

**Academy of Management  
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Editor: Kelly Mollica, Wake Forest University  
[kelly.mollica@mba.wfu.edu](mailto:kelly.mollica@mba.wfu.edu)**

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**From Your Chairperson** » » » » **Judi McLean Parks**

**Did you know** that *all* CMD members are invited to attend the division meeting each Academy? Rumor has it that some folks thought that the meeting was just for officers — so now, as Paul Harvey would say, you know the rest of the story! Hope to see you next year at the division meeting!

This year, we are addressing several new initiatives. At the Academy Meetings in Washington, we formed four committees from folks who volunteered to address the issues. Very brief descriptions are noted below, as well as the names and emails of the committee members. **We want your input.** For the most part, the initiatives are specifically oriented at member needs — and who knows your needs better than you? If you have ideas for the committees in their deliberations, please email them!

**CMD Strategic Initiatives Committee:** [Joe Banas ([banasi@olin.wustl.edu](mailto:banasi@olin.wustl.edu)); Bill Bottom ([bottom@olin.wustl.edu](mailto:bottom@olin.wustl.edu)); Michael Gross ([Michael.Gross@business.colostate.edu](mailto:Michael.Gross@business.colostate.edu)); faye smith ([smitfaye@esumail.emporia.edu](mailto:smitfaye@esumail.emporia.edu))] The Strategic Initiatives Committee should evaluate the Academy's Strategic Initiatives and develop ideas for addressing the

initiatives of the Academy. The Academy is providing “seed money” for some of the strategic initiatives. This seed money will replace the innovation awards of the past, with proposals competitively reviewed. One of the initiatives -- involving increasing/improving services to members -- is considered particularly important by the Academy, and can be accomplished in a variety of ways.

**CMD PDW Evaluation Committee:** [Lisa Barron ([lbarron@uci.edu](mailto:lbarron@uci.edu)); Terry Boles ([terry-boles@uiowa.edu](mailto:terry-boles@uiowa.edu)); Deb Kidder ([deb@sba.uconn.edu](mailto:deb@sba.uconn.edu)) and Terri Lituchy ([terrilituchy@yahoo.com](mailto:terrilituchy@yahoo.com))] The PDW Evaluation Committee will evaluate and develop ideas for how we can better serve our membership through our Professional Development Workshops in the pre-program. What would *you*, as the membership, like to see in the pre-program?

**CMD New Awards Committee:** [Deb Connolly ([DConn@acsu.buffalo.edu](mailto:DConn@acsu.buffalo.edu)); Terri Kurtzberg ([tkurtzbe@stern.nyu.edu](mailto:tkurtzbe@stern.nyu.edu)); and Jonelle Roth ([joneller@admin.stedwards.edu](mailto:joneller@admin.stedwards.edu))] The new awards committee will develop ideas and criteria for new awards to be presented to our members. What are the awards that members would like to see? What do you think would enhance the impact of our awards?

**CMD Web Committee:** [John Burrows ([jburrow@tulane.edu](mailto:jburrow@tulane.edu)); Stephen Marsh ([smarsh@adrr.com](mailto:smarsh@adrr.com)); and Jill Purdy ([jpurdy@u.washington.edu](mailto:jpurdy@u.washington.edu))] The Web Page Committee is charged with developing ideas for using technology to better serve our membership. At the board meeting, there were a variety of ideas tossed out, including job postings, links to other conflict type websites, more teaching materials and the like. What would you, as a member, like to see? What would you find most useful?

***This is a chance to get involved – the CMD is here for you, our members – let us know what would best serve your needs!***

### **Social Event at Academy 2001 » » » » Judi-McLean Parks**

At the 2001 meetings in Washington, 60 CMD members were able to catch up with friends, colleagues and fellow researchers at the CMD social in the Cabinet Room of the Old Ebbitt Grill, just a few blocks from the White House. The old Ebbitt Grill once served presidents Grant, Cleveland, Harding and Teddy Roosevelt (whose hunting trophies still decorate the walls). William McKinley once lived there. Rumor has it that under the last administration, Madeleine Albright and her body guards made regular appearances, although we didn't catch any of the “famous faces” (that we know of... but then, someone might have been incognito...). It seemed like a good time was had by all!

### **2001 CMD Junior Faculty Research Incubator Heats Up » » » » Bruce Barry**

The 2001 conference in Washington saw the CM division convene its fourth Junior Faculty Research Incubator. The Incubator is a pre-conference workshop designed to help junior faculty meet other junior faculty who have similar research interests, form them into research teams, provide each team with the guidance of a senior faculty member/mentor, and allow them time to germinate concrete plans for a specific research project that will lead to publications. Begun in the mid-1990s, the CM Incubator alternates years with the division's doctoral consortium.

The research theme for the 2001 Incubator was “Conflict and New Media.” Twelve participants and four senior faculty came together on Friday in Washington and began the process of sorting themselves into research teams. By mid-afternoon on Friday, four teams were formed and set to the task of hatching new research projects. By the time the incubator wrapped up late Saturday, four exciting new research projects were under way, with concrete plans going forward. They include:

- A study of the effects of electronic surveillance on employee behaviors and attitudes, with plans for a field survey and interview-based data collection. The senior incubator faculty member working with this group is Harris Sondak of the University of Utah.
- An investigation into how communication medium affects task organization in small groups under varying levels of conflict. This group, which by the end of the two-day incubator had sketched out a sequence of three laboratory studies, includes senior incubator faculty member Scott Poole of Texas A&M University.
- A study of the moderating role of virtuality on the relationship between team composition and multicultural team performance. This group, working with senior faculty member Michael Morris of Columbia University, plans an exploratory study of MBA teams this fall.
- An exploration of how the pervasiveness of computer-mediated communication in organizations influences the formation, maintenance, and success of coalitions. This group is simultaneously undertaking exploratory interviews and the development of a theoretical paper, and is working with Bruce Barry of Vanderbilt University (that would be me).

The CM Incubator is a unique and remarkable workshop in the sense that its participants, most of whom are complete strangers to each other at the outset, come together for two brief but intense days, and come out of it with new research colleagues and a brand new project under way – not merely a few ideas kicked around, but an actual, concrete project with a specific strategy going forward in place.

Many things contribute to the success of the Incubator, not the least of which is the generous participation of this year's panel of senior faculty who commit to becoming part of a team project going forward. So I thank them publicly here – Harris Sondak, Scott Poole, and Michael Morris – for doing such a great job helping to pull these new research teams together. I also want to thank the OCIS and TIM divisions for co-sponsoring this year's Incubator.

Ultimately the success of the Incubator is a function of the ability of these newly formed research teams to turn ideas into research outcomes. The 2001 Academy program featured a symposium of papers hatched at the CM division's 1999 Research Incubator. We hope to duplicate that result, so look for a symposium in 2003 featuring papers from the 2001 Incubator. And for those reading this who are thinking "wow, I wish I had participated in something like that," keep in mind that we will crank it up again in 2003.

**From Your 2002 AoM Program Chair » » » Bruce Barry**

### **Academy CM Division 2002 Program in Denver**

The submission and review process for 2002 is just around the corner, and I'm looking forward to another big year for the Conflict Management division on the Academy program for the Denver meeting. Last year at this time, my able predecessor Etty Jehn wrote in the fall division newsletter, "We have a growing CMD membership, but low submission numbers." Her concerted efforts to remedy this resulted in a significant increase in CM submission volume in 2001. Because each division's allocation of sessions on the Academy conference program is a function of its submission volume, Etty's success in generating submissions translated into a heftier CM program for the meeting in Washington, DC.

I would like to match or exceed that success, so I urge everyone to make plans to submit a paper or symposium or two or three to CM. As Etty did last year, I am writing to authors of papers on the previous year's program who presented work in other divisions that would nicely fit within our topical domain, urging them to think CM. It is startling to discover, perusing the Academy program, how much work on some of our core topics – conflict, justice, influence, power, deviance, and so forth – is presented elsewhere in the Academy. We want those authors to consider the CM division as an intellectually and socially congenial outlet for their work. And for those CM division members who have been submitting work to other divisions, I hope you'll think about coming "home" for 2002.

### **New (and Better) Submission Procedure in 2002**

I am delighted to announce that the 2002 submission and review process for CM will be entirely electronic. In recent years, the Academy has required submitters to obtain an online submission number through the Academy's Web site, but then you would mail hard copies of your submission (with a diskette) to the program chair. This year in the CM division, you are asked to send your submission by e-mail to the program chair as an attached document. You still have to go to the Academy Web site first and obtain a submission number – that part hasn't changed. But for the submission itself, no four copies, no mailed-in papers. Just send an e-mail with your submission and you're done!

All we ask is that you follow directions contained in the CM division's special submission instructions, and these are few and easy, boiling down to this: Your submission has to be contained in a single Word document (no separate documents with tables or figures, for example). And please save that Word document in Word 97 format if you are using a later version. That's it!

Note that these procedures apply to the CM division only. At present, the Academy is allowing each division to "go electronic" in the submission process at its own pace. Many are doing what we are doing (submissions by e-mail as attached documents) but some are not, and some that are may also request a mailed hard copy. Bottom line: Each division has its own special instructions for submissions. It is critical that you make sure you are complying with the special instructions for each division. A particular case in point: If you submit a symposium to multiple divisions (as you should, because when a symposium is accepted by multiple divisions, it counts less against each division's program time), you have to follow the submission instructions for each division separately. This may mean that you are sending your symposium to one division by e-mail, but to another in hard copy form.

Beyond the usual "call for paper" document, the Academy Web site has a separate page devoted to the special submission instructions for individual divisions:

[http://www.aom.pace.edu/meetings/2002/Domain\\_Special\\_Instructions.htm](http://www.aom.pace.edu/meetings/2002/Domain_Special_Instructions.htm).

## **Reviewers Wanted**

With the deluge of submissions I hope and expect to receive comes a need for reviewers to join the process of determining the 2002 CM division program. If you would like to review for the 2002 program, by all means get in touch with us at this e-mail address: [CMD2002@owen.vanderbilt.edu](mailto:CMD2002@owen.vanderbilt.edu) (which is also the address to which submissions will be sent). There is no need to do this if you signed up for reviewer duty on the list circulated at the division business meeting in Washington in August, or if you reviewed for the division last year. We will contact those two sets of folks some time in November. If you are willing to review and haven't heard from us by mid-December, then please do get in touch.

## **Conference Theme**

I want to mention and highlight the 2002 Academy of Management Conference Theme: Building Effective Networks. Now personally, I'm not a big fan of conference themes, which frequently seem contrived or mystifying or meaningless (or some combination of all three). But the 2002 theme not only has concrete connotations, but seems particularly relevant to the domain of the CM division. Papers and symposia that are deemed relevant to the conference theme benefit the division because they can make it possible for us to accept more submissions. So I urge everyone to read the Academy's detailed explanation of the theme ([http://www.aom.pace.edu/meetings/2002/Building\\_Effective\\_Networks.htm](http://www.aom.pace.edu/meetings/2002/Building_Effective_Networks.htm)), and think seriously about the connections between the work you plan to submit and the 2002 theme.

That's all for now – I look forward to hearing from you electronically when I receive your many and fabulous submissions in early January.

## **From the Division Webmaster » » » Stephen Marsh**

I am developing a listing of links to programs that are supportive of PhD students seeking degrees with a Conflict Management emphasis and for topically related sites. If you can take a moment to visit <http://division.aomonline.org/cm/about.htm#An>, read through the material and links and send in some suggestions, they would be appreciated. We are also looking for more content and especially need someone to write an essay "An Introduction to Conflict Management and the Business Ph.D." Thank you.

## **Awards**

### **2001 ACADEMY OF MANAGEMENT CMD BEST PAPER WINNERS**

#### **CMD Best Paper Award:**

Barry M. Goldman, University of Arizona. "When sheep turn into wolves: An integration of organizational justice and social information processing theories in understanding employment discrimination claiming."

#### **CMD Best Student Paper Award:**

Corinne Bendersky, MIT. "Embedded change interventions: Role of organizational context in changing workplace conflict behavior."

### **OUTSTANDING PAPER PUBLISHED FROM 1994-96**

Committee: Keith Allred, Bill Bottom, Kathleen O'Connor, & Jeff Polzer

#### **First runner up:**

Larrick, Richard P. & Boles, Terry L. 1995. Avoiding regret in decisions with feedback – A negotiation example. *Organizational Behavior & Human Decision Processes*, 87-97.

#### **Second runner up:**

Barry, Bruce., & Oliver, Richard. L. 1996. Affect in dyadic negotiation: A model and propositions. *Organizational Behavior & Human Decision Processes*, 67, 127-143.

#### **THE WINNING PAPER:**

Robinson, Robert. J., Keltner, Dacher; Ward, Andrew; & Ross, Lee. 1995. Actual versus assumed differences in construal – Naive realism in intergroup perception and conflict. *Journal of Personality & Social Psychology*, 68, 404-417.

## Member Publications & Research Grants

### The following lists publications that appeared in 2001 or which are in press:

- Brockner, J., Ackerman, G., Greenberg, J., Gelfand, M. J., Francesco, A.M., Chen, Z.X., Leung, K., Bierbrauer, G., Gómez, C., Kirkman, B. L., Shapiro, D. L. In Press. Culture and Procedural Justice: The Moderating Influence of Power Distance on Reactions to Voice. *Journal Of Experimental Social Psychology*.
- Callister, R. R. & Wall, J. A. Jr. 2001. Conflict Across Organizational Boundaries: Managed Care Organizations Versus Health Care Providers. *Journal Of Applied Psychology*, 86: 754-763.
- Cobb, A. T., Stephens, C., & Watson, G. 2001. The Role Social Accounts Play in Developing Ideological Control in Turn-Of-The-Millennium Organizations. *Human Relations*, 54: 1-31.
- Dirks, K. T., & Ferrin, D. L. 2001. The Role of Trust in Organizational Settings. *Organization Science*, 124: 450-467.
- Gelfand, M. J., Nishii, L. H., Holcombe, K., Dyer, N., Ohbuchi, K., & Fukumo, M. In Press, 2001. Cultural Influences on Cognitive Representations of Conflict: Interpretations of Conflict Episodes In the U.S. and Japan. *Journal Of Applied Psychology*.
- Gelfand, M. J., Raver, J. L., & Holcombe, K. 2001. Methodological Issues in Cross-Cultural Organizational Research. In S. Rogelberg (Ed.) *Handbook Of Industrial and Organizational Psychology Research Methods*. NY: Blackwell.
- Kirkman, B.L., Gibson, C., & Shapiro, D.L. In Press. Exporting Teams: Enhancing the Implementation and Effectiveness of Work Teams in Global Affiliates. *Organizational Dynamics*.
- Kirkman, B.L. & Shapiro, D.L. 2001. The Impact of Cultural Values on Job Satisfaction and Organizational Commitment in Self-Managing Work Teams: The Mediating Role of Employee Resistance. *Academy Of Management Journal*, 443: 557-569.
- Kirkman, B.L. & Shapiro, D.L. 2001. The Impact of Employee Cultural Values on Productivity, Cooperation, and Empowerment in Self-Managing Work Teams. *The Journal Of Cross-Cultural Psychology*, 325: 597-617.
- Kray, L. J., Thompson, L., & Galinsky, A. 2001. Battle of the Sexes: Gender Stereotype Confirmation and Reactance in Negotiations. *Journal of Personality & Social Psychology*, 80: 942-958.
- Kray, L., & Robinson, R. 2001. Partisanship and the Status Quo. *European Journal Of Social Psychology*, 31: 321-335.
- Lee, C., Tinsley, C.H., & Bobko, P. In Press. An Investigation of the Antecedents and Consequences of Group Level Confidence. *Journal Of Applied Social Psychology*.
- Lee, C., Tinsley, C.H., & Bobko, P. In Press. Cross Cultural Variance in Goal Orientation and Their Effects. *Applied Psychology*.
- Lewin, D. In Press, 2002. Dispute Resolution in Nonunion Organizations: Key Empirical Findings. In S. Estreicher (Ed.) *Alternative Dispute Resolution in the Employment Arena*. NY: Kluwer.
- Lind, E. A., Kray, L., & Thompson, L. 2001. Primacy Effects in Justice Judgments: Testing Predictions From Fairness Heuristic Theory. *Organizational Behavior & Human Decision Processes*, 85: 1-22.
- Lovelace, K., Shapiro, D.L., & Weingart, L.R. 2001. Maximizing Crossfunctional New Product Teams' Innovativeness and Constraint Adherence: A Conflict Communications Perspective. *Academy Of Management Journal*, 44: 779-793.
- Mollica, K. & Gray, B. 2001. When layoff survivors become layoff victims: Propensity to litigate. *Human Resource Planning*, 24: 22-32.
- Shapiro, D.L. 2001. The Death of Justice Theory: A Guarantee if Theorists Neglect the Wheels Already Invented and the Voices of the Injustice Victims. *Journal Of Vocational Behavior*, 582: 235-242.
- Tinsley, C.H. 2001. How Negotiators Get to Yes: Predicting the Constellation of Conflict Management Strategies Used Across Cultures. *Journal Of Applied Psychology*, 86: 583-593.
- Tinsley, C.H. & Brett, J.M. 2001. Managing Work Place Conflict in the United States and Hong Kong. *Organization Behavior & Human Decision Processes*, 85: 360-381.
- Tinsley, C.H., O'Connor, K., & Sullivan, B. In Press. "Tough" Guys Finish Last: The Perils of a Distributive Reputation. *Organization Behavior & Human Decision Processes*.
- Varma, A., & Stallworth, L.E. In Press, 2001. Participants' Satisfaction With EEO Mediation and the Issue of Legal Representation: An Empirical Inquiry. *Employee Rights and Employment Policy Journal*, 52.

### Research Grant

Linda Putnam, Barbara Gray and Roy Lewicki received a \$110,000 NSF grant to study the framing of intractable environmental conflict. The researchers hope to determine if there are patterns in how different stakeholder groups (e.g. environmentalists, business, government agencies) interpret these conflicts. The conflicts included in the study are: The Edwards Aquifer, Voyageurs National Park, Ohio Water AntiDegradation Task Force, and a hazardous waste incineration site in Pennsylvania.

### A Future Conflict Management Researcher is Born

(I'm slipping an announcement of this little "publication" into the member research & grants section). Sophia Katherine Young was born to CMD member **Jill Purdy** and her husband Christopher Young on August 28, 2001. She's a big girl already - 8 lbs. 9 oz. at birth at about 12 pounds at one month!

## **Get to Know Your CMD Members**

### **How I Became Involved With Conflict Management And Dispute Resolution**

**Stephen R. Marsh**

It really happened by accident. I look back at over thirty DR related publications and a few graduate classes which makes it look like a long term plan, but the truth is that I'm really just lucky that I ended up paying attention at the right time and the right moment and had the right chances.

I'm a litigator by profession – an attorney who goes to trial and who handles actual lawsuits (which is about 10% of the legal profession, which has as many sub-divisions as academia). But I was exposed to mediation in the mid-80s and started thinking about it in the larger scope. That, and some connections led to me writing on the topic, which led to my web site ([adr.com](http://adr.com)) which led to a connection asking me for some guest lectures in 1999, which led to me teaching again a class here and there, which led to me seriously considering teaching again after I had given up on it.

I was serious about teaching once – back in 1991 when I started professional publication instead of what I had been writing – and before I buried three children in a five year period (from different causes). Those losses put me off-track and I'm still not certain where I'm going or how. I love classroom teaching, and I've found in my intermittent return to teaching that students return that love (I admit it, I would have been crushed if I had gotten only normal feedback and average ratings from my first couple of graduate level classes that I taught and would have walked away from teaching). I would like to do some serious conflict related research, I feel like I've only scratched the surface, something lawyers do very well.

I ran into the CMD by accident. I was doing some research for an essay for my newsletter and a link took me to the CMD site. I joined the AOM for some of the articles and volunteered on the web site because it needed doing (I admit, I do a fair amount of volunteer work, mostly for groups you would consider charities, but sometimes just for groups or people who I feel deserve encouragement).

The hardest part of being webmaster is getting faculty members to let me post links to their websites and to find web links for programs friendly to the conflict management approach. Too many professors want to wait "just a few more months until it is updated" (translation: a few thousand years in the future when the site looks perfect). I believe that students and potential students find the existence of the websites more important than the polish of the content, but I've respected requests. The only other thing about the website is just how easy it has been to put together and keep up. I am more than open for feedback (and feedback has been the source of many changes and improvement).

As to my personal interests, a rough outline describing my on-going writing project is on the web at <http://adr.com/adr4/ppp.htm> – the paper I plan to write when I find a little more time (perhaps when my wife finishes her residency). Much of my other research and writing is not conflict management related (things like legal ethics, pre-law and legal education, etc.), though I find the study of conflict and its management to be enchanting.

That is most of me in a nutshell and the most I've written about myself in quite some time. Oh, and if your department has an opening, my vitae is at <http://adr.com/smarsh/resume.htm> and references are available on request.

## **Conference & Program Announcements**

### **IACM in the Rocky Mountains in 2002**

**Cathy Tinsley – Program Chair**

**Ronda Callister and Tina Diekmann-- Local Arrangements Chairs**

Get out your cameras and outdoor appreciation gear as you pack your presentations and newest conflict ideas and head out to the 15th annual International Association for Conflict Management conference in Park City, Utah! The conference will be held June 9-12, 2002 in the scenic mountains above Salt Lake City, Utah near the ski and year-round resort village of Park City. Conference activities will take place in the beautiful facilities of the Grand Summit Resort Hotel at the base of The Canyons Ski Resort.

The conference will feature symposia designed to help foster an inter-disciplinary approach to studying negotiation,

conflict, and dispute resolution. There is a special track that is devoted to understanding paradigm differences and how each discipline's underlying assumptions about conflict and its resolution might differ. For example, how do scholars from psychology versus economics versus law define conflict and successful resolution? Do these differences complement each other, and what can each perspective learn from the other? As well, there is a special track on human rights issues designed to foster discussion on the effects of global economic policies and practices. How do free trade policies interact and conflict with notions of global justice and what is the role of business and other NGO's in zones of conflict?

The IACM 2002 call for proposals is now available on the IACM website: <http://www.iacm-conflict.org/>. In keeping with the open spirit of IACM, scholars and practitioners are encouraged to submit a wide range of proposals including: papers, symposia, debates, roundtable discussions, workshops, exhibits, and other innovative session formats. There is a wide range of "general content areas" (see the Call for Submissions) so that submissions are welcome from the general areas of negotiations, decision making, communication, public sector conflict, culture and conflict, social justice, third party intervention, environmental and public resource conflict, inter-group conflict, and organizational conflict. As well, innovative sessions and symposia that highlight dialogues between theory and practice are encouraged. To this end, we greatly appreciate submissions regarding teaching and training in the field of conflict resolution, such as submissions that address which models and materials have been most useful and why these applications have been successful.

The deadline for submissions is FEBRUARY 1, 2002—mark your calendars now! Consistent with recent years, submissions and reviews will take place through electronic mail (email submissions to: [IACM2002@msb.edu](mailto:IACM2002@msb.edu)). While surface mail submissions will still be considered, please try to do all submissions electronically as this is more efficient for everyone, and will help us to make decisions about the conference content earlier. Please see the Call for Submissions for guidelines in sending proposals, and for any questions about content matter or ideas for novel proposals, do not hesitate to email the program chair, Cathy Tinsley, at [IACM2002@msb.edu](mailto:IACM2002@msb.edu).

In addition to all the great papers, symposium, workshops and stimulating intellectual discussions that go on at IACM, we have several exciting activities planned. On Sunday you can tour the Utah Olympic Park where luncheon will be provided. This is the site of the ski jumping, luge, bobsled, and skeleton venues during the 2002 Winter Olympics. In addition to standing at the starting gates for each of these events, we will see practice sessions by world-class athletes. On Monday evening we will enjoy an authentic Western-style Chuck Wagon dinner (so bring your overalls and cowboy gear). There are also many great many activities to do nearby – such as taking a gondola to the top of the mountains to hike or simply to relax for lunch while admiring the view. You can bike along the scenic rails-to-trails locations, or shop in the quaint, artsy village of Park City. Remember we will be at almost 7,000 feet elevation and the evenings will be cool, so don't forget a warm jacket. For more information please visit the conference web-site at <http://www.business.utah.edu/iacm2002/>

We anticipate a fabulous conference—intellectually rich and scenically beautiful with a host of diverse entertainment possibilities. We look forward to seeing all of you, Park City, June 9-12—be there!

### **Academy of Management 2002: SPECIAL CALL Collaborative Research, Context, and Knowledge Creation**

The Research Methods (RMD), Management & Organizational Cognition (MOC) and Organization Development & Change (ODC) Divisions are pleased to announce a special forum for the Academy of Management Meeting in Denver, CO, August 9-14, 2002 addressing knowledge creation and the context of collaborative research. Our purpose is to promote inquiries and conversations about context, ways of being, and ways of relating that mutually engage academics and practitioners in creating useful knowledge for both managers and scholars. Papers, symposia, etc. are welcomed from all management disciplines and diverse perspectives. We especially invite practitioners to participate in this Call. The points of contact for the Call is Dan Twomey, (973) 443-8802, <mailto:dtwomey@mailbox.fdu.edu>. Additional information and a threaded discussion for this Call are available at [CHRMS.org](http://CHRMS.org). Submission guidelines are available at the AoM web site <http://www.aom.pace.edu/>. Also you may wish to contact the Program Chairs of the three sponsoring divisions: Tojo Thatchenkery, RMD, [joseph@gmu.edu](mailto:joseph@gmu.edu); Pamela Barr, MOC, [mgtpsb@langate.gsu.edu](mailto:mgtpsb@langate.gsu.edu); or Chris Worley, ODC, [chris.worley@pepperdine.edu](mailto:chris.worley@pepperdine.edu).

### **Graduate Research Fellowship Program**

The Program on Negotiation at Harvard Law School is accepting applications for the Graduate Research Fellowship program for fall 2002. The fellowships are designed for students from any discipline, including SJD students, who are writing dissertations related to alternative dispute resolution. The fellowships are for one academic year, are residential, and carry a stipend. The program offers an opportunity to work with the many Boston area faculty members and students in the field. Fellows participate in many activities of the Program on Negotiation. Applications are due January 1, 2002. For more details about the fellowship program and application procedures, see the website: <http://www.pon.harvard.edu/>.

## **Research/Study Team On Nonviolent Change Call for Presentations**

You are invited to make a presentation at The 17th Annual Meeting of the international, interdisciplinary Research/Study Team on Nonviolent Large Systems Change being held May 19-21, 2002 at the Palwaukee Inn and Conference Center in Wheeling, Illinois, 8 miles North of Chicago's O'Hare Airport in Greater Chicago. We are looking for individuals and organizations that are interested in finding nonviolent ways to solve conflict. We expect that volunteers for the O.D. consulting team to Northern Ireland and organizers from Northern Ireland will be there to discuss a nonviolent peacemaking plan for Northern Ireland. Registration for this meeting is free as a contribution from The O.D. Institute towards building a world more at peace. A room with three meals cost about US\$125 per day in a single and \$85/person/day in a double. Please contact the Palwaukee Inn 1-800/537-8423 or 847/537-9100 for room reservations. For more details on the meeting, please contact Dr. Donald W. Cole, RODC, E-mail: <mailto:DonWCole@aol.com> or <http://members.aol.com/odinst>.

### **IFSAM Conference, 2002, Australia**

The 6th International Federation of Scholarly Associations of Management Congress is scheduled for the Gold Coast in Australia from 10-13 July 2002. The conference theme is Management in a Global Context: Prospects for the 21st Century. Currently there are 26 academic streams planned, including a Negotiation and Conflict Management stream. Larry Crump (School of International Business, Griffith University in Brisbane) and Mara Olekalns (Melbourne Business School, University of Melbourne) are the academic convenors for the *Negotiation and Conflict Management* stream. We wish to invite submissions from any academic discipline, as conflict management is a broad field. The deadline for submitting a paper is 1st December 2001. The IFSAM 2002 conference web site is at: <http://www.gu.edu.au/ifsam>. For questions, contact Ms. Anne-Marie Hicks at the IFSAM Secretariat at: [A.Hicks@mailbox.gu.edu.au](mailto:A.Hicks@mailbox.gu.edu.au)

### **IO - OB Graduate Student Conference**

The University of South Florida is hosting the 23rd Annual IO-OB Graduate student conference to be held March 1-3, 2002. All graduate students in IO, OB, HR and business programs across the country are invited. We have several exciting things we have planned, including student presentations on Friday, over 40 professionals speaking on Saturday, and a closing by Denise Rousseau on Sunday. Other keynotes include Walter C. Borman and Angelo DeNisi. For more information, please visit our website at <http://www.ioob.org/>

### **CMD Officers**

#### **Division Chair**

Judi McLean Parks  
Washington University  
Olin School of Business  
St. Louis MO 63130-4899  
Office: (314) 935-7451  
Fax: (314) 935-6359  
Email: [mcleanparks@mail.olin.wustl.edu](mailto:mcleanparks@mail.olin.wustl.edu)

#### **Division Chair-Elect**

K. Etty Jehn  
University of Pennsylvania  
2000 SH-DH- Wharton  
Philadelphia PA 19104-6370  
Office: (215) 898-7722  
Fax: (215) 898-0401  
Email: [jehnk@wharton.upenn.edu](mailto:jehnk@wharton.upenn.edu)

#### **Program Chair**

Bruce Barry  
Vanderbilt University  
Owen Graduate School of Management  
Nashville, TN 37203  
Office: (615) 322-3489  
Fax: (615) 343-7177  
Email: [bruce.barry@owen.vanderbilt.edu](mailto:bruce.barry@owen.vanderbilt.edu)

#### **Program Chair-Elect**

Sally Blount  
New York University  
Stern School of Business  
K.M.C. 7th floor



44 W. 4th Street  
New York, NY 10012  
Email: [sblount@stern.nyu.edu](mailto:sblount@stern.nyu.edu)  
Phone not yet available

**Past Division Chair**

Laurie R. Weingart  
Carnegie Mellon University  
236A Posner Hall  
Graduate School of Industrial Administration  
Pittsburgh PA 15213  
Office: (412) 268-7585  
Fax: (412) 268-6920  
Email: [weingart@cmu.edu](mailto:weingart@cmu.edu)

**Representative-at-Large**

Terry L. Boles  
University of Iowa  
Tippie College of Business  
Department of Management and Organizations  
108 PBB  
Iowa City, IA 52242  
Office: (319) 335-0947  
Fax: (319) 335-1956  
Email: [terry-boles@uiowa.edu](mailto:terry-boles@uiowa.edu)

**Representative-at-Large**

Zoe Barsness  
University of Washington, Tacoma  
Business Administration  
1900 Commerce Street, Box 358420  
Tacoma, WA 98402-3100  
Phone: (253) 692-5884  
Fax: (253) 692-4523  
Email: [zib@u.washington.edu](mailto:zib@u.washington.edu)

**CMDNET-L Moderator**

John Bunch  
Benedictine College  
Department of Accounting and Business Administration  
1020 N. 2nd Street  
Atchison KS 66002  
Office: (913) 367-5340 ext. 2442  
Email: [jbunch@benedictine.edu](mailto:jbunch@benedictine.edu)

**Webmaster / Technology Chair**

Stephen R. Marsh  
1412 Main Street, 23rd Floor  
Dallas, TX 75202  
Office: (214) 476-1945  
Fax: (214) 720-0748  
Email: [smarsh@addr.com](mailto:smarsh@addr.com)

**Membership Chair**

Cathy Tinsley  
Georgetown University  
The McDonough School of Business  
Washington, DC 20057  
Office: (202) 687-2524  
Fax: (202) 687-4031  
Email: [tinsleyc@georgetown.edu](mailto:tinsleyc@georgetown.edu)

**Newsletter Editor**

Kelly Mollica  
Wake Forest University  
Babcock Graduate School of Management  
P.O. Box 7659  
Winston-Salem, NC 27109

Office: (336) 758-1887  
Fax: (336) 758-4514  
Email: [kelly.mollica@mba.wfu.edu](mailto:kelly.mollica@mba.wfu.edu)

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