



AAA Mediation.org™

FN-29928 MN-29928 LN-29928, Esq.

Chicago, Illinois



Current Employer-Title Northwestern University, School of Professional Studies – Dean
Northwestern University, School of Law – Senior Lecturer

Profession Educator; Attorney, Arbitrator, Mediator

Work History Dean (School of Professional Studies)/Senior Lecturer (School of Law, Northwestern University), 2002 – Present; Executive Director, Center for Dispute Resolution; Executive Director (Center for Labor-Management, School for New Learning) DePaul University, 1990 – 2002; Attorney, Hogan Marren Ltd., 1993 – 1998; Legal Affairs Writer, Chicago Sun-Times, 1984 – 1990.

Experience Arbitrator and mediator with extensive employment experience, including hearing claims involving: executive separation agreements, non-compete, termination and related disciplinary issues; protected-class including race, gender and sex discrimination; Fair Labor Standards Act and related wage/hour claims including minimum wage; Family and Medical Leave Act, libel/slander, and employee-related benefit issues including health care and the Employee Retirement Income Security Act. Additionally, more than 15 years mediating personal injury clergy abuse claims, totaling more than \$50 million in settlements over that time. Former law firm attorney with practice in employment and labor law.

Mediator Experience Extensive employment mediation experience, including hearing claims involving: executive separation agreements, non-compete, termination and related disciplinary issues; protected-class including race, gender and sex discrimination; Fair Labor Standards Act and related wage/hour claims including minimum wage; Family and Medical Leave Act, libel/slander, and employee-related benefit issues including health care and the Employee Retirement Income Security Act. Additionally, more than 15 years mediating personal injury clergy abuse claims, totaling more than \$50 million in settlements over that time. Former law firm attorney with practice in employment and labor law.

Representative Issues Handled as a Mediator Mediated: Most categories of discrimination, e.g. Title VII, Americans with Disability Act; executive separation agreements, non-compete, termination and related disciplinary issues; Fair Labor Standards Act and related wage/hour claims including minimum wage; Family and Medical Leave Act, libel/slander, and employee-related benefit issues including health care and the Employee Retirement Income Security Act, and personal injury actions, time.

Mediator Style & Process Preferences	Mediation is facilitated negotiations. My role as a mediator is not to be a decision maker but to create an environment for parties to negotiate. It is my job to identify why previous negotiations have failed (i.e. poor communications, high emotions, a good-faith disagreement as to legal outcomes) and to assist the parties in working through their impasse and to identify what interests need to be met to reach a settlement. I would describe my style as a facilitative approach that utilizes tough reality testing as parties consider their legal claims and alternatives to settlement. I have also offered evaluative opinions, when requested by the parties, in some labor grievance mediations and other dispute resolution processes.
Education	DePaul University, College of Law (JD-1993); Yale University, School of Law (MSL-1984); Drew University (MA-1983); Fordham University (BA-1978).
Professional Licenses	Admitted to the Bar: Illinois, 1983; Illinois Supreme Court; U.S. District Court: Northern District of Illinois; U.S. Court of Appeals: Seventh and Federal Circuits.
Professional Associations	National Academy of Arbitrators since 2012 (Past Chair, Employment Arbitration Committee); Chicago Bar Association (ADR Section, Past Chair, Past Vice Chair, Past Legislative Liaison); Association for Conflict Resolution (Chicago Chapter, Past President, Past Board of Directors); American Bar Association (Dispute Resolution Section); University Professional & Continuing Education Association (Past President, 2014-15 Innovation Fellow).
Recent Publications & Speaking Engagements	"Scope of Labor Arbitration," chapter 3, HOW ARBITRATION WORKS, 6th ed., BNA, Inc.; chapter author, ALTERNATIVE DISPUTE RESOLUTION, 1st ed., Illinois Institute for Continuing Legal Education; past columnist, "Dispute Resolution," CHICAGO DAILY LAW BULLETIN. Frequent speaker on dispute resolution topics for businesses, non-profits, and governmental agencies.
Mediation Rate	\$375 Per Hour
Languages	English, French
Citizenship	United States of America
Locale	Chicago, IL

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.