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Burlingame, California



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Current Employer-Title Ruth V. Glick, Arbitrator and Mediator t

Panelist Video <https://www.adr.org/videoresume?paramName=246833243>

Professional Summary Full time domestic and international arbitrator and mediator whose background as a lawyer and businessperson augments dispute resolution skills. With over 25 years' experience as a dispute resolver, has arbitrated and mediated a wide variety of domestic and international complex business contract and tort, financial, commercial, technology, crypto, venture capital, trade secrets, securities, labor and employment, real estate, health care and medical device disputes.t

Profession Attorney, Arbitrator, Mediator, Factfinder, Special Master, Neutral Evaluator t

Work History Full time Arbitrator and Mediator, Self-employed, 1994-Present; Adjunct Professor, University of California Law SF (Formerly Hastings College of the Law) 1995 – 2005; Extern to the Honorable William Newsom, First District California State Court of Appeal, 1991; President, RVG Ltd., 1984 – 1999; Executive Vice President, Glass-Ginsburg Ltd., 1981 – 1984; Foreign Exchange Trader and Arbitrageur, International Monetary Market, 1978 – 1984; Financial News Journalist/Broadcaster and Television Host, WCIU-TV & NBC-TV, 1977 – 1980; Advisor and Angel Investor, Silicon Valley Seed and Early Stage Companies in Technology Software and Life Sciences; Co-developer, Residential Real Estate Subdivision and Industrial Park in Wisconsin.

Experience Independent arbitrator and mediator with more than 25 years' experience as dispute resolver in both legal and business careers. Extensive experience in arbitrating and mediating complex financial, commercial, business contract and torts, technology, crypto, employment, real estate and health care disputes. Adviser and angel investor in Silicon Valley fund start-up and early stage companies in technology, software, life sciences and medical instruments. In prior business and media careers, settled large monetary disputes between traders and financial institutions, moderated and evaluated issues building a consensus among diverse business and top government leaders on daily Chicago financial television program, and as extern in California First Appellate District Court, assessed legal implications of cases on appeal. Court-appointed Special Master for discovery disputes in complex commercial and class action cases. Hearing officer for municipal labor and employment appeals and chair of the California Industrial Welfare Commission 1996 Wage Board Hearings.

Adjunct professor of Arbitration Law UC Law San Francisco, formerly Hastings College of the Law for ten years, former Chair of Dispute Resolution Section of the American Bar Association and other leadership roles in ADR and member of Board of CalArb. Named Super Lawyer of Northern California yearly, Best Lawyers of Northern California and member of peer nominated organizations including being a Fellow of Chartered Institute of Arbitrators, Fellow of College of Commercial Arbitrators, Distinguished Fellow of International Academy of Mediators and member, National Academy of Distinguished Neutrals.

Mediator Experience

Mediated a substantial number of commercial and employment disputes including more than 200 breach of contract, contract interpretation, international product distribution agreements, international software licensing and trademark, breach of fiduciary duty, promissory note, failure to perform, fraud and misrepresentation issues, B-5 immigration investments, a dozen partnership dissolutions and valuations; more than 300 employment cases including wrongful terminations including foreign worker H-1B visa cases, wage and hour, sexual harassment and gender discrimination, racial, pregnancy, age; disability discrimination, retaliation, labor code violations, deferred compensation and stock option exercise; commission disputes; more than 100 securities and financial related issues including hedge fund, venture capital fund, forex, bitcoin and cryptocurrencies, breach of fiduciary duty, customer suitability, account churning, fraud, misrepresentation, unauthorized trading; faulty execution, subprime, collateral debt securities, derivative shareholder, option and commodity trading, real estate issues including failure to disclose, mortgage fraud, loan modification, credit report issues, commercial landlord tenant, breach of sales contract; IP issues including trade secrets, trademark, licensing and royalties; medical malpractice and healthcare contract disputes, hospital vendor disputes; trust and estate family disputes; banking, including illicit transfers and collections; legal fee disputes; marketing and advertising contract disputes; city and county enforcement actions; and construction defect, general/sub disputes and environmental issues.

Representative Issues Handled as a Mediator

Mediated a variety of breach of contract and tort claims in business and international trade agreements. These have included issues involving contract interpretation, fraud, misrepresentation, failed performance or payment, improper accounting, and trade secrets. In addition, mediated a number of employment disputes including issues of wage/hour, wrongful termination, sexual harassment and gender discrimination, ethnic, racial, pregnancy, age and disability discrimination. Other employment issues have included executive termination and compensation, stock options and exercise, commissions, defamation, retaliation, and non-compete issues. Mediated partnership dissolutions and valuations in business and health care; trademark license, joint venture and sales of technology, royalty, trade secrets, licensing and software development agreements as well as real estate commercial landlord/tenant, breach of sales agreement, partitions, valuations, misrepresentation of mortgage, failure to disclose, commercial leases; shopping center and co-tenancy leases, environmental containment; construction defect, failure to perform. Financial and securities issues mediated include issues of customer suitability, unauthorized trading in securities, options and commodities, fraud, misrepresentation; elder abuse, breach of fiduciary duty, venture capital valuations; derivative shareholder lawsuit, securities class action; failed annuity, negligent misrepresentation; misrepresentation, negligence and breach of fiduciary duty in hedge fund, money manager (fund of funds) and trading fund investments, bitcoin and cryptocurrency. Finally, also mediated health care industry disputes including drug reimbursement, medical employment and malpractice issues.

Mediator Style & Process Preferences

As a Mediator, I present a common sense and pragmatic approach geared to narrowing issues and seeking solutions. My role as a Mediator is generally flexible: facilitative so that parties understand each other's position and can negotiate accordingly; evaluative when the demonstrated or stated needs of the parties so indicates. I make sure to communicate to the parties as well as to their attorneys and tend to build a rapport with parties particularly in cases with high emotional content such as harassment and discrimination claims, professional and partnership dissolutions and family estate disputes. I am known to be very persistent until a settlement is reached whether it occurs on the day of the mediation or in follow up contacts with the attorneys.

Technology Proficiency

Proficient in conducting hearings by Zoom video-conference or similar platform. Experienced in cases which require cybersecurity measures, exchanges of highly confidential documents, data or ESI.

Education

UC Law, San Francisco (formerly Hastings College of the Law) (JD-1991); Northwestern

University (BA).

Stanford Law School, U.S. Intellectual Property Law, Summer Session (Certificate-2021); Harvard Law School, Program of Instruction for Lawyers, Mediation Workshop (Certificate-1992).

Professional Licenses

Admitted to the Bar: California (1992); Illinois (1992-inactive).

Professional Associations

Council of the American Arbitration Association- International Centre for Dispute Resolution (AAA-ICDR), Member 2019 – continuing; Member, Board of Directors, CalArb. 2022-continuing, American Bar Association (Dispute Resolution Section, Chair 2013-2014); Liaison to ABA Commission on Women in the Profession (2014-2022); College of Commercial Arbitrators (Fellow; Past Director); Chartered Institute of Arbitrators (Fellow); ;International Academy of Mediators (Distinguished Fellow); CPR (Distinguished Neutral) and National Academy of Distinguished Neutrals (NADN) Formerly: The Mediation Society of San Francisco (Past President); California Dispute Resolution Council (Past President; Past Director and Legislative Chair); San Francisco Bar Association (Arbitration Committee, Past President); San Mateo Superior Court (Civil/Judicial/ADR Advisory Committee); Ninth Circuit Court of Appeals (Alternative Dispute Resolution Committee 2007-2010), California State Bar (Litigation Section, Executive Committee 2011-2014).

Recent Publications & Speaking Engagements

Author, "Guided Decision Making: Promoting Settlement During Arbitration", NYSBA Lawyer, Fall 2015; "Effective Advocacy and Efficiency in Commercial Arbitration," ABA, Section of Litigation, THE WOMAN ADVOCATE" Winter 2013; Co-author, "Arbitration Disclosure in the Internet Age," DISPUTE RESOLUTION JOURNAL, AAA, Feb.-April 2012; "Was That Mediation or Arbitration?" Business Law News, State Bar of California, Issues 2 & 3, 2006; "Ethics in Contractual Arbitration," chapter, A LITIGATOR'S GUIDE TO EFFECTIVE USE OF ADR IN CALIFORNIA, CEB, October 2005; co-author, "Appointment Disclosures and Disqualification of Neutral Arbitrators," A GUIDE TO BEST PRACTICES FOR COMMERCIAL ARBITRATORS, College of Commercial Arbitrators, 2005; "Arbitrator Ethics and Disclosure," chapter, CALIFORNIA ADR PRACTICE GUIDE, Lexis/Nexis, 2003; "California Arbitration Reform...The Aftermath," 38 UNIVERSITY OF SAN FRANCISCO LAW REVIEW 119, 2003; "Should California's Ethics Rules be Adopted Nationwide?" ABA DISPUTE RESOLUTION MAGAZINE, 2002; "Enforcement of Arbitration Contracts: Unconscionability Defense," CALIFORNIA LITIGATION MAGAZINE, December 1999; "Revisiting Unconscionability in Consumer Arbitration Contracts in California," ABA, May 1, 1999; "'Write It Down,' Lack of Reasoned Award Supports Vacating Award," SAN FRANCISCO DAILY JOURNAL, October 29, 1998; "Arbitrator Disclosure: Recommendation for a New UAA Statute," 13 OHIO STATE JOURNAL ON DISPUTE RESOLUTION 89, 1997.

SPEAKING ENGAGEMENTS: Speaker, "International Commercial Arbitration in Philippines and California: A Meeting of the Minds", Webinar, Cal/Arb, July 2023, "Mediation and Settlement Facilitation in the Course of Arbitration: Perspectives from the U.S., Asia and Latin America", Webinar, California Lawyers Association, March, 2023, "An International Arbitration Primer: Why Arbitrate International Disputes", Webinar, California Lawyers Assoc. Feb. 2022, "Arbitrating and Mediating in the New Normal: Lessons Learned and Best Practices for Litigators. Webinar, Oct. 2020, "Arbitrating Domestic and International Life Sciences Disputes", AAA/ICDR Webinar Oct. 2020, "International Arbitration Practice: Perspectives From the Field," Stanford Law School, March 2019, "Master Mediators: Effective Techniques and Strategies to Maximize Settlement at Mediation, CA Litigation Summit", 2018, "Ten Essential Tips to Succeed in ADR, AAA Webinar, May 2017; Moderator, Global Pound Conference, SF, 2017; "Arbitration and Mediation in Cross Border Disputes, Pepperdine Law School, Feb. 2017; "Employment Mediation: A View Behind the Curtain, Webinar, ABA Section of Employment 2015; Stories Mediators Tell, The Good, The Bad, The Ideal, AAA, SF, 2014; "Effective Use of Mediation: A View From In-House Counsel, CA State Bar, Lit. Section SF, 2013, LA, 2014; "Preventing the Runaway Arbitration: From Drafting the Contract Through the Award", ABA Annual Meeting, SF, 2013; "Women Advocates and Dispute Resolvers: Strategies for Success," ABA Annual Meeting, SF 2013; Faculty, "Best Practices: How to Reduce Time and Cost of Commercial Arbitration," CA State Bar, Litigation Section, Sacramento, May 2011; "Managing Your First Arbitration", DePaul Law School, Chicago, IL, sponsored by AAA, CCA, JAMS, ABA, 2011; Instructor, ABA Advanced Mediation and Advocacy Skills Institute, 2008-2011; "How to Navigate the Legal Land Mines of Mediation," ABA Annual Meeting, Chicago, IL, 2009; "Getting to Successful Mediation and Arbitration," California Women Lawyers Annual Meeting, 2009; "Discuss it with the Mediator", Employment Law Section, 25th Annual Meeting, State Bar of California (2007); "Mediation and Arbitrators Skills for the Successful

Advocate," CEB, Los Angeles, San Francisco, 2005; For additional publications and speaking engagements see www.ruthvglick.com

**Locations Where Parties t
Will Not be Charged for
Travel Expenses**

Mediation Rate \$7,000 Per Day

Languages English

Citizenship United States of America

Locale Burlingame, CA

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.