

# Legacies of Scholars, Scholarship, and Praxis from the International Association for Conflict Management: Celebrating a Lifetime of Achievements

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## Abstract

This special issue of *Negotiation and Conflict Management Research* celebrates the scholarship and intellectual contributions of four recipients of the Lifetime Achievement Award from the International Association for Conflict Management (IACM). The IACM Lifetime Achievement Award recognizes important contributions over the span of a career, particularly to those colleagues who have spanned disciplinary boundaries in their scholarship. Each article in this special issue highlights the scholarly impact of a recipient, offers insights for building an academic career, and identifies directions for future research in negotiation and conflict management.

The International Association for Conflict Management (IACM) Lifetime Achievement Award, originally designated as the Distinguished Career Award, was established by the IACM Board of Directors in 1992 and is currently awarded every other year to an individual whose life's work has spanned decades and made outstanding contributions to the science and practice of conflict management (Pruitt, D., Personal Communication, 2016). There is an open call for nominations, the selection committee, chaired by the IACM President, includes the President Elect and Past President, and the recipient is invited to present a keynote speech at the IACM conference (Lytle, A.L., Personal Communication, 2016). Nominees are boundary spanners, whose rich history of theoretical and empirical work has made a significant and enduring impact across disciplines and the artificially imposed boundaries of theory and practice (Druckman, D., Personal Communication, 2016). The IACM Lifetime Achievement Award not only celebrates the contributions of particular scholars, but also epitomizes the goals and purposes of the association, by encouraging scholars to develop and disseminate theory, research, and experience that is useful for understanding and improving conflict management in family, organizational, societal, and international settings (Kopelman, S., Personal Communication, 2016).

There have been 15 IACM Lifetime Achievement Award (LAA) recipients to date: Morton Deutsch (1993), Robert Blake (1994), Robert B. McKersie (1995), Anatol Rapoport (1996), Dean Pruitt (1997), Herbert C. Kelman (1998), Howard Raiffa (1999), Elise Boulding (2000), William Zartman (2001), Daniel Druckman (2003), Evert Van de Vliert (2005), Thomas Schelling (2007), Jeanne M. Brett (2009), Linda Putnam (2011), Roy Lewicki (2013), and J. Keith Murnighan (2015). A summary of each is listed on the IACM website (IACM, 2016). Since 2001, the LAA has been awarded every other year alternating

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I would like to thank Shirli Kopelman, Anne Lytle, Eric Neuman, and Wendi Adair for their constructive comments and feedback for this special issue of *NCMR*.

with the IACM Jeffrey Z. Rubin Theory-to-Practice award. In this special issue, we recognize four of the LAA recipients: Elise Boulding, Jeanne M. Brett, Linda Putnam, and J. Keith Murnighan. Previously, Thomas Schelling was recognized in *Negotiation and Conflict Management Research (NCMR)* for his lifetime achievements (Druckman, 2008). You may also enjoy reading the recently published article interviewing LAA recipients on the academic publication journey (Kopelman et al., 2015). Future issues of *the NCMR* journal will recognize additional recipients of the IACM LAA, as these manuscripts come to fruition. The four LAA tributes featured in this special issue have both breadth and depth in their lifetime of contributions. Each accomplished outstanding impact as disciplinary boundary spanners, building foundations between theory and research, and evolving new methodologies and approaches, all with a profound influence on policy makers, managers, and teachers.

First, each of these four recipients is a boundary spanner whose scholarship influenced a diversity of disciplines and perspectives on negotiation and conflict management. Conlon, Bazerman, Malhotra, and Pillutla (2016) identify Murnighan's research into coalition bargaining as possessing rigorous economic structure, as well as insights from psychology and sociology. Murnighan's insights may be taken for granted today, but were new to informing our thinking decades ago. Murnighan's research helped to develop the field of behavioral economics, and in addition, the work he published with his colleagues changed our understanding on diversity and ethics. Paul, Geddes, Jones, and Donohue (2016) note Putnam's multidisciplinary approach and praxis is informed by research in psychology, sociology, labor relations, anthropology, linguistics, and discursive analysis. Her work informs our knowledge of communication and conflict, interaction analysis, the bona fide group perspective, and bounded emotionality. Adair, Behfar, Olekalns, and Shapiro (2016) identify Brett's integration of cross-cultural psychology, communication, anthropology, political science, economics, international management, and decision theories. Brett's work has evolved getting disputes resolved, negotiating globally, bringing a spotlight into the shadow box of negotiation process, and managing conflict in team processes. Boulding, Clements, Morrison, and Yodsampa (2016) note that Boulding was among the founders of the international peace research movement making foundational contributions to the field for women's and children's roles in international development, peacemaking, NGOs, futures imaging, and global civic culture. As a researcher and an activist, Boulding's intellectual influences span sociology, mediation, and peace education.

Second, the LAA recipients featured in this special issue solved methodological dilemmas to address important research questions. Conlon et al. (2016) detail Keith's original approach toward elevating research employing experimental design. Paul et al. (2016) call attention to Linda's work on interaction analysis as an innovative methodology capable of yielding remarkable insights. Her work would continue to contribute to methodology through the development and use of discourse analysis as well. Adair et al. (2016) detail Jeanne's use of qualitative methodologies, her ability to clean up methodological design issues, and her precision for conceptual clarity developing "a standard set of guidelines around theory and design. . .to rule out the possibility of alternative explanations. . ." (page 297). One of her methodological innovations is the *sampling check*, which provides "empirical evidence that one's cultural samples reflect the underlying constellation of values and norms that are theorized to drive predicted behaviors or attitudes" (Adair et al., 2016; page 298). A sampling check is like a manipulation check in purely experimental design (see the article in this issue for further explanation). Boulding et al. (2016) delineate the methodological approaches aimed at discovering relational and transformative potential and learning spaces in Elise's activism. Clearly our LAA recipients are at home across multiple methods and approaches, innovating as they walked their path to enable rigorous scholarship.

Third, each of the LAA featured in this special issue has also made foundational connections between theory and research. Conlon et al. (2016) identify Murnighan's historical anchoring and ground breaking thinking as he was "doing behavioral economics before it was known by this term" (page 333). Paul et al. (2016) note that Putnam's contribution of conflict transformation and the centrality of communication in context is unique and visionary stemming from a multidisciplinary and often multimethod approach. Her theoretical contributions would inform the communicative constitution of organizations

and small group dynamics. Adair et al. (2016) identify Brett's brave counterintuitive thinking as key to her theoretical contributions. Boulding et al. (2016) identify Boulding major theoretical contributions to peace education and peace studies. Our LAA recipients solidify these connections with exquisite clarity in their writing, rigor in their specification, a rooting in formal theories, accuracy, relevance, and insights that stand the test of time.

Finally, each of these four LAA recipients has made connections between theory and practice influencing policy makers, managers, and teachers and how they think about conflict. Conlon et al. (2016) note the utility of social and organizational theory in Keith's writing and his contributions to managerial practices. Paul et al. (2016) note the importance of praxis in Linda's work. Adair et al. (2016) note Jeanne's influence as an institution builder and the developer of the seminal negotiation course, which has fostered collaboration among scholars and value creation for generations of students. Boulding et al. (2016) highlight how Elise's role as an activist, teacher, and mediator transformed lives and engaged communities in powerful ways. All contributing authors in this special issue reference the LAA recipient they knew closely as emotional, passionate, genuinely caring, and as pristine thinkers—a blending of emotional resonance and intellectual rigor. These personal qualities and relational wisdom undoubtedly enabled them to collaborate successfully with others. With a collaborative style that includes a hallmark of generosity with PhD students, mentoring junior faculty, and supporting colleagues, they served as mentors helping others not only produce scholarship, but do so in a gracious and meaningful way; how could their influence not be indelible? This set of four IACM LAA recipients had the capacity to work with distinct coauthor groups and their scholarship demonstrates how science advances through the effort of collaboration rather than through the solitary work of individuals.

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