

Journal of  
negotiation and conflict  
management research

negotiation and conflict management research

FEBRUARY 2016

VOLUME 9 • NUMBER 1

INTERNATIONAL ASSOCIATION  
**IACM**  
FOR CONFLICT MANAGEMENT

**WILEY** Blackwell

# Negotiation and Conflict Management Research

## EDITOR

Michael Gross, Colorado State University

## EDITORIAL ASSISTANT

Mallory Wallace, Colorado State University

## ASSOCIATE EDITORS

Wendi Adair, University of Waterloo  
Eric Neuman, Creighton University

## EDITORIAL BOARD

Noelle Aarts, Wageningen University, The Netherlands  
Oluremi Ayoko, University of Queensland  
Bruce Barry, Vanderbilt University  
Zoe Barsness, University of Washington, Tacoma  
Bianca Beersma, University of Amsterdam  
Bob Bies, Georgetown University  
Lisa Blomgren Amsler, Indiana University  
William Bottom, Washington University  
Jeanne Brett, Northwestern University  
Deborah Cai, Temple University  
Ronda Callister, Utah State University  
Peter Carnevale, University of Southern California  
Donald Conlon, Michigan State University  
Matthew Cronin, George Mason University  
Larry Crump, Griffith University  
Helena DeSivilya, Max Stern Academic College of Emek Yezreel  
Kristina Diekmann, University of Utah  
William Donohue, Michigan State University  
Daniel Druckman, George Mason University and University of Southern Queensland, Australia  
Michael Elliott, Georgia Institute of Technology  
Martin Euwema, University of Leuven  
Ray Friedman, Vanderbilt University  
Deanna Geddes, Temple University  
Michele Gelfand, University of Maryland  
Donald E. Gibson, Fairfield University  
Ellen Giebels, University of Twente  
Barry Goldman, University of Arizona  
Fieke Harinck, Leiden University, The Netherlands  
Jessica Jameson, North Carolina State University  
Tricia Jones, Temple University

Sanda Kaufman, Levin College, Cleveland State University  
Deborah Kidder, University of Hartford  
Peter H. Kim, University of Southern California  
Deborah Kolb, Simmons College School of Management  
Roy J. Lewicki, The Ohio State University  
Meina Liu, University of Maryland  
Simone Moran, Ben Gurion University of the Negev  
Kathleen O'Connor, London Business School  
John Oetzel, University of New Mexico  
Jennifer Overbeck, Melbourne Business School  
Robin Pinkley, Southern Methodist University  
Dean G. Pruitt, George Mason University  
Jill M. Purdy, University of Washington Tacoma  
Linda Putnam, University of California, Santa Barbara  
Jana Raver, Queen's University, Canada  
Sonja Rispsen, Technische Universiteit Eindhoven  
Cheryl Rives, Victoria University of Wellington  
Michael Roloff, Northwestern University  
William Ross, University of Wisconsin at La Crosse  
Vidar Schei, NHH Norwegian School of Economics  
Debra Shapiro, University of Maryland  
Deborah Shmueli, University of Haiti  
Jarel Slaughter, University of Arizona  
Paul J. Taylor, Lancaster University  
Dean Tjosvold, Lingnan University, Hong Kong  
Tom Tripp, Washington State University Vancouver  
Evert Van de Vliert, University of Groningen, The Netherlands  
James A. Wall, University of Missouri-Columbia  
Zhi-Hue Zhang, Peking University, China

**Production Editor** Gírlée Salmingo (Email: NCMR@wiley.com).

**Aims and Scope** NCMR publishes articles that develop theory and report research on negotiation and conflict management across levels, including interpersonal conflict, intergroup conflict, organizational conflict, and crosscultural conflict, across a range of domains, including environmental conflict, crisis negotiations, and political conflict, as well as across a variety of approaches, including formal and informal third party intervention, mediation, and arbitration. Theory and research related to negotiation and conflict management are considered, such as communication, power and trust issues, ethical behavior, decision-making processes, emotions and affect, and distributive and procedural justice. The journal welcomes manuscripts that develop theory as well as ones that report original research. A variety of methods and approaches are welcome. NCMR publishes a wide range of manuscripts, including ones that initiate, extend, validate, or redirect a line of inquiry, provide a theoretically driven review, integrate research about a particular area of study or on perspectives from multiple disciplines, provide new empirical findings, make theoretical contributions, and employ diverse methods. To submit a manuscript for review, please visit the NCMR website <http://mc.manuscriptcentral.com/ncmr>

*Negotiation and Conflict Management* accepts articles for Open Access publication. Please visit <http://olabout.wiley.com/WileyCDA/Section/id-406241.html> for further information about OnlineOpen.

**Publisher** *NEGOTIATION AND CONFLICT MANAGEMENT RESEARCH* (ISSN 1750-4716 [online]) is published quarterly on behalf of the International Association for Conflict Management by Wiley Subscription Services, Inc., a Wiley Company, 111 River St., Hoboken, NJ 07030-5774.

**Copyright and Photocopying** © 2016 the International Association for Conflict Management and Wiley Periodicals, Inc. All rights reserved. No part of this publication may be reproduced, stored or transmitted in any form or by any means without the prior permission in writing from the copyright holder. Authorization to copy items for internal and personal use is granted by the copyright holder for libraries and other users registered with their local Reproduction Rights Organization (RRO), e.g., Copyright Clearance Center (CCC), 222 Rosewood Drive, Danvers, MA 01923, USA ([www.copyright.com](http://www.copyright.com)), provided the appropriate fee is paid directly to the RRO. This consent does not extend to other kinds of copying such as copying for general distribution, for advertising or promotional purposes, for creating new collective works or for resale. Special requests should be addressed to [permissions@wiley.com](mailto:permissions@wiley.com).

**Disclaimer** The Publisher, the International Association for Conflict Management, and Editors cannot be held responsible for errors or any consequences arising from the use of information contained in this journal; the views and opinions expressed do not necessarily reflect those of the Publisher, the International Association for Conflict Management, and the Editors, neither does the publication of advertisements constitute any endorsement by the Publisher, the International Association for Conflict Management, and the Editors of the products advertised.

ISSN 1750-4716 (online)

For submission instructions, subscription, and all other information visit <http://wileyonlinelibrary.com/journal/NCMR>