



Robert E. L. Wright

ADR QUALIFICATIONS

NEUTRAL CERTIFICATIONS/APPROVALS



AMERICAN ARBITRATION ASSOCIATION (AAA)

NATIONAL ACADEMY OF DISTINGUISHED NEUTRALS

PROFESSIONAL RESOLUTION EXPERTS OF MICHIGAN

MEDIATION.ORG

FEDERAL COURTS

- Western District of Michigan – District & Bankruptcy

MICHIGAN CIRCUIT COURTS

- Allegan (civil & domestic)
- Berrien (civil & domestic)
- Calhoun (civil & domestic)
- Cheboygan (civil & domestic)
- Eaton (civil & domestic)
- Grand Traverse (civil & domestic)
- Ingham (civil & domestic)
- Kalamazoo (civil & domestic)
- Kent (civil & domestic)
- Livingston (civil & domestic)
- Mason (civil & domestic)
- Mecosta/Osceola (civil & domestic)
- Ottawa (civil & domestic)
- Shiawassee (civil & domestic)
- Van Buren (civil & domestic)

MEDIATION EXPERIENCE

Due to confidentiality agreements, participants' identities cannot be disclosed. However, Ferris State University, the Michigan Department of Civil Rights, and the U.S. Postal Service employ Mr. Wright to mediate many employment disputes, including claims of discrimination and various judges in the courts above have appointed him to mediate litigated employment cases. General statistics follow and anonymous comments of participants will be provided upon request.

1,000+ arbitrations & mediations since 1987
Average mediation settlement rate: 80%

EDUCATION

- Juris Doctorate - Wayne State University 1980
- Masters in Psychology - University of Santa Monica 2001
- Bachelor of Arts, *Magna Cum Laude* Western Michigan University 1976

BAR ADMISSIONS

- Michigan State Bar ~ 1980
- Florida State Bar ~ 1996

- United States District & Bankruptcy Courts - Western District of Michigan ~ 1983
- United States District & Bankruptcy Courts - Eastern District of Michigan ~ 1990
- United States Court of Appeals for the 6th Circuit ~ 1985

ADR TRAINING

INTENSIVES (10-40 hours each)

- *Harvard Program On Negotiation: Mediation Workshop* – Sander, Lewis & Singer, 40 hours, October 2004 (for mediation of disputes in litigation)
- *Community Dispute Resolution* – Anne Bachle Fifer and Deborah Zondervaan, 40 hours June 2000 (neighbors, contracts, etc.)
- *Family & Divorce Mediation* – Zena Zumeta, 40 hours, August 2001 (divorce and child custody)
- *Transformative Mediation: Principles and Practice*, Sally Ganong Pope, 16 hours, July 2001 (general mediation training at Hamline University Law School)
- *Advanced Transformative Mediation Skills for Mediators*, Fox & Charbonneau, 24 hours, June 2003 (transformative mediation for US postal service employment discrimination claims)
- *Public Policy Mediation* – Thomas Taylor, 30 hours, December 2002 (facilitating resolution of public policy issues)
- *Permanency Planning Mediation* – Kathy Lame and Laura Bassein, 20 hours, April 2002 (mediation of child abuse and neglect cases)
- *Adult Guardianship Mediation* – Susan Butterwick and Susan Hartman, 16 hours, January 2007 (mediation of disputes involving disabled adults and their families)
- *Unity Peaceworker Consultancy Training* – Gary Simmons, May 2004, August 2007, 62 hours total, (mediation of church conflicts)
- *BePeace/NVC Mediation Training* – Rita Marie Johnson, January 19-23, 2009, 40 hours (NVC techniques and their use in mediation)
- *Arbitration Fundamentals*, American Arbitration Association, May 6-7, 2009, 16 hours
- *Non-Violent Communication in Mediation*, CENTER FOR NON-VIOLENT COMMUNICATION, Jim & Jori Manske, 18 hours, February 18 – April 1, 2010
- *NVC Mediation Skill Building*, Jori Manske, 15 hours, April 14 – June 23, 2010

Total: 361 Intensive Hours

MISCELLANEOUS ADVANCED TRAINING (less than 10 hours each) (listed in reverse chronological order)

- | Title | Length | Date | Trainer | (Sponsor) |
|--|---------------|-------------|----------------|------------------|
| • <i>Advanced Mediator Training & Annual ADR Conference</i> , 8 hours, various presenters, 10/12-13/18 (State Bar of Michigan – ADR Section) | | | | |

- *Harnessing the Power of the Master Mediator*, 8 hours, 3/20/18, Lee Jay Berman, (State Bar of Michigan ADR Section)
- *Annual ADR Conference*, 8 hours, 10/13-14/17, Various speakers (State Bar of Michigan ADR Section)
- *Agricultural Mediation*, 8 hours, 6/12/17, Various speakers (Lansing Michigan Dispute Resolution Center)
- *Making Money Talk – Settling Monetary Disputes in Mediation*, 8 hours, J. Anderson Little, 3/21/17 (State Bar of Michigan – ADR Section)
- *Online Dispute Resolution: What You Need to Know Now*, 1.5 hours, (ABA DR Section)
- *Compassionate Leadership*, 2 hours, Jori Manske (NVC Institute)
- *Advanced Mediator Training & Annual ADR Conference*, various topics totaling 8 hours, various presenters, 9/23-24/2016 (State Bar of Michigan – ADR Section)
- *Dispositive Motions in Arbitration*, 1.5 hours, Gene Esshaki, Sam McCargo, Marty Weisman, Robert E. Lee Wright, 8/29/2016 (State Bar of Michigan-ADR Section)
- *Effectively Representing Clients in Mediation, Arbitration & Other ADR Processes*, 4 hours, Robert E. Lee Wright and various other speakers, including Justice Bridget Mary McCormack, 8/5/2016 (Professional Resolution Experts of Michigan)
- *Mediating in Michigan’s Business Courts*, 4 hours, Richard Hurford & Robert E. Lee Wright, 5/20/2016 (Professional Resolution Experts of Michigan)
- *Mediating Employment Disputes*, 1.5 hours, Kathy Bogas, Dave Calzone, Paul Monicatti, Larry Murphy, 5/5/2016 (State Bar of Michigan-ADR Section)
- *ADR Summit*, 8 hours, Nina Meierding, 3/15/2016 (State Bar of Michigan-ADR Section)
- *How Active Should a Mediator Be In Pushing for Resolution?*, 1.5 hours, Tracy Allen, James Coben, Margaret Nichols, Robert Whims, 2/2/2016 (State Bar of Michigan-ADR Section)
- *Mediating Bankruptcy Disputes*, 1 hour, Agnes Kempker-Cloyd & Robert E. Lee Wright, 1/18/2016 (Debtors Bar of West Michigan)
- *Convening the Mediation: What Can and Should Mediators Do When All Parties Haven’t Yet Agreed to Mediate?*, 1.5 hours, 11/18/2015, Conna A. Weiner, Kristen M. Blankley, Nancy Greenwald (American Arbitration Association)
- *Mediating Elder Law Cases: The New Frontier*, 1.5 hours, 11/16/2015, Susan Butterwick, Douglas G. Chalgian, Robert E. L. Wright (State Bar of Michigan – ADR Section)
- *Advanced Mediator Training & Annual ADR Conference*, various topics totaling 8 hours, 10/2-3/2015, various presenters (State Bar of Michigan – ADR Section)
- *A Video is Worth 60,000 Words*, 1 hour, 8/19/2015, Gretchen Boudreaux, J. Rock Palermo (FindLaw)
- *New Federal ADR Rules in the Eastern District: What You Need to Know*, 1.5 hours, 8/18/2015, Hon. David M. Lawson, Hon. Gershwin A. Drain, Hon. Laurie J. Michelson, Robert E. L. Wright (State Bar of Michigan – ADR Section)

- *Mediating in the Bankruptcy Court: The New Rules*, 1 hour, 7/31/2015, Kelly Hagan, Robert E. L. Wright (FBA Western District of Michigan – Bankruptcy Section)
- *When Are Arbitration Agreements Enforceable?*, 1.5 hours, 6/30/2015, Noel Massie, Paul Monicatti, Raymond Sterling (State Bar of Michigan – Labor & Employment Law Section)
- *Mediating Disputes for "Never Married" Families*, 1.5 hours, 4/28/2015, Zenell B. Brown, Zena D. Zumeta, Robert E. L. Wright (State Bar of Michigan – ADR Section)
- *The ADR Summit*, 8 hours, 3/17/15, Kim Kovach (State Bar of Michigan – ADR Section)
- *Our Favorite Things: Effective Techniques for Mediators*, 1.5 hours, 2/10/2015, Sheldon J. Stark, Richard A. Hooker, Antoinette R. Raheem, Robert E. L. Wright (State Bar of Michigan – ADR Section)
- *Advanced Mediator Training & Annual Meeting*, various advanced mediation topics totaling 8 hours, 10/17-18/14, Cheryl Cutrona (State Bar of Michigan – ADR Section)
- *13th Annual Advanced Negotiation and Dispute Resolution Institute*, 8 hours, 3/13/14, various speakers, keynote by J. Anderson Little (University of Michigan, Institute of Continuing Legal Education)
- *Advanced Mediator Training & Annual Meeting*, various topics totaling 8 hours, 9/27-28/13, various presenters (State Bar of Michigan – ADR Section)
- *ABA Section of Dispute Resolution 15th Annual Spring Conference*, various topics totaling 20 hours, 4/3-6/13, various speakers (ABA)
- *12th Annual Advanced Negotiation and Dispute Resolution Institute*, 8 hours, 3/21/13, various speakers, keynote by Janine Geske (University of Michigan, Institute of Continuing Legal Education)
- *Advanced Mediation Training*, 8 hours, 3/15/13, Michael Lewis and Linda Singer (United States District Court for the Western District of Michigan – Voluntary Facilitative Mediation Program)
- *Using Dialogue in Dispute Resolution & Public Policy Mediations: Advanced Mediator Training*, 8 hours, Raytheon Rawls, 10/5-6/12 (State Bar of Michigan – ADR Section)
- *Advanced Mediation Training: Making Money Talk*, 8 hours, 3/16/12, J. Anderson Little (United States District Court for the Western District of Michigan – Voluntary Facilitative Mediation Program)
- *11th Annual Advanced Negotiation and Dispute Resolution Institute*, 8 hours, 3/15/12, various speakers (University of Michigan, Institute of Continuing Legal Education)
- *Mediating in the Red Zone: Advanced Mediator Training*, 8 hours, Tracy Allen & Eric Galton, 9/23-24/11 (State Bar of Michigan – ADR Section)
- *Mediating with Bulldogs & Terriers*, 1 hour, 9/7/11, Dr. Scott Brown (ACR)
- *Arbitration Awards: Safeguarding, Deciding & Writing an Award*, 4 hours, 8/29/11 (AAA)

- *The Intersection of Trust and Transcendence*, 1 hour, 6/29/11, Ruth Rinehart (ACR)
- *ABA Section of Dispute Resolution 13th Annual Spring Conference*, various topics totaling 20 hours, April 13-16, 2011, various speakers (ABA)
- *Confronting Values and the Value of Confrontation*, 1 hour, 4/6/11, Donald O'Reardon (ACR)
- *Advanced Mediation Training*, 8 hours, 3/18/11, various (United States District Court for the Western District of Michigan – Voluntary Facilitative Mediation Program)
- *10th Annual Advanced Negotiation and Dispute Resolution Institute*, 8 hours, 3/17/11, various speakers (University of Michigan, Institute of Continuing Legal Education)
- *Hope in Mediation*, 1 hour, 1/5/11, Larry Fong (ACR)
- *Preparing Clients for Mediation*, 2 hours, 11/30/10, various speakers (Grand Rapids Bar Association, ADR Section)
- *Conflict Coaching for Mediators*, 8 hours, 10/22-23/10, Tricia S. Jones, (State Bar of Michigan ADR Section)
- *Advanced Agreement Writing for Mediators*, 2 hours, 7/20/10, Anne Bachle Fifer, (Dispute Resolution Center of West Michigan)
- *6th Annual Advanced Mediators Forum*, various topics & speakers, (University of Michigan, Institute of Continuing Legal Education), 8 hours, 6/8/10
- *All Aboard the Technology Train*, ACR, Russell Gerrard, 1 hour, 4/7/10
- *9th Annual Advanced Negotiation and Dispute Resolution Institute*, 8 hours, 3/18/10, various speakers (University of Michigan, Institute of Continuing Legal Education)
- *Advanced Mediation Training*, 8 hours, 3/13/10, Josh Stuhlberg & Larry Watson (United States District Court for the Western District of Michigan – Voluntary Facilitative Mediation Program)
- *Mediator Strategies to Break Impasse*, ADR SECTION, Grand Rapids Bar Association , Prof. Josh Stuhlberg & Larry Watson, 2 hours, 3/12/10
- Roundtable: *Effective Mediator Strategies*, ADR SECTION, Grand Rapids Bar Association , Prof. William A. Donohue, 2 hours, 3/28/2010
- *Role of Compassion in Mediation*, ACR, Robert Bacic, 1 hour, 12/2/2009
- *Effective Communication Strategies in Mediation*, ADR SECTION, Grand Rapids Bar Association , Prof. William A. Donohue, 2 hours, 10/27/2009
- *Mediating Money Issues*, ADR SECTION ANNUAL MEETING, State Bar of Michigan, J. Anderson Little, 6.5 hours, 9/11-12/2009
- *ICLE's 5th Annual Advanced Mediators Forum*, various topics & speakers (University of Michigan, Institute of Continuing Legal Education), 8 hours, 6/9/2009
- *Advanced Mediator Training: Ethical Issues in Mediation*, 2 hours, 5/26/2009, Anne Bachle Fifer (Dispute Resolution Center of West Michigan)

- *Fundamentals & Best Practices for AAA Arbitrators*, 16 hours, 5/6-7/2009, Stuart Widman (American Arbitration Association)
- *Advanced Mediation Training*, 8 hours, 3/14/09, Brian Muldoon (United States District Court for the Western District of Michigan – Voluntary Facilitative Mediation Program)
- *8th Annual Advanced Negotiation and Dispute Resolution Institute*, 8 hours, 3/12/09, various speakers (University of Michigan, Institute of Continuing Legal Education)
- *Beyond Apology: Facilitating Apology and Forgiveness in Mediation*, ADR SECTION - ANNUAL MEETING, Grand Rapids Bar Association , Darrell Puls, 2 hours, February 17, 2009
- *Impasse Is A Fallacy*, 1 hour, December 4, 2008 , Lee Jay Berman, *New York State Dispute Resolution Association*, (NYSDRA)
- *Association for Conflict Resolution 8th Annual Conference: Aspirations, Possibilities and Realities*, Conference & Skills Training, various topics totaling 20 hours, September 24-27, 2008, various speakers (ACR)
- *The Brain Science Behind Mediation & Mediating with Highly Positional Parties*, ADR SECTION ANNUAL MEETING, State Bar of Michigan, Anna Tyrrell, 6 hours, September 5-6, 2008
- *Dealing with Difficult Personality Types in Mediation*, Dr. Peter Everts (Grand Rapids Bar Association), 1 hour, June 30, 2008
- *Conflict Coaching*, Dr. Joanna Komoska (ACR), 1 hour, June 4, 2008
- *ICLE's 4th Annual Advanced Mediators Forum*, various topics & speakers (University of Michigan, Institute of Continuing Legal Education), 8 hours, June 3, 2008
- *Cultural Awareness Training: LGBTQ Issues for Mediators*, 8 hours, April 25, 2008, various speakers (Dispute Resolution Services of Gryphon Place (Kalamazoo, MI)
- *PACIFIC CURRENTS: Sound Perspectives on ADR*, ABA Conference & Skills Training, various topics totaling 20 hours, April 3-5, 2008, various speakers (ABA)
- *7th Annual Advanced Negotiation and Dispute Resolution Institute*, 8 hours, 3/13/08, various speakers (University of Michigan, Institute of Continuing Legal Education)
- *Advanced/Refresher Mediator Training*, 8 hours, 2/23/08, various speakers (U.S. District Court, W.D. Mich.)
- *Teleseminar: Joan Stearns Johnson, moderator, various speakers, Deal Mediation: A New Use for an Old Friend*, 2 hours, 2/6/08, (ABA)
- *Mediator's Roundtable*, 2 hours, 11/28/07 various speakers (Grand Rapids Bar Association)
- *Advanced Mediator Training: Apology and Impasse Busting Techniques*, 8 hours, 10/23/07, Anne Bachle Fifer (Grand Rapids Bar Association)

- *Unity Peacemaker Consultancy Training*, 32 hours, 8/27-31/07, Gary Simmons (Association of Unity Churches)
- *Advanced Mediator's Forum*, 8 hours, 6/5/07, various speakers (included one-hour speech: Ethical Jeopardy for Mediators) (Michigan ICLE)
- *Securities Arbitration 101*, 2 hours, 5/23/07, Afendoulis & Richards (GRBA)
- *ADR in Bloom*, ABA Conference & Skills Training, various topics totaling 20 hours, 4/26-28/07, various speakers (ABA)
- *6th Annual Advanced Negotiation and Dispute Resolution Institute*, 8 hours, 3/22/07, various speakers (University of Michigan, Institute of Continuing Legal Education)
- *Ethical Issues in Mediation*, 2 hours, 3/15/07, Dale Iverson (Dispute Resolution Center of West Michigan)
- *Advanced Mediation Training* 8 hours, 2/17/07, Dwight Golann (United States District Court for the Western District of Michigan – Voluntary Facilitative Mediation Program)
- *Friend of the Court Custody Mediation*, 2 hours, 5/15/06, Julie Haveman (Dispute Resolution Center of West Michigan)
- *Advanced Agreement Writing for Mediators*, 2 hours, 5/8/06, Pam Oldham (Dispute Resolution Center of West Michigan)
- *ADR On My Mind in Georgia*, ABA Conference & Skills Training, various topics totaling 20 hours, 4/7-11/2006, various speakers (ABA)
- *Advanced Mediation Training: "Using Decision Trees,"* 8 hours, 2/25/06, Marjorie Aaron (United States District Court for the Western District of Michigan – Voluntary Facilitative Mediation Program)
- *Advanced Skills for Mediators*, 5 hours, 1/21/06, Forrest S. "Woody" Mosten (Michigan Council for Family and Divorce Mediation)
- *Advanced Mediation Training: Issues in Custody Mediation*, 16 hours, September 14-16, 2005, Donald T. Saposnek (Michigan Association of Court Mediators)
- *CAP-RV: Mediating Disputes for RV Owners*, 8 hours, 8/2/05 (DeMars & Associates)
- *Beyond Good Intentions: Working With Cultural Differences in Mediation*, 8 hours, June 2005, Judy Mares-Dixon (Michigan Mediation & Arbitration Services and Just Mediation, PLC)
- *Escape to Caucus: Advanced Skills in Using Private Meetings in Mediation*, 2 hours, April 2005, Thom Peterson (Dispute Resolution Center of West Michigan)
- *The Golden State of ADR*, ABA Conference & Skills Training, various topics totaling 20 hours, April 2005, various speakers (ABA)
- *5th Annual Advanced Negotiation and Dispute Resolution Institute*, 8 hours/year, March 2005, various speakers (Michigan Institute for Continuing Legal Education)
- *Advanced Divorce Mediator Training: Tools for Divorce Mediators*, 4 hours, January 2005, Charles Asher (Up to Parents)

- *Advanced Civil Rights Mediator Training*, 2 hours, December 2004, Kerry Bernard (Dispute Resolution Center of West Michigan)
- *Advanced Listening Skills*, 1 hour, September 2004, Beverly H. Burns, (Miller, Canfield, Paddock & Stone, PLC)
- *Advanced Domestic Mediator Training*, 6 hours, September 2004, Zena Zumeta, (Michigan Council for Family and Divorce Mediation)
- *Advanced Mediator Training*, 8 hours, May 2004, Amy Glass (Dispute Resolution Center of Kalamazoo, Michigan)
- *Advanced Negotiation and Dispute Resolution Institute*, 6 hours/year, March 2002-2004, various speakers (Michigan Institute for Continuing Legal Education)
- *Victim Offender Mediation Training*, 4 hours, 2/2004 (Muskegon Dispute Resolution Center)
- *Advanced/Refresher Mediator Training*, 8 hours, 2/2004, Margaret L. Shaw (U.S. District Court, W.D. Mich.)
- *Advanced Domestic Mediator Training*, 8 hours, 2/2004, Forrest Mosten, (Michigan Institute for Continuing Legal Education)
- *Insight for Inspired Practice*, ABA Conference & Skills Training, various topics totaling 20 hours, 3/2003, various speakers (ABA)
- *Facilitating Negotiations*, 8 hours, 2/2003, Josh Stulberg (U.S. District Court, W.D. Mich.)
- *At The Table*, 5 hours, 9/2002, Tom Shea (Dispute Resolution Services of Traverse City, Michigan)
- *Advanced Impasse Resolution Skills*, 5 hours, 8/2002, Tracy Allen & Steven Schwartz (Dispute Resolution Services of Traverse City, Michigan)
- *What Kind of Mediator Are You?*, 5 hours, 7/2002, Anne Bachle Fifer (Dispute Resolution Services of Traverse City, Michigan)
- *New Vistas in Dispute Resolution*, ABA Conference & Skills Training, various topics totaling 20 hours, 3/2002, various speakers (ABA)
- *Parent/Child Mediation Training* – Washtenaw Mediation Center (Zena Zumeta), 8 hours, January 2001 (mediation between parents asking courts to allow state to take responsibility for their children)

WRITING, SPEAKING, COACHING & TRAINING

(reverse chronological order; multiple dates = multiple presentations of same training)

“Trainer” denotes courses presented

“Coach” denotes observation and critique of trainees

- Speaker, *State Bar of Michigan ADR Section Annual ADR Conference*, 10/13/18
- Moderator, *Mediator Ethics*, 10/3/18 (State Bar of Michigan ADR Section)
- Moderator, *Mediation & ADR Summit*, 5/11/18 (State Court Administrative Office)
- Moderator & Speaker, *Mediating Construction Disputes*, 4/25/18 (State Bar of Michigan ADR Section)
- Trainer, *Honing Your Mediation Skills: Advanced Training for All Mediators*, 2/1/18 (with Anne Bachle Fifer & Dale Ann Iverson)
- Moderator, *Screening for Domestic Violence in Mediation*, 10/18/17 (State Bar of Michigan ADR Section)

- Speaker, ADR Section Annual Conference, 10/12/17 (State Bar of Michigan ADR Section)
- Moderator, *Child Custody Evaluation Mediations*, 8/23/17 (State Bar of Michigan ADR Section)
- Speaker, *2017 Probate Judges Conference*, 6/28/17, (Michigan Judicial Institute)
- Speaker, *Annual ADR Summit: Making Money Talk*, 3/21/17 (State Bar of Michigan ADR Section)
- Speaker, *ADR Advocacy*, 6/6/17 (State Bar of Michigan ADR Section)
- Trainer, "*Groundhog Day*" for Mediators: *Getting it Right!*, 2/2/17 (8 hrs with Anne Bachle Fifer and Dale Iverson)
- Speaker, *Bankruptcy Mediation*, (Debtor's Bar of West Michigan)
- Speaker & Panel Moderator, *Probate Mediation*, (State Bar of Michigan - ADR Section)
- Speaker & Panel Moderator, *Advanced Mediator Training & Annual ADR Conference*, 9/23-24/2016 (State Bar of Michigan – ADR Section)
- Speaker, *Effectively Representing Clients in Mediation, Arbitration & Other ADR Processes*, 8/5/2016 (Professional Resolution Experts of Michigan)
- Speaker, *Mediating in Michigan's Business Courts*, 5/20/2016 (Professional Resolution Experts of Michigan)
- Speaker, *Mediating Bankruptcy Disputes*, 1/18/2016 (Debtors Bar of West Michigan)
- Coach, *Civil Mediator Training*, Dispute Resolution Center of West Michigan (Grand Rapids, Michigan) March 3, 2015
- Speaker, *Agreeing & Disagreeing in Love* (Unity of Greater Grand Rapids) November 10, 2013
- Trainer, *Advanced Mediator Training & Annual Meeting: Compassionate Communication in Mediation*, Sept. 27, 2013, (State Bar of Michigan – ADR Section)
- Trainer, *Civil Mediation Training*, 40 hours, October 3-5 & 18-19, 2013 (University of Michigan, Institute of Continuing Legal Education)
- Moderator & Speaker, *12th Annual Advanced Negotiation and Dispute Resolution Institute*, 8 hours, March 21, 2013, various speakers, keynote by Justice Janine Geske (University of Michigan, Institute of Continuing Legal Education)
- Speaker, *Why Mediate?*, 6 hours, 9/10-11/12 (Northern Michigan University, three business law classes)
- Moderator, *Sex, Science & Settlement*, 1 hour, 7/20/12 (Federal Bar Association of West Michigan – Bankruptcy Section annual meeting)
- Speaker, *Ethics in Negotiations*, 1 hour, 6/22/12 (State Bar of Michigan - Worker's Compensation Section annual meeting)
- Speaker, *Using Mediation to Prevent Bullying of Seniors*, 3 hours, 5/22/12 (Kent County Council on Aging)
- Trainer, *Basic Mediation Training*, 40 hours, 3/21-30/12 (Dispute Resolution Center of West Michigan)
- Moderator, *11th Annual Advanced Negotiation and Dispute Resolution Institute*, 8 hours, 3/15/12, various speakers (University of Michigan, Institute of Continuing Legal Education)

- Speaker, *ABA Section of Dispute Resolution 13th Annual Spring Conference: Comparing the Joint Session and Caucus Methods*, 2 hours, 4/14/11 (ABA)
- Trainer, *Introduction to Civil Law for Mediators*, 8 hours, 3/25/11, (Dispute Resolution Services of Gryphon Place, Kalamazoo, MI)
- Speaker & Planner, *Advanced Mediation Training*, 8 hours, 3/18/11 (United States District Court for the Western District of Michigan – Voluntary Facilitative Mediation Program)
- Speaker, *10th Annual Advanced Negotiation and Dispute Resolution Institute: Serving as Settlement Counsel*, 3/17/11 (University of Michigan, Institute of Continuing Legal Education)
- Speaker, *Speaker, Why Mediate Adult Caregiving Disputes?* (Caregivers Network), January 2011
- Author, Michigan Bar Journal: *Mediator Listening Skills for All Attorneys*, (State Bar of Michigan), June 2010
- Trainer, ICLE's 6th Annual Advanced Mediators Forum: *Techniques for Closing the Gap Late in the Day*, (University of Michigan, Institute of Continuing Legal Education), 8 hours, 6/8/10
- Author, Michigan Bar Journal: *Mediator Listening Skills for All Attorneys*, (State Bar of Michigan), June 2010
- Trainer, ICLE's 6th Annual Advanced Mediators Forum: *Techniques for Closing the Gap Late in the Day*, (University of Michigan, Institute of Continuing Legal Education), 8 hours, 6/8/10
- Trainer & Moderator, *9th Annual Advanced Negotiation and Dispute Resolution Institute: Using NVC Techniques in Divorce Mediation*, 3/18/10 (University of Michigan, Institute of Continuing Legal Education)
- Speaker, *Mediation: What's In It for Municipalities*, Michigan Municipal League Convention, September 24, 2009
- Trainer, *Advanced Mediation Training: Mediating Money Issues & Using NVC Techniques in Mediation* (Dispute Resolution Services of Gryphon Place), 8 hours, September 17, 2009
- Trainer, *Advanced Mediation Training: Using NVC Techniques in Mediation* (Dispute Resolution Center of West Michigan), 2 hours, July 21, 2009
- Speaker, *Mediation: What's In It for Lawyers*, Muskegon County Bar Association, June 16, 2009
- Trainer, ICLE's 5th Annual Advanced Mediators Forum: *Effective Use of the Joint Session*, (University of Michigan, Institute of Continuing Legal Education), 8 hours, June 9, 2009
- Trainer, *Advanced Communication and Conflict Resolution Skills Workshop*, 1 hour, State Bar of Michigan – Legal Assistants' Section, May 1, 2009
- Trainer, *Advanced Communication and Conflict Resolution Skills Workshop*, 3 hours, Grand Rapids Association of Legal Support Professionals, April 24, 2009
- Trainer, *Introduction to Civil Law for Mediators*, Mediation Services of Holland, Michigan March 20, 2009
- Speaker & Planner, *Advanced Mediation Training*, 8 hours, 3/14/07, Brian Muldoon (United States District Court for the Western District of Michigan – Voluntary Facilitative Mediation Program)

- Speaker & Planner, Michigan ICLE 8th Annual Advanced Negotiation and Dispute Resolution Institute, *Making ADR Your "Day Job" By Expanding Your Own Pie*, 1 hour, 3/12/09
- Speaker, Grand Rapids Chapter of Inns of Court: *Why Mediate?*, 1 hour, March 2, 2009
- Speaker, *Presenting the State Bar of Michigan ADR Section's "Why Mediate?" Road Show*, 1 hour, February 17, 2009
- Trainer, *Using Mediation Skills at the Food Pantry*, Dispute Resolution Center of West Michigan (Grand Rapids, MI), 3 hours, February 6, 2009 (training provided to ACCESS volunteers)
- Facilitator, Grand Rapids Bar Association, ADR Section Meeting: *Mediators Roundtable*, 1 hour, November 12, 2008
- Speaker, Federal Bar Association Annual Meeting, *Voluntary Facilitative Mediation Program Update*, 1 hour, October 10, 2008
- Speaker, Michigan Judges Association Annual Meeting: *Why Mediate?*, 1 hour, August 17, 2008
- Trainer, ICLE's 4th Annual Advanced Mediators Forum: *Facilitating Apology in Mediation*, (University of Michigan, Institute of Continuing Legal Education), 8 hours, June 3, 2008
- Trainer, *Breaking the Logjam: Apology and Other Impasse Busting Techniques*, Mediation Services of Holland (Holland, MI), 8 hours, April 30, 2008
- Speaker, *PACIFIC CURRENTS: Sound Perspectives on ADR*, ABA Conference & Skills Training, hosted panel: *The Role of Settlement Counsel and Why You Should Care*, 2 hours, April 4, 2008 (ABA)
- Trainer, Advanced Mediation Training: *Effective Use of the Joint Session in Mediation* (Westshore Dispute Resolution Center - Muskegon), 3 hours, March 26, 2008
- Speaker & Planner, Michigan ICLE 7th Annual Advanced Negotiation and Dispute Resolution Institute, "What Do You Tell your Clients About YOUR Mediation Practice?" 8 hours, 3/13/08
- Speaker: ADR in Michigan, speech to US State Department, Latin American delegation (MSU College of Law – Prof. Mary Bedikian), 1 hour, March 5, 2008
- Trainer, Advanced Mediation Training: *Effective Use of the Joint Session in Mediation* (Dispute Resolution Center of West Michigan), 2 hours, February 26, 2008
- Trainer & Speaker, *Advanced Mediator Training*, U.S. District Court, Western District of Michigan, Topic "Effective Use of the Joint Session," 8 hours, February 23, 2008
- Trainer, Ethics Institute: *Ethical Jeopardy for Mediators*, Michigan ICLE (Plymouth, Michigan) 1 hour, November 15, 2007
- Coach/Judge, *ABA Regional Arbitration Competition*, Michigan State University (East Lansing, Michigan), 4 hours, November 9, 2007
- Coach, *Civil Mediator Training*, Michigan ICLE (Plymouth, Michigan), 8 hours, October 27, 2007
- Coach & Presenter, Advanced Mediator Training: *Apology and Impasse Busting Techniques* Grand Rapids Bar Association (Grand Rapids, Michigan), 8 hours, October 23, 2007

- Trainer, *Advanced Mediation Training: Accumulating Information in Mediation* (Dispute Resolution Center of West Michigan), 2 hours, September 12, 2007
- *Advanced Mediator's Forum – Ethical Jeopardy for Mediators* (Plymouth, Michigan), 8 hours, June 5, 2007
- Trainer, *Breaking the Logjam: Apology and Other Impasse Busting Techniques*, Dispute Resolution Services of Gryphon Place (Kalamazoo, MI), May 4, 2007
- Trainer, *Basic Mediation Training*, Dispute Resolution Center of West Michigan June 10, 2006, April 13-20, 2007
- Speaker & Planner, Michigan ICLE 6th Annual Advanced Negotiation and Dispute Resolution Institute, "Why Mediate?" 8 hours, 3/22/07
- Trainer, *Introduction to Civil Law for Mediators*, Mediation Services of Holland, Michigan January 8, 2007
- Speaker, *Mediation in Kent County, Michigan Circuit Court*, Grand Rapids Bar Association ADR Section, November 29, 2006
- Speaker & Coach, *Civil Mediator Training*, Michigan ICLE, 6/22/01, 9/28/01, 10/23/01, 2/2/02, 6/22/02, 10/26/02, 1/25/03, 3/28-29/03, 6/21/03, 12/6/03; 4/10/04; 3/12/05, 5/13/06, 10/28/06, 1/26/07, 2/24/07
- Speaker, *Why Mediate?* Michigan College and University Professional Association for Human Resources (MI-CUPA), October 19, 2006
- Trainer, *Mediator Jeopardy: Avoiding Ethical Pitfalls*, Dispute Resolution Center of Kalamazoo, October 18, 2006
- Trainer, *Advanced Mediation Training: Impasse Busting Techniques*, Dispute Resolution Center of Central Michigan, October 13, 2006
- Speaker, *Why Mediate?* Grand Rapids Association of Legal Support Professionals, October 12, 2006
- Speaker, *Mediation: What's In It for Lawyers*, Muskegon County Bar Association, September 28, 2006
- Speaker, *ADR Update*, Grand Rapids Bar Association, September 27, 2006
- Speaker, *Why Mediate?* Governmental Entities Mutual Insurance Association, September 22, 2006
- Speaker, *ADR Section Annual Meeting*, State Bar of Michigan, September 8, 2006
- Author, *Preparing Your Client for Mediation*, Grand Rapids Bar Association – Summer Newsletter, August 2006
- Trainer, *Advanced Mediator Training: Business to Business Mediation*, Michigan State University, June 9, 2006
- Faculty, *Advanced Mediator Training: 2nd Annual Mediator's Forum*, 8 hours, (Michigan ICLE, 6/6/06)
- Author, *How Litigators Can Steal from Mediators*, State Bar of Michigan – Litigation Section - Spring Newsletter, May 2006
- Speaker & Coach, *Basic Divorce Mediator Training*, Oakland Mediation Center, April 11, 2006
- Speaker, *ADR On My Mind in Georgia*, ABA Conference & Skills Training, hosted panel: *What do clients expect from ADR providers?* 2 hours, April 7, 2006 (ABA)
- Speaker & Planner, Michigan ICLE 5th Annual Advanced Negotiation and Dispute Resolution Institute, "What Mediators Want to Hear from Judges" and "Marketing for Mediators," 8 hours, 3/16/06
- Trainer, *Basic Mediation Training*, Dispute Resolution Center of Central Michigan 3/10/06

- Trainer, *Introduction to Civil Law for Mediators*, Dispute Resolution Center of West Michigan 1/4/06, 1/24/06
- Trainer, *Civil Mediator Training*, University of Michigan, Troy, Michigan 9/16-17/05
- Trainer, *Advanced Domestic Mediator Training – Ethical Issues in Divorce Mediation*, Michigan Council for Family and Divorce Mediation, Bloomfield Hills, Michigan 9/13/05
- Trainer, *Advanced Mediator Training – Generating Movement in Mediation*, Dispute Resolution Center of West Michigan, Grand Rapids, Michigan 6/22, 23/05
- Trainer, *Civil Mediator Training*, Michigan ICLE, Grand Rapids, Michigan 6/18-19/04; 6/17-18/05
- Faculty, *Advanced Mediator Training: 1st Annual Mediator’s Forum*, Michigan ICLE, 6/7/05
- Speaker, Michigan ICLE 4th Annual Advanced Negotiation and Dispute Resolution Institute, 3/15/05
- Speaker, *Mediator’s Update*, Kent County Circuit Court, 1/27/05
- Speaker & Coach, *Civil Mediator Training*, Dispute Resolution Center of Central Michigan, 1/10-15/02, 3/5-6/02, 5/2-3/02, 11/20/02, 6/24/03, 5/8/04, 5/14/04, 3/12/05, 3/10/06
- Speaker & Coach, *Mediation in the Law*, Thomas Cooley Law School, 3/16 & 30/04
- Speaker & Coach, *Domestic Violence Screening for Mediators*, Michigan Council for Family and Divorce Mediation, 3/28/03, 3/24/04, 3/30/05
- Speaker, *The Art of Mediation*, Detroit College of Law at Michigan State University, 3/24/04
- Speaker, Michigan Ass'n. of Mental Health Boards, *Using Constructive Conversations to Resolve Disputes*, Michigan Association for Mediation and ADR, 2/23/04
- Speaker & Coach, *Divorce Mediator Training*, Michigan ICLE, 6/25-28/03; 2/10-12/04; 1/28/05; 1/26/07
- Speaker & Coach, *Divorce Mediator Training*, Mediation Consultation and Training Institute, 1/16 & 17/02, 3/14 & 15/02, 5/6-10/02, 12/2 & 3/02, 1/15/03, 1/24/04, 8/4/05; 4/11/06
- Speaker & Coach, *Advanced Mediator Training*, Michigan ICLE, 12/16/03
- Speaker & Coach, *Civil Mediator Training*, Dispute Resolution Center of Western Michigan, 6/21/01, 8/30/01, 9/22/01, 1/15/02, 11/03
- Speaker, *Divorce Mediation in Michigan*, Michigan Psychological Association, 9/19/03
- Speaker, *Advanced Techniques in Divorce Mediation* (video & speaker) and *What to Do When Mediation Fails* (speaker), Michigan ICLE 2nd Annual Advanced Negotiation and Dispute Resolution Institute, 3/27/03
- Speaker & Coach, *Advanced Mediator Training*, U.S. District Court, Western District of Michigan, 2/22/03
- Speaker & Coach, *Civil Mediator Training*, Lakeshore Dispute Resolution Center, 2/15/03
- Speaker, *The Role of Mediation in the Collection of Debts*, Michigan ICLE Creditors’ Rights Institute, 6/5/02
- Speaker, *Mediation Under the New Court Rules*, Michigan, Legal Assistants’ Section of Michigan State Bar Association in Lansing, Michigan 5/3/02

- Speaker, *Permanency Planning Mediation Program*, Dispute Resolution Center of West Michigan, 12/7/00, 2/27/01, 5/18/01

AWARDS & RECOGNITION

- 2016 – *Distinguished Service Award*, State Bar of Michigan – ADR Section
- 2016 – *Mediation Lawyer of the Year - Grand Rapids, Michigan*, BEST LAWYERS IN AMERICA (peer voting)
- 2006-date – *Best Lawyers in America* in ADR (peer voting)
- 2006-date – *Michigan Super Lawyers* (peer voting)
- 2009 – *George N. Bashara Award for Exemplary Service*, State Bar of Michigan, ADR Section
- 2008 – *Distinguished Service Award*, Grand Rapids Bar Association, ADR Section
- 2007 – Fellow, American Bar Foundation,
- 2004 - Certificate of Appreciation, Kent County Circuit Court
- 2003 - *Trailblazer Award* for advancing alternative dispute resolution in Michigan, Dispute Resolution Center of West Michigan
- 2002 - Certificate of Appreciation, Michigan State Court Administrative Office

DISPUTE RESOLUTION ORGANIZATIONS & GROUPS

- National Academy of Distinguished Neutrals – invitation only based on peer recommendations
- Professional Resolution Experts of Michigan (PREMi) – invitation only group of Michigan's top 20 mediators
- MWI (College of Bankruptcy and Financial Mediators)
- American Bar Association - Dispute Resolution Section – Member
 - Co-Chair, Practice Development Committee
- State Bar of Michigan - Alternative Dispute Resolution Section – Member since 2000
- Governing Council – Chair 2012-2013, Chair-Elect 2011-2012; Secretary 2008-2011; Member 2005-date
- Kent County Circuit Court – ADR Plan Oversight Committee – Member 2003-2009
- Grand Rapids Bar Association – Alternative Dispute Resolution Section – member
 - Board – 2005–2009; Chair – 2008-2009 & 2016-2018
- Association for Conflict Resolution – 2001 - present
- Dispute Resolution Center of Western Michigan – past President
- State Court Administrative Office (Michigan) - member of various workgroups reviewing standards for mediation training, Friend of the Court mediation practices, etc.

Information current as of: November 1, 2018

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