

**Conflict Management (CM) Division**  
Program Chair: **Kristin Behfar**, *United States Army War College*  
[cmd.aom@gmail.com](mailto:cmd.aom@gmail.com)

The Conflict Management (CM) Division invites symposium and paper submissions for the 80th Annual Meeting of the Academy of Management to be held in Vancouver, British Columbia from August 7-11, 2020. You may send us submissions through the [AOM submission system](#) until it **closes on Tuesday, January 14, 2020 at 5:00pm EST (New York Time zone)**.

**Our Domain:** The CM division welcomes submissions on a wide variety of topics including team interactions, intercultural relations, organizational diversity, labor relations, workplace disputes, community conflict, and public policy development. We focus on the nature and management of conflicts at the individual, group, organizational, inter-organizational and societal level, including: power processes, influence, coalitions, coercion, deterrence, and persuasion; bargaining and negotiation, negotiator characteristics and behaviors; collaboration and competition; third party interventions (such as facilitation, arbitration, mediation); distributive and procedural justice and dispute resolution procedures. *If this describes your research, we hope to get your paper!*

**The Conference Theme:** This year's conference theme is "[2020: Broadening Our Sight](#)." It is a word play on 20-20 vision, and a call to widen our view when examining our domain, practice, and organizational phenomena. We encourage you to make connections to the theme (if possible) when preparing your submission. There are many ways to do this. For example, are there self-imposed dichotomies we can relax in teaching/research, paradigm rigidity, theory/practice, or between domains? Are there divisions or polarizations in society that are important to study in our conflict domain? *Note:* if your submission does not directly address this, but you are interested in developing an exciting and thought provoking plenary session around the theme—please contact the program chair ([cmd.aom@gmail.com](mailto:cmd.aom@gmail.com)) with your ideas.

**Reviewing for CM:** Our division is not large, but we are a warm and inclusive group of people who work in and study the domain of conflict. We are good at developing great ideas! We will need your help as a reviewer to keep this tradition alive—and to help us identify our best submissions. [Please sign up to review](#). Your reviewer assignment will be based on the keywords. We are grateful for your service to the division!

**CM Division Awards:** The CM Division will award: (a) Best Student Paper, (b) Best Paper: Conflict in Context, (c) Best New Directions Paper, (d) Best Empirical or Theoretical Paper.

We look forward to your contribution to our division in Vancouver! If you have any questions please do not hesitate to contact the Program Chair, Kristin Behfar ([cmd.aom@gmail.com](mailto:cmd.aom@gmail.com)).