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Member, New York Bar
Admitted 1987
Qualified MN Rule 114 Facilitative/Hybrid Neutral
Florida Supreme Court Certified County Court
and Family Mediator

EDUCATION:

The George Washington University National Law Center, Washington D.C. JD, 1986.
The George Washington University School of Public and International Affairs, Washington D.C., BA,
International Affairs: Mid-East Concentration, 1983.

EXPERIENCE:

- Director, Dispute Resolution Institute, Mitchell Hamline School of Law, 2016 – Present; Hamline University School of Law, July 2009 – 2016
- Professor of Law, Mitchell Hamline School of Law 2016 – Present; Hamline University School of Law 2013 – 2015
- Associate Professor of Law, Hamline University School of Law, July 2009 – 2013
Director, Study Abroad Programs in London and Israel; Coach, Mediation Representation Team – ICC Competition, Paris, France and ABA Competition, 2009 – Present; Director, Study Abroad Program to Budapest, 2009 – 2013; Editor, DRI Press. Courses: Mediation (on-line and in-person); Mediation Clinic; Negotiation (on-line and in-person); Practice, Problem-Solving and Professional Responsibility; Practice, Problem-Solving and Professionalism; Mediation and Other Methods to Foster Democratic Dialogue; Conflict Resolution from Religious Traditions; International Business Negotiation and Advanced Business Negotiation.
- Director, Florida Dispute Resolution Center, Tallahassee, Florida, April 1991 – June 2009.
- Associate Director, Dispute Resolution Center, Tallahassee, Florida, August 1988 - March 1991.
Supervised staff including professionals, student assistants and support personnel; provided staff assistance to the Florida Supreme Court Committee on Alternative Dispute Resolution (ADR) Rules and Policy, the Supreme Court Task Force on Mortgage Foreclosures, the Mediator Qualifications Board, the Mediator Ethics Advisory Committee, and the Mediation Training Review Board; developed, recommended and implemented statutes, rules, program services, standards and policies for ADR procedures and for mediator and arbitrator certification, discipline, and training; provided technical assistance for ADR program implementation to judges, court administrators and ADR program staff; planned, designed and conducted initial and continuing education training programs for lawyers, judges, mediators and arbitrators; served as editor of ADR program newsletter; prepared and administered ADR program budget, developed ADR research agenda for the state courts system; organized and implemented annual state-wide ADR conference (900 – 1200 attendees).
- Adjunct Professor: Teach Mediation Theory and Practice, general ADR survey courses, and Negotiation
University of Idaho Law School, 2018.
Central European University, Budapest, Hungary, 2017.
Pepperdine. Strauss Institute, 2017, 2018.
Zefat Academic College School of Law, Tzfat, Israel, 2015.
Humboldt University and Tulane Law School, International Summer School on Dispute Resolution, Berlin, Germany, July 2013.
Deusto University, Bilbao, Spain, December 2009, 2010, and 2011.
Florida State University College of Law, Tallahassee, Florida, 1989 - 2009.
Hamline University School of Law, St. Paul, Minnesota, 2005 and 2007 – 2009

Capitol University Law School, Columbus, Ohio, 2007 - 2009
University Nevada Las Vegas Law School, Las Vegas, Nevada, 2005.

- Mediation Coordinator, Project S.M.A.R.T. (School Mediators' Alternative Resolution Team), Victim Services Agency, New York, November 1986 - July 1988.

PUBLICATIONS:

Books and Technical Manuals

- Mediation Theory and Practice, law school text book and teacher's manual co-authored with J. Alfini, J. Sternlight, and J. Stulberg, 2001, 3rd Edition: 2013. (LexisNexis)
- County Court Mediation: A Mediator's Manual, written with Kimberly Kosch, 1999.
- County Court Mediation: A Mediator's Manual, written by Joseph B. Stulberg, revised by Sharon Press, 1989.

Law Review Articles

- "Variations on a Theme by Sander: Does A Mediator Have A Philosophical Map?," (with Joseph B. Stulberg), 31 Ohio State Journal on Dispute Resolution (2016).
 - "Client Problem-Solving: Where ADR and Lawyering Skills Meet," (with Katherine Kruse and Bobbi McAdoo), 7 Elon Law Review 225 (2015).
 - "Mediator Ethical Breaches: Implications for Public Policy," 6 Yearbook on Arbitration & Mediation 107 (2014).
 - "Lawyers and Mediation: Lessons from Mediator Stories," 34 Cardozo Law Review 2433 (2013).
 - "It's Time to Get it Right: Problem-Solving In the First-Year Curriculum" (with Bobbi McAdoo and Chelsea Griffin), 39 Washington Journal of Law & Policy 39 (2012).
 - "Court-Connected Mediation and Minorities: A Report Card," 39 Capital University Law Review 819 (2011).
 - "Mortgage Foreclosure Mediation in Florida – Implementation Challenges for an Institutionalized Program," 11 Nevada Law Review 306 (2011).
 - "Institutionalization of Mediation in Florida: At the Crossroads," 1 Penn State Law Review 43 (2003).
 - "Institutionalization: Savior or Saboteur of Mediation?" 24 Florida State Law Review 903 (1997).
 - "What Happens when Mediation is Institutionalized?: To the Parties, Practitioners and Host Institutions (A Panel Discussion)," 9 Ohio State Journal on Dispute Resolution 307 (1994).
 - "Building and Maintaining a Statewide Mediation Program: A View From the Field," 81 Kentucky Law Journal 4 (1992 – 93).
- ### **Other**
- "Neutrality in 2018: A Reply to 1981 Stulberg," (co-authored with Bobbi McAdoo), Discussions in Dispute Resolution: The Formative Articles (Hinshaw, Schneider, and Cole, eds.) (Oxford Univ. Press,

forthcoming 2020)

- “On Professional Practice,” ABA Dispute Resolution Magazine, regular feature, “When Dispute Resolution Practitioners Wear Different Hats, Ethical Considerations Can be Complicated,” Spring 2019; “Mediation Confidentiality: California Update,” Winter 2019; “The Mediator Ethical Guidance Committee is Where Standards Meet Reality,” Summer 2018; “What is Impartiality in Dispute Resolution?,” Spring 2018; (with L. Tyrone “Ty” Holt, Judith Meyer, and Susan Podziba): “Conversation on Model Standards,” Fall 2017; “In Family Matters, New and Old Processes Pose Big Ethical Questions,” Summer 2017; “The Repeat Player: Opportunities and Challenges,” Winter 2017; “Gaining Entry,” Fall 2016; (with Paul M. Lurie): “Ethics Opinions for Mediators,” Spring 2016; “When a Mediator Knows Something the Parties Do Not, What’s the Obligation?,” Winter 2016; “A Mediator’s Obligation to Memorialize the Agreement,” Fall 2015; “The Ethical Duty of Arbitrator Competence in the Digital Age: Electronically Stored Information,” Summer 2015; “Neutral Immunity,” Spring 2015; “Using Screening Walls and Advance Waivers to Manage Conflicts of Interest,” Winter 2015; “Assessing the Risks and Responsibility of Using the Private Caucus,” Fall 2014; “The Lawyer’s Obligation to Advise Clients of Dispute Settlement Options,” Summer 2014; “Protecting Self-Determination in Mediation,” Spring 2014; “Protecting Confidential Information in Commercial Mediations,” Winter 2014.
- “#MeToo and Alternative Dispute Resolution,” (with Allen Blair), Attorney at Law Magazine, June 2018.
- “ADR Policy for the Minnesota Courts,” Bench & Bar of Minnesota, October 2016.
- “USA-Florida State Courts,” in The Variegated Landscape of Mediation: A Comparative Study of Mediation Regulation and Practices in Europe and the World, (Manon Schonewille and Fred Schonewille, eds., 2014).
- “Conflict Resolution in the Workplace: What Will the Future Bring?” (with David Brubaker, Cinnie Noble, Richard Fincher, and Susan Kee-Young Park), 31 Conflict Resolution Quarterly 357 (2014).
- “Certification: Lessons from Other Jurisdictions,” 1 Tan Pan: The Chinese-English Journal on Negotiation 81 (November 2013).
- “Cross-Fertilization: Family ADR to Civil ADR,” (with Andrew Schepard), ABA Dispute Resolution Magazine, Fall 2013.
- “Court-Connected Mediation and Minorities: Has Any Progress Been Made?” ABA Dispute Resolution Magazine, Summer 2013. *Reprinted in GPSOLO, November/December 2013.*
- “Venturing Home: Implementing Lessons from the Rethinking Negotiation Project,” (with Kenneth Fox), in Educating Negotiators for a Connected World (Volume 4 in the Rethinking Negotiation Teaching Series) (Christopher Honeyman, James Coben, and Andrew Wei-Min Lee, eds., 2013).
- “Debriefing the Debrief,” (with Ellen Deason, Yael Efron, Ranse Howell, Sandra Kaufman, and Joel Lee), in Educating Negotiators for a Connected World (Volume 4 in the Rethinking Negotiation Teaching Series) (Christopher Honeyman, James Coben, and Andrew Wei-Min Lee, eds., 2013).
- “Debriefing Adventure Learning,” (with Ellen Deason, Yael Efron, Ranse Howell, Sandra Kaufman, and Joel Lee), in Educating Negotiators for a Connected World (Volume 4 in the Rethinking Negotiation Teaching Series) (Christopher Honeyman, James Coben, and Andrew Wei-Min Lee, eds., 2013).
- “Family Court Services: A Reflection on 50 Years of Contributions,” 51 Family Court Review 48 (2013).

- "Assessing the Adventure," (with Noam Ebner and Lynn P. Cohn), in Assessing our Students, Assessing Ourselves (Volume 3 in the Rethinking Negotiation Teaching Series) (Noam Ebner, James Coben, and Christopher Honeyman, eds., 2012).
- "Assessing Negotiation Competitions," (with Nuno Delicado, Horacio Falcao, Ellen Deason, Sharon Press, Eric Blanchot and Habib Chamoun-Nicolas), in Assessing our Students, Assessing Ourselves (Volume 3 in the Rethinking Negotiation Teaching Series) (Noam Ebner, James Coben, and Christopher Honeyman, eds., 2012).
- "A Second Dive into Adventure Learning," (with James Coben and Christopher Honeyman), in Venturing Beyond the Classroom (Volume 2 in the Rethinking Negotiation Teaching Series) (Christopher Honeyman, James Coben, and Giuseppe De Palo, eds., 2010).
- "Straight Off the Deep End in Adventure Learning," (with Christopher Honeyman), in Venturing Beyond the Classroom (Volume 2 in the Rethinking Negotiation Teaching Series) (Christopher Honeyman, James Coben, and Giuseppe De Palo, eds., 2010).
- "Ethics Within the Mediation Process," (with Mattox Hair and Brooks Rathet), in American Arbitration Association Handbook on Mediation Second Edition (2010)
- "Senior Judge as Mediator: Ethical Issues," distance learning DVD co-authored with Janice Fleischer, produced by the Dispute Resolution Center, Summer 2009.
- "Chapter IX: Ethics for Provider Organizations," Dispute Resolution Ethics: A Comprehensive Guide, American Bar Association Section of Dispute Resolution, 2002.
- "Standards... and Results," Dispute Resolution Magazine, Spring 2001.
- "Florida's Court-Connected State Mediation Program," Court-Annexed Mediation: A Critical Perspective on Selected State and Federal Programs, Summer 1998.
- "The Name of the Game is Movement: Concession-Seeking in Judicial Mediation of Large Money Damage Cases: Commentary," Mediation Quarterly, Volume 15, Number 4, Summer 1998.
- "Evaluation of Dade County Pro Se Family Mediation Project," with Sybil Brown, August 1997.
- Florida Mediation/Arbitration Programs: A Compendium, with S. Schultz and K. Kosch, July 1997; (previous editions include: with S. Schultz and K. Mann, July 1996; with R. Posey, July 1995, July 1994; with R. Posey and E. Lachance, July 1993; with J. Mason, July 1992, July 1991, July 1990; with P. Kurlin, July 1989.
- "Mediation Works: Make it Work for You" video tape script co-authored with Dr. Gregory Firestone, produced by the Dispute Resolution Center, Summer 1995.
- "Chapter 1: Introduction to Mediation," "Chapter 4: Mediator Qualifications and Training," "Chapter 7: County Civil Mediation," Alternative Dispute Resolution in Florida: Volume II, second edition, February 1995.
- "Court Connected ADR: Policies and Issues" NIDR Forum. Summer 1995, Number 28.

- "Court-Ordered Mediation: The Florida Experience" The Lawyer, September 1993.
- "Chapter 4: Introduction to Mediation," "Chapter 7: Mediator Training & Qualifications," "Chapter 10: County -Civil Mediation," Florida Bar Practice Manual: Volume II ADR. July 1992.
- "ADR: A Critical Review of the Recent Literature," The Justice System Journal, Vol 14/2, 1991.
- "Florida Explains Court Rules, In Face of Continuing Controversy," BNA's Alternative Dispute Resolution Report, December 8, 1988, Volume Two.

HONORS:

- Community Mediation & Restorative Services (CMRS) Volunteer of the Year, 2017.
- Fulbright Specialist Roster Candidate, 2015 – 2020.
- A.M. "Sandy" Keith Alternative Dispute Resolution Award presented by the Dispute Resolution Center (MN) in recognition of "outstanding efforts in the advancement of the constructive resolution of conflict through open communication and shared decision making," 2014.
- Dean's Award for Extraordinary Service, 2012.
- The Sharon Press Excellence in ADR Award created by the Florida Dispute Resolution Center to be awarded annually to an individual with "visionary leadership, unwavering devotion to ADR and professional integrity," August 2009.
- Recipient Joseph W. Hatchett Diversity Council Award for Exceptional Commitment to Diversity, 2005.
- ACR Presidential Award for Outstanding Work on Behalf of Alternative Dispute Resolution, 2003.
- Overton Outstanding Achievement Award in Recognition of Outstanding Achievement in Dispute Resolution Service, Leadership, or Scholarship, 2002.
- Recipient, 8th Annual Excellence in Conflict Resolution Award from the Florida Conflict Resolution Consortium, 2001.
- Recipient, Award of Merit from the Florida Academy of Professional Mediators, 2001.
- Inductee, Jericho High School Hall of Fame, 2001.
- Recipient, Mary Parker Follett Award for Excellence and Innovation in Dispute Resolution, 1998.
- Recipient, CPR Institute for Dispute Resolution Special Award for Distinguished Contributions to the Field and Future of Dispute Resolution, 1997.

SPECIAL EXPERIENCE:

Training Delivered:

- Manager Core: Conflict Management Training for Minnesota State Managers, April 2019; April, August, October 2018.

- Orientation for Dispute Resolution Center Ramsey County Court Mediators, 2013- present.
- Negotiation and Collaboration for Minnesota Legislators, April 2019; 2018, sponsored by the Minnesota Legislative Civility Caucus.
- Negotiation Training, Felhaber Larson Law Firm, with Jim Coben, 2017.
- Community of Peace Academy, Conflict Education Leadership Trainer, 2012 – Present; Peer Mediation Trainer, 2010 – 2011.
- Minnesota Rule 114 Facilitative-Hybrid Mediation Course, 2007 – Present; 2005; Community Mediation and Restorative Services Training, “Rules, Statutes and Ethics,” 2014 – Present; Office of Administrative Hearings Rule 114 Training, 2015.
- Mediation Training for Health Lawyers (with Debra Gerardi) held in cooperation with the American Health Lawyers Association, 2012
- Florida Supreme Court Certified County Court Mediation Training, Primary Trainer, 1989 - 2009.
- ABA-Rule of Law, Train-the-Trainer Mediation, Amman, Jordan, 2008.
- ABA-Rule of Law and Jordan Ministry of Justice, Civil Mediation Training, Amman, Jordan, 2007.
- Florida Supreme Court Certified Arbitration Training, 1988 - 2006.
- Haiti Conflict Resolution Seminar, Port-Au-Prince: 2002, 2000, 1999, 1998, 1997, 1996; Mirbelais: 1998; Gonaive: 1998, 1997; St. Mark: 1996.
- Department of Highway Safety and Motor Vehicles, “Mediation/Negotiation for Managers,” 2001, 1999, 1998.
- Mediation Training for State Agency Personnel Staff, 1999.
- Chairs Elementary School, Peer Mediation Trainer, 1993 - 1999.
- Days of Dialogue, Facilitator Training, 1997 - 1998.
- University of South Florida Mediation Institute, "Ethical Dilemmas in Mediation," 2000, 1996 - 1998.
- Virgin Island's Dispute Resolution Center, Mediation Trainer, 1995 - 1994.
- Division of Workers' Compensation, Consultant and Trainer: 1996, 1995, 1992.
- Pro Se Family Mediation Project Training, 1995, 1994.
- 16th Judicial Circuit, "Conflict Management for Court Personnel," 1995.
- Florida Legal Services, "Introduction to Representing the Low-Income-Client in Family Mediation," 1995.
- National Judicial College, Faculty, 1995.

- American Arbitration Association: Court-Annexed Arbitration, 1993; Circuit Civil Mediation Training, 1993.
- Certified Civil Court Mediation Training, Indianapolis Bar Association, 1993.
- Indianapolis Bar Association, "Refining the Mediation Process," 1992.
- Kentucky Supreme Court Task Force on Mediation and Arbitration, Mediation Trainer, 1992.
- Florida Supreme Court Train-the-Trainer: 1993, 1992, 1990, 1989.
- Centro de Estudios Judiciales del Uruguay, Negotiation Trainer, 1991.
- Argentine Ministry of Justice, Mediation Trainer, 1991.
- Assistant Peer Mediation Trainer, Project S.M.A.R.T., 1987.

Presentations:

- Simon Mediation Training, presenter: "Minnesota Ethics for Mediators," June 2019, 2018 – 2010.
- Legal Services Providers, presenter: "Community Mediation," May 2019.
- American Bar Association Section on Dispute Resolution Conference, presenter: April 2019: "Community Conversations: A Case Study of Falcon Heights" with John Thompson and Elizabeth Dressel; and "Legal Educators' Resource Share" with Bobbi McAdoo; April 2018: "Center(s) of Attention: The Past, Present & Future of Law School Dispute Resolution Centers;" April 2017: "Building Trust and Resilience in Divided Communities;" April 2016: "Teaching Mediation to Law Students: Practice, Theory, and Certification;" and "Legal Educators' Resource Share;" April 2015: "Judges and Mediation," "Ethical Considerations in Mediating Disputes Involving Self-Represented Litigants," and "Legal Educators Resource Share;" April 2014: "Comparing Good Faith Participation in Australia and the U.S.: Lessons for U.S. Practitioners," "Legal Educators' Resource Share," and "Experiential Education – Different Ways for Students to Engage with ADR;" April 2013: "Definitions Matter: Legal and Ethical Implications," "Legal Educators' Resource Share," and "Thinking with the Body: Why Movement Matters in Mediation;" 2012: "Getting Engaged; Learning Conflict Theory and Practice Through Kinesthetic Experience," and "Debriefing the Debrief;" 2011: ADR in the Courts Symposium "Court ADR Roster Management: More Like a Stroll Through the Park or Herding Cats through a Minefield?;" "Practice, Problem-Solving and Professionalism;" Legal Educators' Shop Talk – "Certificates: The Good, the Bad and the ?;" 2010: "The Changing Landscape of Arbitration: Current Events in the Classroom;" 2009: "Arbitrator and Mediator Liability;" 2006: "Mediation Ethics: Liquids, Gases and Solids," "Take it or Leave it. Lump it or Grieve it: Designing Mediator Complaint Systems the Protect Mediators, Unhappy Parties, Attorneys, Courts, the Process and the Field," "Opening Plenary: Court Mini-Conference;" 2002: "Growing Pains: Ethical Dilemmas in Court ADR," and "What is Mediation? The Emergence and Consequences of Multiple Processes;" 2001: "Strategies and Skills for Conducting Judicial Settlement Conferences," and "Plenary Panel: The Uniform Mediation Act: The Definitive Debate;" 2000: "State Policies that Affect Dispute Resolution Practice," and "Ethics Education for Mediators: Putting Theory to Work;" 1999: "Family Best Practices," and "State Regulation of Ethics and Professional Responsibility in Court-Connected ADR Programs;" Section of Dispute Resolution Symposium on Dispute Resolution, Presenter, 1996, 1995.
- "Mediation and Community Mediation for State Law Librarians," sponsored by State Law Librarians,

October 2018.

- Minnesota State Bar Association Alternative Dispute Resolution Section, presenter: “ADR Career Paths in Law,” October 2018; “Impartiality in Dispute Resolution: What Does it Mean?,” April 2018; “What’s New with Community Mediation?” with Jeff Ringer, M.J. Bauer, Sandy Moberg Walls, and Alice Silkey, October 2017; “Mediation Ethics” with Dan Simon and the ADR Council Players, May 2015; “Transformative Mediation for EVERYTHING?,” September 2014; “Ethical Dilemmas for Mediators: What Would You Do?” with Section Council, May 2014; “Wicked Problems: Lessons for Negotiators,” with Ken Fox, December 2013; “Court-Connected Mediation and Minorities: Has Any Progress Been Made?” December 2012.

- Association for Conflict Resolution Annual Conference, presenter: “Mediating with Lieutenant Commander Spock (Vulcan) and Commander Deanna Troi (empath),” with Terry Wheeler, 2018; “Professionalizing Your Profession,” Opening Plenary; “Model Standards Give Professional Character to Mediation,” with Terry Wheeler, 2017; “Living Our Ethical Principles,” with Terry Wheeler, 2016; “Thinking About Our Thinking on Mediator Ethics,” with Terry Wheeler, 2015; “Conducting a Quality Mediation Process: Is Your Baton Facilitating an Ethical Score,” with Terry Wheeler; and “Harmony and Dissonance in the Conflict Field: A Facilitated Discussion on Professional Identity, Collaboration, and the Future of Our Field” (panelist), 2014; “Confidentiality in Mediation: The New Normal,” “Looking into the Crystal Ball: The Future of Workplace ADR,” “Arbitration Under Attack: What is its Future and How Can We Make a Difference?,” 2013; “Rethinking Negotiation Teaching: Theory to Practice,” and “Ethics Gumbo,” 2012; Opening Plenary Panelist on “Diversity of Practice: What is the Future of Dispute Resolution?,” “Rethinking Negotiation Teaching,” and “Can Conflict be a Catchy Slogan?,” 2011; “Mediation Ethics: Many Paths, A Single Destination,” “Rethinking Negotiation Teaching,” and “Firm Foundations, Powerful Reach: Leadership Development and Community Outreach,” 2010; “Pre-Dispute Arbitration Clauses: Task Force Report,” “Legislative and Public Policy Issues in ADR,” and “Meeting Ethical Standards/ Establishing Best Practices for Mediators,” 2009; “Legislative and Public Policy Issues in ADR,” 2008; “What’s in a Word: Let’s Not Confuse Facilitation with Mediation,” “Implementing a Comprehensive Court ADR System: Challenges and Opportunities,” “Samoan Circle Discussion by Experienced Mediators,” “Mediation Training Best Practices: Results of an Empirical Study in Florida and Beyond,” “Facilitation Ethics Standards: The Work of the EPP Section Ethics Committee,” 2007; “Avoiding Mediation Missteps: Mediator Standards and ACR’s Complaint Process,” “UPL Issues for Mediators,” “Town Hall Forum: Charting the Future of ACR,” “International Conflict Resolution Day: Educating the Public Through Global Celebration,” “Take it or Leave it, Lump it or Grieve it: Designing Mediator Complaint Systems that Protect Mediators, Parties, Courts, the Process, and the Field,” 2006; “Model Standards of Conduct for Mediators – 2005,” “Hot Legislative and Public Policy Topics in the Conflict Resolution Field,” “Avoiding Ethical Complaints Through Good Practice Techniques and Ethical Conduct,” 2005; “Model Standards of Conduct,” “Hot Legislative and Public Policy Topics,” “Sharing the Wisdom,” 2004; “In Search of Excellence in Court Mediation,” “Diversity of Policy for Diversity of Practice,” “The Uniform Mediation Act: Opportunity or Crisis?” 2001.

- Association of Minnesota Counties, presenter: “Community Engagement,” with Mariah Levison, October 2017, October 2018; “Negotiation for Leaders,” with Jim Coben, September 2017, August 2018.

- Arizona Chapter, Association for Conflict Resolution, “History and Significance of Conflict Resolution Day,” Webinar, October 2018.

- International Conference on Restorative Practices, presenter: “Community Conversations: A Case Study of Falcon Heights” with John Thompson and Elizabeth Dressel, August 2018.

- Conflict Resolution Minnesota, presenter: Keynote: “Reflect and Refresh: The State of ADR in Minnesota;” presenter: “Remote Mediation: Skills for Mediating from a Distance;” 2018; “Mediation Ethics and Mediator Responsibilities,” June 2012; “Rethinking Negotiation Teaching” and “Mediation Ethics,” April 2010.
- ADR Institute, Minnesota CLE, presenter, “ADR 2037 – What Will ADR Look Like 20 Years From Now?,” Closing Plenary Moderator, 2017; “Name the Rule 114 Clause,” with Aimee Gourlay, 2016; “Forum on the Proposed Changes to the Rule 114 Code of Ethics,” 2015; “Neutrals in the Hot Seat: Confidentiality in ADR,” 2012; “Ethics 101: Core Concepts for New Mediators,” 2010; “Interactive Ethics: Resolving Ethical Dilemmas in ADR,” 2009.
- Florida Dispute Resolution Center Conference, 2017: Keynote: Reflections from Out of the Frying Pan,” “Pre-conference Ethics Session”; 2011: “Ethics Plenary,” 2009: “Reflections on Florida Mediator Grievances: Enforcing Ethics” and moderator for “Ethics Plenary Session: A Year in Review,” 2008: “Mediator Grievances: Education & Preparation,” 2007: “Mediation Screening,” 2006: “Screening for Domestic Violence in Family Mediation,” 2005: “County Mediation Ethics: A Master Class,” 2004: “Strategic Play: Learning Conflict Resolution,” “Generating Ethical Settlements: Where Do You Draw the Line?;” 2002: “An Eye on the Mediator Ethics Advisory Committee,” and “Ethics in County Mediation,” ” 2001: “Impartiality;” 2000: “Ethics in County Mediation;” 1999: “Ethical Issues: Working Under the Revised Code of Conduct,” “Ethics Plenary.”
- Hong Kong Shue Yan University, presenter, “Choosing Suitable Mediation Tools and Achieving Results” and “Community Engagement: What Mediators Bring to the Table,” May 2017.
- Family Law Institute Minnesota, presenter, “Name the Rule 114 Clause: Update on Rule 114 Changes,” with Aimee Gourlay, March 2017.
- CPR International Institute for Conflict Prevention & Resolution Annual Conference, presenter: “Court-Ordered Mediation in Practice: The Florida Model,” with Judge Jay Cohen, Judith Korchin, Deborah Mastin, and Lawrence Watson, March 2017.
- Association for Conflict Resolution, “Post-Election Conversation” teleseminar with Bernie Mayer, December 2016.
- Hong Kong Department of Justice Mediation Conference: Mediate First – Advance with the Times, presenter: “A Review of the Latest Global Development: US Perspective” and “Advance with the Times – Choosing the Suitable Mediation Tools and Achieving Results: US Perspective,” May 2016.
- Community Mediation and Restorative Services, presenter: May 2016: “Mediation Ethics Refresher.”
- ADR Institute, State Bar of New Mexico, “Mediation Advocacy: As Lawyers, How Best to Serve Clients in Mediation and As Mediators, How Best to Work with Advocates;” “New Approaches to Negotiation: Implications for Mediation and Other Dispute Resolution Processes;” and “Ethics for Mediators: Parts I and II,” November 2015.
- Women in Plant Biology Section of the American Society of Plant Biology, Luncheon Speaker, “Conflict Resolution in the Workplace,” July 2015
- Short Line & Regional Railroad Association, Plenary Speaker, “Our Town... Dealing with Difficult Neighbors – Building Relations with Communities We Run Through,” July 2015.

- University Nevada Las Vegas Saltman Center for Conflict Resolution, “Court-Connected Mediation: Taking Stock After 25+ Years,” and “Building and Maintaining a Statewide Mediation Program: Why and When,” February 2015.
- Journal of Dispute Resolution Symposium, Horizons: Conversations about Future Directions in Dispute Resolution, Facilitator Panel 2: Horizons, Policy and Program Challenges, January 2015.
- Penn State Law School Yearbook on Arbitration and Mediation Symposium, presenter: “Mediator Ethical Breaches: Implications for Public Policy,” January 2014.
- Conflict Resolution Collaborative 20th Anniversary CME Training, presenter: “New Approaches to Negotiation – Implications for Training and Mediation;” “Mediation Ethics;” “Mediation Confidentiality: What’s a Mediator to Do?;” and panelist: “Foreclosure Mediation Panel: Ethical, Legal and Practical Challenges;” and “Mediation in Florida: Understanding the Past, Shaping the Future.” January 2014.
- Xiamen University, China, Lecturer: "Conflict Resolution and ADR" and "International Negotiation: Opportunities and Obstacles," June 2013.
- Saint Paul JCC, Women's Round Table, presenter: “Alternative Dispute Resolution.” May 2013
- Congregation Beth Jacob, presenter: “Eizeh Hu (Who Is) A Pursuer of Peace (Rodef Shalom) -- Yitzhak Rabin,” May 2013
- “An Evening of Global Learning: Cross-Cultural Dispute Resolution,” St. Catherine University, March 2012.
- New Directions in Negotiation and Dispute Resolution Scholarship Roundtable, Washington University School of Law, presenter: “Rethinking the First Year Curriculum: Practice, Problem-Solving and Professionalism,” 2011.
- Hennepin County Bar Association, presenter: “Beyond Rule 114 – Broadening the Scope of Mediation, 2011.”
- 10th Annual Advanced Negotiation & Dispute Resolution Institute, The Institute of Continuing Legal Education, Michigan, Keynote Presenter: “Riding Two Horses: The Ethics and Practice of Overlapping Mediation and Arbitration Responsibilities;” Arbitration Track: “Disclosures and Conflicts – Ethics and Practice;” Negotiation Track: “Negotiation at Its Best – A Hands-On Workshop Part One and Two,” 2011.
- “Mediation and Alternative Dispute Resolution: Practical Pointers for Attorneys,” CLE for Public Attorneys organized by the Attorney General’s Office, Minnesota, March 2011.
- Columbia Heights Middle School, Restorative Justice and Conflict Resolution Trainer for middle school students, January 2011.
- Capital University National Symposium for Minority Professionals in ADR: The Impact of ADR Processes on Minority Communities, Individual Rights, and Neutrals, Presenter: “Court-Connected Mediation and Minorities: A Report Card,” May 2010.
- Wisconsin Association of Mediators, Plenary Panelist, “Trends in Dispute Resolution Today and the Impact of the Recession on the Profession,” Featured Speaker, “Ethical Issues in ADR,” April 2010; Plenary Panelist "Mediator Standards and Qualifications: The National View Comes to Wisconsin," 1996;

Pre-conference Training Institute, and Presenter; Opening Plenary, 1995.

- Juvenile Mediation Seminar, “Child Protection Mediation,” March 2010.
- University Nevada Las Vegas Boyd School of Law Conference on Conflict Resolution and the Economic Crisis, presenter, “Florida’s Experience with Foreclosure Mediation,” February 2010.
- International Conference for Judicial Mediation (Paris, France), panelist: “Mediation in America,” October 2009.
- Hamline Alumni, “Negotiation at its Best,” October 2009.
- Family Mediation Conference, North Dakota Administrative Office of the Courts, Faculty Presenter, June 2009.
- AFCC Conference, “Mediation Artistry: Reflecting on the Past, Looking to the Future,” Pre-Conference Institute, 2009; “The Role of ADR Organizations in Expanding the Continuum,” 1998; presenter, 1989.
- Texas Wesleyan Law Review ADR Symposium, Key Note Speaker, 2009.
- Association of South Florida Mediators, Key Note Speaker and “Ethics Update: Highlights of New MEAC Opinions Lowlights of New Mediator Grievances,” 2009; Presenter, 2005 - 2007, 1998 - 2001, 1996, 1993.
- Hawks Rise Elementary School, Introduction to Conflict Resolution, 2008.
- South Texas Law Review *Ethics in the Expanding World of ADR* Symposium, “Enforcement of Mediator Ethics: Are They Necessary and Do They Work?,” 2007
- National Academy of Arbitrators, “Lessons Learned from Grievances Filed,” 2007
- Minority Professionals in ADR National Conference, “Ethics for ADR Professionals,” “State ADR Offices,” 2007
- ABA and University of Baltimore Summit on Unified Family Courts, “Alternative Dispute Resolution,” 2007
- Florida Bar, Presenter: “Masters Ethics Seminar,” 2007; “Masters Ethics Seminar: Ethics in a New Era,” 2005; “Mediation and the General Practitioner: History and Development of Mediation,” 1991.
- Justice Teaching Institute, “Alternative Dispute Resolution,” 2004 – 2007; 1998 - 2001.
- Coordinator/Presenter Peer Mediation Conference: Let’s Talk About It, Tallahassee: 2004 - 2007.
- The NY State Miller Commission: Improving Justice for Children of Divorce and Separation, “Overcoming Resistance,” 2006.
- New York State Bar Association, “Bewitched, Bothered and Bewildered: Ethical Conundrums Bedevil Neutrals,” 2005.

- Florida Conference of Circuit Judges “Senior Judges as Mediators: Ethical Issues,” 2006; “Alternative Dispute Resolution: Options for Reducing Your Docket?,” June 2005; “Alternative Methods of Resolving Family Disputes,” 2005; “Restorative Juvenile Justice,” 2000.
- Conflict Resolution Workshop for Students, Staff and Faculty, Florida A & M University, 2005.
- Government Lawyers Section, “Ethics in Mediation and ADR,” 2005; “Mediation for Government Lawyers,” 1997.
- National Conference on Transformative Mediation, 2004.
- Florida Chapter of the Association of Family and Conciliation Courts, Plenary Moderator, 2003, 2004; “Ethical Challenges in Family and Dependency Mediation,” 2003, 2004, 2005.
- Tallahassee Inn of Court, “Alternatives,” 2002.
- Alberta Justice, Negotiating the Future: A National Conference on Court-Annexed Mediation, presenter, November 2001.
- Tallahassee Bar Association, “Mediation in Florida,” 2001.
- Tallahassee Women Lawyers Association, presenter, 2001.
- Caribbean Law Institute and Caribbean Law Institute Centre Workshop on ADR for the Eastern Caribbean, 2001.
- Wakulla County Rotary Club, “Mediation in Florida,” 2001.
- Dade County Bar Association Mediation Committee, "Emerging Issues/Trends in Mediation" 2001, 2000, 1996.
- Hillsborough County Public Schools Peer Mediation/Conflict Resolution Coordinator’s Workshop, Keynote, 2001.
- Tallahassee Community College, “Forum on the Future of Mediation,” 2000.
- New Jersey Association of Professional Mediators, “Creating a State Dispute Resolution Center: Lessons from Florida and Maryland,” 2000.
- Michigan Bar Association, Dispute Resolution Section, Presenter 2000.
- Academy of Family Mediators Annual Conference, “Evaluative vs. Facilitative Mediation,” 2000; Presenter, 1996.
- 5th Annual National Mediators Conference of Australia, International Keynote Address, 2000.
- Concord Mediation Group, Melbourne Australia, “Family Mediation,” 2000.
- Civitas: An International Civil Education Exchange Program (Hungary), Presenter, 2000.

- Moving to the Next Level in Transformative Mediation: Practice, Research and Policy, 1999.
- Family Law Section, Family Mediation: Processing Difficult Conversations - Interactive Video Conference, 1999.
- Alternative Dispute Resolution Seminar, Caribbean Law Institute, Barbados, Presenter, 1999.
- Escambia-Santa Rosa Bar Association, Presenter, "Ethical Considerations in Mediation," 1999, Presenter, 1993.
- The Florida Bar Practicing with Professionalism Seminar, "Mediation in Florida for New Lawyers," 1999, 1997.
- Florida Academy of Professional Mediators Conference Key Note, "The State of County Mediation," 1999; Presenter, 2004, 1994, 1989 - 1991.
- Florida All Streams of Service Conference, "Conflict Resolution: Resolving Conflict Without Giving Up," 1999.
- Civitas-Hungary, "Court and School Based Mediation Programs," 1999.
- New England Chapter, SPIDR, Court-Connected ADR Symposium, Key Note Address, 1998.
- Florida Association of Professional Family Mediators Conference, 1998, 1995, 1993, 1992, 1991.
- Society of Professionals in Dispute Resolution (SPIDR) Annual Conference, Presenter, 2000, 1998, 1991 - 1996.
- Governor's Council on Integrity and Efficiency, "Mediation in Florida," 1997.
- Trinidad/Tobago Conference on Reforms in the Administration of Justice sponsored by the World Bank, 1997.
- Florida College of Advanced Judicial Studies, "Dispute Resolution for County Judges," and "Facilitating Negotiation for Family Law Judges," 1997.
- North Central Florida Mediators Association Annual Banquet, Key Note Speaker, 1997.
- Temple Terrace Rotary Club, "SPIDR's Youth Initiative," 1997.
- Cobb Middle School, Presenter with Cobb Students to Haitian Delegation, "Peer Mediation in Florida," 1997; Peer Mediation Trainer, 1997, 1996; 1995; 1994; 1992; Presenter: School Conflict Mediation, 1991.
- Students Talking Out Problems (STOP) Conference (Tampa) Key Note Speaker and Presenter, "Supporting the Established Peer Mediation Program," 1997; Key Note Speaker and Presenter, "What Do I Do When the Going Gets Tough?" 1996.
- Florida High School Mock Trial Competition, Judge, 1997.
- Academy of Public Service, Rickards High School, Mediation Workshop, 1997.

- Nova Southeastern University Law School, "Let's Mediate!! Not Litigate!!," 1996.
- Nova Southeastern University Department of Dispute Resolution, "The Past and Future of Mediation in Florida," 1996.
- Wisconsin Association of Mediators, Keynote Address for Peer Mediation Institute, 1996.
- Rickards High School, Peer Mediation Trainer, 1996; Presenter, "Understanding Conflict," 1996.
- Camp Human Relations, City of Tallahassee Human Relations Council, "Conflict Resolution," 1996.
- Civil Rights Conference, Panelist, 1995.
- Senior Academy Lecture Series, Presenter, 1995.
- Kentucky Bar Association, Speaker, 1995.
- Moderate Income Access Conference, Plenary Panel, 1995.
- Ojisan: Community School of the Arts, Adjunct Faculty on Conflict Resolution, 1995.
- Annual Meeting for Public Health Social Work, Presenter: "Conflict Mediation Techniques with Children," 1995.
- Joint Meeting of the Mississippi and Louisiana Judicial Colleges, Presenter, 1994.
- Louisiana Judicial College, Presenter, 1994.
- Association of American Law Schools Annual Meeting, Panelist, 1994.
- Leon County School Board Conflict Resolution Training Program, Presenter, 1994; Consultant, 1992.
- Deerlake Middle School, Consultant, 1992 -1994; Peer Mediator Trainer, 1992.
- Fairview Middle School, Consultant and Trainer, 1993 - 1994.
- National Conference of State Trial Judges, Presenter, 1993.
- Governor's Summer Program, Presenter: Conflict Mediation, 1993.
- Kate Sullivan Elementary School, Consultant, Trainer, 1991 - 1992.
- Network of Youth & Family Services, Presenter, 1990.

ADR Services:

Mediation:

- Dispute Resolution Center, Saint Paul, Minnesota, August 2013 – Present. Mediate on a regular basis at Ramsey County Conciliation, Housing and Harassment Courts and Washington County Conciliation Court.
- Mediator, Neighborhood Justice Center, Tallahassee, Florida, January 1995 -2003.

Arbitration:

- Arbitrator, Council of Better Business Bureaus, Inc., June 1994 - 1998.

Facilitation:

- City of Falcon Heights Community Conversations on Inclusion and Policing for Residents and Guests, design and implementation work, 2017.
- Saint Paul Public Schools Community Conversations for selection of the new superintendent, design and implementation work, 2016-2017.
- Minnesota State Capitol Preservation Committee, Art Subcommittee, 2016.
- Milwaukee County Family Court Working Group, 2011.
- John Hope Franklin Symposium “Hard Talk on Race: Differences, Distrusts and Decisions,” 1998.
- Days of Dialogue, 1997.
- Quality of Life Seminar: “Springtime Tallahassee -- Private Enterprise, Public Event,” 1997.
- Governor's Conference on Administrative Dispute Resolution, 1995.
- Mediation Center of Kentucky, Facilitator, Annual Board Retreat, 1993.
- State Justice Institute and National Center for State Courts National Symposium on Dispute Resolution, 1993.
- National Institute for Dispute Resolution (NIDR), Facilitator and Resource Person, 1991 - 1993.

ADR Consulting:

- Minnesota ADR Ethics Board, Consultant on Proposed Rule Revisions, 2016
- Cobb Middle School, Consultant, 1990 - 2000
- Joint Meeting: New Jersey Bar Association CDR Section and N.J. Supreme Court's Dispute Resolution Committee, 1999.
- South Dakota ADR Joint Commission, 1998.
- South Carolina ADR Commission, 1998.
- Maryland ADR Commission, 1998.

- New Jersey Commission on Divorce and Family Law, 1994.
- Delay Reduction Committee of the Federal Northern District of Florida, 1993.
- Kentucky Supreme Court Task Force on Mediation and Arbitration, 1991 - 1992.
- Georgia Institute for Continuing Judicial Education, 1991.
- Illinois Supreme Court ADR Coordinating Committee, 1991.
- Pinellas County School Board, Consultant, 1991.
- Florida Legislative Study Commission on Mobile Homes, 1990.

PROFESSIONAL ASSOCIATIONS:

- Association for Conflict Resolution (ACR), Member, 2001 - Present; ACR/Rowman & Littlefield Editorial Board, 2018 – Present; Conflict Resolution Day Steering Committee, Chair, 2004 – 2017; Higher Education Post-Conference Organizer, 2013; Pre-Dispute Arbitration Workgroup Reporter, 2009; Board Member, 2006 – 2007; 2001 - 2002; Executive Committee and Board Member, 2001 - 2002; Membership Committee Chair, 2001 - 2003; Governance Committee Chair, 2002; Standards Committee Chair, 2001; UMA Committee, 2001 - 2003; UPL Task Force, 2001-2004.
- American Bar Association Dispute Resolution Section: Member, 1993 - 2002, 2009 - Present; Dispute Resolution Magazine Editorial Board, August 2018 – Present; Legal Educator’s Colloquium Steering Committee, 2012 - 2014, 2009 - 2011; co-chair Court-Annexed Programs Committee 2000 - 2001.
- Minnesota State Bar Association ADR Section: Immediate past Chair, July 2017 – Present; Council Chair, July 2015 – June 2017; Council Member, August 2013 – Present.
- PEAC (Public Education and Awareness Committee) member, 2013 - Present.
- American College of Civil Trial Mediators, Honorary Fellow, 1995 - Present.
- Conflict Resolution Minnesota Member, 2009 – Present.
- Florida Chapter Association of Family and Conciliation Courts, member 2001 - 2009; Board member, 2001 - 2006.
- Florida Academy of Professional Mediators, Diplomate Member, 1999 - 2009.
- Florida Conflict Resolution Consortium, Advisory Board Member, 1988 - 2009.
- AFCC, Member, July 1998 - Present, SPIDR Liaison to the Board, 1998 - 2000.
- National Council of State Dispute Resolution Programs, Member, 1993 - 2005.
- National Association for Community Mediation, Member, 1995 -2002.
- Society of Professionals in Dispute Resolution (SPIDR), Member 1988 - 2001; President, 1999 - 2000; Executive Committee, 1995 - 2001; Transition Group Executive Committee, 1999 - 2001; President-Elect,

1998 - 1999; First VP, 1997 - 1998; Bylaws Committee, 1997 - 1999; Chair Youth Initiative Committee, 1997 - 2001; Director, 1995 - 1997; 1997 Conference Program Co-Chair; 1996 Conference Program Committee; VP SE Region, 1991 - 1995; Chair, Committee on Representation, 1992 -1993; Court ADR Sector, Founder/Chair, 1992 - 1994, SE Regional Conference, Co-Chair, 1991.

- Conflict Resolution Education Network, Member, 1992 - 2001.

ADR TRAINING RECEIVED:

- Convergent Facilitation, May 2015.
- Advanced Mediation Skills for Postal Service Mediators: Practice Within a Transformative Framework, Train-the-Trainer Program, Maryland, 1998.
- Study Circles Facilitator's Training, Tallahassee, Florida, 1997.
- Victim Offender Mediation Training, Tallahassee, Florida 1996.
- Juvenile Arbitration Training, Tallahassee, Florida, 1995.
- Intercultural Awareness and Conflict Resolution, Tallahassee, Florida, 1994.
- Better Business Bureau Arbitration Training, Tallahassee, Florida, 1994.
- Florida Supreme Court Certified Family Mediation Training, Lancaster, Pennsylvania, 1992.
- Florida Supreme Court Certified Circuit Civil Mediation Training, Florida, 1989.
- Florida Supreme Court Certified Arbitration Training, Florida, 1988
- Basic Course in Community Mediation, Queens Mediation Center, New York, 1986

ACTIVITIES:

- Community Mediation Minnesota, Founding Co-President, 2017 – Present.
- Justice for All Triage Portal Advisory Committee, appointed by Minnesota Supreme Court, June 2018 – Present.
- Member, Community Dispute Resolution Programs Advisory Council, August 2015 – Present.
- Board Member, Institute for the Study of Conflict Transformation, March 2014 – Present.
- Board Member, Conflict Resolution and Restorative Services, February 2014 – Present; Secretary, January 2016 - Present.
- Judge, CPR Annual Awards, 2009 - Present.
- Member, United Nations Panel of Experts, Procurement Division, June 2009 – Present.
- Member, Honorary Council of the Libra Foundation, Buenos Aires, Argentina, 1992 - Present.

- Congregation Beth Jacob, member 2009 - Present; fundraising committee member, 2010 - Present.
- Member, Minnesota Supreme Court Alternative Dispute Resolution Ethics Board, January 2017 –2019.
- Florida Bar Grievance Mediation Committee, Member and Mediator, 1998 - 2009.
- ADRWorld.com Advisory Board Member, 2000 - 2009.
- Tallahassee/Leon County Cultural Resources Commission, Access Committee, member 2004 – 2009; chair 2004 – 2006; Board member 1996 - 2006; Chair, 2000 - 2002; Vice-Chair, 1996 - 2000.
- Stage Manager, *Laughing Stock*, Political Cabaret, Tallahassee, 1994 - 2009.
- Leon County Neighborhood Justice Center Planning and Advisory Committee, Member, 1994 - 2003.
- Member, CPR Institute for Dispute Resolution Commission on Ethics and Standards of DR Practice, 1995 - 2000.
- Mentor, Bond Elementary School, 2001 - 2006.
- Member, Project Team for Haiti Conflict Resolution Program/United States Information Agency, 1996-2002.
- Ambassador from Florida, Council of State Governments, Summit of the State on Conflict Management and Dispute Resolution, 2000.
- Interagency Panel on Mobile Home Disputes, 1999 - 2000.
- Member, Caribbean Law Institute ADR Advisory Committee, 1999 - 2000.
- State Agency Administrative Dispute Resolution Demonstration Project Advisory Committee, 1998 - 2000.
- Member, National Panel of Consumer Arbitrators, Better Business Bureau, Inc., 1994 - 1999.
- Member, Florida Panel of Consumer Arbitrators, Better Business Bureau, 1994 - 1999.
- Member, Mayor's Initiative on Race Relations Steering Committee, Community-wide Study Circle Program, 1997 - 1999.
- Congregation Shomrei Torah, Vice-President (Membership) 1998 - 2000, Vice-President (Ritual) 1989 - 1990.
- Member, Training Design Consultation Project, 1996 - 1998.
- Member, National Institute for Dispute Resolution Publications Review Panel, 1995 - 1997.
- Member, State Justice Institute Grant Commission on "Principles and Policies to Guide State Courts in Selection, Training, Qualifications and Evaluation of Neutrals," 1996 - 1997.
- Member, Standards of Practice on Divorce Mediation Task Force, 1996 - 2000.

- Vice-President, Worldwide Humanitarian Aid Clearinghouse (WHACH), 1996 - 1997.
- Member, Florida Bar CLE Steering Committee for ADR in Florida: Vol. II, 1990 - 1992; 1994 - 1995.
- US Information Agency, AmPart to Argentina and Uruguay, 1991.
- Member, 2nd Judicial Circuit, Family Mediation Project Steering Committee, 1990 - 1991.
- Treasurer, Center for the Arts School of Theatre (CAST), Tallahassee, 1989 - 1991.

REFERENCES AVAILABLE UPON REQUEST