

MICHAEL T. COLATRELLA JR

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EMPLOYMENT

6/09 to present UNIVERSITY OF THE PACIFIC
McGeorge School of Law—Sacramento, California

Professor of Law (Assistant Professor of Law, 6/09 to 8/13; Associate Professor of Law, 9/13 to 8/15; Professor of Law, 9/15 to present)

COURSES

Civil Procedure; Negotiation and Settlement; Mediation; Professional Responsibility (legal ethics); Section 1983 Prisoners Civil Rights Mediation Clinic; Housing Mediation Clinic; Trial Advocacy; The Legal Profession, and Leading in the Law.

AWARDS

Christine Manolakas Extraordinary Contribution Award 2019 (Presented to a full-time member of the McGeorge Faculty who has made an extraordinary contribution to the law school during the past year.)

John G. Sprankling Faculty Scholarship Award 2015 (Conferred upon a member of the McGeorge faculty who has made a significant contribution to legal scholarship in published work, or works, during one academic year. The award was given for my *Informed Consent in Mediation* article.)

ADMINISTRATIVE ASSIGNMENTS

Co-Director of the Institute for Law Teaching and Learning (1-1-22 to present). (The Institute is a cooperative, non-profit organization jointly operated by McGeorge School of Law, University of Arkansas William H. Bowen School of Law, and Washburn University School of Law that provides national leadership on effective teaching and learning in law schools through its conferences, training programs, and consulting services.)

STUDENT ADVISING

McGeorge Alternative Dispute Resolution Organization Faculty Advisor: Advise students on various activities throughout the year that promotes interest in and knowledge about the use of ADR in the law.

NOTABLE CONTRIBUTIONS AS PROFESSOR:

- **Chaired Sub-Committee on Contract Faculty Status:** Chaired Employment, Promotion and Tenure (EPT) Sub-Committee on Contract Faculty Status that developed a programmatic tenure system unanimously approved by EPT Committee that brought greater status and security to full-time, long-term contract faculty.
- **Updated First Year Curriculum:** Served on Curriculum Committee that recommended significant changes to the JD Curriculum, which were ultimately adopted and which included, among other things, adding a one-credit skills hour to the first year curriculum, adding a three-credit Statutes and Regulations course to the first-year curriculum, and a one-credit course to the first-year curriculum called The Legal Profession. (2012-13 academic year).
- **Co-Created Legal Profession Course:** Served on the sub-committee of the Curriculum Committee that created The Legal Profession course, a required, graded first-year course that educates students about practical aspects of being a lawyer and assists them in finding summer employment. Also served as informal director of the Legal Profession course in which we had seven small sections. A significant goal of the course was to help students to find and be prepared for summer employment. In the first two years of its being offered, first-year summer employment went from approximately 60% to 84%. The last three years, pre-Covid-19, first-year summer day student employment was over 90%.
- **Co-Created Housing Mediation Clinic:** Assisted in Establishing the Housing Mediation Clinic through a state grant that fully funded the clinic for three years.
- **Created Executive Education:** Assisted in establishing an Executive Education Program in both Negotiation and Mediation.
- **Co-Created Prisoner Civil Rights Mediation Clinic:** Assisted in establishing a Mediation Clinic for mediating §1983 Prisoner Rights matters in partnership with the United States District Court for the Eastern District.
- **Participated in International Law Professor Education:** Participated as faculty in a USAID-funded Program teaching experiential classroom methods to Chinese law professors (Chengdu, China, July 2010).
- **Co-Created McGeorge's First Leadership Course:** Co-Developed and delivered (with Dr. Rob Durr) the first leadership course in the McGeorge Curriculum, entitled Leading in the Law that is based upon an emotional intelligence model.

- **Co-Created the McGeorge ABA Negotiation Team:** Co-created this team with Student Leaders of the McGeorge ADR Organization in 2015, securing funding and hiring a coach. In 2018, this team went on to win the ABA National Negotiation Championship and the International Negotiation Championship in Wales, UK. In 2020, the Negotiation team placed third in the nation in the ABA Competition.

Interim Dean (7/19 to 6/20)

JOB DUTIES:

- Oversaw the academic and administrative functions of the law school, which include the following academic programs: JD (day and evening programs), LL.M, JSD, MSL, MPA, and MPP.
- Acted as primary liaison between the law school and the university;
- Managed the budget and finances of the law school;
- Worked with faculty, administrators, and law students to develop a strategic vision for the law school;
- Assisted as liaison between the law school and alumni;
- Administered University and law school polices; and
- Worked with faculty and administrators to raise funds for law school scholarships, capital improvements, and programs;
- Served on Council of Deans for the University that addressed University-level problems.

NOTABLE CONTRIBUTIONS AS INTERIM DEAN

- **Oversaw a Successful ABA Accreditation:** Oversaw successful ABA Re-accreditation documentation, process, and site visit in 2019-2020 Academic Year;
- **Exceeded Enrollment Goals:** Exceed enrollment goals both in terms of class size and qualifications.
- **Implemented Digital Marketing Campaign:** Oversaw and implemented a successful and our first comprehensive Digital Marketing Campaign for all law school programs;
- **Oversaw Improved Job Placement:** Oversaw employment placement in which we were ranked 9th out of 18 California law schools in 2020, and increase in placement of 20% over previous year with a *US News* placement rate of 76.5% and an overall placement rate after ten months of 85%.
- **Oversaw Improved California Bar Results:** Oversaw and was a substantial contributor to bar pass programs (partly as Associate Dean) that placed us 11th out of 21 California law schools in the July 2019 California Bar Exam, and ninth in the October 2020 California Bar Exam, McGeorge students passed at 86%, exceeding state bar average for ABA-approved law schools. Students who followed our post-graduation study plan passed at 93%.

- **Successful Part-Time Program Advertising:** Devised and personally executed Part-Time JD Program enrollment initiative that consists of both digital and print marketing initiatives, webinars, and in-person information sessions;
- **US News Marketing Campaign:** Planned and oversaw robust *US News* marketing campaign;
- **Oversaw COVID-19 Transition to Remote Learning:** Oversaw Transition of over 80 courses and all law school functions to remote operations during COVID-19 pandemic;
- **Oversaw COVID-19 Reopening Plan:** Oversaw and contributed to creation of law school's Fall 2020 COVID-19 re-opening plan in terms of all academic and non-academic operations across a 13-acre campus with 250,000 feet of operational and instructional space;
- **Created Virtual Food Pantry:** Created successful student virtual food pantry that serviced almost 100 students during the spring 2020 semester;
- **Created COVID-19 Emergency Relief Fund:** Created McGeorge Emergency COVID-19 Relief Fund that provided over \$60,000 to students since beginning in mid-March 2020.
- **US News Ranking Moved from Unranked to Ranked:** Key criteria used in the 2021 *US News* generated while I was dean or influenced by my deanship contributed to moving the school from unranked to a rank of 141 overall.

Associate Dean for Academic Affairs (7/15 to 6-19)

JOB DUTIES:

- Oversaw academic programming that includes scheduling, faculty course assignments, allocation of faculty service assignments, development of new courses, and hiring and supervision of adjunct faculty members;
- Oversaw academic support programs;
- Oversaw bar support programs;
- Supervised the Faculty Support Office staff and services;
- Service on key faculty committees: Grading and Advancement; Curriculum, Faculty Recruiting, Orientation, and Faculty Development;
- Oversaw ABA rule compliance and reporting;
- Worked closely with Assistant Dean of Students on all academic and student life matters;
- Attended alumni and development events, often in lieu of dean when he had scheduling conflicts;
- Oversaw First-Year Orientation;
- Acted as overall problem-solver and mediator in a myriad of faculty and student issues;
- Oversaw International program in Salzburg, Austria;
- Managed approximately \$1 million budget for faculty support, overload teaching, orientation, and adjunct hiring; and

- Served as an adviser of the dean on key issues affecting the law school that included budget, marketing, university relations, admissions, job placement, development, alumni relations and strategic planning.

NOTABLE CONTRIBUTIONS AS ASSOCIATE DEAN OF ACADEMIC AFFAIRS:

- **Improved Bar Pass Support Programming and Performance:** Contributed to bar pass success, starting in March 2015 when I was initially appointed as Associate Dean, but had not taken over officially, by helping to design summer bar support courses, redesigning bar pass courses within the curriculum, and providing software study support for the MBE (Adaptibar). In the 2015 July California Bar Exam, these changes resulted in a 9-point increase in student performance from the previous year, which placed the first-time taker bar passage rate at 70%, two percent above the ABA-approved California average and among the top 10 schools for California bar pass in the state. By adding additional changes to bar support, our students in the July 2016 California Bar exam outperformed the ABA-approved school average by achieving a 72% passage rate for first-time takers, placing us ninth in the state. Each subsequent July bar a regression analysis demonstrates that our students are outperforming their credentials, sometimes as much as by 9%. In the previous decade our students were underperforming on the July California bar exam. In the July 2019 California Bar Exam, McGeorge ranked 11th out of 21 California ABA Law Schools. On the October 2020 California Bar Exam, our students passed at 86%, ninth in the state, out-performing the state average for ABA-approved law schools.
- **Co-Created Accelerated Honors JD Program:** In collaboration with a small committee appointed by the Dean, we developed a unique accelerated JD Program that permits law students to complete law school in two-and-one-half years as a strategy to attract a higher percentage of highly credentialed applicants. We admitted our first cohort of 16 students in 2018-19, four more than our goal, and the program continues to grow and flourish, achieving its goal of attracting highly-credentialed applicants.
- **Improved Assessment:** Coordinated assessments and feedback with all first-year faculty members in the first-year program so that students' assessments were well-planned and well-paced. This included a comprehensive survey of students regarding efficacy and timing of assessments.
- **Implemented Student Success Sessions for Seniors:** Instituted a Student Success Session at the beginning of their senior year that highlights important information for success on the bar and post-graduation employment.
- **Re-Invented Orientation:** Instrumental in reinventing Orientation so that its focus was on student success in the first few weeks of school and recruitment. This included increase in an instruction regarding essential legal analytical skills. It also included an increase in focus on wellness. This reimagining also included a post-orientation survey of all first-year-students three weeks after orientation, which had never been done before, to continue to improve the orientation, in part, through student feedback.
- **Improved Academic Schedule:** Instituted a two-year academic schedule so that students could plan their legal studies further out into the future.

- **Proposed (approved by faculty) and Implemented a meaningful Fall Academic Dismissal Policy.** This fall dismissal policy academically dismissed students who fell below a GPA that we statistically determined was nearly impossible to succeed in the second semester, saving students from acquiring additional substantial debt.
- **Improved Faculty Website Directory:** Initiated a complete update of faculty professional biographies on the law school website to better promote our faculty to prospective and current students, as well as to other website visitors.
- **Initiated Rigorous Statistical Reporting for Student Success:** Initiated standing statistical reporting that measures various aspects of student success and the performance of academic programs so that decisions concerning the academic programming can be increasingly influenced by objective criterion. For example, caused reports to be generated that provided information regarding how students who were re-admitted to law school after being academically disqualified did academically and thereafter on the bar. Also, we created a statistical model that predicted bar pass success based on entering credentials to learn whether we are outperforming or underperforming those credentials as a way to assess the quality of our academic program.
- **Implemented Alumni Mentor Program:** Implemented an Alumni Mentor Program (at the request of Dean) that matched local alumni with first-year students based on substantive interest or first generation college graduate. Students work with mentors in structured ways during the spring term as part of their Legal Profession Course.
- **Improved Evening Program Enrollment Through Innovative Marketing:** Initiated an experimental marketing effort to increase enrollment in the Part-Time JD program in which I designed the advertisements and developed the media plan. I also designed and delivered the Information Session, called “Follow Your Dream,” where I discussed why this is the best time to become a lawyer. This program resulted in additional enrolled students. The revenue of this program far exceed the cost of the marketing effort.
- **Served on McGeorge Re-Envisioning Committee that Brought the Law School to Profitability and Sustainability:** Served on a committee appointed by the University President to restructure McGeorge’s finances, curriculum, staff, and faculty to achieve financial stability and continue to deliver a superior legal education. Within three months, the committee analyzed every aspect of the law school’s operations and arrived at a plan that the University Regents and leadership approved, that brought the school into profitability and sustainability while maintaining its ability to offer a superior legal education.

9/02 to 5/09

SOUTHERN METHODIST UNIVERSITY

*Center for Dispute Resolution & Conflict Management—Plano, Texas,
located in Simmons School of Education and Human Development.*

Director, (12/07 to 5/09): **Associate Director** (8/04 to 11/07)

Oversaw and managed all aspects of program offering Masters of Arts and graduate certificate in Dispute Resolution and Conflict Management:

- Designed program and curriculum
- Planned course schedule
- Developed & coordinated international programs
- Hired and supervised faculty
- Managed advertising & public relations
- Supervised budget
- Addressed student and faculty issues

Senior Lecturer, 8/05 to 5/09: Courses included Mediation, Negotiation, Advanced Negotiation, Advanced Mediation, Mediation Law and Policy, and Foundations of American Legal Systems.

Part-time Lecturer, (9/02 to 7/05) Courses included Foundations of American Legal Systems; Negotiation; and Mediation Law and Policy.

NOTABLE CONTRIBUTIONS AS DIRECTOR AND ASSOCIATE DIRECTOR:

- Co-Created a Masters of Dispute Resolution & Conflict Management;
- Contributed to substantially doubling enrollment and substantially increasing gross and net revenue through comprehensive marketing plan;
- Created an International Summer Program in Florence, Italy at La Pietra, New York University's Florence Campus;
- Created an International Summer Program in Dublin, Ireland at the Trinity College Campus.

8/00 to 5/05

SOUTHERN METHODIST UNIVERSITY

Dedman School of Law—Dallas, Texas

Lecturer-in-Law: Full-time faculty member that taught in the Legal Research, Writing & Advocacy (comprehensive, full-year course involving legal research, writing, negotiation, ADR, and advocacy); Also taught courses in Alternative Dispute Resolution; and Administrative Law, as well as a Lecturer in foreign LL.M American Legal Systems Program.

- 1/94 to 5/00** **SETON HALL UNIVERSITY SCHOOL OF LAW—*Newark, New Jersey*** **Adjunct Professor of Law:** Courses included Civil Trial Practice; Alternative Dispute Resolution; Negotiation; Administrative Law; Legal Writing and Research; Masters of Health Law Research and Writing (non-lawyers).
- 5/96 to 8/98** **REED SMITH SHAW & McCLAY—*Newark & Princeton, New Jersey***
(American Lawyer's top 100 U.S. law firms)
Litigation Associate: Handled all aspects of sophisticated litigation matters involving commercial law, employment discrimination, employment contract disputes, consumer finance, and product liability.
- 6/95 to 5/96** **ROBINSON, ST. JOHN & WAYNE—*Newark, New Jersey***
(One of New Jersey 10 largest law firms at the time)
Litigation Associate: Managed multiple complex litigation matters, including jury trials, involving commercial law, employment discrimination, medical malpractice, and premises and product liability.
- 3/94 to 5/95** **BRAFF, HARRIS & SUKONECK—*Livingston, New Jersey***
Litigation Associate: Acquired comprehensive trial experience managing a large volume of litigation matters, including jury trials, in the following practice areas: premises liability, professional and auto liability defense, and commercial law.
- 9/92 to 3/94** **TOMPKINS, McGUIRE & WACHENFELD—*Newark, New Jersey***
Litigation Associate: Litigation experience included depositions, motions, briefs and legal memoranda in areas of professional malpractice defense and commercial law.
- 9/91to 8/92** **HONORABLE ANDREW P. NAPOLITANO**
Superior Court of New Jersey, Bergen County
Judicial Clerk: Prepared bench memoranda for civil, family and criminal motions; managed motion calendar. Received certified mediation training and mediated small claims.

EDUCATION

NEW YORK UNIVERSITY SCHOOL OF LAW

LL.M. (Masters of Law), May 1999

GPA 3.5

General Studies degree, concentrating in Alternative Dispute Resolution and Comparative Civil Procedure.

SETON HALL UNIVERSITY SCHOOL OF LAW

J.D., June 1991

GPA 3.3, rank 99/355

CONSTITUTIONAL LAW JOURNAL, 1990-91

Managing Editor

CLINICAL INTERNSHIP ON THE THIRD CIRCUIT, Judicial Intern 1/91-5/91

Prepared bench memoranda on federal and state issues for the Honorable Samuel A. Alito, Jr., United States Court of Appeals for the Third Circuit, now Associate Justice of the United States Supreme Court.

STUDENT TUTORIAL ORGANIZATION, Co-Chair and Tutor 1989-91

Organized and administered comprehensive first-year tutorial program.

Served as teaching assistant for Constitutional Law for all first-year sections.

STUDENT BAR ASSOCIATION, Senator 1988-90, Dedicated Service Award 1989.

RUTGERS UNIVERSITY

B.A. Psychology 1987, *Cum Laude*, participated in College Honors Program

PUBLICATIONS

Effective Legal Negotiation and Settlement, joining the Tenth Edition as co-author with Professor Charles B. Craver (forthcoming 2023);

Mediation—Skills & Techniques (Carolina Academic Press, Second Edition) (co-author with Laurence Boulle & Anthony Picchioni) (forthcoming 2022);

The Role of the “Norm of Reciprocity” in Leading Law Schools (Article submitted to law reviews.);

What I Learned about Teaching Law by Being an Art Student, 69 *Journal of Legal Education* 267 (2021);

Discussions in Dispute Resolution: The Formative Articles (Hinshaw, Schneider, and Cole, eds.) (Oxford Univ. Press, May 2021) (Contributed scholarly commentary entitled “*True Enough*,” commenting on Professor Leonard Riskin’s seminal article, *Understanding Mediator Orientations*);

Learning the “True, the Good, and the Beautiful” in Law School: Educating the Twenty-First Century Litigator, 33 *The Rev. of Litg.* (University of Texas Law School) 741 (2014);

Informed Consent in Mediation: Promoting Pro Se Parties’ Informed Settlement Choice While Honoring the Mediator’s Ethical Duties, 15 *Cardozo Journal of Conflict Resolution* 705 (2014);

“A Lawyer for All Seasons”: *The Lawyer as Conflict Manager*, 49 *San Diego L. Rev.* 93 (2012);

Mediation—Skills & Techniques (Lexis/Nexis 2008), (co-author with Laurence Boulle & Anthony Picchioni);

“Court Performed” Mediation in the People’s Republic of China: A Proposed Model to Improve Mediation Programs In The United States Federal District Courts, 15 *Ohio St. J. on Disp. Resol.* 391 (2000) (Portions of this article are reprinted in Jacqueline Nolan-Haley, Harold Abramson, Pat Chew, *International Conflict Resolution: Consensual ADR Processes* (West 2005).

PANELS, PRESENTATIONS & PROFESSIONAL ACTIVITIES

ABA Dispute Resolution Section National Conference, Panelist, Dispute Resolution as Leadership, (April 2021).

Works in Progress, Experimental ADR Conference, University of Oregon School of Law, *Leading Law Schools: Negotiation and Collaboration as Academic Leadership Skills* (Discussion of draft. (February 2020).

AALS Annual Meeting, Washington, D.C., *Associate Deans Section, Connecting at the Crossroads: Sustaining Alliances in Tough Times*, co-panelist. (January 2020).

Alternative Dispute Resolution Works-in-Progress, UNLV, William S. Boyd Law School; *Leading in the Law: Negotiation, Mediation, and Collaboration as Academic Leadership Skills*. (October 2019).

Appreciating our Legacy and Engaging our Future: An International Conference for Dispute Resolution Teachers, Scholars, and Leaders. Pepperdine University School of Law. Panelist on *Cultures, Legal Traditions, and Ethics in the Classroom*. (June 2019).

National Working Group on Professional Development for Law Students, Presenter and Member on *Teaching and Assessing Teamwork in Law School Courses*, Holloran Center, St. Thomas Law School, Minnesota. (February 2019).

AALS Annual Meeting, New Orleans, Co-Presenter and Organizer (with Professor Jeff Proske) in the Discussion Group on *Teaching Cultural Competency*. (January 2019).

Society of American Law Teachers (SALT) Teaching Conference, Penn State, Instructor, *Team-Based Learning Workshop*. (October 2018).

Leadership in Law Schools Conference, Panelist, *Leading Law Schools*. Santa Clara Law School, Santa Clara, CA. (March 2018).

AALS Annual Meeting, San Diego, Co-Presenter and Organizer (with Professor Jeff Proske) in the Discussion Group on *Resources used in Legal Profession Courses in Law Schools*. (January 2018).

Online Training: *Mediating Dispute Involving Self-Represented Parties*: This is a six-hour online training video I completed in partnership with the Institute for Administrative Justice and the California Judiciary. (June 2018).

AALS Annual Meeting, San Diego, Co-Presenter and Organizer (with Professor Jeff Proske) in the Discussion Group on *Resources to use in Legal Profession Courses in Law Schools*. (January 2018).

Nehemiah Negotiation Workshop, Sacramento Chapter, a one-day Negotiation Training for emerging leaders from diverse backgrounds. (October 2017).

National Working Group on Professional Development for Law Students, Member. Part of a group of scholars from across the country to develop learning outcomes for teaching professional development in law school. This effort has been organized by the Holloran Center at St. Thomas Law School in Minneapolis, MN. (February 2017).

Academic Partners for Peace; Israel, Participant. I was part of a group of 12 dispute resolution scholars invited by the government of Israel and affiliated organizations, to

study the Middle East peace process. Over the course of seven days in Israel, our group met with government officials and grassroots peace organizers from both Israeli and Palestinian organizations. (December 2017).

AALS Annual Meeting, New York, Co-Presenter and Organizer (with Professor Jeff Proske) in the Discussion Group on *Teaching Professional Identity in Law School*. (January 2017).

AALS Section of Dispute Resolution Works-In-Progress Conference, Presenter, *Balancing Power in Mediation with Self-Represented Litigants*. (November 2016).

ABA Dispute Resolution Section National Conference, Panelist and Organizer, *Balancing Power Ethically When Pro Se Parties Are Mediation Participants*. (January 2016).

What I Learned About Law Teaching by Being a Law Student, presenter, LegalEd, American University (March 2015).

The Psychology of Lawyering: Coalescing the Field, Behavioral Ethics, University of Las Vegas Nevada Law School, Moderator. (February 2014).

AALS Section of Dispute Resolution Works-In-Progress Conference, Presenter, *Informed Consent in Mediation: Promoting Pro Se Parties Informed Consent In Mediation: Promoting Pro Se Parties' Informed Settlement Choice While Honoring The Mediator's Ethical Duties*, Cardozo School of Law, Presenter, New York, New York. (November 2013).

The Lawyer as Conflict Manager, UC Davis Law School, Negotiation Board, Presenter. (September 2013).

The Psychology of Ethics, McGeorge CLE Training, Sacramento, CA, Presenter. (January 2013).

Dispute Resolution: Innovative Partnerships Between Private and Public Institutions, McGeorge Advocacy Breakfast, America Association of Law Schools, Annual Conference, Speaker. (January 2013).

Negotiation for Success, Claims Conference of Northern California, Presenter. (August 2012).

The Lawyer as Conflict Manager, ABA Dispute Resolution Conference, Panelist, (National Conference) (April 2012).

Negotiation for Success, One-Day Workshop for The Nehemiah Group (A national, non-profit minority leadership training organization with a local chapter in Sacramento), Instructor. (March 2012).

The Psychology of Ethics, McGeorge CLE Training, Oakland, CA, Presenter. (January 2012).

Negotiation Ethics, Managing Litigation, West Legal Center, Santa Clara, CA. (October 2011).

Negotiation Strategies Every Mediator Should Know, Sacramento, ABA Dispute Resolution Section, Keynote Speaker. (August 2011).

Cutting the Costs of Conflict by Becoming a “Dispute-Wise” Organization, ADR & The Economic Crisis Conference, University of Nevada - Las Vegas, Presenter. (February 2010).

Navigating Negotiation Ethics, McGeorge School of Law, CLE Program, Presenter. (January 2010).

Addressing Power Imbalances in Mediation, Association of Missouri Mediators Annual Conference, Keynote Speaker, (October 2008).

Negotiation Strategies Every Mediator Should Know, Texas Association of Mediators Annual Conference, Presenter. (February 2008).

Blacklisting the Enemy, Foreign Policy Association, Great Decisions (Tyler, Texas), Main Presenter, (Televised on Tyler, Texas public television). (February 2008).

Negotiation in the Workplace, HR Southwest—Human Resources Conference and Exposition, Presenter, (October 2007).

Negotiation for Lawyers, The Center for American and International Law (Plano, Texas), Instructor. (June 2007).

Negotiation Tactics for Business Professionals, Central Exchange (Kansas City, Kansas), Main Presenter. (October 2006).

Negotiation Tactics That Every Mediator Needs to Know, Association of Conflict Resolution (Dallas Chapter), Main Presenter. (May 2006).

Negotiation Theory for Mediators, Heartland Mediation Conference (Kansas City, Kansas), Main Presenter. (April 2006).

The Process & Benefits of Mediation, Federal General Services Administration (Fort Worth, Texas), Main Presenter. (September 2004).

The Texas ADR Act—A Guided Tour, Southwest Conflict Resolution Group (Dallas, Texas), Main Presenter. (April 2004).

Hate Speech vs. Free Speech - "Just What Are the Parameters of First Amendment Rights?" New Jersey Institute of Continuing Legal Education (New Brunswick, New Jersey), Panelist. (Winter Series 1995).

Constitutionality of College and University Student Conduct Codes, Seton Hall University School of Law (Newark, New Jersey), Debate Panelist. (Winter 1992).

MEDIATION & CONSULTING

Mediation: Active mediator of disputes since 1991 in the following areas: commercial, employment, professional negligence, product consumer fraud, personal injury, commercial leases, prisoner civil rights, and appellate matters.

Consulting: From 2002-2018, I operated an independent consulting business, Bridge Resolution Group, that provided consulting and training services in a variety of subjects that include the following: Negotiation, Conflict Management, and Teaming. I have provided substantial services for Ericsson, Blue Cross / Blue Shield, Belo, Capgemini, Lockheed Martin, and the State of California, and others.

MEMERSHIPS & ACTIVITIES

- Federal Eastern District of California Prison Litigation ADR Committee Member (2012-18)
- Federal Eastern District of California Prison Litigation Pilot Program Mediator (2015-18)
- ABA Dispute Resolution Section Member
- American Association of Law Schools ADR Section Member
- AALS Executive Committee for Dispute Resolution (1/2002 to 1/2003)
- Approved Mediator for the Dallas District Court
- Approved Mediator for the Kansas Court System
- Approved Mediator for the New Jersey Court System (inactive)
- Volunteer Mediator, Dispute Mediation Services (non-profit mediation center in Dallas, Texas) (8/2001-2009)

SCHOLARSHIP REVIEW

- Scholarship Review for Tenure-track Promotion, University of Detroit Mercy School of Law: Professor Erin Archerd's article, *Response to Intervention: A Rising Tide or a Leaky Boat?* (Spring 2018).
- Scholarship Review for Tenure Appointment, Texas Tech University School of Law: Professor Rishi Batra's article, *Improving the Uniform Partition of Heirs Property Act* (Fall 2017).

MEDIA

Quoted in Sacramento Bee regarding about State Bar of California leaking essay topics to law schools, by Elaine Chen July 28, 2019.

Quoted extensively in the *Stockton Record* article regarding The City of Stockton's bankruptcy mediation, by Scott Smith, March 04, 2012.

Interview regarding improving negotiation skills in *The Sacramento Bee*, front page of Sunday's Business Section. Article picked up by national news syndicate, April 15, 2012.

Radio interview on Capital Public Radio's show, *Insight*, about negotiation principles that apply in everyday life, April 25, 2012.

BAR ADMISSIONS

New Jersey (1991)

Texas (2005)

INTERESTS AND ACTIVITIES

Fine Art (I draw in various mediums and paint in oils.)

Ukulele (recently took it up)

Yoga