

AoM Conflict Management Division Spring CMD News

Welcome! Thanks to all contributors to CMD News. Another newsletter will be done closer to the Academy Meeting – so keep it coming in!

The newsletter is divided into the following sections; Appointments and Achievements, Book Publications, Conference and Journal Calls, Opportunities AND early briefing for the Academy Meeting in August, including the Doctoral programme. So if you have students, forward this onto them.

Enjoy. Editor: Charlotte Rayner charlotte.rayner@port.ac.uk

Appointments and Achievements

Congratulations to everyone below, we are proud to be in your company.

Michael Gross is now Web Manager, Conflict Management Division, Academy of Management

And Editor, SIGNAL, the official newsletter of the International Association for Conflict Management

Michael Sheehan is now Professor of Management at Glamorgan Business School. A native Australian, Michael's inaugural lecture is entitled "The Fight at Eureka Stockade: down with the tyrant an' bully", book your flight to Cardiff to arrive on 14th March 2006

Evert Van de Vliert, received the Life Time Achievement Award of the International Association for Conflict Management in Seville last year.

Debra Shapiro was named the Clarice Smith Professor of Management & Organization at the University of Maryland's Robert H. Smith School of Business.

Linda L. Putnam, Professor, Texas A&M University was named the George T. and Gladys Abell Professor and received the Lifetime Career Award for her work in conflict and organizational communication from the International Communication Association.

Allan L. Schoenberg, was promoted to Director, Corporate Communications at the Chicago Mercantile Exchange Inc. (www.cme.com).

New Books

Individual members and groups of you have been working hard see below, and let me know of other texts for the next newsletter....

Rajesh Kumar and Anand Sethi " Doing business in India" Palgrave Macmillan 2005

Margaret H. Vickers, "Working and Caring for a Child with Chronic Illness: Disconnected and Doing it All" Palgrave MacMillan, London (due out in February 2006).

Shapiro, D.L., Von Glinow, M.A., & J.L. Cheng (Eds.), *Managing Multinational Teams: Global Perspectives* Elsevier/JAI Press 2005. Contributors include Gerardine (Gerry) DeSanctis, Chris Earley, Janet Fulk, Cristina Gibson, Anil Gupta, Andrea Hollingshead, Marianne (Sam) Jelinek, Brad Kirkman, Peter Monge, Jane Salk, Kaye Schoonhoven, Debra Shapiro, Mary Ann Von Glinow, Jeanne Wilson, and others.

Carnevale, P.J., & De Dreu, C.K.W. (Eds.) (2006). *Methods of negotiation research*. Leiden, The Netherlands: Martinus Nijhoff Publishers.

The 25 chapters cover: general techniques and approaches - field research, case studies, laboratory work, as well as specialised domains and statistical techniques. Many contributors are Division members (contributors include: James A. Wall, Jr., Jacob Bercovitch, Ronald J. Fisher, David Matz, Ray Friedman, Jonathan Wilkenfeld, Daniel Druckman, Xu Huang & Evert Van de Vliert, Aukje Nauta & Esther Kluwer, Laurie R. Weingart, Mara Olekalns, & Philip L. Smith, Bruce Barry & Ingrid Smithey Fulmer, Bill Zartman, Linda Putnam, Dean G. Pruitt, Alice F. Stuhlmacher & Treena L. Gillespie, Robin S. Pinkley, Michele J. Gelfand, & Lili Duan, Philip L. Smith, Mara Olekalns, & Laurie R. Weingart, Yeow Siah Cha, Rachel Croson, Rebecca Hollander-Blumoff, Lauri A. Jensen-Campbell & William G. Graziano, Catherine H. Tinsley, and Peter Carnevale & Carsten de Dreu).

Mort Deutsch, Peter Coleman, & Eric Marcus (Eds.) (2006) *Handbook of conflict resolution*, 2nd Edition, Jossey-Bass. Includes chapters by several CMD Members

Shimon Shamir & Bruce Maddy-Weitzman (Eds.), (2005) *The Camp David Summit: What went wrong?* (pp. 210-218). Brighton: Sussex Academic Press. Includes chapters by several CMD Members

Leigh Thompson (Ed.), *Frontiers of social psychology: Negotiation theory and research* (pp. 55-76). New York: Psychology Press. Includes chapters by several CMD Members

Apologies to colleagues who sent article refs – too many to list.

Conference and Journal Calls

Do you like Guinness with your workplace bullying? If so, join the Europeans' workplace bullying bi-annual conference in Dublin – wonderful venue at Trinity College, beautiful and friendly city and, yes, the best Guinness in the world.

5th International Conference on Workplace Bullying

June 15 – 17 2006

contact www.abc.tcd.ie/

This clashes with ...

The Chinese Management Research Conference in Nanjing is offering early bird registration before March 1st. You would get a real taste of China in Nanjing, a proud city with great food and first class accommodation. The theme is 'Knowledge Creation in a Transitional Economy'.

International Association for Chinese Management Research

June 15 – 17 2006

contact: www.iacmr.org

Perhaps you prefer OD as a theme and might be attracted to wonderful Portugal?
Great food, marvellous people, beaches and plenty of warm sun.

**26th Organization Development World Congress, Hotel Baia Grande, Albufeira
July 9 – 15 2006** contact www.odinstitute.org

Or try the Association on Employment Practices and Principles (AEPP) meeting at a
great venue for this fantastic city - perhaps just as the trees are turning...

**AEPP 14th Annual International Conference, Chemists Club, NY NY
October 5 – 7 2006** contact www.aepp.net

**The British Academy of Management has a great website for calls, do go visit.
The January newsletter can be found at <http://www.bam.ac.uk/Jan06.pdf>**

Other Events

A specialist session entitled "Business Options for Addressing Violent Conflict." is
being run out of the Peacebuilding & Development Institute at the American
University School of International Service April 10th and 11th, 2006. (Stephen Ladek)
<http://www.american.edu/sis/peacebuilding>

The Dispute Resolution Research Centre at Kellogg are running another negotiation
and teamwork teaching workshop Nov 4 2006. (Nicole Lehming)
Contact www.kellogg.northwestern.edu/research/drcc

Opportunities

New Job?

The International Center for Cooperation and Conflict Resolution (ICCCR) at Teachers
College, Columbia University is looking to hire new Adjuncts. The job posting is too long to
include in its entirety here, but they want a lot and offer a lot. So get to it, folks!
Tel (212) 678 3402 or email/ tel Beth at: fisher-yoshida@tc.edu and 212-678-8106.

Sexual Harassment?

Nancy Hauserman at Tippie College of Business in Iowa has let me have the link for her very
large (N= 11,000) study. She suggests "The report would be useful as a comparative tool for
others as well as offering a survey instrument and some comments about administering the
same." The report may be found at [http://www.uiowa.edu/president/task-
forces/sexual_harass_survey/Sexual%20Harassment%20Survey%20Final%20Report%2001
2306.pdf](http://www.uiowa.edu/president/task-forces/sexual_harass_survey/Sexual%20Harassment%20Survey%20Final%20Report%20012306.pdf)

Please copy the above carefully as otherwise it will fall apart in your cut-and-paste

Thank you, colleagues. Now, let's look to the next Meeting and messages from Susan
Brodt and Tom Tripp.....

Remember, keep the news flowing to me, Charlotte Rayner at Portsmouth University,
UK. Portsmouth is home of the Royal Navy, Spinnaker Tower, and a great Business
School. Views of the harbour <http://www.seaportsmouth.co.uk/harbour/harbour.htm>



CM Division Events in Atlanta... Mark Your Calendars!

Susan Brodt
2006 Program Chair

Tom Tripp
2006 PDW Chair

You are cordially invited to attend the CM Division's PDW and Program events in Atlanta! As you know, our domain statement is broad, and includes the nature and management of conflicts at the individual, group, organizational, inter-organizational and societal level; power processes including influence, coalitions, coercion, deterrence, and persuasion; bargaining and negotiation, negotiator characteristics and behaviors; collaboration and competition; third party interventions (such as facilitation, arbitration, mediation); distributive and procedural justice and dispute resolution procedures. Major topics include application of the above conceptual foci to a wide variety of contexts including team interactions, intercultural relations, organizational diversity, labor relations, workplace disputes, community conflict and public policy development.

Our scholarly program is not yet finalized, but based on the submissions, it looks like 2006 will be another exciting year for CM Division. Stay tuned!

Regarding Professional Development Workshops (PDWs), we have something for everyone! We have sessions about teaching, research, and practice, and sessions for doctoral students and for faculty. Mark your calendars and plan to come early to Atlanta for these exciting sessions! Some sessions require pre-registration so be sure to let us know if you plan to come (pre-registration details are listed below).

Friday - Saturday, August 11-12

- *"CM Division Doctoral Consortium."* We get started Friday evening with this bi-annual event for doctoral students whose interests overlap with CM Division themes (e.g., conflict, power, justice, negotiation, collaboration, dispute resolution, 3rd party intervention). The CM Doctoral Consortium continues through Saturday. With leading scholars and journal editors in conflict management, students will be advised how to turn their dissertations into five-year research programs

-- programs that will let students make names for themselves. Whether students have begun their dissertations yet or not, they will receive useful, personalized advice. Participating in the consortium are: Max Bazerman, David de Cremer, Barbara Gray, Karen Jehn, Martin Kilduff, Roy Lewicki, Judi McLean Parks, Debra Shapiro, Sim Sitkin, and Tom Tripp. PDW Chair Tom Tripp (Tripp@vancouver.wsu.edu) is organizing this session. For further details, including registration, please visit the CM website at: <http://division.aonline.org/cm/>

- “*How to Create a Negotiation Syllabus and Teach Negotiations*,” from 1:00-3:30pm. Also on Friday the CM Division is co-sponsoring (with MED) this teaching-oriented workshop led by Holly Schroth. (For additional information, contact Holly Schroth, schroth@haas.berkeley.edu)

Sunday, August 13

- “*Diversity and Fairness in Teams*,” from 9:00-noon. This workshop will provide participants with the opportunity to explore themes associated with diversity and fairness in a collaborative setting. The intent is to identify interrelationships across these functional areas to guide future research. Participating will be: Anita Bhappu, Mark Clark, Joanne Gavin, Caren Goldberg, Amy Henley, James Lavelle, and Brian O’Leary. (This is an open session; pre-registration is not required. Contact Anita Bhappu, abhappu@mail.cox.smu.edu, for additional information.)
- “*Starting out on the Right Foot: Negotiating your First Academic Job*,” from 9:00-noon. Also on Sunday morning, we continue our commitment to doctoral students. Back by popular demand, we will again offer advice and training to students on negotiating their first job. This lively and informative PDW includes a simulated job negotiation, small group discussions led by experts in the field, and a panel discussion with returning experts Roy Lewicki, Margaret Neale, Greg Northcraft, Robin Pinkley, and Laurie Weingart. For 2006, Stephen Weiss joins us with his expertise in international negotiations. (For additional information, contact either Melissa Thomas-Hunt, mct24@cornell.edu or Anita Bhappu, abhappu@mail.cox.smu.edu).
- “*How to Do Negotiation Training in Companies*,” from 11:00-noon. We once again tap Holly Schroth’s talents as she offers a session on the “how to’s” of providing negotiation training in organizations. She will help professors who teach negotiations in universities make the transition to teaching negotiations to staff in companies. The session will include how to make proposals to companies, which pedagogies are appropriate, what to expect, and what to charge.

We hope to see you in Atlanta! Stay tuned for more information on our program. Susan Brodt & Tom Tripp



The 2nd Annual Conflict Management Division PDW for PhD Students

Negotiating Your First Academic Job

Come Learn from the Experts!

Susan Brodt
CM Division Program Chair

Melissa Thomas-Hunt
Session Organizer

We are pleased to announce the 2nd Annual *Negotiating Your First Academic Job* PDW for advanced doctoral students at 2006 AOM Meetings in Atlanta, Georgia. This year's session will build on the success of last year's inaugural workshop in Hawaii, which drew 99 pre-registrants representing 11 Academy divisions. We look forward to hearing from these former doctoral students and new Assistant Professors about their negotiations!

The 2006 PDW will again include a simulated job negotiation, small group discussions led by experts in the field, and a panel discussion with returning experts Roy Lewicki, Margaret Neale, Greg Northcraft, Robin Pinkley, and Laurie Weingart. In addition, Stephen Weiss joins us with his expertise in international negotiations.

As CM Division members, we should be proud of this new addition (and budding tradition) to our PDW lineup, which not only showcases our expertise but also supports our own doctoral students and those from across the Academy as they transition into their new professional roles. We hope that our PDW fosters relations among the Academy's doctoral students, provides them knowledge and support as they enter the often stressful recruiting process, and makes them feel welcome in the CM Division, even if their main division homes are other than CM.

Mark your calendars CM Division doctoral students! The session will take place on Sunday August 13, 2006 from 9am-noon. For more information, contact Melissa Thomas-Hunt (mct24@cornell.edu).