

ROBERT A. CREO
*Mediator * Arbitrator * Educator * Settlement Counsel*

Mr. Creo has served over 4,000 days as a neutral since 1979 in thousands of cases, including hundreds of claims of serious injury, death, medical malpractice, construction, complex business, financial and real estate transactions, employment, and commercial disputes involving multi-million dollar settlements. Since June, 2009, he has done business as Master Mediators (www.mastermediators.com) where he and his colleague, Monique McKay have developed a highly effective co-mediation approach which is based upon a recognition that conflict is about more than a rational assessment of rights and positions but also about a myriad of human reactions and emotions that results in integrated decision making.

Mr. Creo has been a neutral for numerous dispute resolution organizations such as American Arbitration Association; International Institute for Conflict Prevention and Resolution (CPR); Federal Mediation and Conciliation Service; JAMS; National Association of Securities Dealers; PA. Bureau of Mediation and U.S. District Court, Western District of Pennsylvania. He is a member of numerous organizations and has held leadership positions in many of them, including as the first President of the International Academy of Mediators. Mr. Creo is recognized internationally in the fields of mediation and negotiation. He serves as an Adjunct Professor at the University Of Pittsburgh School Of Law. Robert conducts educational programs for professional organizations. He has published extensively on dispute resolution.

Mr. Creo has significant experience as an advocate and a neutral in tort, employment, insurance, commercial, construction, real estate and other practice areas. He has been retained to serve as settlement counsel by law firms to negotiate complex and large claims on their behalf. He has served as a court-appointed Special Master involving class action resolutions. He served as an arbitrator for Major League Baseball and the Major League Baseball Players Association and for the National Football League and National Football Players Association. He served as neutral for the United States Senate, Select Committee on Ethics, Office of Fair Employment Practices from 1992 to 1997.

Mr. Creo earned his B.A., *magna cum laude*, in 1974 from Brandeis University and his J.D. from Washington University School of Law in 1977, where he was Senior Editor of the Washington University Law Quarterly.

EMPLOYMENT HISTORY

Arbitrator and Mediator; appointed as a neutral throughout the U.S. and Canada in over 2,000 cases (*since 1979*)

Principal, Master Mediators (2009-present)

Principal, Impartial Dispute Resolution Services, (IDRS) Pittsburgh, PA (*1997-Present*)

Principal, Counsel To Counsel (2004- present)

Adjunct Professor, Duquesne University School of Law (*1991-2003*)

Adjunct Professor, Pitt University, School of Law, Spring Term (*2003-Present*)

Program Coordinator, ACBA Services, Inc. Construction Dispute Resolution Group, (CDRG) Pittsburgh, PA (*2003-2007*)

Lead Neutral, J.A.M.S/Endispute, Pittsburgh, PA (10/1995-6/1997)
CEO, United States Arbitration and Mediation, Mid-Atlantic Region, Inc., Pittsburgh, PA (1/1/1990-8/31/1995)
Instructor, Penn State University Labor Studies Department (1983-1990)
Adjunct Professor, Community College of Allegheny County, Evening Division (1981-1988)
Engaged in a civil practice providing representation in most areas of civil practice (1979-1998)
Corporate Counsel for Ampco-Pittsburgh Corporation, Pittsburgh, PA (6/1977-7/1979)

EDUCATION

Washington University School of Law, St. Louis, Missouri, J.D., 1977
Washington University Law Quarterly, Senior Editor, Tied Scholar
Honor Council Member, 1975-1976
Brandeis University, Waltham, Massachusetts, B.A., 1974
Graduated *Magna Cum Laude* with Departmental Honors in History

SPECIAL ACTIVITIES

The Best Lawyers in America (2006-2010)
Lawdragon 500 Leading Judges in America (2005)
Pennsylvania and Corporate Super Lawyers Magazine, (2005-2010)
Who's Who in American Education Publication (2005-2010)
Presidential Who's Who Among Business and Professional Achievers (2010)
President, International Academy of Mediators (1996-1999)
U. S. Senate, Office of Fair Employment Practices, Committee of Ethics Independent Hearing Board Member (1992-1997)
National Football League and National Football League Players Association Grievance Arbitrator (1996-1998)
Major League Baseball and Major League Baseball Players Association, Salary Arbitrator (1991-1998)
Mediator of the Court of Arbitration for Sport (CAS) acting on behalf of the International Council of Arbitration for Sport (ICAS) located in Lausanne, Switzerland (1998-Present)
Advisory Editorial Board, CPR: International Institute for Conflict Prevention and Resolution (2001-Present)
Settlement Counsel - Consults on select larger complex cases to negotiate a resolution (1997-Present)
Consulting Expert
Martindale-Hubell AV Rated Attorney
Secretary/Treasurer, Mediators Beyond Borders (www.mediatorsbeyondborders.org), Non-profit, Founded 2006 (2006-2009)

COURT ADMISSIONS

United States Supreme Court, 1981
Pennsylvania Supreme Court, 1977
Western District of Pennsylvania Federal Court, 1977

ROSTER OF NEUTRALS, AGENCIES, COURTS AND PRIVATE ORGANIZATIONS

American Arbitration Association

CPR: International Institute for Conflict Prevention and Resolution, Panel of Distinguished Neutrals (1995-Present)

Federal Mediation and Conciliation Service (1979-Present)

National Mediation Board, Roster of Arbitrators (1981-Present)

Pennsylvania Bureau of Mediation, Panel of Arbitrators (1980-Present)

Pennsylvania Labor Relations Board, List of Arbitrators (1981-Present)

Resolute Systems, Inc., Panel of Mediators (2002-Present)

United States District Court, Western PA, Roster of Neutrals (1994-Present)

DISPUTE RESOLUTION CONSULTING AND SYSTEM DESIGN

Allegheny County Bar Association Sections & Committee

Allegheny County Bar Association Services, Inc., Construction Dispute Resolution Group (CDRG)

Allegheny County Academy of Trial Lawyers

J.A.M.S/Endispute, Dispute Resolution Programs

Medical Staff Privileges Hearing Officer Program, Hospitals

Pennsylvania Bar Association, Lawyer Dispute Resolution Program

Realtors Association of Metropolitan Pittsburgh (RAMP), Dispute Resolution Program

United States Arbitration and Mediation (USA&M) Dispute Resolution Programs

PUBLICATIONS

Alternative Dispute Resolution: Law Procedure and Commentary for the Pennsylvania Practitioner, George T. Bisel Company, Inc. (October 2006).

“Medical Malpractice ADR in Pennsylvania”, co-authored w/Jacqueline O. Shogan and Chaton Turner, Physicians News Digest (November 2005).

“Update on Medical Malpractice Mediation in Western PA”, co-authored w/Jacqueline O. Shogan, Allegheny County Medical Society, The Bulletin (June 2005).

The Master Mediator, a column found on The CPR: International Institute for Conflict Prevention and Resolution website at www.cpradr.org.

“Mediation 2004: Reflections on The State of the Art and the Artist”, The Dickinson School of Law, Dickinson Law Review, Volume 108, No. 4 (January 2004).

The Mediation Process, Three One-Hour Computer Based CLE, George T. Bisel Company (January 2003).

Emerging from No Man’s Land To Establish a Bargaining Model, Volume No. 19, No. 8 Alternatives, CPR: International Institute for Conflict Prevention and Resolution, (September 2001).

The End of The Carefree Mediator, Volume #3, Issue # 3 And # 4, Mediation News, The Mediation Council of Western Pennsylvania (MCWP) (June and July 2000).

A Pie Chart Tool to Resolve Multi-party and Issue Conflicts, Volume No. 18, No. 5 Alternatives, CPR: International Institute for Conflict Prevention and Resolution, (May 2000).

The Creole Blind Trust Method, A Technique for Resolving Multi-Defendant Cases: Article for CPR Alternatives, Volume # 17, No. 8 Alternatives, CPR International Institute for Conflict Prevention and Resolution, (September 1999).

A Dialogue on Mediation, Allegheny County Bar Association Sole and Small Firm Practitioners Section Newsletter (February 1999).

An Essay on Professionalism: The Portrayal of Lawyers in Popular Fiction, Pittsburgh Legal Journal, Vo. 146, No. 1, (January 1998).

Federal Arbitration Advocate's Handbook, 2nd Edition, co-authored w/Albert Celmer, Axon Group/LRP Publications (1993).

A Day in the Arbitral Life, Perspective, LRP Publications, (June 1987).

Arbitration of Non-Union Employee Discharge Cases, Barrister, American Bar Association, page 35, (Winter 1983).

Power of an Arbitrator to Compel Testimony, Perspective, Labor Relations Press, (December 1982 & January 1983).

Glossary of Legal and Labor Arbitration Terms, Community College of Allegheny County, (1982).

Labor Arbitration Case Studies, Community College of Allegheny County, (1982).

Arbitration of Wrongful Discharge Claims, Federal Bar Association, Labor Relations Council Newsletter, Vol. 2, No. 2 (April 1, 1983).

Duty of Fair Representation After Bowen, Federal Bar Association, Labor Relations Council Newsletter, Vol. 2, No. 31 (October 1983).

Videotape of Discharge Arbitration: Procedural Questions and Answers, Community College of Allegheny County.

Comment, Standard for Effective Assistance of Counsel, 1976 Washington University Law Quarterly 504 (1976).

PORTIONS OF BOOKS

Creative Problem Solver's Handbook: For Negotiators and Mediators, Authored and Edited by John W. Cooley, (2005)

Mediators on Mediation, Christopher Newmark and Anthony Monaghan, eds., (September 2005), Chapter 18, Business and Practice Issues of US Mediators.