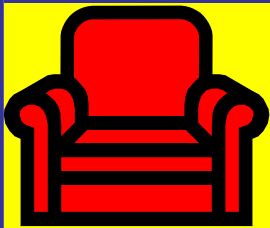


Chair's Column



The CMD Chair's Column

by Bruce Barry

My guess is that few academics, regardless of discipline, are able to avoid the occasional depressing confrontation with existential questions about the basic relevance and importance of what they do. We are, of course, no exception -- although scanning daily headlines on war, strife, terrorism, and politics, the one thing you can say for conflict management as a field of research, teaching, and practice is that its broad relevance for the planet never goes out of style. To put it differently, it is all too tragically obvious that what we do matter, or at least can potentially matter.

I will confess that I'm not a big fan of conference themes, but this year's Academy theme, *Creating Actionable Knowledge*, does speak with some clarity to this notion of what matters. A theme like this makes me nervous at first blush, given that good social science is a mix of theory, empiricism, and application. This theme bugs me, for starters, because of its explicit claim that knowledge is "created" rather than pursued, encountered, discovered, or perhaps enacted. But more importantly, I am troubled by it because it seems to privilege the pursuit of knowledge that is "actionable," which inherently (if perhaps unintentionally) maligns research that is avowedly and exclusively theoretical. Solid empiricism that leads to actionable knowledge depends in part on focused theory building that may not and need not keep an eye on practical implications. To put it plainly, theory for the sake of theory is an indispensable part of the social scientific enterprise. I reject the tyranny of "action" as a sine qua non for scholarly merit.

But having unloaded all of that on the Academy's Department of Conference Theme Development and Marketing, it can also be said that the wholly irrelevant life may not be entirely worth living. According to the full statement of the 2004 theme (found here: <http://meetings.aomonline.org/2004/theme.htm>) AOM's mission "requires that our science-based knowledge be relevant, responsible, and make a valuable contribution to society and its institutions." Personally, I

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Annual Meeting 8/6-11, 2004

Conference Theme
Creating Actionable Knowledge

<http://meetings.aomonline.org/2004/>

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Deadline 4/15/04



would soften that a bit to say that we should be thinking always about how the choices we make about what kinds of research questions to pursue should be made with an eye toward relevance and broad social contribution. Good stewardship of our science doesn't require us to be applied or to generate directly actionable findings, but it does oblige us to think deeply about how the science we do is (or isn't) connected to the difficult world of conflict, power, and injustice that envelops us (and, I might add, let's us do what we do).

Changing subjects (and dismounting my high horse in favor of the terra firma of division governance), I want to encourage CM members to attend a couple of important events coming up at the New Orleans conference in August. First, as part of the pre-conference on Sunday morning, we will convene what is being billed as a division "town hall" meeting. It will include as invited participants (but not as talking heads, just participants) virtually all of our past division chairs going back to CM's origins in the early 1990s. The impetus for this session came from a perception by the CM executive board that an introspective look at the division's intellectual vitality now and going forward was in order.

Lastly, I hope you will make plans to attend the CM business meeting, to be held at the on Tuesday evening in New Orleans (tentatively scheduled for 5:45 pm, check conference program). This is the one yearly opportunity for division members to gather and hear about and discuss division affairs -- which really means the affairs of *your* professional community. A great thing about CM is that as a modest-sized division of the academy, we have seen significant involvement in division affairs by junior- as well as senior-level faculty members, and by doctoral students as well. Also at the business meeting, the 2004 CM program chair will give conference paper awards, and we will announce and recognize winners of the division's Influential Article Award, recognizing the lasting impact of papers in our field published in the last ten years. I look forward to seeing you there, and at the gala division reception that immediately follows the business meeting.

CMD Officer ELECTIONS

by Etty Jehn, Past Division Chair

It's time to vote for CM division officers. Please take a few minutes to read this and cast your vote by email (jehnka@fsw.leidenuniv.nl).

Below you will find bios for two individuals running for Program Chair Elect (vote for one) and bios for three individuals running for the Conflict Management Division Representative at Large (vote for two). The person chosen as Program Chair-Elect begins the five year leadership

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cycle in the division (program chair-elect, then program chair, then division chair-elect, then division chair, then past division chair). The two who are elected as Reps at Large serve two-year terms on the division's Executive Board.

Vote by sending a return email to jehnka@fsw.leidenuniv.nl indicating your choice(s) for each position no later than **April 15, 2004**.

Summary and Voting Form (see bios below):

Program Chair Elect (Please vote for ONE):

- Susan Brodt
- Jeff Polzer

Rep at Large (Please vote for two):

- Wendi Adair
- Michael Gross
- Maurice Schweitzer

Program Chair-Elect

Susan E. Brodt is an Associate Professor of Organizational Behavior at Queen's University (Canada); she moved to Queen's in 2004 after spending almost 10 years on the management faculty at Duke University's Fuqua School of Business. Although active in the Conflict Management Division for many years, Susan has not held an elected position and would be honored to serve the division as program chair. Susan has held elected positions in the International Association of Conflict Management (IACM) serving as Program Chair in 1998 and she currently sits on the Board of Directors. As Program Chair of the Conflict Management Division, Susan would be dedicated to fostering broad participation and innovative submissions, and to creating an intellectually exciting and meaningful program.

Susan received her M.S. in statistics and Ph.D. in social psychology from Stanford University, and her B.A. from the University of California, Berkeley. Her research focuses on negotiation processes and on interpersonal trust, with an emphasis on how people construe or interpret social situations and its effects on attitudes and behavior. Her research has been published in outlets such as *Academy of Management Review*, *Journal of Applied Psychology*, *Organizational Behavior and Human Decision Processes*, *Journal of Personality and Social Psychology*, and the *International Journal of Conflict Management*. Susan serves on several editorial boards including *Organization Science*, *Organizational Behavior and Human Decision Processes*, and *Journal of International Business Studies*.

VOTE TODAY

Deadline 4/15/04

VOTE TODAY

Deadline 4/15/04

Jeff Polzer is an Associate Professor of Organizational Behavior at Harvard Business School. His research explores how group affiliations affect people's decisions, perceptions, and social interactions, especially in diverse work teams. His current research investigates how 360-degree feedback can be utilized for team development. Jeff has worked with a variety of coauthors to publish research in several top management and psychology journals. He received his Ph.D. in Organizational Behavior from the Kellogg Graduate School of Management at Northwestern University. Before coming to Harvard Business School, he taught and conducted research for four years as an Assistant Professor at the University of Texas at Austin and was a Visiting Scholar for one year in the Program on Negotiation at Harvard University.

Representative-at-Large

Wendi Adair is Assistant Professor of Management and Organizations at The Johnson Graduate School of Business of Cornell University. She received her PhD from the Kellogg Graduate School of Management. Wendi's research and teaching focus on negotiation and conflict management in the global marketplace. She has examined transactional negotiations in eight national cultures and has helped define several national culture norms for negotiation strategies, sequences, and stages. Her research also addresses adaptation and third culture building in international negotiations. Wendi's dissertation research on reciprocity in cross-cultural negotiations received the Best Student Paper award from CMD and the Best Dissertation Award from both the American Psychological Association Small Groups Division and The International Association for Conflict Management. Her research identifying low and high context negotiation scripts and the different paths that U.S. and Japanese negotiators take to generate joint gains was recognized with an award from the Society for the Psychological Study of Social Issues. Her research appears in the *International Journal of Conflict Management*, *Journal of Applied Psychology*, *Negotiation Journal*, and multiple edited volumes.

Wendi is an active member in the Conflict Management Division, where she has participated in the junior faculty incubator, presented in both paper and interactive sessions, and served as session chair and program reviewer. She is also active in the International Association for Conflict Management, where she currently serves as Representative-at-Large. At the Johnson School, Wendi teaches two MBA-level courses: Negotiations and Negotiation: The Global Perspective.

VOTE TODAY

Deadline 4/15/04

VOTE TODAY

Deadline 4/15/04

VOTE TODAY

Deadline 4/15/04

Michael A. Gross (Ph.D., Arizona State University) is Assistant Professor of Management in the College of Business at Colorado State University. Dr. Gross' current research interests focus on managing perceptions of competence and conflict management, conflict during family business succession, conflict during customer experience encounters, and verbal aggression and workplace violence. He has published in *The International Journal of Conflict Management*, and was a guest editor for a special issue on conflict and decision making for the *Journal of Business and Management*. Dr. Gross has articles forthcoming in *Decision Sciences* (2004), the *Journal of Management Education* (2004) and the *Journal of Applied Communication Research* (2004). He also serves on the editorial review board of *The International Journal of Conflict Management*, and serves as a frequent ad-hoc reviewer for *The Academy of Management Journal* and the *Academy of Management Review*. In 2002, he received the "Outstanding Service Award" from the Conflict Management Division of the Academy of Management.

Maurice Schweitzer is an assistant professor of Operations and Information Management at the Wharton School at the University of Pennsylvania. He is interested in the negotiation process, and much of his work focuses on deception and trust. His work has appeared in journals such as *Organizational Behavior and Human Decision Processes*, *Management Science*, *the Journal of Risk and Uncertainty*, *the Journal of Applied Social Psychology*, and *the Academy of Management Journal*. He serves on the editorial board of the *International Journal of Conflict Management* and on the board of the *International Association of Conflict Management*.



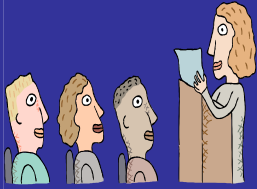
Conflict Management Doctoral Consortium

By Michele Gelfand, PDW Chair, CMD

Doctoral students wanted!!

Come to the CM Doctoral Consortium this year, which is taking place on Friday August 6th (5:00-7:30) and Saturday August 7th from 9:00-5:30.

The consortium is designed to provide doctoral students with critical information regarding managing their academic careers. Faculty members will discuss such topics as: Getting the most out of your doctoral program, getting a job and surviving the early years as a junior professor, managing your career and your life, starting a research program, doing interesting research and getting published, effective teaching, and successful collaborating.



We have a great line-up of faculty to discuss career issues, including:

| | |
|---------------------|-------------------------------|
| Cameron Anderson | New York U. |
| Max Bazerman | Harvard U. |
| Bruce Barry | Vanderbilt U. |
| Corinne Bendersky | U. of California Los Angeles |
| Sally Blount-Lyon | New York U. |
| Adam Galinsky | Northwestern U. |
| Etty Jehn | Leiden U. |
| Shirli Kopelman | U. of Michigan |
| Roy Lewicki | Ohio State U. |
| Leigh Ann Liu | Vanderbilt U. |
| Laura Kray | U. of California, Berkeley |
| Deepak Malhotra | Harvard U. |
| Elizabeth Mannix | Cornell U. |
| Margaret Neale | Stanford U. |
| Robin Pinkley | Southern Methodist University |
| Hannah Riley Bowles | Harvard U. |
| Catherine Tinsley | Georgetown U. |

Pre-registration is required by June 30. Contact Michele Gelfand (mgelfand@psyc.umd.edu) for more information. In order to register, you will need to have a faculty member send a nomination (via email) on your behalf.

**The Academy of Management's
2004 New Doctoral Student Consortium
New Orleans, Louisiana, - Saturday, August 6th, 2004.
by Bruce Barry CMD CHAIR**



The New Doctoral Student Consortium (NDSC) is part of the Academy of Management's commitment to the professional development of its student members, and its prospective members. NDSC is designed by doctoral students for doctoral students and is aimed at students in their first or second year of a doctoral program. We also strongly encourage any prospective doctoral program candidates to participate. This consortium is designed to address the real life issues that exist for doctoral students from getting started on your thesis all the way through the publishing process. NDSC is your opportunity to interact, discuss, and learn from the Academy's leading members and the world's leading academics.

The NDSC is a consistent presence at the Academy's annual conference and has become a premier pre-conference event. There are several aspects of the NDSC that have made it a "not to be missed event" including:

THE PEOPLE

By attending this year's consortium, you will meet some of the Academy's most distinguished members and academicians, as well as other doctoral students who also share similar experiences and interests! At the 2004 NDSC you will meet and speak to world leaders in management research, theory, practice and education. Including Stewart Clegg, Peter Frost, John Hollenbeck, Glen Kreiner, Tom Lee, Ashleigh Rosette, Kenneth Smith, David Whetten, Ian Williamson, Amy Wrzesniewski, and others.

CAREER DEVELOPMENT

When you begin a doctoral program you begin your career. This year's consortium includes speakers and topics focused on helping you understand what your role can be in the academic world of research, publishing, and teaching. The topics at the 2004 NDSC will include: getting the most from your apprenticeship, self identity and the doctoral program experience, balancing work and non-work interests in doctoral programs, starting and organizing the thesis, developing a program of research, publishing is an art and science, developing a research network, being an international scholar, and much more.

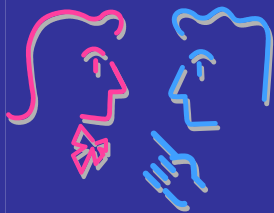
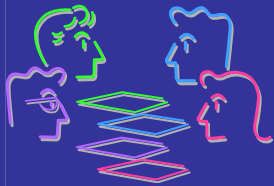
NETWORKING

Throughout the one-day consortium you will engage in activities to help you identify possible research partners from across the USA and the world. You will interact with esteemed presenters through question and answer sessions. You will also have the unique opportunity to meet and discuss publishing issues through coffee time with editors of top tier journals like Academy of Management Journal, Strategic Management Journal, Journal of Applied Psychology? and other high quality publications.

I WANT TO ATTEND NDSC 2004

The NDSC will be held in New Orleans, Louisiana, on Saturday August 6, 2004 from 8:25am to 6:00pm. Light refreshments and lunch will be served during the consortium and an "All Doctoral Student Reception" will also be held following the consortium.

The NDSC is becoming a major pre-conference event for doctoral students! Attendance is limited to 150 participants. **Registration opened March 2004.** You are strongly encouraged to register early through our





on-line registration at www.aom.pace.edu/ndsc. For more information, please contact the NDSC Chair of Marketing and Registration Alketa Peci (alketa@fgv.br).

CONFLICT MANAGEMENT TOWN HALL PDW

by Deborah Kidder Representative-at-large,
CM Division

At this year's Academy of Management meeting in New Orleans, we will be bringing almost every division chair in CM's history together for an exciting roundtable to discuss how the Conflict Management division has evolved in its 12-year history, and to consider directions it might take in the future. We hope to have a highly interactive and engaging discussion both among the chairs and between them and members of the division who are interested in how things are and how we want them to be in the future.

Topics will include, but are not limited to, the purpose that the Conflict Management division serves, how the division can effectively communicate its purpose to Academy members at large, the ability to attract paper submissions on topics within the division's domain, the quantity of current paper submissions and goals for increasing the number of high quality submissions, and whether or not the current domain statement for the division is still applicable.

The panelists include: **Bruce Barry**, Vanderbilt University; **Peter Carnevale**, NYU; **Don Conlon**, Michigan State University; **Ray Friedman**, Vanderbilt University; **Barbara Gray**, Penn State University; **Etty Jehn**, University of Leiden; **Debbie Kolb**, Simmons Graduate School of Management; **Judi McLean Parks**, Washington University; **J. Keith Murnighan**, Kellogg/Northwestern; **Robin Pinkley**, Southern Methodist University; **Linda Putnam**, Texas A&M University; **Debra L. Shapiro**, University of Maryland; **Laurie Weingart**, Carnegie-Mellon University, and **Jim Wall**, University of Missouri.

Please join us for this very important session! Your opinion about the future of our division is very important! The session will be taking place on Sunday morning at 8:30-10:00 am. Food (and coffee) will be served. We look forward to seeing you!





CONDUCTING RESEARCH IN ORGANIZATIONAL JUSTICE A PROFESSIONAL DEVELOPMENT WORKSHOP FOR THE ACADEMY OF MANAGEMENT By Barry Goldman

The Conflict Management and Human Resource Divisions are sponsoring a Professional Development Workshop on Conducting Research in Organizational Justice: Visions for the Future. The PDW will be held on Saturday, August 7, 2004, at the Academy of Management meetings in New Orleans. It will be an all-day session, from 9:00am to 5:00pm. We are inviting registration now for those interested. Space is limited so please respond quickly if interested.

For the last several years organizational justice has been among the most popular topics at the Academy of Management. Research on workplace fairness has touched a variety of important areas, such as commitment, leadership, group dynamics, and performance (to name only a few). The purpose of this PDW is to synergistically build on this interest by encouraging and nurturing new and creative ideas in the area of justice.

This PDW is a structured blend of established leaders in the field as well as new entrants. The intent is to expose participants to a solid foundation of basic justice research and to build on that foundation by encouraging novel ways of thinking. In the morning session, Professor Jerry Greenberg will provide an overview of the state of justice research. Afterwards, a series of speakers will address a variety of topics, including deontic justice, cross-cultural issues, and workplace ethics. Following these opening presentations, each participant will join one Discussion/Workgroup. These include Decision-Making and Justice, Deontic Justice, Justice in Human Resource Management, Legal-Claiming and Revenge, and Multi-Level Justice Issues. The purpose will be to infuse the participants with suggestions for new research ideas. The goal will be testable hypotheses by the end of the day.

The session will be fast-paced and vibrant. Participants have been chosen for their interpersonal skills as well as for their reputation as scholars. Afternoon sessions will be led by Bob Bies, Rob Folger, Joel Brockner, Linda Trevino, Dan Skarlicki, Michele Gelfand, Stephen Gilliland, Jason Colquitt, Marshall Schminke, Maureen Ambrose, Lisa Ordóñez, Lehman Benson, Tom Tripp, and others.

If you would like to register or if you have questions, please contact either Barry Goldman (bgoldman@eller.arizona.edu) or Russell Cropanzano (russell@eller.arizona.edu). Please be sure to indicate your preferences among following Discussion/Workgroups you would like to be a part of: (1) Decision-Making and Justice; (2) Deontic Justice; (3) Ethics, Justice and Politics; (4) Cross-Cultural Issues in Justice; (5) Justice in Human Resource Management; (6) Legal-Claiming and Revenge; and (7)




Multi-level Justice Issues. Participants may only be in one group. We cannot guarantee you your first choice so please indicate ranked preferences.

Proposed Schedule

Saturday, August 7, 2003

CONDUCTING RESEARCH IN ORGANIZATIONAL JUSTICE: VISIONS FOR THE FUTURE

- 
- 9:00 AM Introduction (Co-chairs: Barry Goldman* & Russell Cropanzano*)
- 9:15-9:45 Keynote Speaker (Jerry Greenberg*: "The Top 10 Reasons Why Everybody Should Know About Organizational Justice.")
- 9:45-10:05 Workshop Speaker (Rob Folger*)
- 10:05-10:20 Coffee Break
- 10:20-10:40 Decision-Making & Justice (Lisa Ordóñez*)
- 10:40-11:00 Deontic Justice (Russell Cropanzano*)
- 11:00-11:20 Ethics, Justice, & Politics (Bies*)
- 11:20-11:40 Cross-Cultural Issues in Justice (Michele Gelfand* or Joel Brockner*)
- 11:40-12:00 Legal-claiming & Revenge (Barry Goldman*)
- 12:00-12:20 Break out into individual work groups. People will be pre-assigned (based on registration preferences) to one of the following seven groups:

Decision-Making & Justice (Group Leaders: Lisa Ordóñez* & Lehman Benson*)

Deontic Justice (Group Leaders: Dan Skarlicki*, Russell Cropanzano*, Rob Folger*)

Ethics, Justice, & Politics (Group Leader: Linda Treviño*)

Cross-Cultural Issues in Justice (Group Leaders: Michele Gelfand*, Joel Brockner*)

HR & Justice (Group Leaders: Maureen Ambrose*, Stephen Gilliland*)

Legal-Claiming & Revenge (Group Leaders: Tom Tripp*, Barry Goldman*)

Multi-level Issues in Justice (Group Leaders: Marshall Schminke*, Jason Colquitt*)

12:20-1:30 Lunch with your discussion groups
1:30-3:00 Continued work in groups
3:00-3:15 Coffee Break
3:15-4:30 Individual groups will report on proposed testable hypotheses.
4:30-5:00 Wrap-up (Bob Bies)

* Confirmed

PDW Teaching Simulation

By Michelle Gelfand

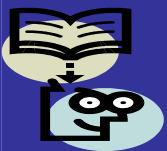
Please join us for a Sunday morning PDW where Adam Galinsky (Northwestern University) will introduce a new simulation for teaching negotiation. The new simulation is a multi-faceted case that can be used for a variety of purposes. The exercise, Brookside Community Hospital vs. Black Computer Systems, Inc., is designed as a dispute resolution exercise and is used to teach the basic concepts of disputes, including interests, rights and power strategies and more subtle concepts like linked BATNAs and turning a rights or power focused negotiator to interests. The audience will also be engaged in an actual role play to help illustrate teaching points. Information on other negotiation simulations will also be distributed at the session. The PDW will be on Sunday August 8th from 10:15-12:00.

Announcements

CALL FOR PAPERS - SOCIAL JUSTICE RESEARCH

by John Jost, Editor

A new editorial team at Social Justice Research is actively seeking and now receiving solid, innovative empirical and theoretical manuscript submissions for quarterly issues to be published in 2004 and 2005. The journal, which aims to be the leading niche outlet for justice researchers, is published by Kluwer/Plenum. Information, including institutional and personal subscription rates and tables of contents of recent issues, may be found at: <http://www.kluweronline.com/issn/0885-7466>



Social Justice Research (SJR) is an international multidisciplinary forum for the publication of original papers that have implications of sufficient scope to be important to all social scientists investigating the origins, structures, and consequences of justice in human affairs. The journal encompasses the justice-related work (using traditional and novel approaches) of all social scientists—psychologists, sociologists, anthropologists, economists, policy scientists, political scientists, legal researchers, organizational and management scientists, and others. By its multidisciplinary approach, *SJR* hopes to further the integration of the various social science perspectives. In addition to original research papers—theoretical, empirical, and methodological—the journal also publishes book reviews and from time to time publishes special thematic issues.

Inquiries concerning ideas for articles and special issues, as well as electronic or mailed submissions, may now be sent to the incoming editor, preferably by email: john.jost@nyu.edu

Inaugural Conference of the International Association for Chinese Management Research (IACMR) by Xiao-Ping Chen & Max Boisot Program Chairs - IACMR

The final program of the 2004 Inaugural Conference is available online at <http://www.iacmr.org>. The Conference features paper sessions, posters, symposia, panels, executive presentations, professional development workshops, a China Forum, Company Visits, and tours.

Registration for the Professional Development Workshops (Day 4 of the Conference program) is extended to April 30, 2004.

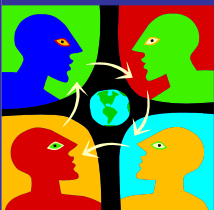
The Conference is being held at the 5-star historic Beijing Hotel, Beijing PRC, conveniently located near the airport in downtown Beijing overlooking the Forbidden City. Please make your hotel reservation as soon as possible via the hotel reservation form on the conference website.

New Journal

Management and Organization Review

by Michael Morris and Anne Tsui editors

Management and Organization Review is a new international interdisciplinary journal to publish papers on macro and micro organizational studies and international management, with a particular emphasis on organizations operating in the Chinese context. It is the official journal of the International Association for Chinese Management Research



www.iacmr.org and is published by Blackwell Publishing. *MOR* is open to a wide variety of methodologies and theoretical works. Information about *MOR*'s editors, review and advisory boards, editorial policies, review and submission guidelines are on the "Publication" page of www.iacmr.org.

In the sample inaugural issue are five papers (titles are listed below) by distinguished scholars in management, psychology and sociology. We are very excited about this journal and believe that it will be an important venue for all the interesting and important scholarly work about organizations in the Chinese context as well as international and cross-cultural management research in general.

"Parochialism in the Evolution of a Research Community: The Case of Organization Studies" by James G. March

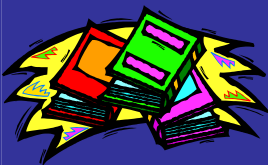
"Institutional Change, the Firm and Earnings Inequality in Urban China" by Victor Nee and Yang Cao

"Managing Indefinite Boundaries: The Strategy and Structure of a Chinese Business Firm" by Marshall W. Meyer and Xiaohui Lu

"How do I choose thee? Let me count the ways: A textual analysis of similarities and differences in modes of decision making in the USA and China" by Elke U. Weber, Daniel R. Ames, and Ann-Renée Blais

"An Organizational Perspective of Corruption" by Yadong Luo

If you would like to receive a complimentary copy of *MOR*, please provide us with a postal address where the journal should be mailed. Could you send your reply to iacmr.mor@asu.edu by April 30, 2004?



Members' Recent Publications

Chen, X. P., & Bachrach, D. G. (2003). Tolerance of free riding: The effects of defection size, defection pattern and social orientation. *Organizational Behavior and Human Decision Processes*, 90, 139-147.

Chen, Y., Brockner, J., & Greenberg, J. (2003) "When is it 'a pleasure to do business with you'? The effects of status, outcome favorability, and procedural Fairness." *Organization Behavior and Human Decision Processes*, 92, 1-22.

Chen, C., Chen, Y., & Xin, K. (2004) "The downside of managerial guanxi practice in the People's Republic of China: A procedural justice perspective." *Organization Science*, Special Issue on Corporate Transformations in the People's Republic of China.

Chen, Y., Mannix, E.A., & Okumura, T. (2003). The importance of who you meet: Effects of self-versus other-concerns among negotiators in the United States, the People's Republic of China, and Japan. *Journal of Experimental Social Psychology*, 39, 1-15.



Gross, M. A., Guerrero, L. K., & Alberts, J. K. (2004). Perceptions of conflict strategy and communication competence in task oriented dyads. In press at the Journal of Applied Communication Research.

Gross, M. A., & Hogler, R. (2004). What the shadow knows: Exploring the hidden dimensions of the consumer metaphor in management education. In press at the Journal of Management Education.

Pullman, M. E., & Gross, M. A. (2004). Ability of experience design elements to elicit emotions and loyalty behaviors. In press at Decision Sciences.

Putnam, L. L. (2004). Transformations and critical moments in negotiations. *Negotiation Journal*, 20 (2), 275-295.

Putnam, L. L. (2004). Dialectical tensions and rhetorical tropes in negotiations. *Organizational Studies*, 25 (1), 35-54.

Rahim, M. A., Golembiewski, R. T., & MacKenzie, K. D. (Eds.). (2004). *Current Topics in Management*. New Brunswick, NJ: Transaction Publishers

Shapiro, D.L. (with J.M. Brett). in press. What is the role of control in organizational justice? To appear in J. Greenberg & J. Colquitt (Eds.), *Handbook of organizational justice*. NJ: Lawrence Erlbaum, Inc.

Shapiro, D.L. (with C. Kulik). in press. Disputing with faceless opponents: New challenges for conflict management research. To appear in M. Gelfand & J.M. Brett (Eds.), *Negotiation and culture: Research perspectives*. Palo Alto, CA: Stanford University Press.

Shapiro, D.L. (with K. Aquino, A. Reed II., & M. Stewart). in press. Reactions toward fairness-enhancing organizational policies. To appear in D. Steiner, S. Gilliland, & D. Skarlicki (Eds.), *Research in social issues in management* (Vol. 4). NY: Information Age Publishing, Inc.

Schei, V. & Rognes, J. K. (2003). Knowing Me, Knowing You: Own Orientation and Information about the Opponent's Orientation in Negotiation. *International Journal of Conflict Management*, 1, 43-59.

Kenneth W. Thomas, *Introduction to Conflict and Teams*. Palo Alto, CA: CPP, Inc., June, 2004.

Van Kleef, G. A., De Dreu, C. K. W., & Manstead, A. S. R. (2004). The interpersonal effects of anger and happiness in negotiations. *Journal of Personality and Social Psychology*, 86, 57-76.

Zeng, M. & Chen, X.P. (2003). Achieving cooperation in multi-partner strategic alliances: A social dilemma approach to partnership management. *Academy of Management Review*, 28 (4), 587-605.

Gelfand, M.J. and Brett, J.M (Eds), *The Handbook of Negotiation and Culture*. Stanford University Press, 1 - 528. Forthcoming

CMD Officers

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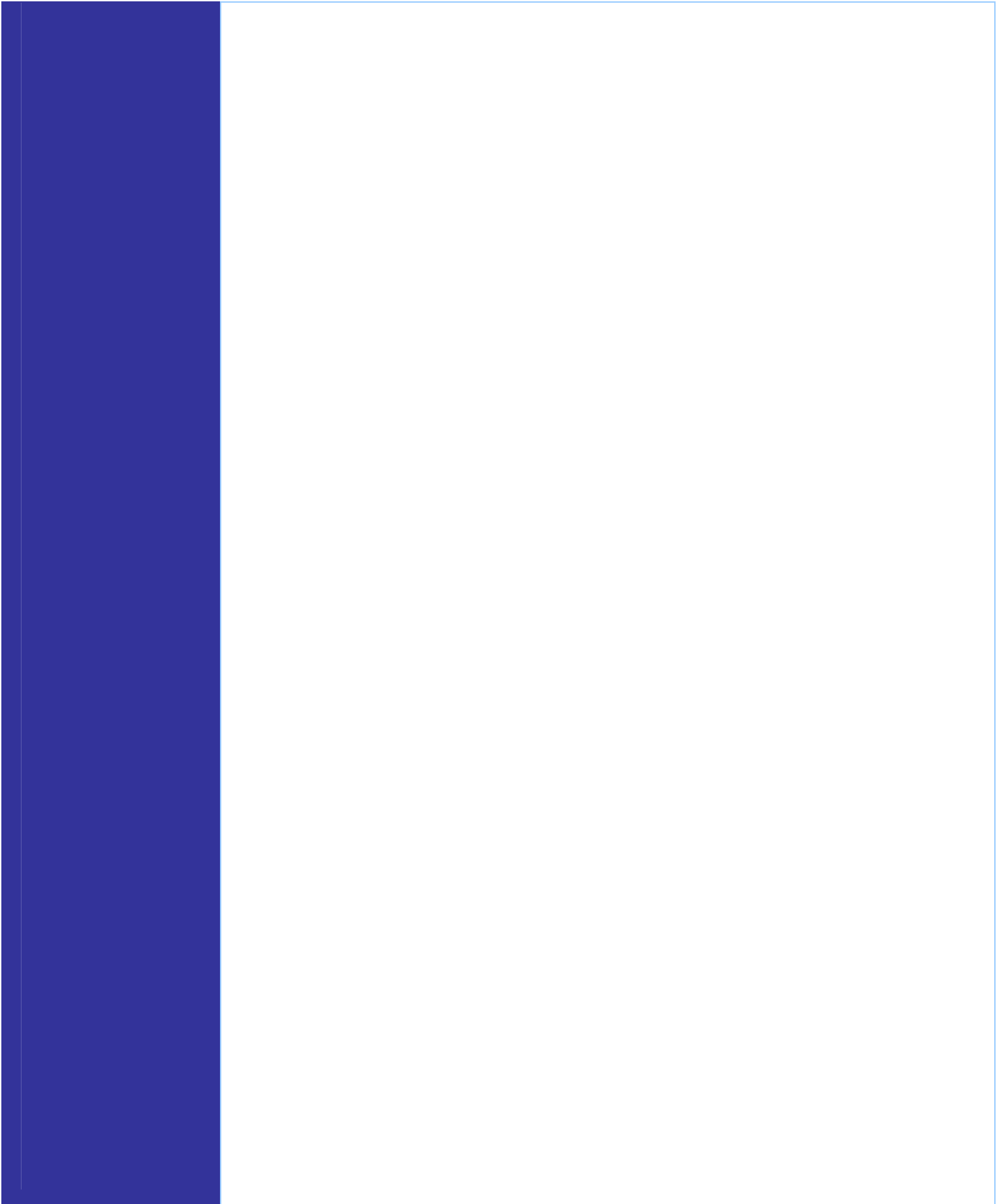
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