

Conflict Management Division

Fall 1996 Newsletter

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1

Division Chair's Column **Barbara Gray**

Notes on the Junior Faculty Research Workshop on Environmental Conflicts

The CM Division will hold its second Junior Faculty Research Workshop during the preconference activities at the Academy Meeting in Boston next summer. The purpose of the workshop is to launch new research efforts in the conflict arena by pairing junior faculty with senior faculty interested in the same topic. Junior faculty from all divisions of the Academy of Management who are interested in the topic are invited to apply.

The 1997 workshop will focus on multistakeholder conflicts over the natural environment. We hope to explore these conflicts from a number of different angles including but not limited to: cognitive approaches to the framing of environmental disputes, collaboration and alternative dispute resolution processes, intergroup relations, citizen participation and democratic processes, social movements, environmental justice, power dynamics and global change.

Participation in the Research Workshop involves 1-2 days of planning at the Workshop followed by ongoing team research efforts over the next two years. The

resultant research will be featured at a subsequent Academy meeting.

The 1997 Research workshop will be organized by Barbara Gray (Penn State University) and Don Conlon (University of Delaware). Watch for future announcements of additional senior faculty participants. If you are interested in participating, please send your name, address, phone, fax, e-mail, area of interest, and the year in which you defended your dissertation by March 15 to Barbara. (Her address is on p. 9.)

Past Division Chair's Column
Don Conlon

As many of you know by now, the Division Review Committee of the Academy of Management has renewed our Division status within the Academy for another five years. We celebrated wildly in Cincinnati, and if you were not there, you missed a good time. The Review Committee was very impressed with us, and they specifically complimented us on our newsletters, CMDNET, our web page, the quality of our programs at the annual meeting, the level of satisfaction reported in our survey, and the report itself.

Some of their concerns (as well as compliments) spurred us to act both reactively and proactively. Summarized below are these issues, and how we as a Division plan to address them.

(continued on p. 2)

Program Chair's Column
Peter Carnevale

Getting To Boston: Yes!

BOSTON 1997! Great food, great sites, great people! And a great conference! Just a few of the things to expect when you send your papers and proposals for the 1997 Conflict Management program. More than a Tea Party, the Boston program promises conflict management beyond compare. Having gotten to Yes, let's get to Boston!

What are the best ways to get to Boston? Here are four suggestions:

(continued on p. 2) ***Carnevale, cont'd from p. 1***

First, **send in papers and symposia proposals** for the conference program! The more papers that we as a division receive as submissions, the more space we are allotted on the conference program. Note that the deadline for submissions is JANUARY 7, 1997. Also note that there is a real advantage to putting together symposia that are joint with other divisions/interest groups. A symposia can be joint with up to 3 groups, and this can help our use of program space.

Second, **volunteer to serve on the CM program committee** as a reviewer of submissions! To volunteer, contact me via e-mail at pcarneva@s.psych.uiuc.edu or call me at 217-333-4899. To serve as a reviewer, send me your name, postal address, e-mail address, telephone number, and fax number.

Third, **volunteer to serve as a session chair or discussant** for the conference program!

Fourth, **come to the meeting** using transportation of your own choice! The preconference activities are Friday to Sunday, August 8-10, and the regular meeting dates are Sunday to Wednesday, August 10-13, 1997.

The theme of the 1997 Academy of Management conference is "CURRENT ISSUES THAT CALL FOR ACTION." This is a natural for our division. Current issues often demand conflict management, and any call for action demands coordination and cooperation.

SOME PROGRAM CHANGES FOR 1997: This year, the regular program time has been expanded to 4:00pm on Wednesday, August 13. Also, program submissions now require a 50-word abstract as part of the original submission followed by 3 key words indicating the major subjects of the submission. Also, I have been asked to remind you to use your full professional name and consistently use the same name, institutional affiliation, and contact information on all submissions.

Boston is a wonderful city with lots to do and see. Just to whet your appetite, consider the wonderful museums (such as the Museum of Fine Arts; Computer Museum; Institute for Contemporary Arts; Peabody Museum; Isabella Stewart Gardner Museum; Sports Museum of New England), the aquarium, the USS Constitution, the John F. Kennedy library, the many historic and scenic sites (lovely Beacon Hill, whale watches), and the John Hancock Observatory, to name just a few. And the restaurants... excellent. *(continued on p. 3)*

Conlon, cont'd from p. 1

1. Division size. While no one can be certain as to what the optimal size for our Division should be, we cannot whitewash the fact that we have lost one hundred members since our "peak" membership when we attained division status. The most recent membership data shows that these losses have ended, and we actually

had a slight rise in membership this year (stemming a four year downward trend). While we can speculate as to why we lost members, we cannot be certain unless we can identify these individuals and ask them. Thus, the CM executive committee established a Membership Committee that will be charged with investigating this issue.

2. Awards. The Board of Governors suggested that we consider an increase in the number of awards we offer, as this may increase interest in the division (and may positively impact membership). Thus, we have formed an Awards Committee to investigate the idea of offering more awards on a yearly basis.

3. Technology. The Board of Governors was very complimentary about our use of technology, especially the CM home page and CMDNET. In an effort to further “push the envelope” regarding information technology, a Technology Committee was formed that would investigate ways to incorporate more into our information technology (e.g., in press papers, etc.).

4. Social activities. No, the Review Committee didn’t think we needed to do more, but we wanted to build on the fun that was had on the Riverboat Cruise by trying to institutionalize a fun event every year that build social bonds among members and also serves as a good marketing (and membership) tool. Thus, the Social Committee was also formed.

A “sign up” list was passed around at the business meeting in Cincinnati, but all committees would love to have additional members. To become a member, please contact one of the individuals listed below on the committee of your choice. Thanks!

Awards Committee:

Linda Putnam (Texas A&M)
Bruce Barry (Vanderbilt)
Judi McLean Parks (Washington University-St. Louis)
Chris McCusker (Yale)
Kathleen O’Connor (Northwestern)

(continued on p. 3)Carnevale, cont'd from p.2

The all-academy events will include walking tours of Boston on Saturday and Sunday (August 9-10), a 5k race along the Charles on Sunday morning, an excursion to the Museum of Science to see the Leonardo da Vinci exhibit (on its only U.S. stop on its worldwide

tour -- next stop: Singapore), baseball if the Red Sox are in town (unknown at the time of this writing), and at least one other major event/excursion.

The preconference program, in the capable hands of Kathleen Valley and Laurie Weingart, promises to be another exciting, informative event. And the doctoral consortium is sure to be hot, but not too hot -- yes, that’s right, Robin Pinkley will fan the flames for that.

I’ve already received lots of suggestions about the program, ideas for innovations, etc., and you will be happy to know that there is plenty of time for you to add your thoughts to the process.

I look forward to hearing from you, and to seeing you in Boston in August.

Conlon, cont'd from p. 2

Membership Committee:

Don Conlon (Delaware)
Rodney Lim (Tulane)
Debra Shapiro (UNC-Chapel Hill)
Carol Watson (Rider)
Faye Wright (Case Western)
Grant Ackerman (Columbia)
Deb Kidder (Connecticut)
Marc Weinstein (Oregon)

Technology Committee:

Tom Tripp (Washington State)
Gay Spencer (Ohio State)
Deanna Geddes (Temple)
John Bunch (Kansas State)
Jill Purdy (U. of Washington-Tacoma)
Peter Carnevale (Illinois)

Social Committee:

Etty Jehn (Wharton)
Laurie Weingart (Carnegie Mellon)
Marla Tuschinsky (INSEAD)
Jasmine Tata (Loyola-Chicago)
Kathleen O'Connor (Northwestern University)

**Conflict Management in the Community: 1997 Academy Meetings Preconference Program
Kathleen Valley and Laurie Weingart**

Planning is underway for the 1997 Preconference Program. In accordance with the theme of the upcoming conference, "Current Issues that Call for Action," our preconference program will focus on issues of conflict resolution in the community. Conflict management training and intervention has been introduced into several domains, including schools, families, and inter-organizational relations. However, we know very little about what is actually being done and how our research might serve those domains.

The 1997 preconference program will bring practitioners and researchers together to provide a forum for exchanging ideas and increasing our understanding of conflict

management in the community. We are assembling an exciting lineup of conflict practitioners from the Boston area who will discuss their approaches to conflict management, and the impact of research on their practices. These practitioners have expertise in family and community mediation, negotiation training for youth, and ombudsman roles. The session will include panel discussion, break-out groups designed to explore synergies between research and application in the community, and possibly some active role play.

We think this will be an exciting and stimulating program. Hope to see you all there!

CMD on the Internet

Subscribe to CMDNET!

CMDNET-L is a discussion list for members of the Conflict Management Division of the Academy of Management and others interested in teaching, and research related to conflict management, negotiation, or workplace justice issues.

To subscribe to CMDNET-L send the following message to LISTSERV@ksu.edu:

SUBSCRIBE CMDNET-L YOURFIRSTNAME
YOURLASTNAME

Replace the YOURFIRSTNAME and YOURLASTNAME variables with your first and last names and leave the subject line of the message blank. You will then be subscribed to the list from the e-mail address/account from which you sent your message. (Note that you will need to use the same address/account to make any changes to your subscription or to unsubscribe.) Archives of CMDNET-L can be found on the Management Archive gopher site. Further queries can be sent to John Bunch at BUNCH@KSU.EDU or BUNCH@KANSAS.NET.

Those individuals who personally gave John their e-mail addresses at the Cincinnati meetings should be aware that some of those e-mail addresses were not valid. If you have not received messages from CMDNET-L yet, then you need to subscribe electronically, as instructed above.

Visit the CMD Web Site!

Currently, the CMD web site contains the CMD newsletters from Fall 1995 to present, plus links to a few conflict related web sites. In the future, it will contain much more. If you would like to have input into its contents and abilities, join the technology committee! Information on the technology committee is provided on p. 3. You will find the CMD web site at: <http://vancouver.wsu.edu/fac/tripp/cmd/cmdhp.html>. Also, The Academy of Management now has a fantastic web site. It contains lots of useful information, including:

- The AOM Newsletter
- Links to Divisions' & Interest Groups' Web sites
- Membership Information
- Publication Information
- Calls for Meetings of various Management related associations.
- Placement Directory

The Placement Directory is especially interesting. It contains hyperlinks and a very useful search engine that allows filtering of candidates and positions by various criteria.

Academy of Management Online is at:
<http://www.aom.pace.edu>

1996 Best Paper Awards

Best Paper

The winners were Jeanne M. Brett (Northwestern U.), Debra L. Shapiro (U. of North Carolina), and Anne L. Lytle (Hong Kong U. of Science & Technology). for "*Refocusing rights- and power-oriented negotiators toward integrative negotiations: Process and outcome effects.*"

Best Student Paper

The winner was Catherine H. Tinsley (Georgetown U.) for "*How we get to yes: Comparing conflict management behaviors across cultures.*"

Call For Papers: 1997 Academy Of Management Meetings

***The Deadline For Getting Submissions to
Peter Carnevale Is January 7, 1997***

Meeting Dates:

Preconvention Activities: Friday, August 8, to Sunday noon, August 10. Regular Meeting: Sunday noon, August 10, to Wednesday 4:00 p.m., August 1. Note that this is an extension of the regular program, due to space constraints in Boston. This is an experiment. The board invites your feedback.

THEME: Current Issues That Call for Action

These are exciting but turbulent times. While business organizations have always played a major economic role; large organizations are becoming increasingly powerful figures in global politics; private organizations are being called on to help solve major social problems; a wide range of organizational activities tend to dominate individual lives.

As organizations change and global economics, politics and society develop, we in the Academy of Management must also be open to change. The 1997 program will help focus attention on those current domestic and international events, issues, and trends that call for our awareness and participation, both as an organization and as individual members. Example topics include:

The social and natural environment - There are tremendous variations in how social and ecological challenges are tackled in different parts of the world. What are the cultural, social, economic, technological, and political reasons for these differences? What are the successes and problems to date? How are interorganizational efforts faring? Are new values, goals, incentives and behaviors needed to make the earth a secure and hospitable home for present and future generations?

Changes in planned economies - What changes are occurring in countries that have decided to move away from central government control of economic systems? What cooperative and competitive actions are succeeding in these emerging systems? What roles are western, Asian, and other enterprises playing in these economic transitions? What new forms of enterprise are emerging?

Globalization and diversity - Globalizing economies require organizations to be involved with a diverse group of individuals. How are organizations in different parts of the world dealing with greater diversity in interorganizational contacts with competitors, suppliers, governments and other players? What can we learn from efforts to benefit from an increasingly diverse workforce? How are management scholars from different parts of the world contributing to new and revised theories of management that acknowledge new conditions?

These and many other current issues add urgency to calls already heard within the Academy of Management to work more closely together - across division and interest group boundaries. All members of the Academy are invited to submit papers that deal with such current topics, and to propose All Academy Symposia that will help us explore how changing times change the academic agenda.

SUBMISSION GUIDELINES

(Significant changes from recent guidelines are in bold and underlined.)

1. Submissions should be sent directly to a Division or Interest Group Program Chair by Tuesday, JANUARY 7, 1997.
2. Submissions must not have been previously presented nor scheduled for presentation at another professional meeting nor be under concurrent consideration by another meeting.
3. Each person can participate (as author, presenter, discussant, panelist, or session chair) in no more than three submissions to the regular program. However, it counts as only one submission if an author chairs a symposium in which he or she also presents a paper. This "Rule of Three" does not apply to preconvention activities or to program listings resulting from officer roles.

4. No changes in titles, authors, or order of authorship can occur after submission.
5. The title page should show **complete professional names** (not nicknames), mail addresses, e-mail addresses, telephone and FAX numbers of all authors and presenters. Please use the same name and address on all submissions, and proof carefully as this page is used to prepare the program. Please indicate the division or interest group receiving the submission at the bottom of the title page. The title page for a symposium submission should indicate all recipients.
6. A separate abstract page should include the title and an **abstract of no more than 50 words**, but not the authors' names. If the submission is accepted, this abstract will appear in the Proceedings if it meets the word limit. At the top right of the abstract page, show (in parentheses) the number of words in the abstract. At the end of the abstract put up to **three key words in bold** that identify the major subject(s) of the submission.
7. Submissions should be printed in letter-quality type and be double-spaced on 8.5x11-inch or A4 paper. Please use margins of 1 inch (2.5 cm) on every side and 12-pitch font.
8. To reduce paper use and mailing costs, please use both the fronts and backs of pages. However, the title page must be on a separate sheet of paper so that it can be removed from the paper before review.
9. Please send four (4) copies of each submission. Do not ask a program chair to produce copies of your submission. Do not transmit your submission by facsimile.
10. Each paper and symposium submission should be accompanied by:
 - one additional copy of the title page and abstract page stapled together,
 - a self-addressed, stamped postcard for acknowledging receipt of the submission,
 - a self-addressed, stamped, legal-size envelope to be used in returning Program Committee decisions
- and a completed and signed submission checklist form (attached).
11. A division or interest group must consider any submission falling within its domain. Division or interest group Program Chairs will report reviewers' comments when they notify submitters about program selections, approximately mid-April.

Guidelines Specific to Papers

12. Submitted papers must not have been previously accepted for publication in a journal and, if under journal review, must not appear in print before the Academy meeting.
13. Each paper can be submitted to only one division or interest group.
14. There are no specific length restrictions. However, authors should observe a 30-page guideline common for major journals (e.g., AMJ, AMR). In addition to other criteria, papers will be evaluated according to the ratio of their length to the value of the contribution. Papers' references and format should follow the Style Guide for the Academy of Management Journal which can be found in the back of the Journal.
15. Papers will be selected for presentation by a blind review process. Please ensure that only the title page reveals the authors' names and affiliations. The title page must also specify who will be presenting the paper.

Guidelines Specific to Symposia

16. Symposia and innovative presentations can be submitted simultaneously to up to **three (3) divisions and/or interest groups**. Complete information should be sent to all relevant Program Chairs. The division(s) and/or interest group(s) to which the symposium was submitted should be indicated at the bottom of the title page.
17. Symposium and proposals for innovative presentations are not blind reviewed. Each submission should include:

- **a title page which includes the professional name and contact information for the chair as well as all participants,**
- a **separate abstract page with up to 3 key words,** identifying the major subjects of the symposium,
- 3-5 page overview statement,
- an explanation of why the symposium should be of interest to each of the specified divisions or interest groups,
- a 2-5 page synopsis of each presentation,
- a description of the session's format,
- a signed statement from each intended participant showing agreement to participate.

18. Reviewers will judge symposia submissions primarily on six criteria:
- interest to Academy members,
 - relevance to the domain of the division or interest group to which they are submitted,
 - overall quality,
 - newness and value of contribution,
 - ratio of length to contribution value, and
 - relevance to the meeting theme.

All-Academy Symposia

All-Academy symposia highlight important topics fitting the meeting theme and of interest to diverse Academy members. Anyone with ideas about all-Academy Symposia should communicate them to the Program Chair, Anne Huff, no later than November 15, 1996. These communications need not be full-fledged proposals; a letter will be adequate.

Caucuses

Caucuses are round-table discussions scheduled on Monday evening. They offer a convenient, informal way for Academy members who share a topical interest or a professional concern to find one another and to develop a sense of community.

Caucus organizers need to submit the following items to the caucus coordinator, Timothy M. Stearns, by February 23, 1997:

- the title
- a short description, **including up to 3 key words in bold,**

Call For Nominations

Nominations are now being taken for the following

- the names and signatures of 5 Academy members who support the proposal.

Program Participation

All program participants must register for the conference and must personally present their submissions; there can be no no-shows. The Academy does not pay for travel to or from the meeting or any other expenses.

Preconference Activities

Preconference activities take place from Friday morning until Sunday noon, immediately before the regular meeting. The preconference times are set aside for special activities organized by the professional divisions and interest groups. Nothing goes into the preconference program unless it has been sponsored by a division, interest group or the Board of Governors. These activities are designed to supplement (rather than extend) paper presentations and other activities in the regular meeting. They include but are not limited to doctoral consortia and junior faculty workshops. Preconference activities are not open to submissions through the regular submission process.

Preconference activities are planned well in advance of the submission deadline for the regular Academy meeting. Individuals wishing to become involved in the preconference by organizing a workshop or other activity must seek the sponsorship of a professional division or interest group by contacting the relevant pre-program chair in Fall 1996.

Proceedings

The Proceedings will include the text of only a small fraction of the presented papers (approximately 10%). Papers chosen for publication in the Proceedings typically need shortening to fit within the page allotment. Authors will have to submit these papers on a 3.5" disk. The Proceedings editors will supply specifications regarding style to authors.

The Proceedings also summarize presented papers with abstracts of no more than 50 words.

In addition to the Proceedings, the Academy intends to publish a Selected Papers Disk. These disks will include approximately twice as many papers as the Proceedings.

Conflict Management Division leadership positions:

Program Chair-Elect: This individual will be responsible for putting together the 1999 (Do I hear a song by Prince?) CM Division Program, which

will be held in Chicago. Past program chairs are ineligible. The person selected as program chair-elect begins a five year trek through the leadership hierarchy of the CM Division, which consists of yearly appointments as Program Chair, Division Chair-elect, Division Chair, and Past Division Chair.

At Large Representatives: Two individuals are needed to serve as the Division's at large representatives for the 1998 CM Division Program, which will be held in San Diego. The at-large representatives develop and coordinate the Sunday morning preconference activities of the Division. This involves a one year commitment.

Please forward nominations (self-nominations are fine too) to:

Donald Conlon
Department of Business Administration
University of Delaware
Newark, DE 19716

OR E-mail your nominations to him at Conlond@college.be.udel.edu.

Nominations for 1999 Program Chair:

Nominations for 1998 At large Representatives:

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