

# THE CONFLICT MANAGEMENT NEWSLETTER

Fall, 1993

Volume 8, Number 1

## CHAIRPERSON'S COLUMN

**Keith Murnighan**

Hello to One and All! As I take over the reins from the capable hands of Jim Wall, I look forward to the upcoming year with considerable anticipation. This last year was wondrous for me personally (newly married) and professionally (moving from Illinois to UBC). I am optimistic that 1994 will be even better. Even if it can't get better personally, the meetings in Dallas should be terrific. And I'm even more anxious for the 1995 meeting, as this will give everyone the chance to experience the joys of Vancouver (and its amazing surroundings; do plan a trip in conjunction with the meetings if you can). But for now, it's time to point toward Dallas.

And to remember Atlanta. Of significant note was the success of our first Doctoral Consortium. Our faculty panel of Max Bazerman, Dave Brown, Beta Mannix, and Tom Tyler did a stellar job, leading 27 graduate students (a wonderful turnout in both quantity, interest, energy, and competence) in discussions on (1) group identity, (2) power, conflict, and their definitions, (3) emotions and cognitions in models of conflict, (4) just organizations and legal systems, and (5) philosophical and methodological approaches to conflict research (all topics that were determined at the consortium by the participants). Debra Shapiro will be organizing this year's consortium. It's bound to be exciting. Please contact her directly if you have any students who will have their coursework finished and are starting to think about dissertations. This way, as was the case last year, we can attract students who don't have a "look at what I can do and direct a job my way, please" agenda. Instead, they can contribute freely to the consortium's interactions.

To continue our emphasis on doctoral student participation in the division, we have instituted a Best Paper award for the top submission authored by a student. Don Conlon is coordinating the program and

will be organizing a committee to decide on our two best paper awards (one for a student; one for all others).

And finally, we have instituted an electronic mail connection for the division (which you can read about in another column in this newsletter).

Big changes in exciting times – for division members and for those unfortunates who aren't! (Hint: Do recruit more members if you can – it helps us tremendously in the Academy.) Cheers!

## NOTES FROM THE PROGRAM CHAIR

**Donald Conlon**

The holiday season is here. Hopefully there is an air of cheer at your home. Thanksgiving has come and gone, soon to be followed by Hanukkah, Christmas, and the new year. Turkeys will be eaten, champagne corks will be flying, and there will be 23 college football bowl games for your viewing pleasure. My advice to all CM members is to "Indulge and Enjoy!" because the Academy has given all of us a present by pushing back the deadline for paper submissions until January 7th. This means you can actually spend some time with your family around the holidays and still have a full week to ready your manuscripts and symposia for submission.

We expect to have an exciting program at the Dallas meetings. The Loews Anatole Hotel has undergone a major expansion since the last time the Academy met there; thus the facilities should be outstanding. In addition to the paper sessions, we will continue with several other initiatives. We will also be giving out a new award, discussed below.

Our first doctoral consortium was held this past August. Over 20 doctoral students attended, and all agreed that it was a smashing success. This year, Debra Shapiro is coordinating the doctoral. She has an excellent group of scholars lined up, including Peter Carnevale, Debbie Kolb, Anne Domellon, Greg Northcraft, Maureen Sculley, and David Thomas.

Obviously, this group has a wealth of knowledge and a variety of perspectives to share regarding research, teaching, and career planning in conflict management. The consortium runs from 1-9 PM on Saturday, and attendance is by invitation only.

In addition to the doctoral consortium, our division will continue with several other traditions and also start a new one. We will again have a preconference program on Sunday morning. This year, the preconference is being coordinated by Harris Sondak and Dean Tjosvold. Thus, there is plenty of incentive to book a flight to Dallas on Friday or Saturday, which gets you both the "super saver" airfare and the preconference program.

One innovation for this year's meetings is the establishment of a new award. In addition to the "Top Ranked Paper Award," which is awarded to the paper that receives the highest evaluation from the reviewers, we will also present the "Best Student Paper Award" to the top paper that is entirely authored or co-authored by graduate students. To be eligible, simply indicate in your letter to me that the paper is eligible for the award. Exactly WHAT the recipient will receive in addition to a plaque remains to be determined.... (Ed: How about either automatic tenure at the university of the student's choice or a quart of tequila, whichever the student prefers?)

As many of you know, the Academy theme for the 1994 meetings is "Reducing Barriers to Understanding." The Conflict Management Division is taking this theme to heart. In fact, some of the new initiatives undertaken by the Division seek to make us a more inclusive, more dynamic group.

One initiative that reflects the Academy theme and our desire to reach as large an audience as we can is the establishment of an E-MAIL network. CMDNET-L is a listserv that can be used to facilitate communication between division members and others who are interested in the study of conflict management, power, justice, etc. Many thanks are owed to John Bunch for getting the network online (Ed: More info on the listserv appears on page 8).

Well, this is a far more long-winded column than I imagined it would be. But, there is just cause: We are building on past successes, such as the institutionalization of the doctoral consortium. We are also reaching forward with the establishment of a new award and the E-MAIL network. I hope to hear from all of you in January in the form of papers and symposia. Get Busy!

## MESSAGE FROM THE OUTGOING CHAIR

Jim Wall

Rodney Lim's request to compose a short column for this Newsletter caught me at a good time. Two recent developments have started me thinking about what a fine time it is to be in the conflict management field. One is the local explosions. In Missouri, the Air Force is blowing up the Minutemen missile silos, and each 500-pound (dynamite) detonation reassures us that we've exited from the nuclear shadow. Second, the Mideast peace accord is moving along. Perhaps we should say it's limping along, but whatever the term, it seems that we are edging toward reduced conflict in this area.

Turning to academic affairs, I'd like to thank all of you who attended our doctoral consortium, pre-conference meetings, and paper sessions in Atlanta. We continue to gain momentum as a division: We are operating on a solid fiscal base; we've achieved division status; we have successfully conducted pre-conference meetings; and in Atlanta, thanks to Keith Murnighan's efforts, we initiated our doctoral consortium (which from all reports was first class!).

The pre-conference program was also extremely well-received, and for this thanks go to Peter Carnevale and Robin Pinkley for their efforts. I think we can all agree that the workshops on "Conflict Management in the Year 2000: Where Should We Be?" (coordinated by Deborah Kolb) and "Ethical Dilemmas in Negotiating and Getting People to Yes" (coordinated by Debra Shapiro) were superb.

To Debra Shapiro go our major kudos for devoting her professional life in January to putting together our division's programs. Assisting her was an esteemed group of reviewers and contributors who also deserve our thanks.

In closing, I have two requests: First, I'd like to ask each of you to be very active in the division. We're a volunteer organization that draws its strength from the membership. Our division will only be as successful as we make it. So, please lend your support by submitting papers and symposia, contributing your ideas at the business meeting, volunteering to review papers, and bridging gaps with other divisions. The second request is that you help increase our membership. Whenever you pay your dues next year and declare your membership in our division, ask one of your colleagues to join us.

That's it, folks. It has been a pleasure serving you, and I look forward to building and strengthening

our group.

**CALL FOR PAPERS**  
**THE 1993 ANNUAL ACADEMY OF MANAGEMENT MEETING**  
**Theme: Reducing Barriers to Understanding**  
**August 14-17, 1994 Dallas, Texas**  
**Loew's Anatole, 2201 Stebbons Freeway, Dallas, TX 75207**

You are invited to submit an **ORIGINAL** paper, symposium, or proposal for other presentations **DIRECTLY** to a Division or Interest Group Program Chairperson listed inside.

**SUBMISSION RULES**

To be considered, your submission **MUST** adhere tightly to the following rules:

1. Submissions must be entirely original and must not be under concurrent consideration (with the exception of IFSAM) or scheduled for presentation elsewhere. Further, they must not have been previously accepted for publication in a journal. Violation of this rule is a serious breach of professional ethics.
2. No participant is allowed to be included as an author or other participant or in any other role as presenter, session chair, discussant, etc. **IN MORE THAN 3 SUBMISSIONS OR SESSIONS** for the **REGULAR** program. This rule does not apply to preconvention activities or the IFSAM meeting, nor to program listings resulting from officer roles.
3. Papers should be no more than 21 total pages **INCLUDING** title page, abstract page, text, exhibits (figures, graphs, and tables), footnotes, and references. The references and format should follow the Style Guide for the *Academy of Management Journal* (pp. 215-220, February 1993 issue). Electronic submissions will not be accepted. [ **DO NOT FAX YOUR PAPER OR SYMPOSIUM SUBMISSIONS.** To be reviewed, papers must conform strictly to the space limitation. Papers selected for publication in the Proceedings may need to be shortened to fit within page allotments.]
4. Papers to be presented will be selected by blind review procedures. Please word your papers so that only the title page reveals authors' names and affiliations. The title page should also show complete addresses and phone numbers of all authors and specify who will present the paper. The intended division or interest group should be listed at the bottom of the title page.
5. Symposium or other proposals are **NOT** blind reviewed. They must include a 3-5 page overview statement, a 3-5 page overview statement, a 2-5 page synopsis of **EACH** presentation, and a **SIGNED STATEMENT FROM EACH INTENDED PARTICIPANT** showing agreement to participate.
6. A separate abstract page for each paper, symposium, etc. should include the title and an abstract **NO LONGER THAN 50 WORDS**, but **SHOULD NOT** report the author's names. At the top of the right side of the abstract page, please indicate the number of words in the abstract and put this number in parentheses.
7. Submissions should be prepared in letter-quality type and be double spaced on 8.5 by 11 inch paper. Use margins of 1 inch on every side. Maximum page lengths specified above are based on 12-pitch font for computers or 12 characters per inch for typewriters.
8. Four copies of the submission plus one additional copy of the title page and the abstract page must be submitted. A completed and signed submission checklist form should also accompany each submission.
9. Once a paper has been submitted, the title of the paper may not be changed, authors may not be added, and the order of authorship may not be changed.
10. Submissions should be sent directly to a Division or Interest Group Chairperson listed in this call. Papers should be submitted to a

**SINGLE** program Chairperson. In the special case of a proposed joint symposium or other presentation intended to be sponsored by two or more divisions or interest groups, the items listed in #8 above should be sent to **ALL** relevant Program Chairpersons, with a cover letter identifying the submission as a joint symposium or other proposal.

11. All submissions **MUST** be accompanied by a self-addressed, stamped postcard to acknowledge receipt of the submission, a self-addressed, stamped legal size envelope to be used in returning Program Committee decisions, and the submission checklist form. Submissions across national borders must be accompanied by an **INTERNATIONALLY**-stamped, self-addressed postcard and a self-addressed legal size envelope.

12. Submissions will be judged primarily on three criteria (original contribution, overall quality, and interest to Academy members) and secondarily on relevance to the overall theme of the meeting. However, papers should be pertinent to the domain of the division or interest group to which they are submitted.

13. **THE DEADLINE FOR RECEIPT OF SUBMISSIONS IS FRIDAY, JANUARY 7, 1994.**

14. Send papers for the Conflict Management Division to:

Donald Conlon  
Department of Business Administration  
University of Delaware  
Newark, DE 19716  
302-831-2081  
302-831-4196 FAX  
CONLON@COLLEGE.BE.UDEL.EDU

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**A Brief Message from the Business Policy and Strategy Division**

Jay B. Barney  
Program Chair  
Business Policy and Strategy Division

As program chair for the Business Policy and Strategy Division, I want to take this opportunity to extend to members of the Conflict Management Division a special invitation to submit joint symposia proposals with some of your BPS colleagues for the upcoming meeting in Dallas. BPS has a long tradition of a multi-disciplinary, highly integrative approach to research and teaching. However, sometimes artificial boundaries between divisions limit our opportunities to learn from other divisions. I hope we can take this coming year's meeting theme seriously and reduce any barriers to understanding between Academy divisions.

The domain statement of the BPS Division includes topics and research areas that are likely to be of interest to members of many other divisions. These topics include areas of research as diverse as strategic decision making, the effect of group dynamics on strategy formulation and implementation, the relationship between strategy implementation and organizational structure, and the impact of organizational legitimacy on firm performance, to name just a few. Indeed, it is probably not possible to list all the potential intellectual alliances between research in your division and research in BPS. All those undiscovered linkages represent opportunities to learn from each other.

If you have any questions or concerns about submitting joint symposia for the upcoming meeting, please give me a call at 409-845-1405. I am committed to ensuring that such joint proposals receive a fair and balanced review during the paper evaluation process, and I look forward to working with members of the Conflict Management Division to make next summer's meeting in Dallas the most successful ever.

**CALL FOR PAPERS**

**AN INTERDISCIPLINARY CONFERENCE ON BARGAINING  
AND DISPUTE SETTLEMENT**

**SCHOOL OF BUSINESS  
UNIVERSITY OF WISCONSIN-MADISON  
MADISON, WISCONSIN**

**JUNE 23-25, 1994**

Over the last fifteen years, our knowledge about negotiations and dispute settlement has been aided by research in a variety of disciplines and fields. This includes work in economics, law, psychology, industrial relations, organizational behavior, and decision making. Next June, the University of Wisconsin-Madison will host a small conference designed to further the exchange of research findings and ideas across these different fields. The conference will be held in Grainger Hall, the Business School's new building.

The conference will focus on new empirical research on bargaining and dispute settlement. The plan is to include papers that cover a variety of topics and different empirical methodologies (e.g., experiments, "natural" or field experiments, and non-experimental, field data). The conference will be organized around 8-10 papers with 2 discussants per paper. It is expected that papers at the conference will fall under one of the following broad topics:

- \* The impact of different dispute settlement rules or procedures for handling conflict within and between organizations or individuals.
- \* The role of information in negotiations and the processing of information by negotiators.
- \* The effect of different negotiating strategies on bargaining behavior.
- \* The effect of repeated negotiations, reputation, and time horizons on bargaining behavior.

Completed papers must be received by March 1, 1994. Authors will be notified by April 18. Submissions should be sent to Craig A. Olson, Grainger Hall, 975 University Avenue, University of Wisconsin, Madison, WI 53706-1323. Faxed submissions will not be accepted.

Expense stipends are available to paper presenters.

This conference is made possible by support from the Kohler Company of Kohler, Wisconsin.

For additional information, contact Craig A. Olson, 608-262-3895 or colson@bus.wisc.edu.

## CALL FOR PAPERS

CONCURRENT ENGINEERING: RESEARCH & APPLICATIONS (CERA) - An International Journal

Special Issue on Conflict Management in Concurrent Engineering

A central aspect of concurrent engineering is the management of conflicts among multiple engineering disciplines throughout the product life cycle. If such conflicts are not avoided or resolved in a timely fashion, the result can be huge unnecessary waste and rework costs as well as slowed schedules and reduced product quality. Current mainly manual approaches to this problem such as multi-functional teams and coordination memos are increasingly overwhelmed by the sheer complexity of modern products and processes.

This special issue will focus on how computer technology can support more effective avoidance, detection, and resolution of conflicts in concurrent engineering settings. The intent is to gather together an multi-disciplinary collection of work from the many fields (e.g. distributed artificial intelligence, organizational science, computer-supported cooperative work, group decision support systems) relevant to this important challenge. Themes of interest include:

- o What lessons do empirical studies of conflict management have to offer?
- o What are the current theoretical underpinnings for conflict management?
- o How can computer systems support conflict management?
- o How do computational conflict management models fare in real-world settings?

CERA is a new international journal published quarterly by Academic Press whose purpose is to provide a forum for the dissemination of multidisciplinary scientific work on Concurrent Engineering based on computer technologies. It is an official journal of the Concurrent Engineering Institute of the International Society for Productivity Enhancement (ISPE). Subscription and other information can be obtained by contacting Managing Editor, CERA Institute, P.O. Box 250254, West Bloomfield, MI 48325, USA., Fax: (313) 661 8333; Email: bprasad@cmsa.gmr.co

### INSTRUCTIONS FOR SUBMITTING MANUSCRIPTS

Manuscripts should be no more than 25 double-spaced pages in length including all figures and references. Papers must not have been previously published or currently submitted for publication elsewhere. Initial abstracts and manuscripts should have a title page including the authors' full names, affiliations, physical and email addresses. Papers will be reviewed by at least 3 reviewers. Final manuscripts must meet the guidelines for the CERA Journal set forth by CERA Institute. Papers not included in the special issue will be considered for possible presentation at the CERA'94 Conference to be held in August 1994.

### DEADLINES

- o 1 to 2 page abstract is due ASAP.
- o Five copies of the full manuscript are due March 1, 1994.
- o Notification of acceptance is June 1, 1994.
- o Final version of the manuscript is due August 1, 1994.

### SEND SUBMISSIONS AND QUESTIONS TO:

Mark Klein, PhD  
Guest Editor, CERA Special Issue  
Boeing Computer Services  
Building 33-07, MS 7L-44  
2760 160th Ave SE  
Bellevue WA 98008 USA

Voice: (206) 865-3412  
Fax: (206) 865-2965  
Email: mklein@atc.boeing.com

## CALL FOR PAPERS

### The 1994 Meeting of the International Association for Conflict Management

The International Association for Conflict Management is calling for participation and papers for its seventh annual conference to be held in Eugene, Oregon, June 12-15, 1994, at the Valley River Inn. The conference is designed to encourage scholars and practitioners to develop and disseminate theory, research, and experience that is useful for understanding and improving conflict management in family, organizational, societal, and international settings.

Conference themes for IACM 1994 include environmental dispute resolution, organizational conflict, negotiation and bargaining, meditation and arbitration, social justice, public sector conflict, intergroup conflict, international conflict, communication, and decision making in negotiation. This year's meeting will have Dr. Jeffrey Z. Rubin present the keynote address, and Dr. Robert Blake receive the 1994 IACM Life Time Achievement Award.

Deadline for submission of papers and special events is February 15, 1994.

For further information about IACM 1994, please contact Peter Carnevale, IACM 1994 Program Chair, Department of Psychology, University of Illinois, 603 E. Daniel St., Champaign, IL 61820 [Phone: (217) 333-4899; FAX: (217) 244-5876; Internet pcarneva@s.psych.uiuc.edu].

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## CALL FOR BOOK NOTES

The *Academy of Management Review* Book Review Section is planning to develop a "Readers are Reading" section. The objective of this section is to cover more books and highlight books that the Academy of Management members are reading. The section will consist of brief notes on recent management books that are not reviewed in the Book Review Section.

The *AMR* Book Review Section is able to do detailed reviews of only 20 books per year (out of nearly 500 received). This new section is one way to bring more books to the attention of our readers.

I invite members of the Academy to send me their contribution for this section. The contribution should be in the form of a 75-word note describing the book's content or key arguments. The notes should be descriptive and accurate, and not evaluative. The book should be of academic interest and make contributions to management theory. It should be published in 1993 or forthcoming (but with an ISBN assigned). Notes from authors (and publishers) on their own books are not acceptable. Please provide a complete cite for the book in the following format:

Author(s)/Editor(s), Title, Publisher, Place, Publication Date, ISBN, Number of pages, Price.

The Book Review Editor will select the notes to be included in the section based on the appropriateness of the book, balanced coverage of Academy Divisions/Interest Groups, and the quality of the notes. Please send two copies of your contribution to:

Professor Paul Shrivastava  
Book Review Editor, *Academy of Management Review*  
Department of Management, Bucknell University  
Lewisburg, Pennsylvania 17837 USA  
Telephone: 717-524-1821; Fax: 717-524-1338

## ANNOUNCING CMDNET-L

### THE E-MAIL NETWORK FOR CONFLICT MANAGEMENT DIVISION MEMBERS POSTING INFORMATION CONCERNING THE RESEARCH AND TEACHING OF CONFLICT MANAGEMENT, NEGOTIATION, POWER, AND ORGANIZATIONAL JUSTICE

At the Academy meetings last August the CMD division decided to create a listserv that could be used to help facilitate communication between division members and among those who are interested in the areas of conflict management, negotiation, power, and organizational justice.

CMDNET-L is that listserv!!!

Folks can subscribe themselves to the CMDNET-L list by sending mail to [LISTSERV@KSUVM.KSU.EDU](mailto:LISTSERV@KSUVM.KSU.EDU) with no subject line and with the body:

SUB CMDNET-L Firstname Lastname

When you send this message you will be added to the list and receive from the listserv a confirmation message which will include information on how to leave the list, how to review who is currently signed up on the list, and how to get more information on using lists on internet and bitnet.

**THIS LISTSERVER:** CMDNET-L is essentially an electronic mail forwarding system serving the Conflict Management Division of the Academy of Management. Any message that you send to the Listserv is automatically forwarded to all the people on the list.

The list is currently very new and its success will depend on the number of people who sign up and use it. While it was created as a forum primarily for CMD Division members, it is currently not a closed list. People not signed up can post to the list and anyone can sign on as a member. Hopefully, the list will serve as a communication link between not only Academy members, but also between the Academy and other professional groups interested in conflict management, negotiation, power, and justice within organizational settings. The open nature of the list is, however, an experiment. We will see how it goes.

**USES OF THIS LIST:** Uses of this list include (but are not limited to):

- 1) Notices for professional meetings. If anyone comes across an interesting meeting, please post some information about it.
- 2) Postings for jobs. Anyone aware of job openings in the entrepreneurship area is encouraged to post this information.
- 3) Calls for papers. Any calls for papers are especially encouraged.
- 4) Discussions or debates on topics of interest to the members of the list.
- 5) Requests for information or help.
- 6) Archives. The capacity exists to archive not only past list messages, but also other files (e.g., newsletters) that members want to make available electronically.

**CONFIDENTIALLY:** As with any other form of electronic communications, you have to be aware of the potential lack of confidentiality and privacy. It is possible that someone will read a message from one individual and hit the "REPLY" button on their computer thinking that the reply is going back only to the person originating the message. Unfortunately, depending on your mainframe computer, the message may get sent to the CMDNET-L Listserv instead. It is then distributed to all the people on the list.



Replying to the listserver is perfectly appropriate. I want to encourage public debates, discussions, and sharing of information on CMDNET-L. But be aware that whatever you say might be broadcast to many people.

I do not censor any of the postings. It is possible to set up a "moderated" list in which the list owner screens every posting submitted to the list. The moderator then decides whether it should be posted. CMDNET-L is not moderated; it is open to any posting from any member. Anything that any of you send is automatically posted and forwarded to all. The only control that I have is my ability to delete people from the list.

Once again, I invite you to join this new electronic community. If you have any questions, problems, or suggestions feel free to contact me:

John F.S. Bunch	Office: (913) 532-4352
Department of Management	Home: (913) 494-2830
College of Business Administration	Fax: (913) 532-7024
Calvin Hall, KSU	BUNCH@KSUVM.KSU.EDU
Manhattan, KS 66506	BUNCH@BUSINESS.CBA.KSU.EDU

[Note: Thanks are due to Phil Cochran who does such a great job moderating the IABS-L, and John Boudreau, who moderates the HRNet. Much of the above message is "borrowed" from the informative messages they have sent on their lists.]

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### **Northwestern University Post-Doctoral Fellowships in Dispute Resolution and Negotiations**

Northwestern University's Dispute Resolution Research Center offers one- or two-year fellowships at the post-doctoral level. Applicants must have completed a PhD in a social science discipline prior to beginning the fellowship. Fellows will have the opportunity to pursue their own research and will be granted as much as \$5,000 per year in research support. Fellows are also invited to join in the ongoing research of faculty associated with the Center, audit courses, and participate in the Center's scholarly and applied seminars and workshops. Fellows will teach 4 sections per year of an applied course in negotiations at Northwestern's Kellogg Graduate School of Management. The fellowships pay \$40,000 per year.

Applications should include a vita, examples of written work, two letters of recommendation, and a statement as to how current or future research interests would benefit from association with the Center. Applications must be received by March 1, 1994. Awards will be announced around April 15, 1994. Inquiries and applications should be directed to:

Peggy Dash  
Dispute Resolution Research Center  
Organization Behavior Department  
Kellogg Graduate School of Management  
Northwestern University  
Evanston, IL 60208-2011  
(708) 491-8068

## NEW AWARDS GIVEN FOR CONFLICT MANAGEMENT PUBLICATIONS

The International Association for Conflict Management (IACM) will present three separate awards, one in each of the following areas: best article or book chapter, outstanding book, and outstanding dissertation. Awards will be presented at the annual IACM Conference at the Valley River Inn, Eugene, Oregon, June 12-15, 1994. Journal articles and book chapters published in 1992 are eligible for the **Article Award**.

The **Outstanding Book Award** will go to the author or editor of a scholarly book published in either 1992 or 1993, and the **Outstanding Dissertation Award** will be given for a dissertation completed, defended, and filed in either 1992 or 1993. Publications that are nominated must focus directly on some aspect of conflict or conflict management (including negotiation, mediation, international conflict, interpersonal conflict, intergroup conflict, organizational conflict, procedural justice, third party intervention, etc.). Authors may nominate their own work or the work of other IACM members. Only one nomination is necessary to place a publication in contention for an award. Authors of nominated books, articles, book chapters, and dissertations must be members of IACM or may join when they are nominated.

Three separate award committees will evaluate nominees, one for each of the three areas. To nominate an article or book chapter for the **BEST ARTICLE AWARD**, send three reprints or copies of the 1992 publication and a letter that explains the strengths of the work to Prof. Dean G. Pruitt, Committee Chair, 9006 Friars Road, Bethesda, Maryland 20817, FAX: (301) 530-2461, postmarked on or before **MONDAY, JANUARY 3, 1994**. In press publications are not eligible for this award.

To nominate a book for **OUTSTANDING SCHOLARLY BOOK AWARD**, send a letter of nomination that states the strengths and distinctive features of the book to Prof. Joe Folger, Committee Chair, Department of Rhetoric & Communication, 265-65 Weiss Hall, Temple University, Philadelphia, PA 19122, FAX: (215) 787-8543 by **MONDAY JANUARY 3, 1994**. Scholarly books include original research books, edited books, theoretical books, and advanced textbooks published in 1992 or in 1993. The nominator, author, or editor of the book should contact the publisher and inform him or her that the book has been nominated for this award. The publisher or the author of the book must send three copies of the book to the Committee Chair by January 3, 1994.

To nominate a dissertation for the **OUTSTANDING DISSERTATION AWARD**, the advisor or a member of the doctoral committee should send a letter of nomination to Prof. Donald Conlon, Committee Chair, Business Administration, University of Delaware, Purnell Hall, Newark, DE 19716, FAX: (302) 831-6750. The doctoral student who authored the dissertation must send 3 copies of an article length paper (20-25 pages) that synthesizes the dissertation for the committee. Both the letter and the paper must be postmarked on or before **MONDAY, JANUARY 3, 1994**. Members of the Dissertation Award Committee will rate and rank the papers and narrow the nominees to the top two or three dissertations. The authors of these theses will be asked to submit their completed dissertations to the committee for final evaluation. Committee members will evaluate the full dissertation of the finalist to determine the winner of the award.

Plaques will be presented to award winners in all three areas. Committee members may choose to present a runner-up in each category. Authors of these publications will receive certificates. Committee members may also choose, due to a low number of submissions, not to give an award in a given year.

IACM is an international association, founded in 1984 to encourage research and training in the handling of social conflict. The annual dues of \$15 includes two issues of a Newsletter, a Membership Directory, and a list of member publications. To apply for membership, contact Prof. James Wall, Executive Officer, Department of Management, University of Missouri, 214 Middlebush, Columbia, MO 65211, (314) 882-4561, FAX: (314) 882-0365 to receive an application form.

CALL FOR NOMINATIONS  
ELECTION OF OFFICERS FOR 1994-1995

At the Business Meeting of the Conflict Management Division in Atlanta, we began the process of nominating a slate of officers for the next year. The four officers that we will be electing in the spring are Chair-Elect, Program Chair-Elect, and two members-at-large. We received nominations from those in attendance at the Business Meeting in Atlanta. In addition, we would like to hear from Division members who were unable to attend the Atlanta meeting or who did not make nominations for these offices at that time. The form at the bottom of this page invites you to nominate candidates for Chair-Elect, Program Chair-Elect, and members-at-large. Please clip out your form and mail it to me with your nominations by February 1, 1994, or sooner, if possible.

Here is how the process works. I will add these names to the nominations made by members at the Business Meeting in Atlanta. I will then present the results of this process to the Nominating Committee. Next, we will telephone the members who receive the most nominations to ascertain their willingness to serve, if elected. Then a ballot will be included in the next newsletter asking all members to vote for their choices. Votes will be tallied, and the winners will be announced at the 1994 Annual Meeting in Dallas.

So, if you didn't have a chance to nominate individuals for these positions in Atlanta, please take the opportunity to do so now!!  
Jim Wall

NOMINATION

I did not nominate any candidates for the offices listed below at the 1993 Conflict Management Division Business Meeting in Atlanta and now I wish to nominate the following individuals as candidates for 1994-1995.

FOR DIVISION CHAIR-ELECT

FOR DIVISION PROGRAM CHAIR-ELECT

MEMBERS-AT-LARGE

Please mail this completed nomination form by February 1, 1994 (or sooner, if possible) to:

Jim Wall  
Management Department  
214 Middlebush  
University of Missouri  
Columbia, MO 65211

**THE FINAL RESOLUTION**  
**Notes from the Editor**  
**Rodney Lim**

Once again, the printing press has a new proprietor. After a lengthy, arduous screening process, I have been asked to assume the editorship of the Conflict Management newsletter as successor to Harris Sondak. I hope to do as good a job as my predecessors, if not better. If you have any announcements or contributions for the spring newsletter, please send them to me at the address listed on the back of this newsletter. I would especially urge anyone with some familiarity with the Dallas area to submit any information on local restaurants, entertainment, or places of interest that would increase members' enjoyment at next year's Academy meeting. Also, I am always open to any ideas or suggestions you may have that you think would improve our newsletter (e.g., gossip column? money-saving coupons?). I can be reached at (504) 865-5665 (as opposed to a number where I can't be reached, (123) KLM-1212).

This issue of the newsletter is packed with calls for papers. I hope everyone can submit something somewhere. The growing and continued success of our Division depends on the contributions and efforts of each of its members. This is no time to be thinking about joining Social Loafers Anonymous.

Before I sign off, I thought I might offer some insight into the real reasons why someone ends up becoming newsletter editor. Aspiring editors may want to pay especially close attention.

Here then are the Top 10 Reasons Why I am the New Conflict Management Newsletter Editor:

10. Hope to impress Lois Lane enough for her to dump that wimpy Clark dude.
9. Position is just a stepping stone to prestigious lead editor position at National Enquirer.
8. Chevy Chase had a previous commitment.
7. < empty – intellectual property of the Academy of Management >
6. Was the fifth caller.
5. Mistakenly thought I could save Division on postage costs by incorporating newsletter delivery into my morning paper route.
4. Psychic Friends Network is never wrong when it comes to career moves.
3. Got caught up in Academania.
2. Jim Wall promised I could start a section for personal ads.
1. Today, newsletter editor; tomorrow, "Live with Rodney & Kathie Lee."

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