

THE CONFLICT MANAGEMENT NEWSLETTER

Fall, 1992

Volume 7, Number 1

CHAIRPERSON'S COLUMN Jim Wall

Harris Sondak's request for this column came at a propitious time. I'd spent the previous afternoon exploring a Minuteman missile silo. Inside the silo, the missile remains; yet, its MIRVed nuclear warhead has been removed.

As I examined the massive concrete and steel silo hatch, I thought aloud, "What a fine time to be in conflict management." For the first time in my memory, we're free from the nuclear shadow. And soon silo hatches here--a little north of Sedalia--and east of the Urals will be closed forever.

Thought I'd share that optimistic moment with you.

Shifting perspectives, I hope all of you survived the heat and gambling arenas of Las Vegas. Our program was outstanding--unmatched even by the Righteous Brothers--thanks to Betsy Wesman and her team of reviewers. I'd like also to thank Debbie Kolb, who moves to the "Past Chair" status, for an outstanding job as Chair.

Due to the efforts of Rob Folger and Beta Mannix, the pre-conference program was quite a success. Our discussions of negotiation ethics, justice research, and related topics were quite invigorating. Finally, the coffee, tea and sweet rolls in the breaks were salient indicators that we are now fiscally sound.

Our new Members-at-Large, Peter Carnevale and Robin Pinkley, will now take up the reins and continue our tradition of organizing the pre-conference program. Debbie Shapiro is the Program Chair and Harris Sondak is the Newsletter

Editor. Keith Murnighan is our Division Chair-Elect and Don Conlon is Program Chair-Elect. Carol Watson has agreed to serve as media liaison.

As you know, our organization has been making steady progress. We have moved from the status of Interest Group to that of Division. And we have successfully planned and implemented pre-conference programs. In Atlanta we will continue this momentum with our own Doctoral Consortium. Keith Murnighan is heading this project, and currently we plan to hold the consortium on Saturday afternoon through Sunday morning prior to the convention. If you have any ideas on this or would like to assist us in this endeavor, please drop Keith a letter or give him a call. His number is (217) 333-4240.

With our name change from PNC Interest Group to Conflict Management Division, some observers might conclude that we've lost interest in power and negotiation. Wrong conclusion! As our programs in Las Vegas testified, we're strongly committed to topics in power, negotiation, justice, mediation, arbitration ethics, conflict management and other related fields.

Please keep this in mind as you prepare papers and organize symposia for this year's convention. Also touch base with your colleagues who have interests in fields adjacent to ours. We're always looking for diverse--sometimes even crazy--topics. Enjoy the fall term as you ponder possible papers, symposia, pre-conference topics, and events for a doctoral consortium. Quite importantly, ask a friend or two to join our Division. Thanks.

CALL FOR PAPERS FOR THE 1993 ANNUAL ACADEMY OF MANAGEMENT MEETING

Theme: **Managing the Boundaryless Organization**

August 8-11, 1993, Atlanta, Georgia

Preconvention Activities: August 6-8, 1993

Specific Domain of the Conflict Management Division: The nature and management of conflicts between individuals, groups, and organizations; power processes including influence, coalitions, coercion, deterrence, and persuasion; cognitive resolution of conflicts; collaboration and competition; bargaining and negotiation; relationships between parties; third-party intervention; procedural justice; and dispute resolution procedures.

SUBMISSION RULES:

To be considered, your submission **MUST** adhere tightly to the following rules:

1. Submissions must be entirely original and must not be under concurrent consideration or scheduled for presentation elsewhere. Further, they must not have been previously accepted for publication in a journal. Violation of this rule is a serious breach of professional ethics.
2. All participants are allowed to be included as an author or other participant or in any other role as presenter, session chair, discussant, etc. **IN NO MORE THAN 3** submissions or sessions for the **REGULAR** program of the Academy of Management Meetings. This rule does not apply to preconvention activities and meetings, nor to program listings resulting from officer roles.
3. Papers must be **NO MORE THAN 21** total pages **INCLUDING** title page, abstract page, text, exhibits (figures, graphs, and tables), footnotes and references. The style of references and format must follow the Style Guide for the Academy of Management Journal (pp. 226-231 in the March 1991 issue). **ELECTRONIC SUBMISSIONS WILL NOT BE ACCEPTED. DO NOT FAX YOUR PAPER OR SYMPOSIUM SUBMISSIONS.** To be reviewed, papers must conform strictly to the space limitation. Papers selected for publication in the Proceedings may need to be shortened to fit within page allotments.
4. Papers to be presented will be selected by blind review procedures. Please word your papers so that only the title page reveals authors' names and affiliations. The title page should also show complete addresses and phone numbers of all authors and should specify who will present the paper. The intended Division or Interest Group should be listed at the bottom of the title page.
5. Symposium or other proposals must include a 3-5 page overview statement, a 2-5 page synopsis of **EACH** presentation, and a **SIGNED STATEMENT FROM EACH INTENDED PARTICIPANT** showing agreement to participate.
6. A separate abstract page for each paper, symposium, etc. should report the title and an abstract **NO LONGER THAN 50 WORDS**, but should not report author's names. *PLEASE COUNT THESE WORDS SO THE PROGRAM CHAIR AND REVIEWERS DON'T HAVE TO, AND RECORD THE NUMBER OF WORDS IN THE BOTTOM RIGHT CORNER OF THE ABSTRACT PAGE.*
7. Submissions should be prepared in letter-quality type and be double spaced throughout on 8.5-by-11 inch paper. Use margins of 1 inch on every edge (including exhibits, which may not be reduced). Maximum page lengths specified above are defined in terms of **12-PITCH FONT FOR COMPUTERS OR 12 CHARACTERS PER INCH FOR TYPEWRITERS**, using 1 inch margins on all edges.
8. **FOUR** copies of the submission plus one additional copy of the title page and the abstract page must be submitted.
9. Once a paper has been submitted, the title of the paper may not be changed, authors may not be added, and the order of authorship may not be changed.
10. Submissions to the Conflict Management Division **MUST** be received by **MONDAY, JANUARY 4, 1993**. Papers should be submitted to a single Program Chairperson. In the case of a proposed joint symposium or other presentation intended to be sponsored by two or more Divisions or Interest Groups, the items listed in #8 above should be sent to all relevant Program Chairpersons, with a cover letter identifying the submission as a joint symposium or other proposal.
11. Except for submissions across national borders, all submissions must be accompanied by a stamped, self-addressed legal size envelope to be used in returning Program Committee decisions. Submissions across national borders must be accompanied by a self-addressed postcard and a self-addressed legal size envelope. It would be helpful if these carried appropriate U.S. postage, but it is not required.
12. Submissions will be judged primarily on three criteria (original contribution, overall quality, and interest to Academy members) and on relevance to the overall theme of the meeting. However, papers should also be pertinent to the domain of the Division or Interest Group to which they are submitted. *Papers that are high on the first three criteria but lack relevance to the theme of the 1993 meeting (i.e., managing boundaryless organizations) will be considered "Special papers" and possibly selected for a Poster Session.* Papers that are judged to fall outside the domain will be forwarded to a more suitable Division or Interest Group and the authors will be notified. If you would rather have your paper rejected than forwarded to another Division or Interest Group, please indicate this on the

title page.

REMEMBER: THE DEADLINE FOR RECEIPT OF ALL ACADEMY SUBMISSIONS IS MONDAY, JANUARY 4, 1993.

Send Submissions Directly To:

Debra Shapiro
Kenan-Flagler Business School
University of North Carolina-Chapel Hill
CB#3490, Carroll Hall
Chapel Hill, NC 27599-3490

Best Competitive Paper Award

All submissions to the Conflict Management Division will be blind-reviewed by division reviewers. A Conflict Management Research Committee will then blindly review only the top ranked submissions and the best competitive paper will be selected from these competitive paper finalists. A plaque and \$100.00 will be given to the author(s) of the Best Competitive Paper.

Publication Policies

Only a select group of top ranked papers will be published in the Proceedings. All other papers selected for presentation will be represented by an Abstract of no more than 50 words. Symposia, etc. are not included in the Proceedings. Specifications regarding style will be supplied later to authors by the Proceedings Co-Editors. The Proceedings will be published by photo-offset process, with camera-ready copy prepared by the authors.

**NOTES FROM
THE PROGRAM CHAIR
Debra Shapiro**

This is an exciting time to get involved in the Conflict Management Division! Our presence as a Division is now entering its second year, we are becoming increasingly visible to other Academy members, and there are many new activities in which we can partake. For example, this year we will have a doctoral consortium, coordinated by our new Chair-Elect Keith Murnighan, in addition to our Preconvention Program, which is being planned by our new Representatives-at-Large, Peter Carnevale and Robin Pinkley. As before, we will have a Best Paper Award, but this year the name(s) of the winner(s) will

be printed in the Academy program so all of us can be sure to be at our division's business/social meeting too. Also, Len Greenhalgh is in the midst of "negotiating" with Jimmy Carter the possibility of participating in our program.

The theme of this year's Academy of Management meeting is "Managing the Boundaryless Organization." (A thorough description of this theme and suggestions for possible papers are provided elsewhere in this newsletter.) While the Academy continues to welcome submissions of traditional interest to its members, this year we especially welcome papers and symposium proposals whose subjects are those constituencies not contained within the organization's four walls, e.g., shareholders, customers, regulators, and representatives of the public at large. Consequently, our own papers this year ought to focus on conflicts, negotiations, or power issues that occur outside, and not only inside, an organization's walls.

Such a focus should enhance our chance of exploring interorganizational and international issues, and consequently, of collaborating with strategy researchers who typically have this focus. Such collaboration will ease our ability to have symposia that are "cosponsored" by other divisions, and this will reduce the extent to which symposia are "counted against us" in calculating our quota of papers and symposia (i.e., will increase our program time). *In short, if we collaborate with others outside of the Conflict Management Division's boundaries, more of our papers and symposia will get accepted. So start negotiating these collaborations!*

Finally, this year we would like to see conflict on our program--ACTUAL conflict. For example, there has been severe conflict (and demonstrations) on the UNC-Chapel Hill campus regarding whether or not to build a free-standing Black Cultural Center. Recently, the Wall Street Journal has shown that there is conflict within law schools regarding how to implement Affirmative Action policies fairly. In both cases, are people acting in a discriminatory fashion? What is the solution? I would like to see a panel discussion on these issues (or others), and also see some of us attempt to facilitate a resolution to the conflict that may erupt during the discussion.

If you have any ideas or contacts, especially regarding possibilities for live conflict and its resolution, joint

symposia or "showcase" presentations, please call me at (919) 962-3224. (Showcase presentations are all-Academy events which do not count against our quota of presentations. So, this is another way to facilitate getting more of our papers on to the program.)

Given this year's theme of boundarylessness, it may be especially helpful to consider collaborations with non-academics--perhaps professional negotiators, mediators, arbitrators, etc.--who could take part in your symposia. Be creative, and let's make this program the most impactful, and the fullest, we can!

**THE 1993
ACADEMY OF MANAGEMENT
THEME:**

**Managing the Boundaryless
Organization**

Organizations must interact with, and managers of organizations must satisfy, four primary constituencies: Employees, shareholders (or other providers of capital), customers/suppliers, and regulators and other representatives of the public at large. Traditionally, employees are the only constituency housed within an organization's physical boundaries, and employees are the constituency most focused upon by Academy of Management members.

Today, a number of organizations are engaged in nontraditional efforts to eliminate, or at least diminish, the boundaries that separate them from their other constituencies. Among these efforts are: Consortia aimed at benchmarking and sharing organizational "best practices," customer and supplier alliances, and a host of formal, quasi-formal, and informal interactive activities with consumer and environmental protection groups, PACs, regulators, the media, and the local community.

The special theme of the 1993 meeting will be "Managing the Boundaryless Organization." Therefore, papers and symposium proposals whose subjects are those constituencies which are not contained within the organization's four walls--such as shareholders, customers, regulators, and representatives of the public--are especially welcome. Examples of topics pertinent to this theme are:

-cause-effect relationships between various managerial

and organizational values, practices, or attributes and organizational productivity or shareholder wealth;

-effects of various managerial and organizational values, practices, or characteristics upon cycle time, quick response capability, product/service cost, certification of quality (e.g., Baldrige award, ISO 9000), or other facets of customer satisfaction;

-effects of various managerial practices or attributes upon organizational compliance, ethical standards, environmental responsibility, or other aspects of global citizenship; or the effects of formal or informal action by representatives of the general public upon managerial and organizational characteristics and practices;

-description and analysis of various organizational efforts to permeate the boundaries that separate them from their external constituencies.

Both empirical and conceptual contributions to these areas are welcome.

**EDITOR'S COLUMN
Harris Sondak**

Don Conlon's succession to Program Chair-Elect left the office of Newsletter Editor vacant and Debbie Kolb asked me to fill in for the remainder of Don's term. The Fuqua School agreed to pay for postage and Don graciously forwarded the growing mountain of materials that make this job possible. Here, then, is the first issue of Volume 7.

As you can see, much of this newsletter is devoted to calls for papers. I urge you to submit papers for the Academy meetings and to consider submitting papers to the IACM conference and the special issue of *AMR* as well. Keith Murnighan is organizing the first-ever CMD doctoral consortium, so think about which students you would like to send. Keith suggests students who are post-coursework but pre-dissertation. If you haven't nominated people for CMD officers, send in the form on Page 9 now! Finally, please feel free to give me suggestions for the next issue of the newsletter. Send your ideas to me or call me at (919) 660-7821.

**PRIZE WINNING PAPERS
FROM THE
1992 ACADEMY OF MANAGEMENT**

Editor's note: Congratulations to the authors of the papers that shared last year's CMD Best Paper Award. I asked the authors of the papers to include abstracts of their papers in this issue of the newsletter. The papers can be found in the 1992 Best Paper Proceedings.

**The Effect of Friendship on Bargaining:
Experimental Studies of
Personal Business Decisions**

Jennifer J. Halpern

Although business and political negotiations often occur among friends or long-term acquaintances, the effect of relationships on the decision making process is not widely studied. This paper investigated the effects of friendship on individuals' expectations for pricing items in a personal transaction; and considered alternative explanations for the observed differences in friends' and strangers' pricing.

The first study, which examined individuals' pricing of hypothetical items when dealing with friends and strangers, revealed that friends expect to pay more but to charge less than do strangers. Remarkably, without any discussion, friends' offers and requests agree, while strangers' expectations for buying and selling diverge.

The second study made use of audiotapes of MBA classroom negotiations. Friend-buyers made assumptions about information provided, and paid more attention to the friends' signals about how much she wants for an item, than to information per se. Friends' agreements increased as a function of whatever the seller said, while strangers' final prices did not change with information provided. Moreover, friends perceived the information they received as more abundant and accurate than did strangers, although there were few objective differences.

The studies suggested that friendship is more than trust; trust measures explained much less variance than did information provision. They also suggest that individuals are doing something more than

paying for friendship, as might be expected with a

straightforward "utility for friendship" explanation.

The systematic differences in friends' and strangers' expectations for, perceptions of, and actual transaction behaviors support the notion of a cognitive script for friendship. Prices in personal negotiations may reflect non-economic, non-rational, "scripted" responses to the bargaining partner.

The research reported here suggests that "bonded" rationality may be a critical concept for dispute resolution in the future; we ignore potential effects of relationships on decisions only at our own peril.

**Brokering Mergers:
Applying Negotiation and Agency Theory
Perspectives to Predict Compensation of
Investment Bankers**

**Idalene F. Kesner
Debra L. Shapiro
Anurag Sharma**

In this paper, arguments from negotiations theory and agency theory were developed to examine the relationship between the investment bankers and the bidding and target firms they represent during mergers. In particular, some factors that influence the compensation of the investment bankers were identified in light of the above theories, and a regression model was constructed to test a set of hypothesized relationships. Results suggest that there may be a conflict of interest between the acquiring firms and their investment bankers, although such was not found to be the case between the target firms and the investment bankers that represented them. This paper concluded with a discussion of implications for researchers and practitioners.

**CALL FOR PAPERS:
SIXTH ANNUAL CONFERENCE OF
THE INTERNATIONAL ASSOCIATION FOR CONFLICT MANAGEMENT**

HENGELHOEF, Hengelhoefdreef 1, 3530 Houthalen, BELGIUM
June 14-17, 1993

Co-sponsored by the State University of Utrecht, Katholieke Universiteit Leuven and the University of Missouri

Submission Deadline:

Papers must be received by:

February 1, 1993

PROGRAM OBJECTIVE

To encourage scholars and practitioners to develop and disseminate theory and research to improve conflict management in family, organizational, societal, and international settings.

PROGRAM ORGANIZATION

The meeting will be organized around nine tracks and will feature paper sessions, symposia, poster sessions, and workshops designed to share ideas and research findings. Debates and critiques will also stimulate discussion. Innovative sessions are encouraged as are research and theory targeted toward practitioners.

SUBMISSIONS

You are invited to submit a paper or 2000-word submission to the appropriate track. Include a separate title page with authors' names, affiliations, and phone numbers. Papers originating in North America should generally be sent to the North American track co-chair; others to the European track co-chair. The papers should be prepared according to the American Psychological Associations style and should not exceed 25 pages. Submission implies that one or more authors will register for and attend the conference. Accepted papers that are highly related will be placed in a joint paper session; others will be given as posters.

SYMPOSIA AND WORKSHOPS

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

SUBMISSION AND REVIEW PROCEDURES

Please send three copies of the papers, abstracts, and proposals directly to the appropriate track chair and one copy to the appropriate program chair. Papers should not have been presented elsewhere or published elsewhere prior to the conference.

PROGRAM AND TRACK CHAIRS

Program Chair for Europe: Martin C. Euwema, State University of Utrecht, Dept. of Social & Organ. Psych., Heidelberglaan 1, 3508 TC Utrecht, THE NETHERLANDS; Work phone: 31-030-534, Home phone: 31-010-425, Fax: 31-30-531619

Program Chair for North America: William Donohue, Dept. of Communication, Michigan State University, East Lansing, MI 48824-1212, USA; Work phone: (517) 355-7580, Home phone: (517) 339-2187, Fax: (517) 336-1192

Local Arrangements: Jean Marie Hiltrop, Rene Bouwen, & Katrien Verhelst, Katholieke Universiteit Leuven, Departement Toegepaste Economie, de Beriotstraat 32, B-3000 Leuven, BELGIUM; Phone: 32-16-28-3700; Fax: 32-16-28-3701

Track 1: Organizational Conflict

Dr. Barbara Gray, Center for Research on Conflict, Pennsylvania State University, 408 Beam Bus. Admin. Bldg., University Park, PA 16802; Phone: (814) 865-3822, Fax: (814) 863-7261

Dr. Lourdes Munduate Jaca, Dept. de Psicología Social, Avda, an Francisco Javier s/n, Apdo. 3128 41005 Sevilla, SPAIN; Phone & Fax: 34-954557710

Track 2: Communication and Conflict

Dr. Nancy Burrell, Dept. of Communication, University of Wisconsin, Merrill Hall, Milwaukee, WI 53201; (414) 229-4510

Track 3: Negotiation and Bargaining

Dr. Harris Sondak, Fuqua School of Business, Duke University, Durham, NC 27706; (919) 660-7821

Dr. Henri Touzard, Universite Descartes, Dept. de Psychologie, Paris, FRANCE; Fax: 33-1-4051-7085

Track 4: Mediation and Arbitration

Dr. Sam Keltner, Consulting Associates, Box 842, Corvallis, OR 97339; (503) 757-8623

Dr. Pirkko Lahti, Exec. Secretary, Finnish Assoc. for Mental Health, Helsinki Lauttasaarentie 28-30 00200, Helsinki, FINLAND; Phone: 358-0-670560, Fax: 358-0-692-4065

Track 5: Conflict in the Public Sector

Dr. Sandra Kaufman, Dept. of Urban Studies, Urban Affairs Building, Cleveland State University, Cleveland, OH 44115; Phone: (216) 687-2367, Fax: (216) 687-9239

Dr. Bertram I. Spector, International Institute for Applied Systems Analysis, A2361, Laxenburg, AUSTRIA; Phone: 43-2236-71521, Fax: 43-2236-71313

Track 6: International Conflict

Dr. Robert Bontempo, Graduate School of Business, Columbia University, New York, NY 10027; (212) 864-3428

Dr. Victor Kremenyuk, Director of Science at the Institute for USA & Canadian Studies, Academy of Sciences, 2/3 Khlebnyy per. Moscow, 121069, RUSSIA; Phone: 7-095-291-1483, Fax: 7-095-2001207

Track 7: Decision Making

Dr. Laurie Weingart, Graduate School of Industrial Administration, Carnegie-Mellon University, Pittsburgh, PA 15213; (412) 268-7585

Dr. Teresa Brannick, Dept. of Business Administration, University College, Belsield, Dublin 4, IRELAND; Phone: 353-1-2693244; Fax: 353-1-283-7260 or 353-1-970037

Track 8: Intergroup Conflict

Dr. Wolfgang Stroebe, Psychologisches Institut, Universitat Tübingen, Friedrichstrasse 21, D-7400 Tübingen, GERMANY; Phone: 49-7071-35227, Fax: 49-7071-293363

Track 9: Social Justice Conflict

Dr. Rodney Lim, A.B. Freeman School of Business, Tulane University, New Orleans, LA 70118-5669; (504) 865-5665

Dr. Richard de Ridder, Dept. of Psychology, Tilburg University, P.O. 90153, 5000 LE Tilburg, THE NETHERLANDS; Phone: 31-13-662486, Fax: 31-13-662370

CALL FOR PAPERS:
ACADEMY OF MANAGEMENT REVIEW THEORY DEVELOPMENT FORUM

"Shifting Paradigms: Societal Expectations and Corporate Performance"

The role of corporations in society has been the subject of intense study in different fields of intellectual enquiry ranging from behavioral sciences, business and management, economics, law, moral philosophy, political science, and sociology, to name a few. There is now a tacit recognition of the fact that: (a) economic actions of business entities have non-economic consequences, i.e., second order effects; and, (b) given their size and economic power, business organizations impact all other institutions of society above and beyond their economic sphere. Therefore, the role that corporations play, and ought to play, has emerged as one of the major issues of our times in all industrialized societies. Furthermore, given the current drive toward privatization and an increasing reliance on market mechanisms, the role of large corporations, and especially multinational corporations, has become extremely important in the context of economic growth in a large number of developing countries. It is also the case, however, that society has effects on the behavior of corporations. This call for papers recognizes the dynamic and often reciprocal nature of business/society relationships, while stressing such societal influences.

AMR plans to publish a special issue that will focus on various theoretical and analytical frameworks that provide insight toward a better understanding of business-society relations, societal expectations of corporate performance, the impact of various external socio-political forces on corporate behavior, and the internal corporate conditions that mold corporate behavior and management response to these external forces. Manuscripts are invited that address some facet of linkages between societal expectations and corporate behavior. The issues addressed may be macro (i.e., the entire corporate entity) or they may address some micro (internal) aspect of corporate behavior involving a particular level of management, functional aspect, or activity domain. Notwithstanding, the analytical context must be externally oriented, i.e., (a) how do various external forces and environmental conditions influence the

framing of corporate issues that have ethical or social responsibility implications, be they employee rights, organizational structures, accountability, internal and external stakeholders rights, whistle blowing, ethical conduct of business, and, business-society conflicts under different cultural situations, to name a few; and/or (b) how do organizations effect internal changes and develop external response patterns to react to those policies and practices, or other environmental conditions.

Contributing authors should follow the standard guidelines for *AMR* papers described in the Notice to Contributors. Cover letters should specify a request to have the paper considered for this Theory Development Forum. All submitted papers will be evaluated using the standard *AMR* review process with the additional criterion being responsiveness to this announcement. The number of papers published in this Theory Development Forum will be determined by outcome of these reviews. We envision this Forum to be limited to a section of a single issue. To be considered for this special Forum, papers must be received by April 1, 1993. Papers should be submitted to the *AMR* office, c/o Department of Psychology, The Ohio State University, 1885 Neil Avenue, Townshend Hall, Columbus, OH 43210.

Guest editor is S. Prakash Sethi, Associate Director, Center for Management, Baruch College, The City University of New York (CUNY), 17 Lexington Avenue, New York, NY 10010.

**ANNOUNCING THE FIRST CONFLICT MANAGEMENT DIVISION
DOCTORAL CONSORTIUM**

**Academy of Management Meeting
August 7-8, 1993, Atlanta, Georgia**

Coordinated by Keith Murnighan

Keith and the other faculty invite students who are not on the job market but who have completed all of their coursework to participate in the consortium. In general, participating students are likely to be starting their third year in a PhD program. The faculty for the program will be Max Bazerman, Dave Brown, Beta Mannix, Linda Putnam, and Tom Tyler. The consortium will explore a variety of up-to-the-minute topics, with participants having a lot of input into the focus of the discussions. The consortium will start on Saturday, August 7 at 1pm, will join the preconference activities the next day, and will then finish with a lunch/discussion on Sunday after the preconference. A good time will be had by all.

Schools should send their nominations to Keith Murnighan, University of Illinois, 106 Commerce West, Champaign, IL, 61820; Keith's phone and bitnet are: (217) 333-4504, Keith@UIUCVMD. If a school nominates more than one student, they should list the students in a rank ordering; priority will be given to the first student nominated, with additional students from a school admitted if there is space. Information about the student's interests and their status within their PhD program (i.e., are they a third year student and not on the market) should also be sent to Keith.

The deadline for applications is April 1st, 1993. Announcements of accepted students will be mailed out by May 1st.

CALL FOR NOMINATIONS FOR CMD OFFICERS

Under our bylaws, CMD must solicit nominations for officers both at the Academy meetings and through the newsletter. We need to fill four positions: Division Chair-Elect, Program Chair-Elect, and 2 members-at-large (nominate 2). Complete this nomination form and send it to Debbie Kolb, Program on Negotiation, 500 Pound Hall, Harvard Law School, Cambridge, MA 02138.

For Division Chair-Elect _____

For Program Chair-Elect _____

For Member-at-large _____

For Member-at-large _____

TABLE OF CONTENTS

Chairperson's Column.....	1
Call for Papers for the 1993 Academy Meeting.....	2
Notes from the Program Chair.....	3
Other Items.....	4-5
Other Calls for Papers.....	6-8
CMD Doctoral Consortium Announcement.....	9
Nomination Forms for Officers of CMD.....	9