

THE HONG KONG POLYTECHNIC UNIVERSITY DEPARTMENT OF MANAGEMENT AND MARKETING

Departmental Research Seminar

Agreement Fluidity Schema: Impact on Contract Extensiveness and Information Search By



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Date : 9 Jun 2025 (Mon)
Time : 10:30 am – 12 noon
Venue : M802, PolyU

Abstract

Most negotiation research assumes the process ends with a formal agreement. We argue that agreements can sometimes change as new situations arise, but negotiators vary in whether they expect future modifications. Those with a Fixed Agreement Fluidity Schema (AFS) expect that the deal will not change, while those with a Fluid AFS anticipate that a deal may well be altered over time. Negotiators' AFS influences their psychological state and behavior during negotiations and shapes the kinds of contracts they strive to produce. Those with a more fixed AFS experience more deal anxiety – concern to get the agreement exactly right. As a result, they engage in more information search during the negotiation process and create more extensive contracts. This framework, supported in five studies, brings into view a major element of the negotiation process, opening new avenues for research.

Prof. Raymond A. Friedman is the Brownlee O. Currey Professor of Management at Vanderbilt University. Prof. Friedman's research has included negotiation, dispute resolution, the management of diversity, and cross-cultural differences between Chinese and American managers. He also studies ways to use AI to code negotiation transcripts, and is founder of the Vanderbilt AI Negotiation Lab. Prof. Friedman has served as president of the International Association for Conflict Management, as President of the International Association for Chinese Management Research, and as chair of the Conflict Management Division of the Academy of Management.

All interested are welcome.



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