Program
17th Annual Conference
The International Association for Conflict Management

June 6-9, 2004
Renaissance Hotel
Pittsburgh, PA
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## IACM 2004
### CONFERENCE PROGRAM

#### SATURDAY, JUNE 5

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<th>Time</th>
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<td>12:30 – 6:00 pm</td>
<td>IACM Board Meeting</td>
<td>Henry Mancini Board Room</td>
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<tr>
<td>7:30 – 10:00 pm</td>
<td>Board Dinner</td>
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#### SUNDAY, JUNE 6

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<th>Time</th>
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<tr>
<td>1:00 – 6:00 pm</td>
<td>Conference Registration</td>
<td>Renaissance 2nd Floor Prefunction Area</td>
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**Sunday Optional Outings**

8:30 – 5:00 pm  White Water Rafting or Fallingwater Guided Hike Tour (Meet 8:30 am in Renaissance Hotel lobby)

**Welcome Banquet and Showcase Poster Session**

7:00 – 8:30 pm  Welcome Banquet

8:30 – 10:00 pm  Showcase Poster Session

Please join us for wine, dessert, posters, and sparkling conversation

*Posters are listed on the next page*
SHOWCASE POSTER PRESENTATIONS

- **Defining What You Are By What You Are Not: Negational Identity And Needs Fulfillment**
  Chen-Bo Zhong, Northwestern University
  Katherine Phillips, Northwestern University
  Geoffrey Leonardelli, Northwestern University
  Adam Galinsky, Northwestern University

- **Nodding Along Or Fighting For ‘Us’: Do Conflict Management Style And Propensity To Initiate Negotiations Influence Group Identification And Effectiveness?**
  Chongwei Wang, Ohio State University
  Kyra Sutton, Ohio State University

- **A Model Of The Styles Of Handling Conflict, Marital Satisfaction, And Instability**
  Afzal Rahim, Western Kentucky University
  Sanda Kaufman, Cleveland State University
  Clement Psenicka, Youngstown State University

- **Jurisprudence And Social Capital Through Consultative Decision Making: A Proposal For An Integrated Approach To Local Justice Sector Reform Programs**
  Shahla Maghzi, University of California at Berkeley

- **Saudi Arabia And The Terrorist Threats**
  Gary Dziewior, University of Denver

- **An Exploration Of The History Of Cross-Cultural Negotiation: The First U.S.-Japan Trade Negotiation Before Commodore Perry’s Arrival**
  Shogi Mitarai, Sapporo University

- **Professionalism And Traditional Indian Culture – A Conflict?**
  Alexander Falkenberg, University of St. Gallen
  Helena Glamheden, University of St. Gallen

- **What’s That Awful Noise Over At The Airport?: An Assessment Of Airport Community Involvement Efforts**
  Melissa Burn, George Mason University

- **Special Project Teams: Managing The Potential For Intra-Organizational Conflict**
  Rob McEllister, Queensland University of Technology
  Deborah Bond, Queensland University of Technology

- **The Role Of Emotions In Conflict Management: The Case Of Work Teams**
  Helena Syna Desivilya, Emek Yezreel College
  Dana Yagil, University of Haifa

*Last updated: 2004-06-02*
• Individual Goals And Conflict Skills As Drivers Of Aggression: The Moderating Effects Of Culture
  Shu-Chen Chi, National Taiwan University
  Ray Friedman, Vanderbilt University
  Ming Hong, National Taiwan University
  Wu Liu, Vanderbilt University

• Coping With Mobbing As A Relationship Conflict
  Herminia Flores, School of Public Health, Andalusia Government
  Inés Martínez, University of Pablo de Olavide
  Lourdes Munduate, University of Seville
  Francisco Medina, University of Seville
  Miguel Dorado, University of Seville

• Do Graduate Students Share The Views Of Theorists On The Use Of The Caucus In Mediation?
  Godfrey Steele, University of the West Indies

• Ethnic, Religious Or Cultural Plurality And Economic Institution Building: Dubois, Washington, And Garvey And The Importance Of Black Owned Businesses
  Julian Madison, Southern Connecticut State University
MONDAY, JUNE 7

7:30 – 9:00 am  Breakfast  Symphony Ballroom

7:30 – 8:30 am  IJCM Editorial Board Meeting  Jimmy Stewart Room
(Feel free to visit the breakfast buffet and bring your food!)

8:00 – 11:00 am  Conference Registration (pre-function area)  Renaissance 2nd Floor

8:30– 10:00 am  Concurrent sessions  Location

8:30– 10:00 am  Monday  Let’s Talk: Emotion-Laden Communication & Influence
Chair: Christopher Meyer, Michigan State University  Jimmy Stewart

The Affective Grapevine: How Emotion-laden Communication
Can Bias Personal Reputation
Jennifer Dunn, University of Pennsylvania

Does it Help to “Own Your Emotions”? Reactions to Expressions of Self- Versus Other-attributed Positive and Negative Emotions
Amy Bippus, California State University, Long Beach; Stacy Young, California State University, Long Beach

Emotion in Influence: A Connectionist Model
Leigh Anne Liu, Vanderbilt University; Ingrid Smithey Fulmer, Michigan State University; Bruce Barry, Vanderbilt University

On the Operation of Emotion in Justice Judgments: There’s More Than Unfairness to Injustice
Christopher Meyer, Michigan State University

8:30– 10:00 am  SPECIAL TRACK SYMPOSIUM
Turning Points: Factors Promoting Reframing in Intractable Conflicts
Chair: Barbara Gray, Pennsylvania State University  Rhapsody

Conflicting Frames: A Discourse Analytic Approach to Framing and Reframing
Art Dewulf, Katholieke Universiteit Leuven; Rene Bouwen, Katholieke Universiteit Leuven

Communicating Frames
Cees van Woerkum, Wageningen University; Noelle Aarts, Wageningen University
Turning Points and Frame Changes in the Edwards Aquifer Conflict
Linda Putnam, Texas A&M University; Suzanne Boys, Texas A&M University

Turning in Place: Embedded Identities and Immutable Frames in Environmental Conflicts
Barbara Gray, Pennsylvania State University

Turning Points Facilitated by Reframing Conflict through Trust
Roy Lewicki, Ohio State University

8:30–10:00 am Monday
New Approaches to Alternative Dispute Resolution
Chair: Janice Nadler, Northwestern University

Game Theory and Dispute System Design: Making Mediation a Dominant Strategy in the United States Postal Service
Tina Nabatchi, Indiana University

Tripartite Mediations
Suzanne Chan, Tulane University; James Wall, University of Missouri-Columbia

A Third Model of Legal Compliance: Testing for Expressive Effects in a Hawk/Dove Game
Richard McAdams, University of Illinois; Janice Nadler, Northwestern University

8:30–10:00 am Monday
Power, Status, Decision Making, and Negotiation
Chair: Wolfgang Steinel, University of Amsterdam

Diversity and Decision Making in Dyads: Being Different or Having Different Expectations?
Floor Rink, Leiden University; Naomi Ellemers, Leiden University

Friends in High Places: The Effects of Relational Status and Leadership in Decision Making Groups
Ethan Burris, Cornell University; Matthew Rodgers, Cornell University; Elizabeth Mannix, Cornell University

The Activist in All of Us: Varieties of Action and Low Power Attempts to Challenge Status Hierarchies
Paul Martorana, Northwestern University; Adam Galinsky, Northwestern University

Group Member Prototypicality and Intergroup Negotiation: How One’s Standing in the Group Affects Negotiation Behavior
Gerben Van Kleef & Wolfgang Steinel, University of Amsterdam; Daan Van Knippenberg, Erasmus University; Michael Hogg, & Alicia Svensson, University of Queensland

Last updated: 2004-06-02
10:00 – 10:30 am Refreshment Break

10:30 – 12:00 pm Concurrent sessions

10:30 – 12:00 pm Negotiating Around the World
Chair: Wendi Adair

Monday

10:30 – 12:00 pm
U.S. and Japanese Schemas for Intra- and Inter-cultural Negotiation
Wendi Adair, Cornell University; Masako Taylor, Cornell University; Catherine Tinsley, Georgetown University

Temporal Perspective When Independent or Interdependent
Sujin Lee, Cornell University; Angela Lee, Northwestern University

A Global View of Competitive Norms
Mary Kern, Northwestern University; Gillian Ku, Northwestern University; Keith Murnighan, Northwestern University

Offers as Information Search in U.S. and Japanese Negotiation
Wendi Adair, Cornell University; Laurie Weingart, Carnegie Mellon University; Jeanne Brett, Northwestern University

10:30 – 12:00 pm
Symposium: Canyon — or Canon of Negotiation?
Panelists:
Sara Cobb, Director, Institute for Conflict Analysis and Resolution (ICAR), George Mason University.
Sanda Kaufman, Professor, Cleveland State University
Steven Mestdagh, Research Associate, Vlerick Leuven Gent Management School
Janice Nadler, Professor, Northwestern University Law School

10:30 – 12:00 pm
Mediation in Practice: Bridging Theory and Practice
Chair: Jessica Katz Jameson, North Carolina State University

Monday

Sources of Destructive Conflict in Scientific Research: Findings Using the Reflective Case Study Method
Kenneth Kressel, Rutgers University; Howard Gadlin, National Institutes of Health

Evaluating Training in the United States Postal Service: Conflict Management Techniques in a Cultural Framework
Lisa-Marie Napoli, Indiana University

Last updated: 2004-06-02
Interest-based Negotiations Reduces Absenteeism and Grievances: The Effects of Conflict Management Training in a Large Government Department
Glen Murray, The Mediation Centre; John Oesch; University of Toronto

Bridging Dispute System Design Theory and Practice: The Case of Unity Hospital
Jessica Katz Jameson, North Carolina State University; Jeanne Johnson, North Carolina State University

10:30 – 12:00 pm
Monday
Interdisciplinary Research Design Workshop: Negotiation under Extreme Pressure
Chair: Andrea Schneider, Marquette University Law School

Panelists:
Chris Honeyman, President, Convenor Dispute Resolution
Cathy Tinsley, Associate Professor, Georgetown University
Bernie Mayer, Partner CDR Associates
Toni Chrabot, Agent, Federal Bureau of Investigation.
Maria Volpe, Professor and Director, Dispute Resolution Program, John Jay College of Criminal Justice, City University of New York
Bill Donohue, Professor of Communication, Michigan State University.
Paul Taylor, ESRC Research Fellow, University of Liverpool and Research Associate, Police Research Lab, Carleton University

12:00 – 1:30 pm
Monday
Lunch
Rubin Award Ceremony
Symphony Ballroom

1:30 – 3:00 pm
Monday
Concurrent sessions
Location

1:30 – 3:00 pm
Monday
Gender and Negotiation
Chair: Hannah Riley Bowles, Harvard University
Who Gets to the Bargaining Table? Understanding Gender Variation in the Initiation of Negotiations
Deborah Small, Carnegie Mellon University; Michele Gelfand, University of Maryland; Linda Babcock, Carnegie Mellon University; Hilary Gettman, University of Maryland

Last updated: 2004-06-02
Sex Differences and Eye Contact in Negotiation: Combining Perspectives from Neurobiological and Communication Domains
Roderick Swaab, University of Amsterdam; Dick Swaab, University of Amsterdam

Power Corrupts…Or Does It? The Influence of Power and Gender on the Acceptability of Negotiation Tactics
Li Ma, Washington University, St. Louis; Judi McLean Parks, Washington University, St. Louis

Backlash Toward Assertive Women Negotiators
Hannah Riley Bowles, Harvard University; Linda Babcock, Carnegie Mellon University; Lei Lai, Carnegie Mellon University

1:30 – 3:00 pm
Monday

SPECIAL TRACK PAPER SESSION
Ethnic Conflict, Civil Institutions, Politics, and Peace
Chair: Darren Kew, University of Massachusetts, Boston

Leadership Conflicts in an African Society: The Case of Ndigbo in Nigeria
Mark Ajuogu, Federal University Technology; Hezekiah Orji, University of Phoenix

Prospects for Stability in Tajikistan
Jonathan Zartman, University of Denver

Ethnic Fragmentation and Economic Institution Building: NGOs in Struggle for Political Influence and Mobile Resources
Juergen Nautz, University of Vienna

The Politics of National Conflict Resolution: Civil Society, Political Culture, and Building Democratic Structures in Nigeria
Darren Kew, University of Massachusetts, Boston

1:30 – 3:00 pm
Monday

Mediation in Context: Culture, Gender & Technology
Chair: Jeanne Brett, Northwestern University

Chinese and American Arbitrators: Examining the Effects of Attributions on Award Decisions
Ray Friedman, Vanderbilt University; Chao Chen, Rutgers University; Shu-Chen Chi, National Taiwan University; Wu Liu, Vanderbilt University

Implicit Theory of Mediation Practice: The Relationships between Mediators’ Gender, Professional Background and Construal of Mediation Practice
Helena Syna Desivilya, Emek Yezreel College; Hanita Ady-Nagar, Emek Yezreel College; Esther Ben-Bashat, Emek Yezreel College
Receptivity to Mediation: The Role of “Benevolent” Sexism
Aaron Wallen, New York University; Peter Carnevale, New York University

Tortoise or Hare? A Study of the Speed to Resolution in On-Line Disputes
Jeanne Brett, Northwestern University; Mara Olekalns, Melbourne Business School; Cameron Anderson, New York University; Nathan Goates, Vanderbilt University; Ray Friedman, Vanderbilt University; Cara Cherry Lisco, SquareTrade

1:30 – 3:00 pm
Monday
Symposium: Institutional Impacts on Efforts to Refine Negotiation Methods in Practice
Chair: Chris Honeyman, Convenor Dispute Resolution
Panelists:
Lisa Bingham, Professor of Public Service and Director, Indiana Conflict Resolution Institute, Indiana University
Dan Druckman, Professor of Conflict Resolution, George Mason University.
Chris Honeyman, President, Convenor Dispute Resolution
Kathleen O’Connor, Associate Professor, Cornell University
Nancy Welsh, Professor, Pennsylvania State University Dickinson School of Law

3:00 – 3:30 pm
Refreshment Break
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3:30 – 5:00 pm
Concurrent sessions
Location
Perspective-taking in Negotiation
Chair: Adam Galinsky, Northwestern University

Smarter and Slower: Self-other Merging and Stereotype Judgment/Behavior Dissociation Following Perspective-taking
Adam Galinsky, Northwestern University; Cynthia Wang, Northwestern University; Gillian Ku, Northwestern University

The Paradox of Perspective Taking Ability in Conflict and Negotiation: Impact of Motivational and Informational Bias
Debra Gilin, Saint Mary’s University; Steven Mestdagh, Vlerick Leuven Gent Management School

Last updated: 2004-06-02
Conflict and the Organization-in-the-making: A Relational View of Perspective-taking, Practice, Social Reproduction and Change
Paul Salipante, Case Western Reserve University; Rene Bouwen, Katholieke Universiteit Leuven

Promoting Negotiator Success: The Role of Regulatory Focus in the Distribution and Efficiency of Negotiated Outcomes
Adam Galinsky, Northwestern University; Geoffrey Leonardelli, Northwestern University; Gerardo Okhuysen, University of Utah; Thomas Mussweiler, Universität Würzburg

3:30 – 5:00 pm Monday
SPECIAL TRACK SYMPOSIUM
The Missing Link? Incorporating into Peace Settlements the Role of Civil Society in Post-Conflict Peacebuilding
Panelists:
Darren Kew, University of Massachusetts, Boston
Anthony Wanis-St. John, Seton Hall University

3:30 – 5:00 pm Monday
Roundtable: Victim/Offender Mediation: current Trends in Practice, Theory, and Research
Chairs: Michael Gross, Colorado State University; Deborah Kidder, Towson University
Panelists:
Gale McGloin, Executive Director, Pittsburgh Mediation Center
Cristine Corbett, Program Coordinator, Victim Offender Mediation Program, Pittsburgh Mediation Center
Kathy Buckley, Director Office of the Victim Advocate, Pennsylvania Department of Corrections
Drew Brommer, Victim Assistance Coordinator, Office of the Victim Advocate, Pennsylvania Department of Corrections

3:30 – 5:00 pm Monday
Communication, Rationality and Social Exchange: New Perspectives on Negotiation
Chair: Laurence de Carlo, ESSEC
Testing the Relationship between Local Cue-response Patterns and Global Dimensions of Communication Behavior
Paul Taylor, University of Liverpool; Ian Donald, University of Liverpool
Gift Exchange in Negotiations between Principal and Agent
William Bottom, Washington University, St. Louis; James Holloway, Washington University, St. Louis; Gary Miller, Washington University, St. Louis; Alexandra Mislin, Washington University, St. Louis; Andrew Whitford, University of Kansas

Negotiations for the Privatization of Electricity: The Experience in Eastern Germany
Mark Young, Humboldt-Universität zu Berlin

Formal Rules and Complex Negotiations: A New Theoretical Insight with a Psychoanalytical Lens
Laurence de Carlo, ESSEC; Maryse Dubouloy, ESSEC

6:45 – 11:00 pm
Monday

Dinner at the History Center (Elective Event)

Trolleys to the center leave every 15 minutes from the Renaissance Hotel lobby starting at 6:45 pm

TUESDAY, JUNE 8

7:30 – 9:00 am
Breakfast

8:00 – 11:00 am
Conference Registration (pre-function area)

8:30– 10:00 am
Concurrent sessions

8:30– 10:00 am
Identity and Social Motivation in Group Negotiation
Chair: Bianca Beersma, University of Amsterdam

Negotiator Self-identity and Justice Judgment in Intergroup Negotiation
Sujin Lee, Cornell University; Wendi Adair, Cornell University; Elizabeth Mannix, Cornell University

Attraction, Identification and Motivation in Small Group Negotiations
Roderick Swaab, University of Amsterdam; Tom Postmes, University of Exeter; Russell Spears, Cardiff University

Cat Among the Pigeons? Cooperators’ Response to Individualists in Negotiating Groups
Vidar Schei, Norwegian School of Economics and Business Administration

Last updated: 2004-06-02
Heterogeneous Social Motives in Negotiating Groups: The Moderating Effects of Decision Rule and Interest Position
Femke Ten Velden, University of Amsterdam; Bianca Beersma, University of Amsterdam, Carsten De Dreu, University of Amsterdam

8:30–10:00 am  SPECIAL TRACK PAPER SESSION  Rhapsody
Tuesday

Shame, Humiliation and Punishment: Retributive Justice and Collective Action
Chair: Chris Bell, York University

Moral Emotions and Extra-moral Behavior: The Effects of Emotional Roles on Recall and Reactions to Humiliation
Peter Coleman, Columbia University; Jennifer Goldman, Columbia University

Essence of Conflict: Cognitive Illusions, War Guilt, and the Origins of Appeasement
William Bottom, Washington University in St. Louis

Collective Punishment: When is Our Group Responsible for Our Actions?
Rebecca Wolfe, Princeton University; Ann Tenbrunsel, University of Notre Dame; John Darley, Princeton University; Kristina Diekmann, University of Utah

Vicarious Shame, Punishment and the Restoration of Social Identity
Chris Bell, York University

8:30–10:00 am  Temper, Temper, Temper: Anger and Negative Emotion in Negotiation  George Benson
Tuesday

Strategic Negative Emotion in Negotiations
Shu Li, Northwestern University; Mike Roloff, Northwestern University

What do You Really Want? Skillful Inquiry as a Means to Success in Mixed-Motive Negotiation
Kent Fairfield, New York University; Keith Allred, Harvard University

Mad, Mean, and Mistaken: The Effects of Anger on Perception and Behavior in Negotiation

Last updated: 2004-06-02
Crossing the Line: A Dual Threshold Model of Expressing Anger in Organizations
Rhonda Callister, Utah State University; Deanna Geddes, Temple University

8:30–10:00 am Tuesday
Symposium: Bridging the Gap Between Conflict Resolution Research and Organizational Intervention
Chair: Barbara Bunker, State University of New York at Buffalo

Panelists:
Roy J. Lewicki, Distinguished Teaching Professor, Fisher School of Business, Ohio State University
Barbara Gray, Professor of Organizational Behavior and Director, Center for Research in Conflict and Negotiation, Pennsylvania State University
Kenneth Kressel, Professor of Psychology, Rutgers University

Discussant:
Howard Gadlin Ph.D., Director of the National Institutes of Health Office of the Ombudsman and Director of the Center for Cooperative Resolution

10:00–10:30 am Refreshment Break

10:30–12:00 pm Concurrent sessions Location

10:30–12:00 pm Tuesday
Intragroup Conflict and Performance
Chair: Afzal Rahim, Western Kentucky University

Team Creativity, Conflict, and Transactive Memory Systems: A Brief Proposal for a Research Project
Ralph Hanke, Pennsylvania State University; Barbara Gray, Pennsylvania State University

A Contingence Perspective on the Study of the Consequences of Conflict Types: The Role of Organizational Culture
José Guerra, University of San Pablo-CEU; Inés Martínez, University of Pablo de Olavide; Lourdes Munduate, University of Seville; Francisco Medina, University of Seville

Agree or Not Agree? The Role of Cognitive and Affective Processes in Group Disagreements
Matthew Cronin, Carnegie Mellon University; Katerina Bezrukova, Rutgers University; Laurie Weingart, Carnegie Mellon University; Catherine Tinsley; Georgetown University
Conflict Management Strategies as Moderators or Mediators of the Relationship between Intragroup Conflict and Job Performance
Afzal Rahim, Western Kentucky University; Clement Psenicka, Youngstown State University

10:30 – 12:00 pm  SPECIAL TRACK PAPER SESSION  Dialogue and Communication in Protracted Conflict  
Chair: Anthony Wanis-St. John, Seton Hall University

Intragroup Subgroup Clustering, International Intervention, and Intergroup Interaction Patterning: Toward a Dynamical Model of Protracted Intergroup Conflict
Peter Coleman, Columbia University; Adam Schneider, Systems Planning and Analysis, Inc.; Douglass Adams, George Mason University; Katherine James, Columbia University; Timothy Gameros, United States Air Force Research Laboratory; Lee Hammons, State University of New York at Stonybrook; Cecil Orji, Systems Planning and Analysis, Inc.; Ralph Waugh, University of Texas; Richard Wicker, Systems Planning and Analysis, Inc.

A Communication and Cultural Codes Approach to Ethnonational Conflict
Donald Ellis, University of Hartford; Ifat Maoz, Hebrew University

Contact, Gender, and Arab-Jewish Inter-religious Dialogue Evaluated: A Continuing Project
Ben Mollov, Bar-Ilan University; Chaim Lavie, Bar-Ilan University; Elana Chesin, Beit Berl College, Gal Springman, Language Connections

Back-Channel Diplomacy: Implications for Practice and Theory
Anthony Wanis-St. John, Seton Hall University

10:30 – 12:00 pm  Unpacking Negotiation: The Role of Tactics and Perceptions  
Chair: Maurice Schweitzer, University of Pennsylvania

Do You a Favor? Implications of High Aspirations for Future Cooperation
Hannah Riley Bowles, Harvard University; Linda Babcock, Carnegie Mellon University; Lei Lai, Carnegie Mellon University

The Use of Exploding Offers and Long-term Outcomes
Merideth Ferguson, Vanderbilt University; Neta Moye, Vanderbilt University; Ray Friedman, Vanderbilt University
What Makes Negotiators Happy? The Differential Effects of Internal and External Social Comparisons on Negotiator Satisfaction
Nathan Novemsky, Yale University; Maurice Schweitzer, University of Pennsylvania

10:30 – 12:00 pm	Symposium: Intergenerational Justice
Tuesday
Panelists:
Bob Ackerman, Professor and Director of the Center for Dispute Resolution at Pennsylvania State University Dickinson School of Law.
Janine Geske, Professor, Marquette University Law School.
Roy J. Lewicki, Distinguished Teaching Professor, Fisher School of Business, Ohio State University.
Bernard Mayer, Partner, CDR Associates.
Kim Wade-Benzoni, Associate Professor of Management, Duke University.

12:00 – 1:30 pm	Lunch
Symphony Ballroom

12:00 – 1:30 pm	IACM Advisory Council Lunch
Henri Mancini Board Room

1:45 – 3:00 pm	Keynote Address
Tuesday
LARRY SUSSKIND
Ford Professor of Urban and Environmental Planning, Massachusetts Institute of Technology and Director, MIT-Harvard Public Disputes Program
Mediation as a Public Good: Overcoming the Weaknesses of Democratic Discourse through Consensus Building

3:00 – 3:30 pm	Refreshment Break

3:30 – 5:00 pm	Concurrent sessions
Location

Last updated: 2004-06-02
Teams in Context: Composition, Culture, and Technology
Chair: Susan Brodt, Queen’s University

Too Smart for the Team’s Good? Exploring the Effects of Individual and Aggregate General Mental Ability on Intra-team Conflict and Trust
Claus Langred, Washington University, St. Louis; Neta Moye, Vanderbilt University

Leadership Styles and Team Cohesiveness Across Cultures
Hein Wendt, Hay Group; Euwema, Martin, Utrecht University; Olena Zhytnyk, Utrecht University

The Role of Group Membership Perception and Team Identity in a Virtual Team’s Use of Influence Tactics
Merideth Ferguson, Vanderbilt University

Negotiating Teams in Technology-mediated Negotiations: Do They Have a Competitive Advantage?
Susan Brodt, Queen’s University; Maurice Schweitzer, University of Pennsylvania; Rachel Croson, University of Pennsylvania

SPECIAL TRACK SYMPOSIUM
Cutting-edge Work in Conflict and Communication: Transcending Gaps in the Public Sphere
Chair: Donald Ellis, University of Hartford

Interaction Approaches to Political Conflict
Donald Ellis, University of Hartford

Shifting Frames in an Intractable Conflict: The Case of the Edwards Aquifer
Linda Putnam, Texas A&M University

Translation, Meaning and Ramification: The South African TRC and “Amnesty” as “Forgiveness”
Catherine Byrne, University of Pennsylvania

Discursive Strategies of Serbs and Albanians in Conflict
Helena Zdravkovic, University of Utah

Symposium: Reputation: What’s In a Name (Good or Bad)?
Panelists:
Roy J. Lewicki, Distinguished Teaching Professor, Fisher School of Business, Ohio State University
Julie Macfarlane, Professor, Faculty of Law, University of Windsor
Andrea Schneider, Professor Marquette University Law School

Cathy Tinsley, Associate Professor, Georgetown University.

3:30 – 5:00 pm
Tuesday

**Symposium: Negotiation and Third Party Roles in Different Communication Contexts**

*Chair: Johannes Botes, University of Baltimore*

At the Crossroads of Technology and Culture in Negotiation
Anita Bhappu, Southern Methodist University

Radio and Television Talk Show Hosts as Third Parties in Social Conflict
Johannes Botes, University of Baltimore

E-Mediation: Evaluating the Impacts of an Electronic Mediator
Daniel Druckman, George Mason University

5:15 – 6:15 pm
Tuesday

**IACM Business Meeting**

*Jimmy Stewart*

You are welcome to attend IACM’s annual association business meeting. This is the one time each year when members and conference participants can hear about and have input into conference and association developments. Please join us!

6:30 – 10:30 pm
Tuesday

**Awards Banquet**

*Symphony Ballroom*

Please join us for the gala banquet at which conference awards for outstanding papers and association awards for outstanding publications and dissertation will be announced

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**WEDNESDAY, JUNE 9**

7:30 – 9:00 am

**Breakfast**

*Symphony Ballroom*

8:30– 10:00 am

**Concurrent sessions**

*Location*

**8:30– 10:00 am**

**Negotiation and Decision Making in Context**

*Chair: Don Moore, Carnegie Mellon University*

Getting Down to Business: Evaluative and Behavioral Consequences of Conversational Approach in Negotiation
Oliver Sheldon, Cornell University; Kathleen O’Connor, Cornell University

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*Last updated: 2004-06-02*
Reputation Concerns Limit Misrepresentation in Social Decision Making
    Wolfgang Steinel, University of Amsterdam; Carsten De Dreu, University of Amsterdam

Norms of Fairness in Inter-individual versus Inter-team Interactions: The Effects of Egocentric Biases and Gender
    C. Bram Cadsby, University of Guelph; Tristan Morris, University of Guelph; Fei Song, York University

Myopic Biases in Strategic Social Prediction: Why Deadlines Put Everyone under More Pressure than Everyone Else
    Don Moore, Carnegie Mellon University

8:30– 10:00 am  
Wednesday

SPECIAL TRACK SYMPOSIUM
Ideological and Values-based Conflict

Panelists:

Kevin Avruch, Professor of Conflict Resolution and Anthropology at the Institute for Conflict Analysis and Resolution; Senior fellow and faculty in the Peace Operations Policy Program, School of Public Policy, George Mason University.

Linda Putnam, Professor of Communication, Texas A & M University

Maria Volpe, Professor of Sociology and Director, Dispute Resolution Program, John Jay College of Criminal Justice, City University of New York.

Elizabeth Wesman, Emerita Professor, Syracuse University School of Management and full time labor arbitrator. Member of the National Academy of Arbitrators, the National Mediation Board, Federal Mediation and Conciliation Service, and the American Arbitration Association.

8:30– 10:00 am  
Wednesday

Workplace and Organizational Conflict
    Chair: Corinne Bendersky, Washington University, St. Louis

Avoiding the Escalation of Conflict: Procedural and Interactional Injustice Call for Different Remedies
    Jochen Reb, University of Arizona; Barry Goldman, University of Arizona; Laura Kray, University of California at Berkeley

Conflict Stress and Reduced Well-being at Work: The Buffering Effect of Third-party Help
    Ellen Giebels, University of Groningen; Onne Janssen, University of Groningen

Rhapsody

George Benson

Last updated: 2004-06-02
**Responding to Conflict at Work and Individual Well-being: The Mediating Role of Flight Behavior and Feelings of Helplessness**  
Maria Dijkstra, University of Amsterdam; Dirk van Dierendonck, University of Amsterdam; Arne Evers, University Amsterdam

**Controlled Fairness: Evaluations of Fairness in Markt, Bureaucratic and Clan Organizations**  
Chris Long, Washington University in St. Louis; Corinne Bendersky, University of California at Los Angeles; Calvin Morrill, University of California at Irvine

**10:00 – 10:30 am Refreshment Break**

**10:30 – 12:00 pm Concurrent sessions**

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<td>10:30 – 12:00 pm</td>
<td><strong>Playing Hide and Seek: Trust and Information Sharing in Negotiation</strong></td>
<td>Jimmy Stewart</td>
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<td>Wednesday</td>
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|               | Trust and Reciprocity in Inter-individual versus Inter-team Interactions: An Experimental Study  
Fei Song, York University |                   |
|               | Reciprocation Wariness, Information Sharing and Outcomes in Dyadic Negotiation  
Zhi-Xue Zhang, Peking University; Yu-Lan Han, Peking University |                   |
|               | Getting Off on the Wrong Foot: Exploring the Restoration of Trust  
Robert Lount, Northwestern University; Chen-Bo Zhong, Northwestern University; Niro Sivanathan, Northwestern University; Keith Murnighan, Northwestern University |                   |
|               | Playing Hide and Seek: The Effects of Information Exchange in Intra- and Inter-group Negotiations  
Fieke Harinck, Leiden University; Naomi Ellemers, Leiden University |                   |
| 10:30 – 12:00 pm | **Mediation Process and Outcomes**                                       | Rhapsody          |
| Wednesday     | Chair: Karen Harlos, McGill University                                   |                   |
|               | Disputants’ Perceptions of Interactional Justice: Comparing How Employees and Supervisors Interact in Mediation  
Becky Nesbit, Indiana University; Tina Nabatchi, Indiana University; Lisa Bingham, Indiana University |                   |

_Last updated: 2004-06-02_
“Plurality Heuristic” in Perceptions of Procedural Fairness in ADR: Effects of the Number of Mediators and the Distribution of Judgments
Keiko Imazai, Tohoku University; Ken-ichi Ohbuchi, Tohoku University; Kei-ichiro Imazai, Tohoku University

An Examination of “Turing Points” and “Successful Mediator Tactics” and “Process Improvements” as Self-reported by EEOC Mediators
Brian Polkinghorn, Salisbury University; E. Patrick McDermott, Salisbury University

Preferences for Mediating Personal Harassment at Work: A Theory-driven Approach
Karen Harlos, McGill University

10:30 – 12:00 pm Conflict Management Across Cultures
Wednesday Chair: Martin Euwema, Utrecht University

Leader Power, Followers’ Conflict Management Strategies, and Propensity to Leave a Job: A Cross-Cultural Study
Afzal Rahim, Western Kentucky University; Clement Psenicka, Youngstown State University

Interregional Conflict Management between Managers: The Predictive Validity of Cultural Values
Nathalie van Meurs, University of Sussex

The Intercultural Conflict Style Inventory: A Conceptual Framework and Measure of Intercultural Conflict Approaches
Mitchell Hammer, American University

Effectiveness of Conglomerated Conflict Behavior by Dutch Peacekeepers
Martin Euwema, Utrecht University; Christine Oosterman, Utrecht University

Conference ends at 12:00 pm on Wednesday.

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