

Education

Catholic University Law School, J.D. 1980; University of Wisconsin, M.S. Industrial Relations, 1974; Kent State University, B.B.A., 1972.

Experience

Mediator/Arbitrator Trainer, **Accormend Associates**, Silver Spring, MD, September 1984 to present.

Executive Director, **Center for Alternative Dispute Resolution**, Crofton, MD, April 1986 to present.

Panel Member, **Federal Service Impasses Panel**, September 1999 to January 2002.

Associate Professor of Labor Relations, Law and Dispute Resolution, **Bowie State University**, Bowie, MD, August 1983 to 2000.

Director of Legal Programs, Research and Development, **National Academy of Conciliators (NAC)**, Chevy Chase, MD, February 1983 to August 1984.

Assistant Counsel, **National Treasury Employees Union (NTEU)**, Washington, DC, October 1981 to February 1983.

Attorney, **Federal Labor Relations Authority (FLRA)**, Office of the General Counsel, Office of Legal Policy, Washington, DC, November 1980 to October 1981.

Law Clerk, **Federal Mediation and Conciliation Service**, Office of the General Counsel, Washington, DC, May 1979 to November 1980.

Legal Research Assistant, **National Football League Players Association**, Legal Department, Washington, DC, October 1978 to May 1979.

Federal Labor Relations Specialist, Department of Labor, **Labor-Management Services Administration (LMSA)**, Office of Federal Labor-Management Relations, Washington, DC, November 1974 to September 1978.

Labor Economist, Department of Labor, **Labor-Management Services Administration**, Washington, DC, June 1974 to November 1974.

Professional Associations and Mediation/Arbitration Panels

Industrial Relations Research Association; Society of Federal Labor Relations Professionals; Association for Conflict Resolution; American Bar Association; Pennsylvania Bar Association; Mediator for the Sand Creek Employee Assistance Program in the Executive Office of the President of the United States; Foreign Service Impasse Disputes Panel; Maryland State Labor Relations Board; American Arbitration Association National Roster of Neutrals; International Academy of Mediators; Federal Mediation and Conciliation Service; American Business Law Association; National Mediation Board; National Association of Securities Dealers, Inc. Mediation Program; NASD Regulation, Inc. Arbitration Panel; CPR Institute for Dispute Resolution Fair Housing Panel; Panama Canal Commission Negotiation Impasse Panel; U.S. Postal Service REDRESS; National Arbitration Forum Panel of Arbitrators and Mediators; National Center for Dispute Settlement Panel of Mediators; U.S. Customs Service/National Treasury Employees Union Arbitration Panel; Equal Employment Opportunity Commission-Baltimore District, Mediation Program; Detroit Edison Dispute Resolution Panel; World Bank Panel of Mediators; Maryland Department of Agriculture, FARM Sense Mediation Panel; District of Columbia, Public Employee Relations Board; New York, Public Employee Relations Board; Pennsylvania Bureau of Mediation; Internal Revenue Service and National Treasury Employees Union; CVS Products and IUE, Local 342; AT&T and Communication Workers of America, Districts 1, 2, and 13; D.C. Department of Corrections and the Fraternal Order of Police; Health Care Finance Administration and American Federation of Government Employees (AFGE); National Archives and Records Administration and AFGE, Council 260; U.S. Department of Labor and AFGE, Local 12; Social Security Administration and AFGE; Montgomery County Government and Montgomery County Government Employees Organization, Local 1994; Defense Logistics Agency; Defense Mapping Agency; Federal Trade Commission; and U.S. Senate Fair Employment Practices Office.

Publications and Other Relevant Activities

American Bar Association Section of Dispute Resolution - previously a member of the Council and Chair of the Diversity Committee; **Association for Conflict Resolution** (a merged organization of AFM, CREnet, and SPIDR) - Board of Directors, Tri-Chair of the Diversity Committee; **Maryland Mediation and Conflict Resolution Office** (formerly MD Alternative Dispute Resolution Commission) - Executive Committee member and Chair of the Education and Schools Initiative; **International Academy of Mediators** - Board of Directors; **National Bar Association, Arbitration Section** - Advisory Board and previously Vice President of Programs; and **Policy Consensus Professional Advisory Committee** - member.

Wrote and field tested a training manual for the Connecticut Commission on Human Rights entitled "*Settlement Techniques for Housing Discrimination Disputes*," 1986. Wrote and assisted in the directing and editing of the dispute resolution training film "*The Cherry Tree Restaurant*," c. 1984; wrote the article, "*Reinventing the Government: The Development of a Model ADR Program*," 1997 and co-authored the articles, "*Emotionally Intelligent Mediation: Four Key Competencies*," 2001 and "*A National Dispute Resolution Organization Focuses on Diversity*," 1997. Coordinator, contributor and editor of the "*SPIDR's 1994-95 and 1996-97 - Reports from Participatory Dialogues Regarding Cultural Diversity in Alternative Dispute Resolution*." Listed in "*Great Minds of the 20th Century*," Fall-2002, the 2000/2001 Edition of the "*Lexington Who's Who Executive and Professional Registry*," and the Fifth Edition of "*Who's Who Among America's Teachers*," 1998. Appeared in a satellite television production on ADR for the U.S. Department of the Interior, Bureau of Land Management, 1997. Interviewed by a Vorkuta, Russia television station about mediation training performed in Vorkuta for Partners in Economic Reform, 1998. Featured in the Maryland Public Television's broadcast of "*Maryland State of Mind*," 1998. Produced and hosted the first biweekly cable TV program that addressed dispute resolution issues. Diversity Editor for MEDIATE.COM.