AoM Conflict Management Division
Summer CMD News

Welcome to the Summer Edition of the Division Newsletter. Once again I must thank contributors below, and we have another edition with both news and opportunities. The next newsletter will be early 2007, so keep the news flowing in.

As usual the newsletter is divided into the following sections; Appointments and Achievements, Book Publications, Conference and Journal Calls, Opportunities. First some messages about the Conflict Management Division itself. For those going to the Meeting in Atlanta, remember the programme is on-line, and we have a link for you to catch up with the Division's activities below.

Thanks to all colleagues who have been working so hard to organise and prepare a really great 2006 Meeting - it looks an exciting event - well done, and thanks!

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

Atlanta

Excellent link for an easily accessible summary of the activities of the Division in Atlanta….

http://division.aomonline.org/cm/Newsletters/Current%20Newsletter/2006-Summer-CMD-News.doc

Sunday Social Night - come along to meet the people behind the publications you know and love, meet old friends and make new ones…. Sunday 6.30-8.30 Azio's Downtown Restaurant. Email Michele Gelfand at mgelfand@psyc.umd.edu to let her know for numbers, pay on door or in advance - details in Meeting News (above)

Monday Welcome to New Members - please come along and welcome them, or be welcomed to the Division at the 'CM Division Lounge'. Bring your lunch and colleagues who might be interested in joining the Division.

Tuesday Business Meeting - be active in the Division community and have your voice heard, then stay for the social - members get a free drinks ticket…

Looking forward to seeing you there!

Appointments and Achievements
Sally Blount-Lyon congratulates our new leadership appointees

New Division-chair elect: Kathleen O'Connor (Cornell)
New Reps-at-large: Jeffrey Sanchez-Burks (Michigan), Kim Wade-Benzoni (Duke)

We have had some super achievements in the Division in recent months:

Daylian M. Cain (Harvard) recently won the Gerald Salancik Award for his Carnegie Mellon dissertation work, "The Dirt on Coming Clean: Perverse Effects of Disclosing Conflicts of Interest."

David De Cremer, Ph.D. was promoted to full professor in Psychology at Tilburg University, and elected as a member of the "Young Academy" of the Royal Netherlands Academy of Arts and Sciences.
His research chair is part of the recently established research center "JuST" (Center of Justice and Social Decision Making; www.centerofjust.nl). People interested in exploring collaborations with this new center are invited to email Prof. De Cremer on (d.decremer@uvt.nl)

Douglas M. McCabe -- Professor of Management at Georgetown University's McDonough School of Business -- was the Recipient of the Award for the Best Conceptual Research Paper at the Fourteenth Annual Conference of the American Society for Competitiveness held in Falls Church, Virginia. The title of the paper was "Competitiveness and Productivity in the Federal and Public Sector -- The Role of Alternative Dispute Resolution."

Astrid Homan (Leiden University) won the Best Student Paper award at the 19th annual IACM conference in Montreal, June 2006. The paper was titled: Breaking down faultlines by valuing diversity: The effects of diversity beliefs on the functioning of diverse work groups. Authors: Astrid C. Homan, Daan van Knippenberg, Gerben A. van Kleef, Carsten K. W. De Dreu

Steve Currall is now Professor of Enterprise and the Management of Innovation at University College London. He is also Visiting Professor of Entrepreneurship London Business School (joint with UCL).

Helena Haapio is a new member coming to the Atlanta Meeting and a Finnish legal practitioner helping corporations prevent problems and avoid disputes. In the Nordic countries, this approach is known as Proactive Law, in the US as Preventive Law. It is a multifunctional, cross-professional effort, involving both researchers and practitioners. Tel: +358 9 135 5800
A link to the early results of her group's work: "A Proactive Approach", at: http://sisl.juridicum.su.se/tom.php?choice=volumes&page=49.html, and/or visit the Nordic School of Proactive Law website: http://www.proactivelaw.org/   The web site of the Corporate Contracting Capabilities research project (launched early 2006) is http://www.joensuu.fi/oikeustieteet/kaupo/ccc_2006.htm.

New Books

Conflict Management Division members continue to be successful in book publication - congratulations to authors and we'll be looking out for them at the Publisher's stands at the Meeting.

The Negotiator's Fieldbook is an ambitious effort to capture the full range of new knowledge about negotiation. The *Fieldbook*, edited by Andrea Kupfer Schneider and Christopher Honeyman, features several authors who are well-known in the Academy of Management (such as Roy Lewicki, Deborah Kolb, Catherine Tinsley and Kimberly Wade-Benzoni.) The hallmark of this book is the *number of different kinds* of practical and academic expertise it encompasses. With eighty contributors in all, this book is set to be the most comprehensive reference in the field. For teachers, the Fieldbook pulls together in readable, short chapters the relevant ideas on negotiation from business, law, psychology, economics, cultural studies and a dozen other fields which have not previously been available in any single text. The book will be available in August and is on sale now at <http://www.ababooks.org> ($79.95, discounted to $64.95 for Academy members; student price $49.95; discounts for group orders and advance sales.) Full details <http://www.convenor.com>

Managing Workplace Conflict: ADR in Australian Workplaces, Van Gramberg, B. 2006 Federation Press, Sydney. Bernadine (Victoria University) has undertaken a critical examination of the emergence of ADR in Australian workplaces.

The Handbook of Large Group Methods Billie Alban & Barbara B. Bunker (John Wiley Publishers) **www.odpartners.com .**
The structure covers: 1. Working with organizations facing serious business crisis, 2. Working in community settings with diverse interest groups, 3. Working with organizations in polarized and politicized environments, and 4. Embedding and sustaining new patterns of working together. It uses real-world cases from major international and national organizations such as General Electric, Boeing, World Vision, The FAA, American Airlines, Boston University School of Dentistry, and NHS (UK).

Social Psychology and Economics Edited by David De Cremer, Marcel Zeelenberg, & J. Keith Murnighan. Lawrence Erlbaum Associates, June 15, 2006, 400 pages.
This book combines chapters written by leading social psychologists and economists, providing insights from both fields. It uses recent research to demonstrate how economic behaviours may be more effectively examined using a combination of both fields.
The structure covers: preferences, utility, and choice; emotions; reciprocity, cooperation, and fairness; social distance; challenges to social psychology and economics; and collaborative reflections and projections.

Interest-Based Bargaining: A Users Guide Jerome T. Barrett and John O'Dowd by...see http://trafford.com/4dcgi/dosearch for details.

Call for Papers
Special Issue of
The International Journal of Conflict Management

Topic: **Alternative Dispute Resolution of Workplace Conflicts**

Conflicts between employers and employees can take on a variety of forms including lawsuits, informal complaints, grievances, strikes, picketing, etc. In this special issue we explore the many alternative ways that these conflicts can be resolved. These alternative dispute resolution (ADR) procedures may include negotiation, mediation, arbitration, fact-finding, ombudspersons, peer review, and many other combinations or permutations of thereof. This is a broad area and many different perspectives on this issue are welcome.

Important questions that could be addressed include the following: How do participants perceive the effectiveness and/or fairness of ADR systems? How does the use of ADR systems affect the outcomes for employers and employees? What are the contextual factors that explain the adoption of use of these systems? How do ADR systems differ across countries or cultures? Are alternative forms of dispute resolution systems fair at the micro or macro level of analysis? How do justice concepts relate to ADR systems in terms of predicting important outcomes for organizations (e.g., turnover, legal claiming, grievances, recommendation intentions, productive and counterproductive behaviors). What are the legal constraints and implications of the use of these systems? What theories (e.g., neo-institutionalism, cognitive choice, transaction cost economics) can be advanced through the study of these systems?

However, these are only examples of the types of questions that could be addressed. Other topics related to the general topic of ADR in organizations are also welcome.

This call for papers is aimed at a wide array of scholars--from different disciplines such as management, communications, psychology, sociology, economics, public administration, and law.

Studies using a variety of methodological techniques are encouraged including (but not limited to): laboratory studies, field studies, case studies, survey research, and analysis of archival data. Articles focused solely on theory development are also welcomed as are papers that present novel approaches to ADR systems in organizations in either domestic or international settings. Furthermore, studies that review the law of ADR systems are also encouraged.

Manuscripts should focus on the following criteria:
– Use clear exposition
– Be technically adequate
– Make a theoretical contribution (e.g., testing, creating or extending theory)
– Make an empirical contribution
– Be innovative, interesting, & novel
– Have potential implications for practice

Inquiries: Richard A. Posthuma, rposthuma@utep.edu (915) 747–8646
Manuscripts (electronic form) to Richard by November 1, 2006 to:

Call for Papers
<u>Negotiation & Conflict Management Research</u>

Negotiations and Conflict Management Research (<u>NCMR</u>)is the official journal of the International Association for Conflict Management. <u>NCMR</u> publishes fundamental research that focuses on theory and research on conflict and conflict management across levels, including organizational conflict, interpersonal conflict and inter-group conflict, and across a range of domains including environmental conflict, crisis negotiations, political conflict and cross-cultural conflict, as well as formal and informal third party intervention, including mediation and arbitration. The journal welcomes both full-length theory and empirical papers, as well as shorter "research notes" appropriate for single study empirical papers. Diverse methods and approaches are also welcome. More specifically, we seek to publish papers that:

- initiate, extend, validate or redirect a line of inquiry;
- provide a theoretically driven review and integration of an important research area
- draw upon and integrate perspectives from multiple disciplines;
- provide new empirical findings;
- make theoretical contributions;
- employ diverse methods;

In addition, <u>NCMR</u> seeks to provide high quality and timely feedback to scholars, and provide scholars with individualized mentoring through our mentoring program, where early career scholars can be mentored and receive feedback on their manuscripts prior to submitting their work for review. In addition, we seek to reward scholarship with our annual "Best Paper" award.

For additional information, please see the journal webpage at <u>http://www.iacm-conflict.org/ncmr/</u>

Other Events

Jeanne Brett has let us know about the popular teaching events at Kellogg

1) Fall workshop on teaching negotiations
http://www.kellogg.northwestern.edu/research/drrc/conferences/negotiation_teaching_2006.htm

and

2) Negotiation Research & Teaching Certificate Program
http://www.kellogg.northwestern.edu/drrc/certificate/index.htm

THANKS EVERYONE!

Send any news to me at charlotte.rayner@port.ac.uk, I have the 2007 file ready!