

Program
17th Annual Conference
The International Association
for Conflict Management



June 6-9, 2004
Renaissance Hotel
Pittsburgh, PA

IACM 2004

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IACM 2004 CONFERENCE PROGRAM

SATURDAY, JUNE 5

12:30 – 6:00 pm	IACM Board Meeting	Henry Mancini Board Room
7:30 – 10:00 pm	Board Dinner	TBA

SUNDAY, JUNE 6

1:00 – 6:00 pm	Conference Registration	Renaissance 2nd Floor Prefunction Area
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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)	
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Welcome Banquet and Showcase Poster Session

7:00 – 8:30 pm	Welcome Banquet	Symphony Ballroom
8:30 – 10:00 pm	Showcase Poster Session Please join us for wine, dessert, posters, and sparkling conversation	Jimmy Stewart

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

- **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 (Feel free to visit the breakfast buffet and bring your food!)	Jimmy Stewart Room
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 Monday	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**

George Benson

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**

August Wilson

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

10:00 – 10:30 am	Refreshment Break	-----
10:30 – 12:00 pm	Concurrent sessions	Location
10:30 – 12:00 pm Monday	Negotiating Around the World Chair: Wendi Adair	Jimmy Stewart
	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 Monday	Symposium: Canyon — or Canon of Negotiation?	Rhapsody
	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 Monday	Mediation in Practice: Bridging Theory and Practice Chair: Jessica Katz Jameson, North Carolina State University	George Benson
	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	

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**

August Wilson

**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

***Lunch
Rubin Award Ceremony***

***Symphony
Ballroom***

1:30 – 3:00 pm

Concurrent sessions

Location

**1:30 – 3:00 pm
Monday**

**Gender and Negotiation
Chair: Hannah Riley Bowles, Harvard University**

Jimmy Stewart

*Who Gets to the 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

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

Rhapsody

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

George Benson

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

August Wilson

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

3:30 – 5:00 pm

Concurrent sessions

Location

**3:30 – 5:00 pm
 Monday**

Perspective-taking in Negotiation

Jimmy Stewart

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

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

Rhapsody

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**

George Benson

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

August Wilson

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)

History Center

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

***Symphony
 Ballroom***

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
Tuesday

Identity and Social Motivation in Group Negotiation
Chair: Bianca Beersma, University of Amsterdam

Jimmy Stewart

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

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
Tuesday

SPECIAL TRACK PAPER SESSION

Shame, Humiliation and Punishment: Retributive Justice and Collective Action

Chair: Chris Bell, York University

Rhapsody

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
Tuesday

Temper, Temper, Temper: Anger and Negative Emotion in Negotiation

Chair: Rhonda Callister, Utah State University

George Benson

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
Roxana Gonzalez, Carnegie Mellon University; Jennifer Lerner, Carnegie Mellon University; Don Moore, Carnegie Mellon University; Linda Babcock, Carnegie Mellon University

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**

August Wilson

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

Jimmy Stewart

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
 Tuesday**

SPECIAL TRACK PAPER SESSION

Dialogue and Communication in Protracted Conflict

Chair: Anthony Wanis-St. John, Seton Hall University

Rhapsody

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 Gamos, 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 Molloy, 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
 Tuesday**

Unpacking Negotiation: The Role of Tactics and Perceptions

Chair: Maurice Schweitzer, University of Pennsylvania

George Benson

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
Tuesday

Symposium: Intergenerational Justice

August Wilson

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
Tuesday

Keynote Address

Jimmy Stewart

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

- 3:30 – 5:00 pm** **Teams in Context: Composition, Culture, and Technology** Jimmy Stewart
Tuesday **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
- 3:30 – 5:00 pm** ***SPECIAL TRACK SYMPOSIUM*** Rhapsody
Tuesday **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
- 3:30 – 5:00 pm** **Symposium: Reputation: What’s In a Name (Good or Bad)?** George Benson
Tuesday
- 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** August Wilson
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

WEDNESDAY, JUNE 9

7:30 – 9:00 am ***Breakfast*** ***Symphony Ballroom***

8:30– 10:00 am ***Concurrent sessions*** ***Location***

8:30– 10:00 am
Wednesday **Negotiation and Decision Making in Context** Jimmy Stewart
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

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

Rhapsody

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

George Benson

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

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 *Location*

10:30 – 12:00 pm Wednesday **Playing Hide and Seek: Trust and Information Sharing in Negotiation** Jimmy Stewart

Chair: Fieke Harinck, Leiden University

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 Wednesday **Mediation Process and Outcomes** Rhapsody
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

“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
Wednesday**

Conflict Management Across Cultures

Chair: Martin Euwema, Utrecht University

George Benson

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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