

Re: Fall 1997 Newsletter - CM Division
Division Chair's Column - Robin L. Pinkley

Membership Drive

On behalf of the CM Division Membership Committee, I ask each of you to nominate one or more potential new members for our division. Please send your nominations to Don Conlon, Membership Chair, University of Delaware, Department of Business Administration, Newark, DE 19716-2710 (Email: conlond@college.be.edel.edu). Potential new members will receive an invitation for membership along with a copy of our spring newsletter and a request to join us at our preconference breakfast scheduled Sunday morning, from 9:00 a.m. to 10:00 a.m., before the Preconference Session. We greatly appreciate and are counting on your participation in our membership drive.

Preconference Changes

The CM Board will introduce a number of innovative changes in the Doctoral Consortium, Junior Faculty Workshop and Preconference Session in 1998.

First, doctoral students actively involved in any research project will now be eligible to participate in our Doctoral Consortium. Consequently, students who have not yet begun the dissertation phase of their training, may participate, as well as those who have. This change will allow students to participate in our consortium along with those offered by other divisions. It will also encourage them to network at an earlier stage in their careers.

The Junior Faculty Workshop has been renamed the Junior Faculty Beyond-conflict Research Workshop to capture the spirit of this workshop and to capitalize on its marketing potential. As you know, this workshop allows us to pair junior faculty with senior faculty interested in similar topics for the purpose of launching new research. Participation in the workshop involves 2 days of planning at the workshop, generally followed by ongoing team research efforts over the next year or so. Collaboration begun at past workshops have resulted in a number of published papers. This workshop provides a unique service and opportunity to all Academy members and will be marketed as such.

Beginning next year, the Doctoral Consortium and Junior Faculty Beyond-Conflict Research Workshop will be offered every other year on a rotating basis. The Doctoral Consortium will be offered in 1998 and the Workshop in 1999. The Consortium will be coordinated by the 1998 Program Chair Elect (Laurie Weingart) and the Workshop will be coordinated by the

1999 Chair Elect (Ray Friedman). This new schedule will allow us to involve a large number of students and junior faculty without overburdening our senior faculty and board members.

The Sunday preconference session will now begin later on Sunday morning (10:00 a.m. - 12:00 noon) to encourage the participation of night owls. Early birds and new members will be treated to a more complete networking breakfast from 9:00 a.m. - 10:00 a.m.

Innovation Award Program

The Academy's Board of Governors has approved a Divisional Innovation Award Program to encourage innovation in the Academy's professional division. Each division may submit two innovations a year for consideration. Category 1 awards result in an award of \$100. To the division's annual budget. Each division may receive up to two category 1 awards per year. One category 2, Divisional Innovation of the year Award will be selected from the winners of the Category 1 innovation awards and will result in a \$2,000 addition to the division's budget.

The Innovation Award program provides a nice opportunity to add to our division budget. I intend to submit both our Junior Faculty Beyond-conflict Research Workshop and our annual Academy kickoff Social for consideration this year. I welcome your suggestions regarding these submissions. In particular, I would appreciate your input regarding the benefits of these events for both CM and Academy members. I also need volunteers who are willing to provide testimonials should either event be selected as a finalist for a Category 2 award. Send your contributions and suggestions to me at the Cox School of Business, SMU, P. O. Box 750333, Dallas, TX 75275-0333, or rpinkley@mail.cox.smu.edu.

Kicking back and talking recently, several conflict management division members started to gab about different things that go on in their non-academic lives. Listening to the conversations, it dawned on us that we have a ****very**** talented and interested group -- outside of academe! Consequently, on a periodic basis, we decided to include some "tidbits" from the experiences of other members that might be useful.

This month, we tapped into the antique expertise of Judi McLean Parks, whose entire house is a museum! She shared her solution for removing "those pesky black marks" from furniture that has been stripped (from spilled perfume, spills and damage that were not taken care of when the occurred, etc.). Judi notes that you should not strip antique furniture unless you really know your antiques and what you are doing, as you can destroy much of the antique value -- and there are products available that will "dissolve" the old finish and fill it back in that avoid this problem. But many pieces can be stripped and sometimes you end up with those pesky black marks.

A common remedy is to take household bleach and spread it on the surface (not just the black mark -- you want it to end up even) and expose it to sunlight on a warm summer day. And keep repeating til the black mark disappears, then refinish as you usually would. This year, Judi had a piece that was too heavy for her to cart down to the sunny back yard. So she hooked up a grow light above the piece and bleached as normal. She mentioned it took a wee bit longer, and she put the light about 6 inches above the surface so that the surface would get warm but not too hot. She reports results that are just as good using the grow light as the sun light.

Does anyone else have hobbies and hints to share with the CMD?

Some appropriate preface about CMD members having many talents they can share.

1998 Academy Preconference Program in San Diego

Imagine that we will begin the day with a champagne brunch cruise in San Diego harbor. Although it is not our intent to upset your stomachs, after breakfast we will discuss how to apply our theories of conflict to OUR OWN profession. That's right: we will learn how to solve academic conflicts (or suffer the consequence of labelling ourselves as hypocrites!). The discussion will involve an esteemed panel of conflict scholars who will discuss a set of short, conflict-laden cases based on YOUR real-life stories. These esteemed panelists will help provide the lotion to settle those stomachs.

Yes, YOUR real-life stories! However, because we don't have your real-life stories yet, we need your help. We would like you to submit stories of conflicts you have experienced in academia. Don't worry. Everything will be sooooo confidential. We would like to make this as meaningful and "hands-on" as possible, so your contributions are important. Some examples of such stories include, but are not limited to:

- authorship order with coauthors
- negotiating revisions with editors and unidentified reviewers
- doctoral students and junior faculty as "footballs" in intra-departmental battles
- negotiating raises, given possible difficulties of:
 - salary compression
 - exploding offers
 - testing the market
- social dilemma aspects of grade inflation
- intrapersonal conflict between your personal values and professional rewards/penalties
- intrapersonal conflict between your personal values and repugnant prescriptions that emerge from your research
- confronting dishonest researchers, such as in cases of plagiarism or falsified data
- confronting dishonest students
- sexual harassment
- political tenure decisions

From your stories, we will have experienced case writers write cases. Note that the cases may be LOOSELY based on your stories, but in general will present an amalgam of stories woven into several single cases. Furthermore, note that NO case will contain any information that may identify a particular person or institution. In fact, we would like you to not name names, nor provide any identifiable contextual detail (e.g., detailed personality information) that could allow us to infer names. Don't burst our bubble! -- we both believe that there are NO conflicts in academe.

But actually, to keep the story straight, how about using aliases for your protagonists (e.g., Dudley Do-Right) and antagonists (e.g., Snidley Whiplash). Finally, please submit your stories anonymously.

To submit anonymously, you may use regular mail, or e-mail. If using regular mail, remember to mail it from some place where the post-mark will not identify you (i.e., not from your campus). If using e-mail, remember to change your return e-mail address to a bogus e-mail address (e.g., "anonymous@u.conflict.edu"). There are a couple ways to create a bogus e-mail return address. First, you could ask a non-academic friend to forward the mail for you. Second, the Netscape Web Browser contains a flaw that allows anyone to create any return e-mail address one can imagine. How one would do this in Netscape depends upon the version of Netscape one is using, but generally one would change the mail settings. In Netscape 3.0, for example, one can find these settings in the "options" menu under "mail & news preferences", then select the "identity" tab and make up an e-mail address. E-mail yourself first just to make sure you successfully changed the settings.

The success of this session depends on you and your contributions. Please submit your stories, and mark you calendars for what promises to be one of the most interesting pre-conference activities that we could think of!

Looking forward to seeing you on the yacht and having a great session!

Judi & Tom

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