

RESUME

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PROFESSIONAL CREDENTIALS

Certified as civil mediator by Indiana Supreme Court (1992)
Indiana real estate sales license (1991)
Trained as farm debt mediator by Indiana Department of Commerce (1988)
Admitted to Indiana bar and U.S. District, Northern and Southern (1982)
J.D., Indiana University School of Law, Bloomington, Indiana (1981)
Masters, sociology, Ball State University, Muncie, Indiana (1978)

EMPLOYMENT HISTORY

Independent Neutral: Mediator, arbitrator, independent hearing officer, factfinder, administrative law judge (1990-)
Mediator: Federal Mediation & Conciliation Service, 908 No. Elm, Suite 203, Hinsdale, Illinois 60521. Supervisor: District Director Daniel O'Leary. Mediated labor contract disputes, trainings in labor-management cooperation (1989-90)
Mediator and Hearing Examiner: Indiana Education Employment Relations Board, Room 1049 Indiana Government Center North, Indianapolis, Indiana 46204. Supervisor: Director Donald Russell. Mediated labor contracts, administrative law judge in unfair practice hearings (1987-88)
Deputy Attorney General: Office of the Indiana Attorney General, 219 State House, Indianapolis, Indiana 46204. Supervisor: J. Gordon Gibbs, Assistant Attorney General. Represented management in grievance, before EEOC and Indiana Civil Rights Commission, and in court.(1982-87)

PANEL MEMBERSHIPS

Employment Panels: American Arbitration Association Employment Panel, mediation and arbitration (1996-); Independent hearing officer, U.S. Senate Fair Employment Practices Office (1992-)
Commercial Panels: American Arbitration Association Large, Complex Case Program panel (1996-); American Arbitration Association National Panel of Commercial Mediator/Arbitrators (1994-)
Civil Rosters: Mediation/arbitration panels of the U.S. District Court, Northern District of Indiana; Indiana state-wide mediation roster; arbitration rosters in approximately ten Indiana county courts (1992-)
Labor Panels: American Arbitration Association Labor Panel, arbitration and mediation (1991-); Federal Mediation & Conciliation Service, arbitration (1992-); National Mediation Board, arbitration (1992-); Administrative Conference of the U.S. Panel of Neutrals, arbitration and mediation (1991-95); Indiana Department of Labor, arbitration (1991-); Illinois Educational Labor Relations Board, arbitration and mediation (1990-); Indiana Education Employment relations Board, mediation and fact-finding (1990); Ohio

State Employment Relations Board, fact-finding (1991-); other state arbitration panels: Maine, Kentucky, Nevada, Kansas

Permanent Labor Panels: State of Indiana & The Unity Team, grievance arbitration (1992-); Indiana University & AFSCME, grievance mediation (1992-); Central Management Services, State of Illinois and AFSCME, grievance arbitration (1992-)
Farm Debt Mediation: Mediator, Indiana Department of Commerce Farm Debt Mediation Panel (1988-)

State ALJ/IHO Panels: Independent Hearing Officer, Indiana State Board of Special Education Appeals (1991-); Administrative law judge, Indiana State Department of Health (1991-); Indiana Family and Social Services Administration (1992-); and Indiana Horse Racing Commission (1996)

Real Estate Mediation: American Arbitration Association Real Estate Mediation Panel (1992-)

MEMBERSHIPS

Society of Professionals in Dispute Resolution: past president, treasurer, board member
American Arbitration Association
Valley Mills Friends Meeting

PUBLICATIONS

Chapter, "Overview of the Arbitration Process", Indiana Practice Series: Alternative Dispute Resolution (Lawyers Cooperative Publishing, 1995) and supplements

Article, "The Arbitration Alternative", Res Gestae, June 1995, publication of the Indiana State Bar Association

Article, "Preparing Witnesses for Arbitration", Res Gestae, October 1995, publication of the Indiana State Bar Association

Article, "The AAA's Large, Complex Case Program", Res Gestae, April 1996, publication of the Indiana State Bar Association

LECTURES AND TRAININGS ORGANIZED OR PRESENTED

Organizer, American Arbitration Association Midwinter Hoosier Labor Conference, February 3, 1999, Carmel, Indiana

Arbitration demonstration for class at IU Law School, Bloomington, Indiana, Spring 1996, 1997 and 1998, Professor Terry Bethel

Pro bono introductory lectures on ADR (alternative dispute resolution) for bar associations, civic and church groups, 1994 to present

Trainer, Mediation training for Family and Social Service Administration Ombudsmen, March 18, 1994

Trainer, Arbitration training for State Personnel Department, November 20, 1992

Trainer, Arbitration training for Indiana Department of Revenue, October 28, 1992

Trainer, Indiana-Purdue University Division of Labor Studies Mediation Seminar for Unions, February 15, 1992

Trainer for labor and management, emphasis on labor-management cooperation, Federal Mediation & Conciliation Service, 1989-90

Instructor, Indiana Education Employment Relations Board Conference on Collective Bargaining, Spring 1988

Instructor, Indiana Department of Commerce Farm Debt Mediator training, 40 hours, 1988

Instructor, EEO training conducted by Indiana State Personnel Department, 1986

TRAININGS RECEIVED

American Arbitration Association Commercial Arbitrator Training, Indianapolis, Indiana, November 29, 1999, trainers Wes Bowers and Andrew Barton

Indiana Department of Education, Indianapolis, Indiana, Independent Hearing Officer training, October 28 and 29, 1999

Ohio State Employment Relations Board, October 18, 1999, Columbus, Ohio, focus on Ohio bargaining law, trainer Tom Worley, et al.

American Arbitration Association Labor Conference, February 3, 1999, Woodland Country Club, Carmel, Indiana, trainers Tom Colossi, Dick Darko and Don Russell

American Arbitration Association, November 19, 1997, Cincinnati, Ohio: Construction Arbitration, 4 hours, trainers: William Gordon of Stites & Harbison, Robert Hoffman of Hoffman Drewry Hancock & Simmons, Margie Loeser, Esq., and John S. Blossom, Consultant; Labor Arbitration, 4 hours, trainers: Arbitrators Frank Keenan, Theodore High, and James Clair Duff

Fact-finder training, Ohio State Employment Relations Board, June 2, 1997, Cleveland, Ohio, trainers: Thomas Worley, Director, Mediation Services; Al Bilik, AFL-CIO; Roger Dahl, National Public Employer Labor Relations Ass'n; John Meredith of Squire, Sanders & Dempsey; Joel Barden, FOP-Ohio Labor Council; Thomas Hanculak of Joe Diemert, Jr. and Associates

Employment Arbitrator Training, American Arbitration Association, May 22, 1997, Chicago, Illinois, trainers: Sara Adler, AAA Board of Directors, attorney and employment neutral; Mary Bedikian, AAA Regional Vice President and AAA Employment Task Force member

Civil mediation recertification, Indiana Continuing Legal Education Forum, June 25, 1996, trainers: Michael Bishop, Mary Ann Oldham, Barry Bitzegaio, Thomas Lemon, Deborah Tuttle

Federal district court, Northern District of Indiana, Mediator Training, February 24, 1996, Fort Wayne, Indiana, trainers: Tom Lemon, Max Hobbs, John Whiteleather, David Avery

Advanced commercial arbitration training, Large, Complex Case Program, American Arbitration Association, February 6, 1996, trainers: Philip S. Thompson, AAA Regional Vice President, Cincinnati, and Scott Carfello, Esq., AAA Regional Vice President, Chicago

Independent hearing officer trainings, Indiana Department of Education, Division of Special Education: June 19, 1998; February 27 and 28, 1997; April 24, 1996; January 25 and 26, 1996; September 22, 1994; January 27, 1994; June 8, 1993

Advanced mediation training, American Arbitration Association, December 13, 1995, trainer: Thomas Colossi, AAA Vice President

Valuing soft tissue cases, Indiana Continuing Legal Education Forum, December 7, 1995, moderator: Jack L. Bailey

Real estate continuing education credits in listing, buyer broker, civil rights, agency law, license and escrow law, June 21 and July 28, 1995, produced by the National Education Network, 16 hours

Administrative law judge training, Indiana State Department of Health, June 28, 1993

Collective bargaining in Indiana, Indiana Education Employment Relations Board, April 29, 1992

Civil mediation training, Indiana Continuing Legal Education Forum, January 25-29, 1992, 40 hours, instructor: David Strawn, Esq.

Federal Mediation & Conciliation Service, three week-long training sessions and on-the-job training, 1990-91, 40+ hours

Indiana Department of Commerce Farm Debt Mediator training, 40 hours, 1988