

Karen D. Davis. MBA, BS, AA, Certified Mediator and Arbitrator

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Texas Distinguished Credentialed Mediator

National Mediation Board of Washington D.C



Karen D Davis

has been recognized by Fort Worth Business Press Magazine as one of Fort Worth's 50 Influential Women of 2009 and Honor as 40 under 40 for 2007, and awarded BNSF Railroad Outstanding Achievement Award

SUMMARY

Certified mediator, arbitrator, facilitator, negotiator, and ombudsman with over 2000 hours of training, teaching, and practicing, since 1994; served as a lobbyist for Texas CHIP and AARP, I'm the president of the Tarrant County Youth Summit, I served as the Chair for Association of Conflict Resolution for Tarrant County Junior College; serves on Texas 21 Transportation Public Policy Board and Burlington Northern Santa Fe (BNSF) Railroad Diversity Council. Special interest: A trainer and practitioner in Corporate Business, Unions, Railroad and Airline, youth and family mediation. Serves on the Texas Youth and School's committee, at the pleasure of Texas Governor Perry.

EDUCATION AND CERTIFICATIONS

The University of Texas at Arlington- Arlington, Texas –Certifications 2010 Certified Project Manager (CAPM and PMP)

- Project Estimating and Scheduling
- Leading the Project
- Organization of The Project
- Planning and Goal Setting
- Basic Lean Supply Chain Management

National Certified Mediator and Arbitrator (for Railroad, Airline, Union Labor)

- Basic Mediation and Arbitration (Private and Public sectors)
- Advance Civil Business Law Mediation and Net, Transformative Mediation (Government Required Mediation)
- Conflict Management Styles, Fostering Healthy Climate for Conflict
- Preparing for a Difficult Conversation (Pre-Trial Mediation)
- Contracts Management and Process (Private, Subcontracts, Small / Disadvantaged Business and Government)
- Advanced Consumer Course

Certified Human Resource Management (SHRM)

- Employment Law for Business
- EEOC, Diversity, Labor Laws,
- Communicating Effectively
- To Bid and Not to Bid and Proposals that Win
- Biases, Prejudices, Stereotypes and Ism's, Implementing Diversity Action Plan
- Auditing, Pricing Models, Basic Accounting, Estimating, and Cost Analysis
- Marketing, Sales, Branding
- Equal Opportunity Employment Training / U.S. Equal Employment Opportunity Commission's Technical Assistance

First Line Supervisor: Guild Hall Model (Yale University Executive Leadership)

- Managing Differences and Resolving Conflicts
- How to Manage People and Team Effectiveness
- Conflict Resolution Systems: The Cutting Edge Resource for Workplace
- Power and Influence Techniques, Coaching and Feedback
- Organizational Behavior Modifications, Change and Development, and Performance Based
- Understanding Your Role as a Supervisor
- How to Hire and Terminate, Progressive Discipline
- Liability for Loss, Damage, Destruction and Theft

Family and Parent Child Mediation

- Family and Child Coaching (re-entering into the home)
- School Peer Conflict Mediation
- Juvenile Court Counseling
- Ombudsman Certification
- Community Dispute Resolution Consultant

Amber University– Garland, TX –1999—MBA

Professional Development and Human Resource Management

Paul Quinn College- Dallas, TX –1997—BS

Biochemistry and Business Administration

Tarrant County College- Arlington, TX –1998- Certification

HazMat 40hrs, Environmental Safety Officer, DOT, OSHA, EPA, FRA Dispatcher,

CAREER HONORS & AWARD ACCOMPLISHMENTS

NATIONAL MEDIATION AND ARBITRATOR BOARD (WASHINGTON DC)	2009 Mayor's Eagle Award Outstanding Leadership
Certified Arbitrator for the Railroad and Airline	2009 Honor Presented with the United State Flag by Congressman Burgess flowing over US Capital for Lobbyist Efforts.
TCMA Texas Credentialed Distinguish Mediator	
Certified: Texas Certified Guardian	2005-2009 Commissioner Letter of Leadership for Tarrant County Youth Summit
Certified Consultant in Conflict Dynamic Profile	
Conflict Resolution Coach and Training for Parent and Child Relations	2007 Fort Worth Business 40 Under 40 Honoree for City Councilwoman and BNSF
Certified in Collaborative Law	
Certified: Texas Certified Foster Parent	2007 Texas Wesleyan University Speaker of Year Award
Certified: Texas Certified Guardian	
Certified consultant in Conflict Dynamic Profile and Conflict Resolution Coach	2001-2004-2006 BNSF Community Achievement Awards

PROFESSIONAL AFFILIATIONS

Elected Official Place 5 City Councilwoman for City of Forest Hill, Texas 2005-2008	Women Policy Forum Board of Trustee, 2008 – 2009
Mayor appointed to Board TEX-21 Transportation, 2005 – 2009	Board of Trustee YMCA of Fort Worth, 2006 – Present
Lobbyist CHIP Coalition Board of Trustee, 2007 – 2009	Executive Board of Trustee Girls Inc, 2004 – Present
Lobbyist AARP Coalition Board of Trustee, 2008 – 2009	Texas Wesleyan University Board of Expand Your Horizon, 2004 – Present
Burlington Northern Santa Fe Diversity Board, 2000 – 2007	Fort Worth Transit (The-T) COMPOS member, 2005 – 2008
Lobbyist Transportation Issues for Texas, 2006 – 2009	

Mediator and Arbitrator Practice

- Experienced in EEO, labor, union, railroad and airline, environmental, public transportation, consumer, commercial, youth, family (parent/child relations), eldercare, children's protective services, divorce, workplace, real estate, condemnation, eminent domain, and contract mediation, water and gas lease,
 - Styles of mediation include Transformative, Directive and Evaluative, Facilitative, and Narrative.
 - Volunteer family mediator for the Tarrant County Dispute Resolution Center.
 - Contract mediator for Crowley ISD AVID program
 - Volunteer mediator for the Better Business Bureau.
 - Arbitrator for the Tarrant County Junior College (TCC) Southeast
 - Trainer and lecturer on youth,/elder/adult mediation, basic and advanced mediation, culture and conflict.
 - Contract mediator for the Federal Railroad Association/Transportation Security Administration (TSA) for EEO cases.
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PAPERS AND WORKSHOPS PRESENTED

- GET TO TALKING (PARENT AND CHILD RELATIONS)Mediation: Association for Conflict Resolution CISD, FWISD, 2007,2008,2009,2010
 - County Emergency Care Texas Department of Health Services: John Peter Smith Hospital. Fort Worth, TX. 2009
 - Ethics in Mediation: University of Texas Arlington, TX, 2010
 - Transformative Mediation for FRA and FAA: Association for Conflict Resolution: University of Texas Arlington, TX, 2010
 - Workshop: for high school students. Mediation, Transportation as a Career Choice: Practice Options. 2004-2005,2006,2007,2008,2009,2010
 - Family Mediation: Why is it different? University of Texas Alington, Tx
 - Labor Employment Relations Association (LERA) Regional Conference 2006 and 2007
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PARTICIPATION IN CONFERENCES AND WORKSHOPS

Texas Mediation Association Conferences: 2009, 2010.

Texas Association of Conflict Resolution Conferences, 2009, 2010.

- Extra hours of training through pre-conference advance programs.
- Texas Mediation Association, 2009, 2010.
- Eminent Domain: Texas Wesleyan University of Law: 2010
- EEOC Training Program 2010, Arlington, TX

- EEOC Training Program 2009, Houston, TX
- Negotiation training for corporations with Tarrant County Youth Summit 2004,2005,2006,2007,2008,2009,2010
- Study of Conflict Transformation, Washington DC 2010

I. Child Development

- a) Stages of development
- b) Impact and response to divorce

II. Family Violence

- a) Screening
- b) Impact of statutory requirements
- c) Dynamics. of family violence patterns, including power imbalances
- d) Effect of family violence on children
- e) Child abuse
- f) Substance abuse
- g) Stalking
- h) Protective orders
- i) Reporting laws and procedures
- j) Anger management
- k) Mediation safety plans, including caucus models
- l) Violent children

III. Practice Considerations

- a) Ethics
- b) Agreement memorialization
- c) Unauthorized practice of law (UPL)
- d) *Pro se* cases
- e) Enforcement
- f) Styles-of-Mediation Self-awareness
- g) Impact of cultural differences
- h) Marketing tips and considerations

IV. Skills

- a) Communication
- b) Relationship-building
- c) Information gathering
- d) Problem solving
- e) Conflict resolution theory
- f) Referrals to professional support services (such as, social study/psychological evaluation, therapy, parenting education program, anger management counseling, family violence shelter, certified financial planning, certified public accounting, etc.)
- g) Role Play: Includes demonstrations: role-plays and debriefing.

Lead Trainer, Karen Davis Qualifications:

- I. Has exceeded the Texas training requirements of training for parent-child mediations.
- II. Has had 15 years of experience as a Mediator and Arbitrator
- III. Experienced in doing professional coaching and training.

PROFESSIONAL / PERSONAL REFERENCES

Congressman Burgess (personal assistance **Eric With**)
1100 Circle Drive, Fort Worth, TX 76119 (817) 531-8454

Tarrant County Commissioner Roy Brooks (personal assistance **Kathy Young**)
6551 Granbury Rd, Fort Worth, TX 76133 (817) 370-4500

Honorable Daphne Brookins Governor's Committee
4729 Leonard St, Fort Worth, TX 76119 (817) 733-0727

City Manager of Forest Hill David Miller
6800 Forest Hill Drive, Forest Hill, TX 76140 (817) 568-3040

BNSF Manager Chief of Operations Mrs. Kindred
2100 Lou Menk Drive, Fort Worth, TX 76131 (817) 234-6376 or (817) 234-6366

Mediator Makes U.S. News & World Report's List of "Best Careers of 2009"

For the third year in a row, the career of mediator has made U.S. News & World Report's list of 30 "Best Careers of 2009." In selecting the most promising careers of 2009, U.S. News considered job satisfaction, training difficulty, prestige, job market outlook and pay.

U.S. News says that "most mediators love their work, helping people beat their swords into plowshares." It adds, however, that there are more mediators than there are **mediation** jobs, in part, because the barriers to entry are so low. U.S. News says the oversupply means that most mediators do not earn a middle-class income for one to five years. It also touches on the importance of embracing marketing by establishing a niche.

U.S. News adds that "success may be more likely in a slow economy as people and businesses seek lower-cost alternatives to attorneys to solve their disputes."

The full report can be found at

<http://www.usnews.com/articles/business/best-careers/2008/12/11/best-careers-2009-mediator.html>

