

Conflict Management

Program Chair: Laurie Weingart, Carnegie Mellon University

Workshop Chair: Judi M. Parks, Washington University

	Start	Regular Program	Shared Program
Fri	1:00 pm	424. Conflict Management Division's • HW: San Francisco	
	6:00 pm		85. Reception for the New Doctoral • S: Gball I
Saturday	8:00 am		95. New Doctoral Student Consortiu • S: Gball I
	8:30 am		100. IAOM: Managerial Effectiveness in Latin America • S: Alpine II
	9:00 am	425. Conflict Management Division's • HW: San Francisco	
	10:30 am		110. IAOM: Competing in Latin America • S: Alpine II
	1:30 pm		118. IAOM: Challenges & Approaches to Quality • S: Alpine II
	2:00 pm		120. CAR/CM/ONE/HCM/PNS Small Division Images and Member Identities • HW: Acapulco
	3:00 pm		123. Management of the Tenure Proce • S: Alpine II
	6:00 pm		127. IAOM: Business Meeting & Dinner • S: Alpine II
Monday	9:30 am	426. Managing Conflict in the Plura • HW: San Francisco	
	8:00 am	427. Welcome • HW: Haymarket	
	8:30 am	428. P: Perceptions of Justice • HW: Haymarket	
	10:40 am		181. Affective Trust • HW: Water Tower
			307. IP: Managing Conflict • HE: Wacker West (5)
	2:30 pm	429. P: Decision Making & Conflict • HW: Haymarket	
	4:10 pm	430. T: Negotiation and Pluralism • HW: Haymarket	283. JP: Team Effectiveness • HE: GndBall C(N)
			319. IP: Making and Breaking Trust • HE: Wacker West (2)
Tue-	5:40 pm	431. M: CM Business Meeting • HW: Haymarket	
	6:45 pm	432. Conflict Management Social • HW: Wrigley	
	8:50 am	433. P: Group Conflict • HW: Haymarket	
	10:30 am	434. S: Negotiation Process • HW: Haymarket	240. JS: Individualism-Collectivism • HW: Columbian
Wed-	2:00 pm	435. P: Culture and Conflict • HW: Haymarket	
	3:40 pm	436. S: Negotiation Teaching • HW: Haymarket	293. JP: Supply Chain Management • HE: Columbus E/F
	8:30 am		255. JS: Racio-Ethnic Relations • HE: GndBall F
			198. Framing Intractable Disputes • HW: Regency Ball D(N)
	10:40 am		297. JP: Proc. and Dist. Justice • HE: GndBall D(N)
			200. Participation in Diverse Grps. • HW: Regency Ball D(N)
			365. IP: Power & Politics • HE: Wacker West (2)
	12:20 pm		265. JS: Negotiation Teaching Initiative • HE: GndBall D(N)
			269. JS: Anger in Organizations • HW: Comiskey

Friday 1:00 pm

424. Conflict Management Division's Junior Faculty Research Incubator on Conflict & Diversity

- 1:00-9:00 Hyatt West: San Francisco

Chairs: Ray Friedman, Vanderbilt U.; Judi McLean-Parks, Washington U.

Facilitators: Joel Brockner, Columbia U.; Barbara Gray, Pennsylvania State U.; Martin N. Davidson, U. of Virginia; Karen A. Jehn, U. of Pennsylvania; David A. Thomas, Harvard U.

Saturday 9:00 am

425. Conflict Management Division's Junior Faculty Research Incubator on Conflict & Diversity

- 9:00-5:00 Hyatt West: San Francisco

Chairs: Judi McLean-Parks, Washington U.; Ray Friedman, Vanderbilt U.

Facilitators: Barbara Gray, Pennsylvania State U.; Joel Brockner, Columbia U.; Martin N. Davidson, U. of Virginia; Karen A. Jehn, U. of Pennsylvania; David A. Thomas, Harvard U.

Sunday 9:30 am

426. Managing Conflict in the Pluralistic Classroom

- 9:30-12:00 Hyatt West: San Francisco

Chairs: Debra L. Connelley, State U. of New York, Buffalo; Martin N. Davidson, U. of Virginia

Discussants: Ella L. Bell, U. of North Carolina, Charlotte; Stella Ting-Toomey, California State U., Fullerton

Monday 8:00 am

427. Division Welcome

- 8:00-8:30 Hyatt West: Haymarket

Division Chair: Peter Carnevale, U. of Illinois

Program Chair: Laurie R. Weingart, Carnegie Mellon U.

Monday 8:30 am

428. Paper: Antecedents and Consequences of Perceptions of Justice

- 8:30-10:20 Hyatt West: Haymarket

Chair: Robert J. Robinson, Harvard Business School

Examining Layoff Survivors' Changes In Commitment: The Effects Of Procedural And Interactional Injustice, James J. Lavelle, U. of Utah / Catholic U. of America

Published in Conference Proceedings

A Social Identity Perspective on Organizational Justice Among Layoff Survivors, Kelly Anne Mollica, Wake Forest U.

Winner of CM Division Best Paper Award
Published in Conference Proceedings

The Relationship Between Empolyer Policies Towards Disability And Perceptions Of Fairness, Karen Roberts, Michigan State U.; Karen S. Markel, Michigan State U.
Primacy Effects in Justice Judgments, Laura J. Kray, Northwestern U.; E. Allan Lind, Duke U.; Leigh Thompson, Northwestern U.

What Constitutes an "Acceptable" Social Account: An Investigation of Content and Source Factors, Francis M. Frey, Clinch Valley College; Anthony T. Cobb, Virginia Polytechnic Institute and State U.

Monday 2:30 pm

429. Paper: **Decision Making and Conflict Behavior**

- ♦ 2:30-3:50 Hyatt West: Haymarket

Chair: Sally Blount-Lyon, U. of Chicago

Intergenerational Discounting: The Role of Time Delay, Uncertainty, and Affinity to Future Generations, Kimberly A. Wade-Benzoni, New York U.

Are People Aware of the Endowment Effect? Egocentric Perceptions of Others' Tastes, Leaf Van Boven, Cornell U.; David Dunning, Cornell U.; George Loewenstein, Carnegie Mellon U.

Secrecy, Deception, Retribution, and the Negotiation Process, Terry L. Boles, U. of Iowa; Rachel T. A. Croson, U. of Pennsylvania; J. Keith Murnighan, Northwestern U.

The Influence of Physical Attractiveness and Gender on Ultimatum Game Decisions, Maurice E. Schweitzer, U. of Pennsylvania; Sara J. Solnick, U. of Miami

Monday 4:10 pm

430. Theme: **A Behavioral Theory of Labor Negotiations in a Pluralistic World**

- ♦ 4:10-5:30 Hyatt West: Haymarket

Panel discussion of the implications of McKersies classic book in disputes where social identity (e.g., race, culture, gender) is salient.

Chair: Deborah M. Kolb, Simmons GSM

Presenters: Ray Friedman, Vanderbilt U.; Deborah M. Kolb, Simmons GSM; Lavinia Hall, Rutgers U., New Brunswick; Charles Heckscher, Rutgers U., New Brunswick

Discussant: Robert McKersie, Massachusetts Institute of Technology

Monday 5:40 pm

431. Meeting: **Conflict Management Division Business Meeting**

- ♦ 5:40-6:40 Hyatt West: Haymarket

Division Chair: Peter Carnevale, U. of Illinois

Monday 6:45 pm

432. **Conflict Management Division Social**

- ♦ 6:45-8:00 Hyatt West: Wrigley

Tuesday 8:50 am

433. Paper: **Inter- and Intra-Group Conflict**

- ♦ 8:50-10:10 Hyatt West: Haymarket

Chair: Kathleen M. O'Connor, Cornell U.

The Effect of Cross-Cutting Social Identity on Negotiation Expectations, Debra L. Connelley, State U. of New York, Buffalo; Donald E. Conlon, Michigan State U.

Perspective-taking: Debiasing social thought, Adam D. Galinsky, Northwestern U.



Socio-Emotional and Task-related Conflict in Groups: Implications for Contextual and Task Performance, Carsten K. W. De Dreu, U. of Amsterdam

Effects of Supervisor-Subordinate Conflict on Perceptions of Supervisors' Leadership Behavior: A Field Study, Lisa Hope Pelled, U. of Southern California; Katherine R. Xin, U. of Southern California

Tuesday 10:30 am

434. Symposium: **In One Way and Out the Other: The Negotiation Process as a Site for Transformation**

- ♦ 10:30-11:50 Hyatt West: Haymarket

Chairs: Deborah M. Kolb, Simmons GSM; Kathleen L. Valley, Harvard Business School

Interactively Determined Bargaining Scripts, Kathleen L. Valley, Harvard Business School

Language and Dialectical Tensions in the Dynamics of Teacher's Negotiations, Linda L. Putnam, Texas A&M U.
Solving "Our" Problem": The Psychological Transformation of Two Negotiating Parties into One Problem Solving Group, Jeffrey T. Polzer, U. of Texas, Austin; Max M. Bazerman, Northwestern U.

Discussants: Sara Cobb, Harvard U.; Deborah M. Kolb, Simmons GSM; Max M. Bazerman, Northwestern U.

Tuesday 2:00 pm

435. Paper: **Cultural Perspectives on Conflict Resolution and Fairness**

- ♦ 2:00-3:20 Hyatt West: Haymarket

Chair: Michelle Gelfand, U. of Maryland

Japanese Conflict Handling Styles: Etic and Emic Elements, Anne Louise Lytle, Hong Kong U. of Science and Technology; Tetushi Okumura, Shiga U.

Exploring the Norm of Reciprocity in the Global Market: U.S. and Japanese Intra- and Inter-Cultural Negotiations, Wendi L. Adair, Northwestern U.

**Winner of CM Division Best Student Paper Award
 Published in Conference Proceedings**

A Cross-Cultural Perspective on Procedural Justice, Jasmine Tata, Loyola U., Chicago

Trust Levels and Conflict Resolutions: Toward an Acultural Model for International Negotiation, Yongsun Paik, Loyola Marymount U.; Steven C. Combs, Loyola Marymount U.

Tuesday 3:40 pm

436. Symposium: **Assessing the Effectiveness of Negotiation Instruction: A Conversation with Case and Text Authors**

- ♦ 3:40-5:00 Hyatt West: Haymarket



Panel discussion considering whether students of negotiation are able to apply newly acquired skills and knowledge outside the classroom.

Chair: Laurie R. Weingart, Carnegie Mellon U.

Panelists: Sara Cobb, Harvard U.; Steven C. Currall, Rice University; Roy J. Lewicki, Ohio State U.; Leigh Thompson, Northwestern U.