email: Rfriedma@CtrVax.Vanderbilt.edu

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 1996 Program Committee, whose names appear on the enclosed Call for Submissions.

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

Sincerely,

Ray Friedman

*dup. 10.10.96*

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# 1996 CALL FOR SUBMISSIONS

## Ninth Conference of the International Association for Conflict Management

June 2 - June 5, 1996  
Cornell University, Ithaca, N.Y., U.S.A.  
Submission Deadline: February 1, 1996

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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.

### **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. Extended abstracts (at least 1000 words) that provide sufficient information for review will be considered, but priority will be given to completed papers. 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 the 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

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, 1996.

Ray Friedman, Program Chair, IACM 1996  
Owen Graduate School of Management  
Vanderbilt University  
Nashville, TN 37203  
Phone: (615) 322-3992  
Fax: (615) 343-7177  
Email: Rfriedma@CtrVax.Vanderbilt.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.

### **Local Arrangements and Registration Information:**

Elizabeth Wesman, Local Arrangements Chair  
Syracuse University  
P.O. Box 4808  
Ithaca, NY 14852  
(607) 257-0019  
Fax: (607) 257-9544  
E-mail: ewesman@som.syr.edu

### **IMPORTANT NOTES**

**THOMAS KOCHAN will give a Keynote Address**  
**ANATOL RAPOPORT will receive the Lifetime**  
**Achievement Award**

## 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 1996 IS SPONSORED BY:

Vanderbilt University, Syracuse University,  
Cornell University, 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:

**Ray Friedman** (Program Chair), Management, Vanderbilt University; **Linda Babcock**, Economics, University of Chicago; **Bruce Barry**, Management, Vanderbilt University; **Lisa Bingham**, SPIDR-group, Indiana University; **Bill Bottom**, Management, Washington University; **Peter Carnevale**, Psychology, University of Illinois; **Darius K-S Chen**, Psychology, The Chinese University of Hong Kong; **David Churchman**, California State University, Dominguez Hills; **Carsten de Dreu**, Psychology, University of Groningen, The Netherlands; **Martin Davidson**, Management, Dartmouth University; **William Donohue**, Communications, Michigan State University; **Ben Emans**, Psychology, University of Groningen, The Netherlands; **Martin Euwema**, Psychology, University of Utrecht, The Netherlands; **Guy Olivier Faure**, Sociology, Sorbonne University, France; **Ron Fisher**, Psychology, University of Saskatoon; **Tom Fiutak**, University of Minnesota; **Karen Jehn**, Management, University of Pennsylvania; **Sanda Kaufman**, Urban Studies, Cleveland State University; **Kwok Leung**, Psychology, Chinese University of Hong Kong; **Roy Lewicki**, Management, Ohio State University; **Russell Leng**, Political Psychology, Middlebury College; **Rodney Lim**, Management, Tulane University; **Anne Lytle**, Psychology, Chinese University of Hong Kong; **Betta Mannix**, Graduate School of Business, Columbia University; **Kathleen O'Connor**, Psychology, Rice University; **Christopher McCusker**, Management, Yale University; **Debra Mesch**, Public and Environmental Affairs, Indiana University; **William Ross**, Management, University of Wisconsin; **Christel Rutte**, Psychology, University of Nijmegen, The Netherlands; **William Smith**, Psychology, Vanderbilt University.

SUBMISSION COVER SHEET: IACM 1996  
June 2-5, 1996, Cornell University, Ithaca, N.Y., U.S.A.

-- 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 Ithaca in June, 1996.

[continues on reverse side]

*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 1996, 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, 1996, to:

Ray Friedman, Program Chair, IACM 1996  
Owen Graduate School of Management  
Vanderbilt University  
Nashville, TN 37203  
Phone: (615) 322-3992  
Fax: (615) 343-7177  
Email: Rfriedma@CtrVax.Vanderbilt.edu

11. 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, 1996.