

The International Association of Conflict Management
15th Annual Conference
June 9 – 12, 2002

EXPANDED PROGRAM

Sunday, June 09

11:00 am – 6:00 pm Conference Registration
Grand Ballroom Lobby

12:00 pm – 3:00 pm Tour of Olympic Park and Lunch
meet at Grand Summit Hotel lobby before 12:00 pm and bring your tickets

3:30 pm – 5:00 pm Family Swim Time
meet at the Grand Summit Hotel pool (hotel guests only)

6:00 pm – 8:00 pm Welcome and Dinner
Kokopelli – Parlor II

8:30 pm – 10:00 pm Showcase Poster Session and Wine Tasting
Kokopelli – Parlor I

A Multi-faceted approach to process conflict

Kristin M. Jackson, Cornell University
Elizabeth A. Mannix, Cornell University
Randall S. Peterson, London Business School
William M.K. Trochim, Cornell University

Self-reflection as a process for understanding one's contribution to the root causes of terrorism

Karen Morton, University of Victoria

Interpersonal conflict and relational models - Theory: A structural approach to injustice

Barton Poulson, City University of New York

Conflict management in Scandinavia

Jette Schramm-Nielsen, Copenhagen Business School

Characteristics of skilled negotiators: An empirical study

Filipe Azevedo Sobral, University of Coimbra
Fernando De Oliveira Carvalho, University of Coimbra

Suck it up, let it out or negotiate? An analysis of college students' conflict management strategies

Sheryl A. Youngblood, Marywood University
Michael Cioce, Marywood University

Persistence and visibility of group faultlines: A theoretical model of the effect of group culture and team identity on the group faultlines-organizational conflict link

Katerina Bezrukova, University of Pennsylvania
Karen A. Jehn, University of Pennsylvania
Madhan Gounder, University of Pennsylvania

From thinking about what might have been to sharing what we know: The role of counterfactual mind-sets in information sharing in groups

Adam D. Galinsky, Northwestern University
Laura J. Kray, University of Arizona

In-phase, out-of-phase: Temporal patterns in negotiators' interactions

Mara Olekalns, University of Melbourne
Jeanne M. Brett, Northwestern University
Laurie R. Weingart, Carnegie Mellon University

The Management of natural resource and environmental conflicts: investigating the role of Regional Innovation Networks (RINs)

Noelle Aarts, Wageningen University and Research Centre
Cees van Woerkum, Wageningen University and Research Centre
Babette Vermunt, Wageningen University and Research Centre

Lesson plan for the peace education

J.L. Jayasinghe, N/Marandawella Junior School

International project finance and dispute resolution

Abigail K. Wenner, International Financial Services

Individual Dissimilarities, Conflict and Satisfaction in Peacekeeping: The Role of Mission Context

Katerina Bezrukova , University of Pennsylvania
Karen A. Jehn, University of Pennsylvania
Martin Euwema, Utrecht University
Nicolien Kop , Utrecht University

Monday, June 10

7:30 am – 8:30 am

Continental Breakfast

Grand Ballroom Lobby

8:30 am - 10:30 am

Paper Session: Perceptual Gaps and Geographic Gaps

White Pine Parlor I

Session Chair: Keith G. Allred, Harvard University

How conflict results from perceptual gaps in the shared understanding of a problem

Matthew A. Cronin, Carnegie Mellon University

Laurie R. Weingart, Carnegie Mellon University

Jon Cagan, Carnegie Mellon University

Craig Vogel, Carnegie Mellon University

Egocentric biases and the failure of strategic prediction

Don A. Moore, Carnegie Mellon University

E-Mail escalation: Dispute exacerbating elements of electronic communication

Raymond A. Friedman, Vanderbilt University

Steven C. Currall, Rice University

Partisan misperceptions and conflict escalation: Survey evidence from a tribal/local government conflict

Keith G. Allred, Harvard University

Kessely Hong, Harvard University

Joseph P. Kalt, Harvard University

Paper Session: Mediation

White Pine Parlor II

Session Chair: Raymond A. Friedman, Vanderbilt University

The global trends in Mediation

Nadja Alexander, The University of Queensland

Individualism, Collectivism, & Transformative Mediation

David Pitts, Indiana University

Yuseok Moon, Indiana University

Lisa B. Bingham, Indiana University

Monday, June 10

Mediation as persuasion: Central route attribution change as a conflict resolution technique

Debra A. Gilin, University of Missouri
Paul W. Paese, University of Missouri

A system approach to mediation: How to diagram family and commercial disputes

Paul L Warren, Mediation & Arbitration Services of Virginia, LLC.

Affect, Reputation and Mediator Strategy: A study of on-line mediation

Raymond A Friedman, Vanderbilt University
Cameron Anderson, Northwestern University
Jeanne Brett, Northwestern University
Mara Olekalns, Melbourne Business School
Nathan Goates, Vanderbilt University
Cara Chery Lisco, Square Trade

Symposium: Bridging the Gap Between Legal and Psychological Perspective
Snowdancer

Session Chair: Clark Freshman, University of Miami

Session Participants:

Susan Brodt, Duke University's Fuqua School of Business
Kathleen Valley, Harvard Business School
Jeffrey Polzer, Harvard Business School
Scott Peppet, University of Colorado School of Law
Rachel Croson, University of Pennsylvania

10:30 am – 11:00 am

Coffee Break

Grand Ballroom Lobby

11:00 am - 12:00 pm

Symposium Session: Conflict of Interest and the Fall of Enron

White Pine Parlor I

Session Chair: Max H. Bazerman, Harvard University

Session Participants:

Linda Babcock, Carnegie Mellon University
Don A. Moore, Carnegie Mellon University
Don Kleinmuntz, University of Illinois

Paper Session: Power

White Pine Parlor II

Session chair: Gail Berger, Northwestern University

Does mutual gains bargaining affect negotiator's power?: Practitioners' perceptions of the affect of mutual gains bargaining on their power in labor/management negotiations

Terry W. Conry, Ohio University

Claudia L. Hale, Ohio University

Too much of a good thing? The effects of complex configurations of status on experts' participation and influence within groups

Ethan R. Burris, Cornell University

Melissa C. Thomas-Hunt, Cornell University

Power and communication: Semantic vs. Pragmatic Messages

Deborah H. Gruenfeld, Stanford University

Gail Berger, Northwestern University

Paper Session: Methods of Conflict Research and Teaching

Snowdancer

Session Chair: Shoji Mitarai, Sapporo University

Updating negotiation teaching through use of multimedia tools

Alain P. Lempereur, ESSEC University

Exploration in reflective case study research: Managing conflict among scientists

Kenneth Kressel, Rutgers University

Howard Gadlin, NIH office of the Ombudsman, Center for Coop. Resolution

Doris Campos-Infantino, NIH Office of the Ombudsman, Center for Cooperative Resolution

Kevin Jessor, NIH Office of the Ombudsman, Center for Cooperative Resolution

Kathleen Moore, NIH Office of the Ombudsman, Center for Cooperative Resolution

Andre Smith, NIH Office of the Ombudsman, Center for Cooperative Resolution

How do I ask them about the war? Collecting and understanding life stories of soldiers and victims of war

Julia Chaitin, University of Missouri

12:00 pm – 1:45 pm

Lunch and Rubin Award Ceremony

Kokopelli Parlor II

2:00 pm – 3:30 pm

Paper Session: Negotiator Goals And Negotiator Confidence

White Pine Parlor I

Session Chair: Kathleen M. O'Connor, Cornell University

The effects of negotiator confidence on integrative bargaining: Bandura at the negotiation table

Edward Kass, Saint Joseph's University

Disconnecting outcomes and evaluations: The role of negotiator reference points

Adam D. Galinsky, Northwestern University

Thomas Mussweiler, Universität Würzburg

Victoria Husted Medvec, Northwestern University

Effects of external and internal competition on group problem solving processes and outcomes

Harrie van Tuijl, Eindhoven University of Technology

Walking away from the table: How negotiator self-efficacy affects decision making

Kathleen M. O'Connor, Cornell University

Josh A. Arnold, California State University, Long Beach

Symposium Session: Combining Qualitative And Quantitative Approaches To Data Analysis

White Pine Parlor II

Session Chair: William A. Donohue, Michigan State University

Session Participants:

Ralph Hanke, The Pennsylvania State University

Boris H.J.M. Brummans, Texas A&M University

Laurie R. Weingart, Carnegie Mellon University

Symposium Session: Effects of Legal Training on Negotiation and Settlement Perspectives

Snowdancer

Session Chair: Bobbi McAdoo, Hamline University School of Law

Session Participants:

Adele Hayes, University of Miami

Julie Macfarlane, University of Windsor

Kathleen Scanlon, CPR Institute for Dispute Resolution

James A. Wall, Jr., University of Missouri

3:30 pm – 3:45 pm

Coffee Break

Grand Ballroom Lobby

3:45 pm - 5:15 pm

Paper Session: Emotion

White Pine Parlor I

Session Chair: Donald E. Gibson, Fairfield University

The “Smart” Negotiator: Cognitive ability and emotional intelligence in negotiation

Ingrid Smithey Fulmer, Vanderbilt University

Bruce Barry, Vanderbilt University

The interpersonal effects of anger and happiness on negotiation behavior and outcomes

Gerben A. Van Kleef, University of Amsterdam

Carsten K.W. De Dreu, University of Amsterdam

Antony S.R. Manstead, University of Amsterdam

Thinking deep and feeling good: Cognitive motivation and positive affect in negotiations

Vidar Schei, Norwegian School of Economics and Business Administration

Jørn Kjell Rognes, Norwegian School of Economics and Business

Administration

Solfrid Mykland Falkgård, Norwegian School of Economics and Business

Administration

Anger at work: The influence of anger expressions on organizational outcomes

Donald E. Gibson, Fairfield University

Maurice Schweitzer, University of Pennsylvania

Ronda Callister, Utah State University

Joo-Seng Tan, Nanyang Technological University

Barbara Gray, Penn State University

Martin Davidson, University of Virginia

Paper Session: Social Embeddedness in Conflict: Relationships and Comparisons

White Pine Parlor II

Session Chair: Katerina Bezrukova, University of Pennsylvania

Social comparison-based thoughts and their associations with group processes and outcomes

Aukje Nauta, University of Groningen

Eric Molleman, University of Groningen

Bram P. Buunk, University of Groningen

Types of conflict and personal and organizational consequences

Francisco J. Medina, University of Seville
Miguel A. Dorado, University of Seville
Lourdes Munduate, University of Seville
Inés Martínez, University of Seville
Inmaculada F.J. Cisneros, University of Seville

Problems are opportunities in working clothes: Exploring the process of one-to-one dispute resolution in the workplace

Fodhla McGrane, University of Ulster at Jordanstown

Demographic differences and perceptions of performance appraisal practices

Deanna Geddes, Temple University
Alison Konrad, Temple University

The effect of cross-level conflict: The moderating effects of conflict culture on the group faultlines – performance link

Katerina Bezrukova, University of Pennsylvania
Karen A. Jehn, University of Pennsylvania

Symposium Session: An Interdisciplinary Look At Identity Based Conflicts

Snowdancer

Session Chair: Sylvia R. Lazos, University of Missouri

Session Participants:

Cynthia Alkon, University of Missouri
Ann Bettencourt, University of Missouri
Leo F. Smyth, National University of Ireland, Galway
Jean R. Sternlight J.D., University of Missouri

6:00 pm – 10:00 pm

Dinner: BBQ at Blue Sage Ranch

Meet buses (*Le Bus*) outside the Grand Summit Hotel lobby by 6:00 pm and bring your ticket. Dress casually and bring warm clothing. The bus will make three return trips back to the hotel (the first at approximately 8:30 pm, the second at approximately 9:30, and the final trip at approximately 10:00 pm).

Tuesday, June 11

7:30 am – 8:30 am

Continental Breakfast

Grand Ballroom Lobby

8:30 am – 10:30 am

Paper Session: Negotiation Tactics and Use of Agents

White Pine Parlor I

Session Chair: Paul W. Paese, University of Missouri

Best foot forward or waiting game: First mover effects in a distributive negotiation

John M. Oesch, University of Toronto

Glen Whyte, University of Toronto

Self-protection or moral outrage: Reasons underlying lying and deception in competitive interaction

Wolfgang Steinel, University of Amsterdam

Carsten K.W. de Dreu, University of Amsterdam

Approaching Negotiation as Art: Some striking results of students negotiating in the real world

Deepak Malhotra, Northwestern University

Direct and representative negotiation: A principal-agent authority continuum

Neil E. Fassina, University of Toronto

Caught telling the truth: Effects of honesty and communication: Media in distributive negotiations

Paul W. Paese, University of Missouri

Ann Marie Schreiber, University of Missouri

Adam W. Taylor, University of Missouri

Paper Session: Culture and Conflict

White Pine Parlor II

Session Chair: Anne Louise Lytle, University of New South Wales

Negotiating in different cultures: Are Western personality dimensions relevant in Chinese culture?

Leigh Anne Liu, Vanderbilt University

Raymond A. Friedman, Vanderbilt University

Steve Shu-cheng Chi, National Taiwan University

Tuesday, June 11

***Cultural heterogeneity and economic power asymmetry in resource dilemmas:
Implications for self-interested behavior in negotiations***

Shirli Kopelman, Northwestern University

***Explaining the Chinese preference for conflict avoiding: An exploration of five
alternative models***

Raymond A. Friedman, Vanderbilt University

Shu-Cheng Chi, National Taiwan University

Social identity in intra and inter group conflict: Voice, Power and Meaning

Celia Cook-Huffman, Juniata College

***Exploring the range of unethical bargaining tactics across cultures: A Sino-Australian
study***

Ann Louise Lytle, University of New South Wales

Cheryl Rivers, Queensland University of Technology

Paper Session: Peacekeepers and Other Third Parties

Snowdancer

Session Chair: James A. Wall, Jr., University of Missouri

***The Relationship Between Peacekeepers and NGOs: The Role of Training and
Conflict Management in International Peacekeeping***

Lakshmi Ramarajan

Katerina Bezrukova

Karen A. Jehn

Martin Euwema

Nicolien Kop

Inside the black box: Developing the process of conflict diplomacy

Greg Hoobler, Michigan State University

Mediation in Peacekeeping Missions

James A. Wall, Jr., University of Missouri

Daniel Druckman, George Mason University

10:30 am – 11:00 am

Coffee Break

Grand Ballroom Lobby

11:00 am – 12:00 pm

Paper Session: Reward Systems

White Pine Parlor I

Session Chair: Bianca Beersma, University of Amsterdam

Paying people to lie: The truth about the budgeting process

Michael C. Jensen, Harvard Business School

The excluded player's payoff in Coalition Formation

Ilja van Beest, Leiden University

Henk Wilke, Leiden University

Eric van Dijk, Leiden University

Which reward structure works best? A new perspective on cooperation and competition in teams

Bianca Beersma, University of Amsterdam

John R. Hollenbeck, Michigan State University

Stephen E. Humphrey, Michigan State University

Henry Moon, Michigan State University

Donald E. Conlon, Michigan State University

Daniel R. Ilgen, Michigan State University

Symposium Session: Conflict Management Practices of Healthcare Professionals

White Pine Parlor II

Session Chair: Jessica Katz Jameson, North Carolina State University

Session Participants:

Jessica Katz Jameson, North Carolina State University

Jeanne A. Clement, The Ohio State University

Tom Fiutak, University of Minnesota

Ken Kressel, Rutgers University

Symposium Session: The Cyprus Problem

Snowdancer

Session Chair: David Churchman, California State University, Dominguez Hills

Session Participants:

David Churchman, California State University, Dominguez Hills

A. Macro Turk, University of California Irvine

Hermann Peine, State of Utah

Benjamin Broome, Arizona State University

Oliver Richmond, St. Andrews University

12:00 pm – 1:15 pm

Lunch

Kokopelli Parlor II

1:15 pm – 3:00 pm

Paper Session: Gender in Negotiations

White Pine Parlor I

Session Chair: Laura J. Kray, University of Arizona

Gender as a situational phenomenon in negotiation

Hannah C. Riley, Harvard University

Linda Babcock, Carnegie Mellon University

The consequences of asking for more in a job offer negotiation: Differences in men's and women's perceptions

Lisa A. Barron, University of California, Irvine

Propensity to Initiate Negotiations: A new look at gender variation in negotiation behavior

Linda Babcock, Carnegie Mellon University

Michele Gelfand, University of Maryland

Deborah Small, Carnegie Mellon University

Heidi Stayn, Carnegie Mellon University

Gender stereotype activation and power in mixed-gender negotiations

Laura J. Kray, University of Arizona

Jochen Reb, University of Arizona

Adam D. Galinsky, Northwestern University

Leigh Thompson, Northwestern University

Paper Session: Analyzing Negotiation Process

White Pine Parlor II

Session Chair: Mara Olekalns, University of Melbourne

It's not just what, but when: The pacing of negotiation moves across three cultures

Elizabeth A. Mannix, Cornell University

Ya-Ru Chen, New York University

Sujin Lee, Cornell University

Annie Lau, Cornell University

Neither strategic nor selfish: Individualistic negotiators and their behavior over time

Mary C. Kern, Northwestern University
Jeanne M. Brett, Northwestern University
Laurie R. Weingart, Carnegie Mellon University

Spirals of trust: Identifying the factors that shape and sustain trust in negotiation

Mara Olekalns, University of Melbourne
Feyona Lau, University of Melbourne
Philip L. Smith, University of Melbourne

Social value orientation, cognitive maps and trust in a three-party negotiation

Wendi Lyn Adair, Cornell University
Mara Olekalns, University of Melbourne

Symposium Session: Effects of Legal Training and Practice on Ethics and Justice Perspectives

Snowdancer

Session Chair: Nancy A. Welsh, Pennsylvania State University

Session Participants:

James Coben, Hamline University School of Law
Jacqueline Nolan-Haley, Fordham University Law School
Donald Conlon, Michigan State University

3:00 pm – 3:15 pm

Coffee Break

Grand Ballroom Lobby

3:15 pm – 4:45 pm

Symposium Session: Challenging Conflict Resolution's Teaching and Training Models

White Pine Parlor I

Session Chair: Christopher Honeyman, Director, Theory to Practice Project

Session Participants:

Scott Hughes, University of New Mexico School of Law
David Levin, Mediator, Albuquerque, New Mexico
Roy Lewicki, The Ohio State University
Andrea Schneider, Marquette University
Eben Weitzman, University of Massachusetts

Tuesday, June 11

Symposium Session: Careers II – From the Lab to the Field
White Pine Parlor II

Session Chair: Dan Druckman, ICAR, George Mason University

Session Participants:

Catherine Tinsley, Georgetown University
Den Druckman, ICAR, George Mason University
Jim Wall, University of Missouri
Dean Pruitt, ICAR, George Mason University
Terry Hopman, Brown University

Paper Session: Justice Freedom And Retaliation
Snowdancer

Session Chair: Bruce Barry, Vanderbilt University

Social justice – The Israeli and Palestinian perspective

Shoshana Steinberg, Ben-Gurion University of the Negev

A different way to “Get Even” after unjust terminations: Remedies, not retaliations as a means to restore organizational justice

Jochen Reb, University of Arizona
Barry M. Goldman, University of Arizona
Laura J. Kray, University of Arizona

Expanding our models of justice in dispute resolution: A field test of the contribution of interactional justice

Tina Nabatchi, Indiana University
Lisa B. Bingham, J.D., Indiana University

Freedom of speech, conflict and organizational climate

Sharon Voris, Vanderbilt University
Bruce Barry, Vanderbilt University

5:00 pm – 6:00 pm

Keynote Address: A 3D Approach to Negotiations, Dr. James Sebenius
Kokopelli Parlor I

6:00 pm – 6:45 pm

IACM Business Meeting
Kokopelli Parlor I

7:30 pm – 10:00 pm

Awards Banquet
Kokopelli Parlor II

Wednesday, June 12

7:30 am – 8:30 am

Continental Breakfast

Grand Ballroom Lobby

8:30 am – 10:00 am

Symposium Session: Technology in Dispute Resolution

White Pine Parlor I

Session Chair: Guy Burgess, University of Colorado

Session Participants:

Zoe Barsness, University of Washington

Anita D. Bhappu, Southern Methodist University

Ethan Katsh, University of Massachusetts (Amherst)

Roundtable Discussion: Pedagogical Perspectives on Teaching Conflict and Negotiation

White Pine Parlor II

Session Chair: Jessica Katz Jameson, North Carolina State University

Session Participants:

Jessica Katz Jameson, North Carolina State University

Deanna Dannels, North Carolina State University

Leonard C. Hawes, University of Utah

Sanda Kaufmann, Cleveland State University

Roy Lewicki, The Ohio State University

10:00 am – 10:30 am

Coffee Break

Grand Ballroom Lobby

10:30 am - 12:00 pm

Symposium Session: Intractable Conflict Knowledge Base Project

White Pine Parlor I

Session Chair: Heidi Burgess, University of Colorado

Session Participants:

Guy Burgess, University of Colorado

Sanda Kaufmann, Cleveland State University

Bernard Mayer, CDR Associates

Richard Reuben, University of Missouri

Workshop: Major Metaphor Types and Modes of Use in Negotiation and Mediation

White Pine Parlor II

Session Chair: Thomas H. Smith, University of Colorado

Workshop: Emotions in Dispute Resolution: Mine And Theirs

Snowdancer

Session Chair: Rita Callahan, Working Out