

# Preface

Morton Deutsch has long believed in the power of ideas to rectify social problems. Raised in the intellectual atmosphere of Marx, Freud, Darwin and Einstein, he witnessed that power in action. Educated and trained to spar, question and debate in the halls of City University and MIT, he honed his considerable intellect and skills as a researcher. So as a young man returning from war, as the world reflected on the Nazi death camps and the annihilation of Hiroshima and Nagasaki, he turned his hungry mind to the grandiose task of addressing social ills, big and small. From marital strife to global thermonuclear warfare, from ethnic slights between peers to race riots in the streets, and from acts of “civilized oppression” in the home to state-sanctioned policies of apartheid, Deutsch devoted his life to addressing social problems through ideas that matter.

This book celebrates these ideas. It presents several of Deutsch’s most seminal theoretical papers, all published previously in different journals and texts, but brought together here to highlight their originality, importance, and relevance for the world today. They cover much ground, from his early work on different types of interdependence in groups, conflict resolution and social justice, to his later thinking on interrupting oppression and sustaining justice. They culminate in two of his most ambitious intellectual undertakings: a general theoretical model of the psychosocial dynamics between people and different types of social situations, and his prophetic vision of the processes and institutions necessary for a more peaceful and prosperous world.

Embedded in each of these groundbreaking papers are the ideas; the distinctions, variables, relationships, dynamics and outcomes that Deutsch developed through his reflection, research and practice (He was an experimental scientist and a practicing psychoanalyst), which he delivered to us as fully-developed theory. These ideas are essential. Although theory has been defined as “An arbitrary structure that we impose on chaos to make it meaningful and predictable” (John Whiting), some structures are much less arbitrary than others. Trained by Kurt Lewin to focus on “the essence of the phenomenon”, Deutsch’s focus in his theoretical work was basic and laser-like. Each insight integrated the work of others but then launched it to another level – to models of tremendous precision, resonance and impact.

These ideas include:

- *Cooperation-competition in groups*: Kurt Lewin had identified interdependence as the essence of group dynamics. In his dissertation, Deutsch went further to distinguish different types of interdependence – promotive (cooperative) and contrient (competitive), and then theorized how these differences would affect basic social-psychological processes in groups (substitutability, inducibility and cathexis) and lead to fundamentally different personal and group outcomes. These ideas have been validated by a large canon of empirical studies and have profoundly affected educational and business practices on cooperation and teams, as well as policy-making and statecraft in international affairs (see Chapter 3).
- *Constructive-destructive conflict*: Deutsch's research on interdependence had shown that members of cooperative and competitive groups differed markedly in how they viewed conflict. This finding was of central importance to his subsequent theoretical work on conflict resolution. It suggested that constructive processes of conflict resolution were similar to cooperative problem-solving processes, where the conflict is seen as a mutual problem, and that destructive processes of conflict resolution were similar to competitive processes, where the conflict is framed as a win-lose struggle. This basic idea cascaded into a variety of propositions (outlined in Chapter 2), which provide a general intellectual framework for understanding conflict and the conditions which foster its constructive versus destructive manifestation. Subsequently, it led to a wide array of practical methodologies and trainings for the constructive resolution of conflict at home, at work, in communities and between nations.
- *The Crude Law of Social Relations*: Deutsch then became interested in the next logical question, "What determines whether situations move in a constructive or destructive direction?" In other words, having identified the effects of different types of interdependence on *outcomes* in groups, he wondered what *conditions* would generate these outcomes. Here, Deutsch turned his full attention to the study of conflict, as it provided the ideal conditions to study "mixed-motive" (cooperative *and* competitive) situations, which could move in either direction. After many studies, he identified a general pattern in the data, which he labeled his Crude Law (see Chapter 2). In essence, he found that cooperation induces more cooperation and competition induces subsequent competition. These dynamics continue to be studied and applied today.
- *Equity, equality and need*: In the early 1970s, Deutsch began an intensive study of the literature on justice. He found himself particularly dissatisfied with the narrow approach to theories of justice in social psychology. He was struck by both the emphasis on principles of equity with the neglect of other justice principles, as well as the general Western, economic, and utilitarian assumptions that pervaded this work. His subsequent theorizing set out to develop a more comprehensive understanding of other justice principles, including winner-takes-all, equity, equality and need. His thinking in this area transformed our understanding and approach to social justice across settings (see Chapters 4, 5, 8).

- *Awakening a sense of injustice*: As a consequence of his thinking on justice, Deutsch began to think systematically about the necessary conditions for addressing injustice. One particularly rich area of theorizing here was his work on the conditions and processes involved in awakening members of both low-power and high-power groups to the presence and effects of injustice (see Chapter 6). The vast implications of this work are still being explored (see Chapter 7).
- *A framework for interrupting oppression*: Somewhat later in his career, Deutsch became concerned about the rapidly increasing gap between the “haves” and the “have nots” in institutions and societies across the globe. His assessment of scholarship in the area was that it did an excellent job of depicting the intractability of the phenomenon, but that it offered little utility for interrupting patterns of injustice or sustaining constructive changes when they did occur. As a result, he constituted a faculty group focused on identifying effective strategies for interrupting oppression and sustaining justice. The starting point was a discussion of Deutsch’s framework on “Oppression and Conflict” (see Chapters 8 and 9), which articulated his thinking about its multiple sources and means for mitigation. This led to a 2-day working conference which brought together 80 invited participants from a wide variety of disciplines, political and community activists, public intellectuals, philanthropists, and graduate students interested in contributing to scholarly and practical work in this area.
- *The fundamental dimensions of social relations*: While studying marital couples, Deutsch and colleague Mike Wish developed a method for identifying what they later termed, *the fundamental dimensions of interpersonal relations*. Through multidimensional scaling analysis of survey data, this research identified five basic dimensions of social relationships: *cooperative-competitive, power distribution (equal-unequal), task-oriented versus social-emotional, formal versus informal, and degree of importance*. Together, these dimensions constituted one of the first attempts at mapping the full terrain of interpersonal relations, and prepared the ground for Deutsch’s more ambitious theoretical model (see Chapter 10).
- *Psychological orientation, social relations and fit*: Deutsch later theorized that the five dimensions of social relations, when combined in situations, create distinctive types of relations, and that these types of social relations induce particular types of psychological orientations in people. He defined *psychological orientations* as a more or less consistent complex of cognitive, motivational, moral, and action orientations to a given situation that serve to guide one’s behaviors and responses (see Chapter 10). Due to pressures for consistency, specific types of situations will tend to elicit appropriate psychological orientations that “fit” the situation, and different types of orientations will tend to propel people towards social relations that are consistent with their orientations. This grand model of social relations has received little empirical attention, but holds great promise for future research (see Chapter 12).

This set of ideas and models are illustrative of the breadth of Deutsch’s theorizing and the implications of his ideas for addressing social problems today. To

underscore this further for this book, most of Deutsch's original papers are accompanied by a newly-authored chapter, which situates the originals in the context of the existing state of scholarship. Each additional chapter has been authored by top contemporary scholars working in the field, including David W. Johnson and Roger T. Johnson (social interdependence theory), Robin R. Vallacher, Peter T. Coleman, Andrzej Nowak, and Lan Bui-Wrzosinska (intractable conflict) Sara I. McClelland and Susan Opatow (social justice), Brett G. Stoudt, Maddy Fox, and Michele Fine (addressing injustice), Danielle Gaucher and John T. Jost (dismantling oppression), and Peter T. Coleman, Robin R. Vallacher, and Andrzej Nowak (psychological orientation and interdependence). These chapters speak to the continuing legacy of Deutsch's scholarship.

Through decades of extraordinary work, Morton Deutsch became an internationally renowned social psychologist, widely honored for his scientific and practical contributions and beloved by his students. He was one of the important leaders in the development of modern social psychology. He lead by example and consequently became a great leader of leaders, including Jeff Rubin, Roy Lewicki, David W. Johnson, Michelle Fine, Harvey and Madelaine Hornstein, Barbara Bunker, Susan Opatow, Eric Marcus, Ken Sole, Kenneth Kressel, and Adrienne Asch, to name only a few.

This book celebrates the life-work of Morton Deutsch, one of the world's most influential social psychologists as well as the first president of the Division of Peace Psychology of the American Psychological Association, also called the Society for the Study of Peace, Conflict, and Violence. A hard-nosed scientist of the Lewinian tradition, Deutsch invested his long and prestigious career in the development of a rigorous empirical approach to the study of cooperation, constructive conflict resolution and social justice – the basic building blocks of sustainable peace. In the pages and chapters that follow, we honor this work by revisiting several of his most important works in these areas, and detailing their influence in contemporary theory and research.

Below we list the books, offices, and honors of Morton Deutsch:

#### *Books about Morton Deutsch and his work*

- Bunker, B. B., & Rubin, J. Z. (Eds.). (1995). *Conflict, cooperation, and justice: Essays inspired by the work of Morton Deutsch*. San Francisco: Jossey-Bass.
- Frydenburg, E. (2005). *Morton Deutsch: A life and legacy of mediation and conflict resolution*. Brisbane: Australian Academic Press.

Further information about Morton Deutsch and his publications are available on the ICCCR website: [www.tc.edu/icccr](http://www.tc.edu/icccr)

#### *Books in Print*

- Research methods in social relations*. New York: Holt & Dryden, 1951 and 1959 (2nd ed.) (with C. Selltitz, M. Jahoda, & S. W. Cook).
- Interracial housing: A psychological evaluation of a social experiment*. Minneapolis, MN: University of Minnesota Press, 1951 (with M. E. Collins).
- Preventing World War III: Some proposals*. New York: Simon and Schuster, 1962 (edited with Q. Wright and W. M. Evan).
- Theories in social psychology*. New York: Basic Books, 1965 (with R. M. Krauss).

*The resolution of conflict: Constructive and destructive processes.* New Haven, CT: Yale University Press, 1985.

*Applying social psychology: Implications for research, practice and training.* Hillsdale, NJ: L. Erlbaum Associates, 1975 (edited with H. Hornstein).

*Distributive justice: A social psychological perspective.* New Haven, CT: Yale University Press, 1985.

*The handbook of conflict resolution: Theory and practice.* San Francisco: Jossey-Bass, 2000 (edited with P.T. Coleman).

*The handbook of conflict resolution: Theory and practice.* 2nd ed. San Francisco: Jossey-Bass, 2006 (edited with P. T. Coleman and E. Marcus).

### *Offices*

President, Society for the Psychological Study of Social Issues (1961–1962); President, Division of Personality and Social Psychology of the American Psychological Association (1964–1965); President, New York State Psychological Association (1965–1966); President, Eastern Psychological Association (1968–1969); President, International Society of Political Psychology (1981–1982); first President, Division of Peace Psychology, American Psychological Association (1990–1991);

### *Awards*

The social psychological prize of the American Association for the Advancement of Science, 1961; the Samuel Flowerman Memorial Award of the New York Society for Clinical Psychologists, 1963; the Hovland Memorial Award Lectures, Yale University, 1967; the Kurt Lewin Award, the Society for the Psychological Study of Social Issues (SPSSI), 1968; Research Scientist Fellowship, National Institute of Mental Health, 1970–1971; the Gordon Allport Prize, SPSSI, 1973; Visiting Scholar, Russell Sage Foundation, 1976–1977; the Kurt Lewin Award of the New York State Psychological Association, 1980; the Cattell Fund Sabbatical Fellowship, 1983–1984; the Nevit Sanford Award of the International Society of Political Psychology, 1984; the Distinguished Scientist Award of the Society of Experimental Social Psychology, 1985; the Distinguished Scientific Contribution Award of the American Psychological Association, 1987; elected a William James Fellow of the Association for Psychological Science, 1988; Honorary Doctorate of Humane Letters by the City University of New York, 1989; the Helsinki Medal for Distinguished Contributions to Psychology by the University of Helsinki, 1990; the Teachers College Medal for Distinguished Contributions to Education, 1992; Distinguished Visiting Fellowship, La Trobe University, 1993; Life-time Achievement Awards: Psychologists for Social Responsibility, 1991; the Division of Cooperative Learning of the American Education Research Association, 1993; International Association of Conflict Management, 1993; Society for the Psychological Study of Social Issues, 1995; Society for the study of Peace, Conflict, and Violence, 1995; Levinson Award of the Division of Consulting Psychology of the American Psychological Association, 1998; The Association for Dispute Resolution for Distinguished Contributors, 2004; The James McKeen Cattell Award for Distinguished Achievements in Psychological Science of the Association of

Psychological Science, 2007; The Lifetime Achievement Award of the Society for Human Dignity and Humiliation Studies, 2009; the Book Award (for the Handbook of Conflict Resolution: Theory and Practice), The CPR Institute for Dispute Resolution, 2000.

*Annual Awards named the Morton Deutsch Award:* The Society for the Study of Peace, Conflict, and Violence Award for distinguished work in the field of Conflict Resolution, 2003; The International Society for Justice Award for distinguished work in the field of social justice, 2004; Teachers College, Columbia University Award for a distinguished graduate student paper related to social justice, 2005; Teachers College, Columbia University Award for distinguished scholarly/activist contributions to social justice.

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