



AAA Mediation.org™

**FN-4768022 MN-4768022 LN-4768022,  
Esq.**

**Minneapolis, Minnesota**



**Current Employer-Title** Work Resolve Mediation - Founder; University of Minnesota - Adjunct Law Professor

**Work History** Founder, Work Resolve Mediation, 2018-Present; Adjunct Professor, University of Minnesota Law School, 2021-Present; Adjunct Professor, Hamline University Legal Studies Department, 2021; Human Resources Leader, Abbott Laboratories, 2017-2018; Chief Employment Counsel and Human Resources Leader, St. Jude Medical, Inc., 2013-2017; Shareholder, Jackson Lewis (led the Religious Discrimination and Accommodation practice), 2010-2013; Employment Attorney, Greene Espel LLP, 2008-2010; Employment Attorney, Various Washington D.C. Firms, 1999-2008.

**Experience** Minnesota Rule 114 qualified neutral and founder of Work Resolve Mediation. Brings a unique skill set to facilitating successful resolutions. Began legal career as an employment attorney at Skadden Arps Slate Meagher & Flom in Washington, D.C., and became a Partner and Practice Group Leader at Jackson Lewis. Later became the Chief Employment Counsel for St. Jude Medical and a Human Resources Leader for St. Jude Medical and Abbott Laboratories. Has been selected for Best Lawyers in America® for Labor and Employment Litigation and Commercial Litigation and is rated AV Preeminent® by Martindale-Hubbell for the highest level of professional excellence.

**Mediator Experience** Former Chair of the ADR Section for the Minnesota State Bar Association, a Distinguished Fellow with the International Academy of Mediators (IAM), a member of the National Academy of Distinguished Neutrals (NADN), and serves on the mediation panel for the American Arbitration Association (AAA). Speaker and lecturer who teaches ADR courses as an Adjunct Professor at the University of Minnesota and presents regularly across the country.

**Representative Issues Handled as a Mediator** Mediator in employment, commercial, civil, public accommodations, and housing disputes.

**Mediator Style & Process Preferences** The goal is to provide the highest level of service to lay the foundation for a successful resolution. This is achieved by being thoroughly prepared, exceedingly patient, and relentlessly persistent. My unique perspective on mediation comes from my experience as an outside counsel, in-house counsel, and HR representative. Leveraging those experiences put me in a position to understand the challenges that come with each dispute from multiple perspectives and, equally important, provide me with insights to facilitate productive dialogue and problem solving. For the process, the parties

are asked to submit a position statement in advance of the session that provides their view of the dispute. The position statement should also include supporting documents, cases, and the party's settlement discussions. All materials are reviewed carefully as part of my preparation. During the mediation, there is an emphasis on the parties driving the discussion and negotiations. As the facilitator, the parties are informed that my role, where appropriate, is to share relevant insights on the strengths and weaknesses of their case to provide an objective perspective and further discussion. There is a shared responsibility to implement thoughtful and creative solutions should the parties reach an impasse during the session. All impasses can be overcome with effort, good faith, and creativity.

**Education**

University of Virginia School of Law (JD-1999); Union Theological Seminary (MA, Theology-2005); Washington University in St. Louis (BA, Religious Studies, magna cum laude-1995).

**Professional Licenses**

Admitted to the Bar: Minnesota (2009); Minnesota Rule 114 Neutral (2017).

**Professional Associations**

Minnesota State Bar Association  
American Arbitration Association  
National Academy of Distinguished Neutrals  
International Academy of Mediators

**Recent Publications & Speaking Engagements**

RECENT PUBLICATIONS - The Complete Lawyer – Alternative Dispute Resolution, Minnesota CLE (June 2022) (Author); Sex Harassment Settlements: The New Scarlet Letter H for Employers?, Bench & Bar (August 2018) (Author); Religion in the Post 9-11 Workplace, Employment Law 360 (2011) (Author).

RECENT SPEAKING ENGAGEMENTS - Hidden Challenges to Resolution: The Role of Culture, Emotions, and Cognitive Barriers, International Academy of Mediators Webinar, November 29, 2023 (Presenter); A New Day in the Marketplace: Building & Sustaining a Mediation Practice in the Post-Pandemic World, International Academy of Mediators Webinar, April 26, 2023 (Panelist); When and How to Use Early Neutral Workplace Intervention in Deteriorating Co-Worker Interactions, Upper Midwest Employment Law Institute, May 18, 2023. (Presenter); Court Administration and Mediation: A Panel Discussion For Law Students And Newer Lawyers, Federal Bar Association, March 23, 2023 (Panelist); Understanding the Civil Mediation Process, MN CLE, February 14, 2023 (Presenter); Quick Answers to Legal Questions People Ask Anytime, Anywhere, MN New Lawyer Experience Conference, MN CLE, January 19, 2023 (Moderator).

**Mediation Rate**

\$5,750 Per Day

**Languages**

English

**Citizenship**

United States of America

**Locale**

Minneapolis, MN

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.