



AAA Mediation.org™

**FN-1514213 MN-1514213 LN-1514213**

**Anderson, South Carolina**

**Current Employer-Title** Fluor, Inc.

**Profession** Contracts Management, Supply Chain Management, Project Management

**Work History** Contracts Management, Supply Chain Management and Project Management, Fluor, Inc., 1982-present.

**Experience** Over 23 years of professional experience in the supply chain and contracts arena of a world class engineering and construction enterprise. Has extensive experience with insurance, bonding, construction claims, electronic commerce, expediting, transportation and logistics, quality and inspection services, change management, and project management in the home office and site locations in the United States and abroad. This is in addition to core skills in negotiation, cost analysis, planning, sourcing, and department management. Has experience in teaching in areas of expertise at the university level and for professional associations.

**Mediator Experience** Mediated approximately 22 construction related disputes including those involving owners, prime contractors, subcontractors, lower tiered subcontractors, consultants, suppliers, engineers and architects. Experience as a mediator centered on performance issues of a contractor. Many of the contracts were in excess of \$1 million dollars. Have also taught conflict resolution and mediation on three occasions at The University of South Carolina Upstate in their conflict resolution minor program. Currently a senior lecturer and Program Director of the Graduate Program in Organizational Change and Leadership at Columbia College in Columbia, SC. One of the courses that was taught is Organizational Conflict and Negotiation.

**Representative Issues Handled as a Mediator** Construction cases included warranty issues, payment disputes, lack of adequate performance, claims resolution, poor safety practices, liquidated damages, bonus payments, design errors, compliance with technical, quality and commercial requirements, scope definition, change control, budgeting, schedule delays and interpersonal conflicts.

**Mediator Style & Process Preferences** Mediation is an excellent tool to resolve conflicts. The mediator is in a unique position to guide the parties to a mutually beneficial settlement by controlling the mediation process.

It is important to prepare for any mediation by reviewing any previous case notes and filings related to the dispute. Depending on the complexity of the case it is usually beneficial to have a telephone call with each party separately to gain additional information and insight about the case.

An opening statement is an essential component of the mediation process and serves several purposes. One of the most important is communicating the confidential nature of mediation. Also explained are the typical sequence of events in the mediation. Any mediation should seek to achieve a mutually agreeable and lasting agreement. An introduction of the mediator, their role and a brief summary of their professional background are important and give the mediator credibility. The mediator is in a unique position to guide the parties to a mutually beneficial settlement by controlling the mediation process.

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An introduction of the mediator and a brief summary of their professional background are important and give the mediator credibility. The role of the mediator is also explained.

It is critical that the mediator disclose any prior dealings with the individuals or companies involved in the mediation. The mediator must be impartial and unbiased and promptly disclose any conflicts of interest. The parties are encouraged to bring to the mediator's attention any issues related to partiality and lack of neutrality. These would be grounds to end the mediation.

The advantages and benefits of mediation will be explained to the participants. The mediator will emphasize that the process belongs to the parties and not the mediator. The parties in the mediation own and control the process and the outcome which is only limited by their imagination and willingness to work together.

Obtain an acknowledgement from the parties that they are willing to cooperate in seeking a resolution to their dispute. Any prior attempts to resolve the dispute will be noted.

Each party is given an opportunity to express their opinion.

It should be stated that mediator is a facilitator of the mediation process and is not a decision maker or judge. The mediator has no authority to dictate any terms of settlement it is not the role of the mediator to evaluate the party's case or be an advocate for any person or issue.

It is helpful to the process for the parties to develop ground rules after the opening statement is given in which they would agree to such items as not interrupting the other party and treating each other with respect.

The use of caucuses is often critical to reaching an agreement. This gives the mediator the opportunity to meet with each party privately to discuss issues and gain insights not available during the group setting.

It is important to work with the parties to identify the issues of the case and determine the needs and interests behind them. The development of alternative solutions should be encouraged to improve the quality of the options available to the parties. The focus is to evaluate the alternatives and focus the dialogue toward a mutually acceptable solution.

<b>Education</b>	University of South Carolina (BS, Marketing-1981; MBA-1990); Columbia College (MA, Conflict Resolution-2002).
<b>Professional Licenses</b>	Certified Purchasing Manager (C.P.M.) Lifetime, Institute of Supply Management. Accredited Purchasing Practitioner (APP) Lifetime, Institute of Supply Management. Certified Expediting Manager (CEM), Expediting Management Association. Certified Production and Inventory Control Manager (CPIM).
<b>Professional Associations</b>	Institute of Supply Management (Local Chapter, Professional Development, Past Chair and Board Member.); American Operations Society; Expediting Management Society (Past National President); National Contract Management Association; Association of Conflict Resolution.
<b>Mediation Rate</b>	\$150 Per Hour
<b>Languages</b>	English
<b>Citizenship</b>	United States of America

**Locale**

Anderson, SC

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.