



AAA Mediation.org™

**FN-10788 MN-10788 LN-10788, Esq.**

**Bloomfield Hills, Michigan**



<b>Current Employer-Title</b>	Wayne State University Law School – Adjunct Professor
<b>Profession</b>	Arbitrator, Mediator
<b>Work History</b>	Adjunct Professor (Negotiation and ADR), Wayne State Law School, 2002 – Present; Arbitrator and Mediator, Self-employed, 1994 – Present; Adjunct Faculty, Wayne State University, 1979 – Present; Deputy Director, City of Detroit Human Rights Department, 1986 – 1994.
<b>Experience</b>	Primary areas of expertise include employee grievances, discipline and discharge, and contract interpretation. Also experienced with discrimination and sexual harassment. Teaches Negotiation and ADR courses at Wayne State University Law School.
<b>Mediator Experience</b>	Mediated several hundred cases since first trained as a mediator in 1986. Early on served as a volunteer mediator for the 46th District Court and the Community Dispute Resolution Center in Southwest Detroit. Mediated racial and ethnic disputes between 1986 and 1994 as Deputy Director of the City of Detroit Human Rights Department. Since then has mediated about 200 cases for the US EEOC and more for the US Postal Service, FINRA, Oakland and Macomb Circuit Courts, US Nuclear Regulatory Commission and other agencies. Most of mediation cases in recent years have come from the EEOC. Typically, they involve a discharged employee who claims that his or her discharge was discriminatory. Typically, either the employer, the employee or both is not interested in reinstatement, and the settlement involves some amount of money in exchange for a global release. Successfully mediated four cases for the US Nuclear Regulatory Commission.
<b>Representative Issues Handled as a Mediator</b>	Almost all cases are labor or employment related. Mediated cases involving securities, probate, contract interpretation, discharge, discipline, leaves of absence, management rights and the whole range of labor grievances. Has also mediated the settlement of interest arbitration cases while acting as a Fact Finder or a 312 Arbitrator. Also serves as a mediator in workplace disputes involving the US Postal Service and the Financial Industry Regulatory Agency.
<b>Mediator Style &amp; Process Preferences</b>	I've been trained in facilitative and transformative mediation, and I have considerable experience as an evaluative mediator through my work settling cases as a labor arbitrator. My view is that a mediator needs to be able to pull from all of those areas and more as the situation requires. A philosophy of mediation that restricts that flexibility is an unnecessary restraint.

<b>Education</b>	Wayne State University (JD-1980; BA-1973); University of Hawaii (MA, Philosophy-1977).
<b>Professional Licenses</b>	Admitted to the Bar: Michigan, 1981.
<b>Professional Associations</b>	National Academy of Arbitrators (Michigan Chapter, Past Chair); Labor and Employment Relations Association (Michigan Chapter); College of Labor and Employment Lawyers; State Bar of Michigan.
<b>Recent Publications &amp; Speaking Engagements</b>	<p>PUBLICATIONS: Author, THE SCIENCE OF SETTLEMENT: IDEAS FOR NEGOTIATORS, ALI-ABA, 2008, <a href="http://www.ali-aba.org/bk43">www.ali-aba.org/bk43</a>; Co-author, "The Arbitration Dialogues," MICHIGAN BAR JOURNAL, January 2009; "The Psychology of Mediation," NAELA JOURNAL, National Academy of Elder Law Attorneys, 2008; "The Psychology of Settlement," THE PRACTICAL LITIGATOR, American Law Institute-American Bar Association (ALI-ABA), July 2006; contributor, "Dispute Resolution in the Workplace: Proceedings of the National Academy of Arbitrators," NAA Website <a href="http://naarb.org">http://naarb.org</a>; "For What It's Worth," a regular column in LAWNOTES, the Michigan Bar Labor and Employment Section quarterly newsletter (available online at <a href="http://www.michbar.org/labor/lawnotes.cfm">www.michbar.org/labor/lawnotes.cfm</a>).</p> <p>SPEAKING ENGAGEMENTS: Frequent speaker at ICLE and Michigan Bar events. "The Science of Settlement," ABA ADR Section annual meeting, Seattle, 2008; "The Science of Settlement," Association for Continuing Legal Education (ACLEA) annual meeting, Vancouver, 2008; "What Do You Mean You Don't Like My Offer?," Federal Government ADR Working Group, Washington DC, 2008; "The Science of Settlement," Association for Conflict Resolution (ACR), annual meeting, Austin, 2008; "The Science of Settlement," Federal Mediation and Conciliation Service (FMCS) bi-annual conference, Washington, DC, 2008.</p>
<b>Mediation Rate</b>	\$325 Per Hour
<b>Languages</b>	English
<b>Citizenship</b>	United States of America
<b>Locale</b>	Bloomfield Hills, MI

The AAA's Rules provide the AAA with the authority to administer a mediation including, mediator appointment, general oversight and billing. Accordingly, mediations that proceed without AAA administration are not considered AAA mediations, even when the parties select an mediator who is on the AAA's Roster.

The information contained in this resume has been supplied solely by the individual mediator and may, or may not, be a complete recitation of their experience. The AAA assumes no responsibility for the content, completeness, accuracy, or reliability of the information contained in a mediator's resume. If you have any questions about a mediator's experience or background, you are encouraged to contact your case manager.

Mediators on the AAA Roster are not employees or agents of the AAA.