

BRIAN D. POLKINGHORN, Ph.D.

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www.conflict-resolution.org

EDUCATION

Syracuse University (1988-1994)

Maxwell School of Citizenship and Public Affairs, Program on the Analysis and Resolution of Conflicts (PARC)

- *Doctorate of Philosophy*, Social Sciences, April 1994. Specialization and Certification in Environmental Dispute Resolution.
- *Masters of Philosophy*, Social Science, June 1991. Specialization in Environmental and Ethno-Territorial Conflict Analysis and Resolution.
- *Masters of Arts*, Sociology, May 1990. Specialization in Environmental and Ethno-Territorial Conflict Analysis and Resolution.

George Mason University (1985-1988)

School for Conflict Analysis and Resolution (SCAR)

- *Masters of Science*, Conflict Management, May 1988. Specialization in Contemporary Ethical Issues of Third Party Intervention.

University of Maryland (1981-1985)

School of Behavioral and Social Sciences

- *Bachelor of Arts*, (Social Psychology), May 1985.

RECENT GRANT FUNDED RESEARCH

- A multi-year statewide evaluation project on the use of ADR processes, procedures and programs utilized throughout the Maryland Court System
- An empirical analysis of the utilization and efficacy of mediation in the Office of State's Attorneys for the City of Baltimore Maryland
- A nationwide study of the Department of Homeland Security, Transportation Security Administration's (TSA) Integrated Conflict Management System (ICMS)
- An empirical study on all graduate ADR and Conflict Resolution programs that officially confer academic credentials in the English speaking world
 - An empirical study of the Maryland State Highway Administration's (SHA) Partnering Construction Program
 - An empirical study examining the tangible performance indicators of the partnering process on mega construction projects (aka "Megaproject")

FACULTY AND ADMINISTRATIVE POSITIONS

- **Executive Director**, Bosserman Center for Conflict Resolution, Salisbury University, Summer 2000-present.
- **Distinguished Professor and Program Director**, Department of Conflict Analysis and Dispute Resolution (CADR), Salisbury University, Summer 2006-present. (Distinguished Professor, August 2006.) (CADR designated a “Program of Distinction” Fall 2007.)
- **University Neutral** (Ombudsman), Salisbury University, Summer 2000-present.
- **Associate Professor and Program Director**, Conflict Analysis and Dispute Resolution Program, Department of Sociology, Salisbury University, Summer 2000-Summer 2006.
- **Associate Professor**, Conflict Resolution and Environmental Public Policy, Department of Conflict Analysis and Resolution, Nova Southeastern University, Spring 1998-Summer 2001. (Adjunct Professor in the doctoral program 2001-2007.)
- **Assistant Professor**, Conflict Resolution and Environmental Public Policy, Department of Conflict Analysis and Resolution, Nova Southeastern University, Spring 1994-Spring 1998.
- **Director of Practicum and Field Research**, Masters and Doctoral Residential and Distance Programs, Department of Conflict Analysis and Resolution, Nova Southeastern University, December 1998-August 2000.
- **Practicum Faculty Coordinator**, Masters and Doctoral Programs, Department of Conflict Analysis and Resolution, Nova Southeastern University, May 1994-December 1998.
- **Research Associate**, National Coral Reef Institute (NCRI), Oceanographic Center, Nova Southeastern University, Fall 1998-Fall 2002. (Adjunct Professor Summer 2000-Summer 2007.)
- **Research Director**, VOICES Mediation Program, Nova Southeastern University, Summer 1997-Fall 1999.
- **Faculty Supervisor**, *Institute for Conflict Resolution* (ICR), Nova Southeastern University, June 1997-June 1999. (ICR merged into ADR-see below).
- **Faculty Supervisor**, *Academy of Dispute Resolution* (ADR), Nova Southeastern University, June 1997-June 1999.
- **Acting Chair**, Department of Dispute Resolution (DDR - later renamed CAR), Nova Southeastern University, Winter 1996-Fall 1998.

SCHOLARSHIP

1 Peer Reviewed Articles

- Polkinghorn, Brian and Abraham (Avi) Mozes Carmel. (2014) "Success in Conflict Intervention is What We Make of it but Significance is the Goal" *International Journal of Conflict Engagement and Resolution*. Volume 2, Issue 1, pp. 53-58.
- Polkinghorn, Brian (2012). Co-Guest Editor. *The Journal Jurisprudence*. Volume 15, Summer, September.
- Polkinghorn, Brian (2012). "Reflections on a Revolution in International Law: Trends and the Second Bounce of the Ball." *The Journal Jurisprudence*, Volume 15, Summer, September, pp. 473-484.

- Polkinghorn, Brian and Pranaya Rana (2012) "Dealing with the After Party Clean Up: The Not so Glamorous Task of Implementing and Enforcing the Delhi Pact in Nepal" *Alaska Journal of Conflict Resolution*, Volume 2012, Number 1, pp. 27-58.
- Anderson, Larry and Brian Polkinghorn. (2011). "Managing Conflict in Construction Megaprojects: Leadership and Third Party Principles" Reprint for May 2011 *Special Online Issue of Conflict Resolution Quarterly*.
[http://onlinelibrary.wiley.com/journal/10.1002/\(ISSN\)1541-1508](http://onlinelibrary.wiley.com/journal/10.1002/(ISSN)1541-1508)
- Anderson, Larry and Brian Polkinghorn. (2011) "Efficacy of Partnering on the Woodrow Wilson Bridge Project: Empirical Evidence of Collaborative Problem-Solving Benefits" American Society of Civil Engineers *Journal of Legal Affairs and Dispute Resolution in Engineering and Construction*, Volume 3, Number 1, pp.17-27.
- Carr, Frank and Brian Polkinghorn. (2009). "Partnering With Mediation: A Management Best Practices Tool" *Iranian Bar Association Union*. (www.iranbar.org/ltrenpaper.php)
- Anderson, Larry and Brian Polkinghorn. (2008). "Managing Conflict in Construction Megaprojects: Leadership and Third Party Principles" *Conflict Resolution Quarterly* Volume 26, Number 2, pp. 167-198, Winter.
- Polkinghorn, Brian, Haleigh La Chance and Robert La Chance. (2008). "Constructing a Baseline Understanding of Graduate Conflict Resolution Programs" Chapter 9 in *Research in Social Movements, Conflict and Change*, Volume 29, pp. 233-265.
- Boudreau, Thomas and Brian Polkinghorn. (2008). "Reversing the Destructive Discourses of Dehumanization: A Model for Reframing Narratives in Protracted Social Conflict Through Identity Affirmation" Chapter 7 in *Research in Social Movements, Conflict and Change*, Volume 29, pp. 175-205.
- Polkinghorn, Brian and Thomas Boudreau. (2007). "Bones of Contention: Applying an Identity Affirmation Conflict Reduction Model to a Case Study of Repatriating of Ancestral Remains" *Race, Gender and Society*, Vol. 13, Issues 3-4, pp. 143-161.
- Polkinghorn, Brian, Robert La Chance and Haleigh La Chance. (2006). "An Analysis of the Maryland Department of Transportation State Highway Administration's Partnering Program and Process." Maryland Department of Transportation, State Highway Administration. (Received a Public Service Award)
- Byrne, Sean, Brian Polkinghorn and Colleen McLeod. (2004). "University Students from Four Ethnopolitical Conflict Zones: An Exploratory Study of Perceptions of Self and Country." *Peace and Conflict Studies*, Vol. 11, No. 2, pp. 13-34.
- Polkinghorn, Brian and Jeanmarie Pinto. (2002). "In Different Tongues: Making Room for Cultural Differences in the Negotiated Rulemaking Process." *International Negotiation: A Journal of Theory and Practice*, Vol. 7, No. 2, pp. 209-233.
- McDermott, E. Patrick, Anita Jose, Ruth Obar, Brian Polkinghorn and Molly Bowers. (2002). "Has the EEOC Hit a Home Run? An Evaluation of the EEOC Mediation Program from the Participants' Perspective" *Advances in Industrial and Labor Relations*, Vol. 11, pp. 1-40. Oxford-Elsevier Press – JAI.
- Polkinghorn, Brian and Sean Byrne. (2001) "Between War and Peace: An Examination of Conflict Behavior in Four Ethnic Conflict Zones," *International Journal of Conflict Management* Vol. 12, No. 1, pp. 23-46.
- Andersen, C. Brannon, William Worthen and Brian Polkinghorn. (2001). "Humanism in the Environmental Sciences: A Reevaluation" *Journal of College Science Teaching*, Volume 31, Number 3, November 2001, pp. 202-207.

- Polkinghorn, Brian and Ron Chenail. (2000). "Current Trends in Graduate ADR Programs: Preliminary Findings," *Conflict Management in Higher Education Report*, Vol. 1, No. 2, March/April. (http://www.culma.wayne.edu/CMHER/Articles/Grad_adr.html)
- Polkinghorn, Brian (2000). "Tapping into Spirituality: A Non-Violent Approach to Structural Violence in South Africa as Told by Archbishops Desmond Tutu and Denis Hurley." *The Journal of Practical Dispute Resolution*, Vol. 2, No. 1, 2000, pp 29-43.
- Polkinghorn, Brian. (1999). "Breaking the Cycle of Protracted Violence in South Africa: Excerpts and Ruminations from an Interview with Archbishop Desmond Tutu," *The International Journal of Humanities and Peace*, Vol. 15, No. 1, pp. 80-83.
- Polkinghorn, Brian. (1999). "Further Findings on the Use of Negotiated Rulemaking at the United States Environmental Protection Agency," *The Journal of Practical Dispute Resolution* Vol. 1, No. 2, pp. 33-45.
- Polkinghorn, Brian. (1998). "History Held Hostage: Lessons Learned from the Conflict over the Smithsonian Institution's *Enola Gay* Exhibit," *Peace and Conflict Studies: The Network Journal in Peace and Conflict Studies*, Vol. 5, No. 2, December, pp. 63-100.
- Polkinghorn, Brian. (1998). "An Examination of Current Trends in Graduate Alternative Dispute Resolution Programs," *Alternative*, Vol. 16, No. 8, September, pp. 115-121.
- Andersen, C. Brannon and Brian Polkinghorn. (1996). "Geology as a Social Science: Addressing the Complexity of Human Habits and Values in Water Quality Conflicts," Invited Paper, *Geological Society of America Today: A Publication of the Geological Society of America*, Vol. 6, No. 4, April, pp. 36-38.
- Polkinghorn, Brian. (1996). "ADR and the Transformation of Regulatory and Policy Decision Making at the U.S. Environmental Protection Agency: Examining Interpretations and Attitudes Toward Negotiating with the Public," *23rd Annual SPIDR Conference Proceedings*.

2 Books/Book Chapters

- Polkinghorn, Brian and Anthony Yost. (*Forthcoming 2015*) "Success and Failure of International Mediation: Examining Causes and Conditions that Impede or Assist Process Success" in Alexia Georgakopoulos (Editor). The Handbook of Mediation: Theory, Research and Practice. Publisher not known.
- Polkinghorn, Brian and Thomas E. Boudreau (Editors). (*Forthcoming 2015*). Advances in International Law and Jurisprudence: New Roles for the Judiciary? Australia: Elias-Clark Publishing.
- Polkinghorn, Brian and Thomas Boudreau. "Unilateral Peace Initiatives" The Oxford International Encyclopedia of Peace. Oxford: Oxford University Press (2010). Council of the Conflict Research Society (CRS) "Book of the Year 2010." Winner of the "Dayton Literary Peace Prize for Scholarship" (2011).
- Polkinghorn, Brian. "Alternative Dispute Resolution Processes" The Oxford International Encyclopedia of Peace. Oxford: Oxford University Press (2010). Council of the Conflict Research Society (CRS) "Book of the Year 2010." Winner of the "Dayton Literary Peace Prize for Scholarship" (2011).
- Polkinghorn, Brian and Thomas Boudreau. "Basic Human Needs" The Oxford International Encyclopedia of Peace. Oxford: Oxford University Press (2010). Council

of the Conflict Research Society (CRS) "Book of the Year 2010" (2010). Winner of the "Dayton Literary Peace Prize for Scholarship" (2011).

- Boudreau, Thomas and Brian Polkinghorn. "Collective Security" The Oxford International Encyclopedia of Peace. Oxford: Oxford University Press (2010). Council of the Conflict Research Society (CRS) "Book of the Year 2010" (2010). Winner of the "Dayton Literary Peace Prize for Scholarship" (2011).
- Polkinghorn, Brian (2008). "How to Build a Conflict Resolution Program" in Mitch Rosenthal (Editor). One Paradigm, Many Worlds: Conflict Resolution across the Disciplines. pp. 93-106. Newcastle-upon-Avon, UK: Cambridge Scholars Publishing.
- Polkinghorn, Brian and E. Patrick McDermott. (2006). "Applying the Comprehensive Model to Workplace Mediation Research" pp. 148-174. Chapter in Herrman, Margaret (editor). The Blackwell Handbook of Mediation: A Guide to Effective Negotiation. New York: Blackwell.
- Byrne, Sean; Cynthia Irving, Paul Dixon, Brian Polkinghorn and Jessica Senehi. (Eds.) (2000). Reconcilable Differences: Turning Points in Ethnopolitical Conflict. New York: Kumarian Press.
- Polkinghorn, Brian. (2000). "The Social Origins of Environmental Resource Conflict: Exposing the Roots of Tangible Disputes," pp. 79-95 in Byrne, Sean; Cynthia Irving; Paul Dixon; Brian Polkinghorn and Jessica Senehi (Eds.) Reconcilable Differences: Turning Points in Ethnopolitical Conflict, New York: Kumarian Press.
- Polkinghorn, Brian. (2000). "Identity Politics And Environmental Conflict Dynamics: A Reexamination Of The Negotiated Rulemaking Process," pp. 149 -167 in Social Conflict and Collective Identity, Pat Coy and Lynne Woehrle et al (editors) Rowman and Littlefield.
- Polkinghorn, Brian. (2000). "A Multi-Disciplinary Approach to Managing and Resolving Environmental Conflicts," pp. 64-78 in Frodeman, Robert (editor) Earth Matters: The Earth Sciences, Philosophy, and the Claims of Community. Upper Saddle River, NJ: Prentice-Hall.

In Progress

- Gandhi on Nonviolence and Servant Leadership: Promoting Productive Change in a Turbulent World. (Cambridge University Scholars Press)
- The Promise of Conflict Resolution: The Impact of Graduate Education on Practical Applications Shaping Our World.

3 Research Reports and Manuals (some published)

- Polkinghorn, Brian with assistance from Tyler Smith, Anthony Yost and Fieyim Njonguo. (2013). "*An Appreciative Inquiry Report of The Salisbury School.*"
- Polkinghorn, Brian, Ruth Obar, Haleigh LaChance and Michal Bilick (2013). "*An Analysis of Judicial Referrals to ADR in the District Court of Maryland*/" Prepared for Chief Judge Bell.
- Polkinghorn, Brian (2012). "*Mediation Workshop Manual*" Evens Program on International Conflict Resolution and Mediation, Tel Aviv University.

- Polkinghorn, Brian, E. Patrick McDermott and Ruth Obar (2012). *"Literature Review on ADR Programs and Processes in Federal Agencies: A Background Review to Assist the Design of New Conflict Management Systems"* Transportation Security Administration, (Contract No. HSTS-03-08-3-MWP011), Washington D.C.
- Association for Conflict Resolution's *"Higher Education Model Standards Task Force Report"* October 2011.
- Polkinghorn, Brian, E. Patrick McDermott and Ruth Obar (2011). *"Executive Report of the TSA ICMS Program"* Transportation Security Administration (Contract No. HSTS-03-08-3-MWP011), Washington D.C.
- Polkinghorn, Brian, E. Patrick McDermott and Ruth Obar (2011). *"Evaluation of Integrated Conflict Management System (ICMS) at the Transportation Security Administration"* (Contract No. HSTS-03-08-3-MWP011), Washington D.C.
- Polkinghorn, Brian, E. Patrick McDermott and Ruth Obar (October 2010) *"Report on the Evaluation of the Department of Homeland Security, Transportation Security Administration's Integrated Conflict Management System Employing Regression and Maturity Model Analysis."* Washington, D.C.
- Polkinghorn, Brian, Haleigh LaChance and Mark Hopson. (2010). *"An Analysis of the Utility and Perceived Impact of Mediation on Case Management within the City of Baltimore Office of the State's Attorney: Means of Improving the Flow and Quality of Cases Going to Mediation."* First Report prepared for the Office of State's Attorneys Baltimore City.
- Polkinghorn, Brian, E. Patrick McDermott and Ruth Obar. (July 2010). *"Preliminary Report on the Evaluation of the Department of Homeland Security, Transportation Security Administration's Integrated Conflict Management System."* Washington, D.C.
- Polkinghorn, Brian and Sandra Cheldelin, (2009). *"External Review of the Certificate in Dispute Resolution Program at John Jay College of Criminal Justice, The City University of New York."*
- Polkinghorn, Brian, Haleigh La Chance and Frank Carr. (2009). *Maryland State Highway Administration, Partnering Training Research Evaluation Report*. Baltimore: Maryland State Highway Administration.
- Polkinghorn, Brian, Haleigh La Chance and Frank Carr. (2009). Maryland State Highway Administration, Partnering Training Manual. Baltimore: Maryland State Highway Administration.
- Polkinghorn, Brian, Haleigh La Chance and Frank Carr. (2009). Training Manual: Partnering Basic Training. Baltimore: Maryland State Highway Administration.
- Polkinghorn, Brian, Haleigh La Chance and Frank Carr. (2009). Training Manual: Partnering Refresher Training. Baltimore: Maryland State Highway Administration.
- Polkinghorn, Brian, Haleigh La Chance and Frank Carr. (2009). Training Manual: Instructor Lesson Plans. Baltimore: Maryland State Highway Administration.
- Polkinghorn, Brian, Haleigh La Chance and Frank Carr. (2009). Train-the-Trainer. Baltimore: Maryland State Highway Administration.
- Polkinghorn, Brian, Haleigh La Chance, Robert La Chance and Kwaku Nuamah. (Rachel Goldberg and Brian Jarrett contributors) (2007). *"Academic Program Review Department of Conflict Analysis and Dispute Resolution (CADR)"* Salisbury University. (Report led to the University System of Maryland designating CADR as a "Program of Distinction.")

- Polkinghorn, Brian and Frank Carr. (February 2006). “Construction Partnering Best Practices Manual.” Maryland Department of Transportation, State Highway Administration. (Received a Public Service Award) Published September 2006.
- Polkinghorn, Brian and Katie McDowell. (2003). “*A Summary Report of the MACRO Evaluation Summit for the Five Year Report*” State of Maryland grant # G.01.008.H.
- Mc Dermott, E. Patrick, Anita Jose, Ruth Obar and Brian Polkinghorn. (June 2002). “*An Evaluation of the California Department of Fair Employment and Housing Pilot Mediation Program*,” contract agreement SA003025. (Best paper prize)
- Pick, John, Brian Polkinghorn et al. (May 2002). “*Emergency Preparedness Assessment Group Final Report*” City of Salisbury.
- Mc Dermott, E. Patrick, Anita Jose, Ruth Obar and Brian Polkinghorn. (August 2001). “*The EEOC Mediation Program: Mediators' Perspective on the Parties, Processes, and Outcomes*,” EEOC Order No. 9/0900/7632/G.
- Hammond, Scott C., Sara Cobb, Brian Polkinghorn, et al. (Summer 2000). “*Possibilities for Peace: Opportunities in Preconflict Situations*.” A Report to the National Security Commission Honorable Senator Warren Rudman and the Honorable Senator Gary Hart, Chairs.
- Contributions to Peacemaking as a Catalyst for Change: The Training Institute. (1996). The Peace Education Foundation: Miami FL.
- Contributions to the (1989). Administrative Conference of the United States Regulatory Negotiation Manual. US Government Printing Office.

4 Refereed Scientific Abstract Publications

- Polkinghorn, Brian. (1998). “The Impact of Environmental Education on Solving Human Health and Environmental Conflicts in and Around South African Squatter Camps,” *Geological Society of America Abstracts with Programs*, Vol. 30, No. 7, October.
- Polkinghorn, Brian. (1997). “Reframing The Use of ‘Normal Science’ in Environmental Decision Making: Integrating Sciences into a Multi-Disciplinary Systems Approach to Environmental Conflict Resolution,” *Geological Society of America Abstracts and Publications*, Vol. 29, No. 6. (Invited Plenary Speaker)
- Andersen, C. Brannon, William Worthen and Brian Polkinghorn. (1997). “Putting Environmental Science into Perspective: Blending Ethics and Science in the Liberal Arts,” *Geological Society of America Abstracts and Publications*, Vol. 29, No. 6, October.
- Polkinghorn, Brian and C. Brannon Andersen (1997). “Cheeseburgers (and Trouble) in Paradise: The Role and Impact of Earth and Environmental Science in the Conflict Over Increased Land Access to the Florida Keys,” *Geological Society of America Abstracts and Publications*, Vol. 29, No. 6, October.
- Polkinghorn, Brian and C. Brannon Andersen. (1996). “When Science Takes a Back Seat in Environmental Conflict: Lessons Learned from the Everglades,” *Geological Society of America Abstracts and Publications*, Volume 28, No. 6, October.
- Andersen, C. Brannon, A.W. Bader and B. Polkinghorn. (1996). “Earth Systems and Social Response: A Couple of Complex Issues in Water Resource Management,” *Geological Society of America Abstracts and Publications*, Volume 28, No. 6, October.

- Polkinghorn, Brian and C. Brannon Andersen. (1995). "Addressing the Complexity of Human Habits and Values in Water Quality Conflicts: A Case Study from the Skaneateles Lake Watershed, Central New York," *Geological Society of America Abstracts and Publications*, Vol. 27, No. 5, October.
- Polkinghorn, Brian and C. Brannon Andersen. (1995). "Expanding the Role and Responsibility of Geoscientists to Environmental Justice Communities: Aiding in the Management and Prevention of Environmental Hazards," *Geological Society of America Abstracts and Publications*, Vol. 27, No. 2, October.

5 General Audience/Newsletters

- Polkinghorn, Brian and Susan Maishlish, "The Application of the Multi-Track Diplomacy Model to Conflict Tourism" United Nations Conference on Tourism, Kampala Uganda, July 2013.
- Polkinghorn, Brian and Pranaya SJB Rana, Op-Ed "Way out of Constitutional Crisis" *Republica* (National English Language Newspaper of Nepal) May 5, 2013
- Anderson, Larry and Brian Polkinghorn. "Partnering to Reduce Conflict: Leadership Lessons from the Woodrow Wilson Bridge" *Virginia ADR: The Newsletter of the Virginia Alternative Dispute Resolution Committee*, pp. 2-6, Volume VII, Number 1, Winter 2008.
- Polkinghorn, Brian, Haleigh La Chance and Robert La Chance (2007). "A Panoramic View of Graduate Alternative Dispute Resolution and Conflict Resolution Programs in the United States" *ACR Magazine: The Quarterly Magazine of the Association for Conflict Resolution*, pp. 32-35, Fall-Winter issue.
- Polkinghorn, Brian. "Nobel Prize Winner and Global Statesman F.W. de Klerk at SU April 9" *Business Journal*, Vol. 10, No. 8 (2007) p.21.
- Carr, Frank and Brian Polkinghorn. (2006). "Partnering With Mediation: A Management Best Practices Tool" *International Bar Association Newsletter*.
- Hedeem, Timothy and Brian Polkinghorn (2006). "The Evolution of Community Mediation in the United States: A Continuing Process of Adaptation" *ACR Magazine: The Quarterly Magazine of the Association for Conflict Resolution*. Winter, pp. 8-9
- Polkinghorn, Brian (2004). "The Super Mediator: A Different Approach" Guest Editorial in *MACROSCOPE: Newsletter of the Maryland Mediation and Conflict Resolution Office*.
- Polkinghorn, Brian (2004). "Beyond the Books: Students Span the Globe Resolving Conflicts." *SU Magazine* (A Publication for Salisbury University Alumni and Friends). pp. 11-12.
- Polkinghorn, Brian. (2004). "Standing on the Shoulders of Good Ideas: The Salisbury University Experiment." *The Fourth R: The Quarterly Newsletter of the Education Section of the Association for Conflict Resolution*. Spring-Summer, pp.13-14.
- Polkinghorn, Brian. (2002). "Evaluation Summit Spurs Statewide Collaboration" in *MACROSCOPE: Newsletter of the Maryland Mediation and Conflict Resolution Office*, Issue 2, September.
- Polkinghorn, Brian. (1997). "The Chemistry of Conflict in Mostar," *Peace Studies Association News*, Vol. 4, No. 1, pp. 1-2. Fall/Winter. Reprinted in *Nonviolence Action*, Indiana University, 1998.

- Polkinghorn, Brian. (1995). "Re-presenting the Atomic Bomb: August 1945 -- August 1995," *Peace Studies Association News*, Vol. 1, No. 2 Spring/Summer 1995.

6 Manuscript Peer Review

- Peer Reviewer, (2104). International Intervention in Violent Conflict, Routledge, Timea Spitka.
- Peer Reviewer and Endorser, (2013) You Weren't Bullied, You Were Mobbed. Oxford University Press. Maureen Duffy and Len Sperry.
- Peer Reviewer and Endorser (2012). Peacebuilding in Community Colleges: A Teaching Resource. Washington D.C.: United States Institute for Peace. David Smith editor.
- Peer Reviewer and Endorser (2012), Conflict Management for Managers: Collaborative Skill for Successful Leaders in Public, Private and Non-Profit Sectors. Jossey-Bass Susan Raines.
- Peer Reviewer (2012), article for *Educational Psychology: An International Journal of Experimental Educational Psychology*.
- Prospectus Reviewer (2011) Mobbed: Targeted for Abuse at Work: How it Happens and What to Do about it. Oxford University Press. Drs. Len Sperry and Maureen Duffy
- Reviewer (2010) Ye Shall Bowl On Grass: Unique South African Short Stories That Portray The Human Face of a Bygone Era. (South African Ambassador to Palestine His Excellency Rafque Gangat.)
- Peer Reviewer. (2010). Desiring Utterances: Conflict, Discourse, Process. (Leonard Hawes). Syracuse University Press. (not published)
- Peer Reviewer. (2007). Conflict Coaching: Conflict Management Strategies and Skills for the Individual. (Trish Jones and Ross Brinkert) Sage Press.
- Book Review. (2006). Networks of Democracy: Lessons from Kosovo for Afghanistan, Iraq, and Beyond. *American Journal of Sociology*, Volume 112, No. 1, July 2006.
- Pre-Release Reviewer. (2006). The Ethics of Dissent: Managing Guerrilla Government. Washington, D.C.: CQ Press (Rosemary O'Leary)
- Forward. (2005). Letters from Zaire: A Peace Corps Life in Africa. Enumclaw WA: Wine Press Publishing (John Jochum).
- Peer Reviewer. (2004). Doing Research: Methods of Inquiry for Conflict Analysis. Sage Press. (Dan Druckman)
- Peer Reviewer. (2004). Beyond Neutrality. Jossey-Bass. (Bernard Mayer).
- Peer Reviewer. (2003). The Promise and Performance of Environmental Conflict Resolution, Resources for the Future. (Rosemary O'Leary and Lisa Bingham)
- Peer Prospectus Reviewer. (2002). Conflict Resolution Research Methods. Sage Press. 2002. (Dan Druckman)
- Peer Reviewer. (2001). Social Conflict: Escalation, Stalemate, and Settlement. McGraw-Hill. 3rd edition. (Dean Pruitt and Sung Hee Kim)
- Book Review. Tutu, Desmond (2000). No Future Without Forgiveness. New York: Doubleday. ISBN0-385-49689-3 in *Peace Studies Association*, Summer 2000.
- Peer Reviewer. (Second Edition, 1997). Conflict Management and Communication. Burgess Press.
- Peer Reviewer, one article for the *Journal of Risk Management*, (2002).

7 Creative Projects

- Documentary video (17 minutes) on the shift from Apartheid to Democracy in South Africa, 2007.
- Documentary video in two parts (12 minutes) 25th Anniversary of the Solidarity Movement, 2006.

TEACHING

Distinguished Professor, Department of Conflict Analysis and Dispute Resolution, Salisbury University Fall 2000-present. (*All courses are my original designs*)

Undergraduate Courses

- Foundations of Conflict and Conflict Resolution
- Conflict Resolution Processes
- Theories of Conflict and Conflict Resolution
- International Conflict and Conflict Resolution
- Practicum and Internship in Conflict Resolution
- Dispute Systems Design (Organizational Conflict)
- Resolving Environmental Conflict
- Special Independent Study
- Independent Directed Projects
- Gandhi on Personal Leadership and Nonviolence (with Dr. Arun Gandhi)
- The Global Impact of Gandhi (with Dr. Arun Gandhi)
- Democracy and Self-Determination: Gandhi's Lasting Legacy (with Dr. Arun Gandhi)
- Gandhi Legacy Tour to India (with Dr. Arun Gandhi)
- Gandhi's Philosophy in the 21st Century (with Dr. Gandhi)
- Individual Directed Research
- Senior Seminar
- Research/Creative Project (Independent Study) Honors Program

Graduate Courses

- Problem Solving, Negotiation and Conflict Assessment
- Mediation Theory and Practice
- Conflict Resolution Skunk works Project
- Studies in Conflict Resolution (Gandhi courses)
- Graduate Field Practicum I&II
- Thesis Project
- Professional Development

Senior American Fulbright Scholar 2009-2010 (US-Israel Fulbright Commission) and continuing courses taught in the Evens Program in International Conflict Resolution and Mediation, The Gershon H. Gordon Faculty of Social Sciences, Tel Aviv University.

Graduate Courses

- International Development and Conflict Management
- The Conflict Tool Box
- International Mediation

Visiting Distinguished Professor, Conflict Peace and Development Studies Program (CPDS) Tribhuvan University, Kathmandu Nepal, fall 2008 and, Department of Peace and Conflict Studies, University for Peace, Cost Rica, spring 2009. Both courses are part of the University for Peace's UPSAM project.

Graduate Courses

- Social and Cultural Dimensions of Conflict, Peace and Development (Nepal)
- Practices of Conflict Management (Costa Rica)

Visiting Professor, National Defense University, Industrial College of the Armed Forces, Fort McNair, Washington D.C. 2007-2012 (Co-teaching with Ambassador John McDonald – Director, Institute for Multi Track Diplomacy.)

Graduate Course

- Conflict Resolution and Peacebuilding

Adjunct Professor, Wesley Theological Seminary (American University) and the Conflict Resolution Skills Institute, International Peace and Conflict Resolution Program (IPCR), School of International Service, American University. (2006-2007)

Seminary and Graduate Courses

- Conflict Management in Churches
- Environmental Dispute Resolution

Visiting Professor, Dispute Resolution Institute, Hamline University School of Law. (2005-2008)

Law Course

- Theories of Conflict

Assistant/Associate Professor, Nova Southeastern University, Department of Conflict Analysis and Resolution (DCAR), School of Humanities and Social Sciences, Fort Lauderdale, FL. May 1994-August 2000 and adjunct faculty with DCAR and Nova Oceanographic Center, 2000-2007.

Graduate Courses

- Theories of Conflict and Conflict Resolution
- Quantitative Research II Statistics
- Collaborative Problem Solving
- Alternative Dispute Resolution Applications
- Philosophical and Social Issues of Conflict
- Teaching and Training in Conflict Resolution
- Teaching and Training Practicum
- Negotiation Theory and Practice

- Quantitative Research Analysis I
- Policy Research and Development
- Dispute Systems Design
- Resolving Environmental and Public Disputes
- Research Methods
- Qualitative Research Method I
- Contemporary Theories of Conflict and Conflict Resolution
- Doctoral Seminar (Preparing for Exams) I
- Doctoral Seminar (Proposal Writing) II
- Doctoral Seminar (Proposal Defense) III
- Practicum I (on line)
- Practicum II (on line)

Adjunct Professor, Certificate Program in Alternative Dispute Resolution, Center for Alternative Dispute Resolution (CADR), Bowie State University.

Training Course

- Introduction to Alternative Dispute Resolution

Adjunct Professor, Executive Education Program, School of Public and Environmental Affairs (SPEA), Indiana University. (1998-1999)

Training Graduate Workshop

- Conflict Resolution Workshop

Adjunct Professor, Farquhar Center for Undergraduate Studies, Department of Liberal Studies, Department of Legal Studies, Nova College, Nova Southeastern University. (1996-1998)

Undergraduate Courses

- Introduction to Conflict Resolution
- Environmental Law and Conflict

Visiting Professor, Department of Sociology and Anthropology, *Colgate University*, Hamilton, New York. (1993-1994)

Undergraduate Course

- Introductory to Sociology

Teaching Fellow, Syracuse University, Maxwell School, Department of Public Affairs, Summer Institute for Creative Conflict Management and Department of Sociology, 1989-1990)

Undergraduate

- Introduction to Sociology
Undergraduate and Graduate
- Mediation Theory and Practice
- Communication Skills and Problem Solving

Instructor, State University of New York's College of Environmental Science and Forestry (SUNY ESF). (1990-1992)

Undergraduate

- Environmental Negotiation

GRANTS - RESEARCH/PROGRAM/SERVICE

Recipient of over 70 grants and contracts from federal and state agencies. Principal or Co-Principal Investigator on most. Total amount approximately \$6.7 million. Some grants include:

- **FPMI Course Training Development Project**, (\$70,000) to develop four modules in conflict analysis, prevention and management for federal agencies, July 1, 2014.
- **Community Mediation Performance Grant**, (\$72,500), A MACRO grant provided through the Community Mediation Initiative (CMI), Summer 2014.
- **Arava Institute**, Negev Cross Border Research, (\$4000), December 2013.
- **Salisbury University SGA Appropriations**, Gandhi course, (\$9000), October 2013.
- **Research Travel Grant**, (\$2500). Office of Grants and Contracts, PI funding for Israel/Negev/Bedouin research, May 22, 2013.
- **Community Mediation Performance Grant**, (\$75,000), A MACRO grant provided through the Community Mediation Initiative (CMI), Summer 2013.
- **Perdue Family Donor Advised Fund Grant** (\$5000) – Education System Design project, February 2013.
- **Research Extension Grant** – (\$16,500) University of Maryland School of Law, fall 2012. (Co-Principle Investigator)
- **Fulton School of Liberal Arts Faculty Grant**, (\$1600) conference and research travel grant, Ein Gedi, Dead Sea Israel, November 17-24, 2012.
- **Salisbury University Foundation Bosserman Endowment Campaign Fund**, (\$500,000), to sustain the mission of the Bosserman Center for Conflict Resolution, Inc. at Salisbury University, October 2012.
- **Perdue Family Donor Advised Fund Grant** (\$6000) – Education System Design project, October 2012.
- **Salisbury University Faculty Grant** – (\$400) travel grant, September 2012.
- **Community Mediation Performance Grant**, (\$73,387), A MACRO grant provided through the Community Mediation Initiative (CMI), Summer 2012.
- **Research Grant**, (\$285,000), Transportation Security Administration's Model Workplace Program Office, Integrated Conflict Management System (ICMS), US Department of Homeland Security, November 2011. (Co-Principle Investigator)
- **Byrne Service Grant**, (\$26,250) for Community Mediation Service, September 2011.
- **State Justice Institute (MD Court Research Project)**, (\$15,000), preliminary research design for ADR court research project September 2011.
- **University of Maryland School of Law, (MD Court Research Project)** (\$23,500), preliminary research design for ADR court research project Summer 2011. (Co-Principle Investigator)

- ***Statewide Maryland Court ADR Research Project***, (\$747,165), Fall 2011. (Co-Principle Investigator)
- ***Research Grant***, (\$50,000), Transportation Security Administration's Model Workplace Program Office, Integrated Conflict Management System (ICMS), US Department of Homeland Security, June 2011. (Co-Principle Investigator)
- ***Community Mediation Performance Grant***, (\$55,000), A MACRO grant provided through the Community Mediation Initiative (CMI), Summer 2011.
- ***Community Mediation Performance Grant***, (\$69,700), A MACRO grant provided through the Community Mediation Initiative (CMI), Summer 2010.
- ***Research Grant***, (\$570,000), Transportation Security Administration's Model Workplace Program Office, Integrated Conflict Management System (ICMS), US Department of Homeland Security, April 2010. (Co-Principle Investigator)
- ***Court Based Community Mediation Program Evaluation Research Grant***, (\$45,000) Office of the State's Attorney for Baltimore City, June 2009. (Principle Investigator)
- ***Community Mediation Performance Grant***, (\$52,385), A MACRO grant provided through the Community Mediation Initiative (CMI), Summer 2009.
- ***Research Grant***, (\$250,000), Transportation Security Administration's Model Workplace Program Office, Integrated Conflict Management System (ICMS), US Department of Homeland Security, April 2009. (Co-Principle Investigator)
- ***Fulbright Lecture and Research Grant***, (\$55,000), United States Department of State, Tel Aviv University, Israel, April 2009.
- ***Research Grant***, (\$460,000), Transportation Security Administration's Model Workplace Program Office, Integrated Conflict Management System (ICMS), US Department of Homeland Security, October 2008. (Co-Principle Investigator)
- ***Community Mediation Performance Grant***, (\$55,000), A MACRO grant provided through the Community Mediation Initiative (CMI), Summer 2008.
- ***Elkins Professorship Endowment Award***, (\$80,000) Office of the Chancellor, University System of Maryland, June 2008.
- ***Feasibility Study (and facilitation of) a Unified Command Structure for the Accomack County Volunteer Fire and Emergency Medical Services***, (\$10,000), Board of Supervisors of Accomack County, VA., May 2008. (Principle Investigator)
- ***Program Development Grant***, (\$175,400) to develop the "Practical Quality Improvement System" (PQIS) for Court-Based ADR Programs, State Justice Institute, April 2008.
- ***Clinical Program Coordinator Grant***, (\$73,000) to assist in the development of the practicum, internship and independent research projects for the undergraduate and graduate CADR programs, Maryland Judiciary's Mediation and Conflict Resolution Office, Summer 2008.
- ***Developing and Conducting a Partnering Training Program (Research and Training Grant)***, (\$64,000) Maryland Department of Transportation, State Highway Administration, Summer 2008. (Principle Investigator)
- ***Elkins Professorship Endowment Award***, (\$80,000) Office of the Chancellor, University System of Maryland, June 2007.
- ***Clinical Program Coordinator Grant***, (\$63,500) to assist in the development of the practicum, internship and independent research projects for the undergraduate and graduate CADR programs, Maryland Judiciary's Mediation and Conflict Resolution Office, Summer 2007.

- **Community Mediation Performance Grant**, (\$54,308). A MACRO grant provided through the Maryland Association of Community Mediation Centers (MACMC), Summer 2007.
- **Program Development Grant**, (\$600) Salisbury University Foundation, to purchase teaching materials for the masters program in conflict analysis and dispute resolution, February 2007.
- **Registered Student Organization Grant**, (\$5000) Student Government Association, Salisbury University, February 2007.
- **Community Service Grant**, (\$5000) Office of the Provost – lecture series, December, 2006.
- **Service Grant**, (\$2500) Chief Judge of the Maryland Court of Appeals, (F.W. de Klerk) Lecture Series, December 2006.
- **Salisbury University Foundation**, (F.W. de Klerk) Lecture Series, (\$1000), November 2006.
- **Research Grant**, (\$20,000) “Completion and Publication of the Graduate ADR Program Research project” Hewlett Foundation and MACRO, Summer 2006. (Principle Investigator)
- **Clinical Program Coordinator Grant**, (\$45,000) to assist in the development of the practicum, internship and independent research projects for the undergraduate and graduate CADR programs, Maryland Judiciary’s Mediation and Conflict Resolution Office. Summer 2006
- **Registered Student Organization Grant**, (\$4000) Student Government Association, Salisbury University, February 2006.
- **Community Service Grant**, (\$5000) Office of the Provost – lecture series, February, 2006.
- **Community Mediation Performance Grant**, (\$54,400). A MACRO grant provided through the Maryland Association of Community Mediation Centers (MACMC), Summer 2006.
- **Summer Research Assistant Grant**, (\$4500), Office of the Provost, Salisbury University, May 2006. Principle Investigator)
- **Salisbury University Foundation**, (Lech Walesa) Lecture Series, (\$1000), November 2006.
- **Maryland State Police**, Community policing and mediation training, (\$19,500), January 2006.
- **Community Foundation of the Eastern Shore Grant**, public lecture series, (\$5000). *Albert Bailey Wicomico County Field of Interest Fund*, Fall 2005.
- **Community Mediation Performance Grant**, (\$81,734). A MACRO grant provided through the Maryland Association of Community Mediation Centers (MACMC), Summer 2005.
- **Research Evaluation Grant**, An Evaluation of the Construction Partnering Program for the State Highway Administration of Maryland (SHA) (\$49,500), State Highway Administration of Maryland, Winter 2005. (Primary Investigator) (Principle Investigator)
- **Mediation “Definitions Research” grant**, (\$4000), Maryland Judiciary’s Mediation and Conflict Resolution Office, Fall 2004. (Co-Principle Investigator)

- **Community Mediation Performance Grant**, (\$83,000). A MACRO grant provided through the Maryland Association of Community Mediation Centers (MACMC), Summer 2004.
- **Research Grant**, “Mapping the Contours of ADR in the Maryland Court System,” (\$300,000). A Maryland Administrative Judges Committee - MACRO grant, Summer 2004. (Principle Investigator)
- **Conference Grant**, “National Conference on Current Trends in Conflict Resolution in Higher Education” planning grants (\$30,000). Maryland Judiciary’s Mediation and Conflict Resolution Office, July 2003.
- **Community Mediation Performance Grant**, (\$39,767). A MACRO grant provided through the Maryland Association of Community Mediation Centers (MACMC), Summer 2003.
- **F.O.R.C.E. grant**, (Focus on Resourceful, Collaborative, Endeavors): Exploring Farmer and Migrant Worker Issues in Maryland, (\$10,835) A public policy dialogue through the FARM SENSE program housed in the Maryland Department of Agriculture, March 2003.
- **Campus Mediation and Climate Change Program Grant**, (\$26,000). To institutionalize the Peer Mediation Program on the campus of Salisbury University and to develop a climate change program. Maryland Judiciary’s Mediation and Conflict Resolution Office, Winter 2003 (for FY 2003-2004).
- **Program and Research Coordinator Grant**, (\$13,500). To support the position of a program, information and research coordinator for the Center for Conflict Resolution. Maryland Judiciary’s Mediation and Conflict Resolution Office, Winter 2003 (for FY 2003-2004).
- **Perdue-Kresge endowment challenge campaign**, (\$110,000) for the Center for Conflict Resolution at Salisbury University, October 2003. (Lead organizer and strategic planner)
- **Research Grant**, (\$5000) to study structural developments and unique offerings of all graduate Alternative Dispute or Conflict Resolution Programs in the United States. Hewlett Foundation and Maryland Judiciary’s Mediation and Conflict Resolution Office, December 2002. (Primary Investigator)
- **Speaker Grant**, (\$5000) to bring Arun Gandhi to Salisbury University for the “One Person Can Make A Difference Lecture Series” as a part of the Peacemaking and Conflict Resolution Spring Theme speaker series. Maryland Judiciary’s Mediation and Conflict Resolution Office, December 2002.
- **Research Travel Grant**, (\$1700). Maryland Judiciary’s Mediation and Conflict Resolution Office, Summer 2002.
- **Peer Mediation Program Grant**, (\$20,000). To establish a Peer Mediation Program on the campus of Salisbury University. Maryland Judiciary’s Mediation and Conflict Resolution Office, Summer 2002.
- **Program Coordinator Grant**, (\$10,000). To establish a program coordinator, technical operation and web master for the Center for Conflict Resolution. Maryland Judiciary’s Mediation and Conflict Resolution Office, Summer 2002.
- **Community Mediation Start up and Performance Grant**, (\$31,025). A MACRO grant through the Maryland Association of Community Mediation Centers (MACMC), Summer 2002.

- **Mediation Research Grant**, (\$40,000) Evaluation of the California Department of Fair Employment and Housing (DFEH) Pilot Mediation Program, Summer 2001. (Co-investigator)
- **Technology and Operational Support Grant**, (\$6000) Maryland Association of Community Mediation Centers, April 2001.
- **Evaluation Summit Conference Grant**, (\$40,000). To design and host and international conference on conflict resolution program evaluation, Ocean City MD, November 2001. Hewlett Foundation and the Maryland Judiciary's Mediation and Conflict Resolution Office, Summer 2001.
- **CADR Program Development Grant**, (\$4000). Office of the Provost, Salisbury University, Spring 2001.
- **Community Mediation Development Grant**, (\$20,000) A MACRO grant provided through the Maryland Association of Community Mediation Centers (MACRO), January 2001.
- **Research Grant**, (\$18,000) Mediator Impressions of the Equal Employment Opportunity Mediation Process September 2000. (Dr. E. Patrick McDermott Principle Investigator)
- **Research Support**, (\$2000) "Operation Mr. Ed: A Comprehensive Survey of Graduate ADR Programs in the United States and around the World" Office of the President, Nova Southeastern University, March 2000. (Principle Investigator).
- **VOICES Mediation Outreach Grant**, (\$200,000) Bureau of Justice Affairs, Summer 1999, (Research Director and Co-Principle Investigator).
- **VOICES Mediation Outreach Grant**, (\$250,000) Bureau of Justice Affairs, Summer 1998, (Research Director and Co-Principle Investigator).
- **Field Research Support Grant**, (\$3600) "Territorial Conflict in South Africa and the Kingdom of Lesotho" Office of the President and Grants Development, June 1998. (Principle Investigator)
- **Field Research Support Grant**, (\$5000) "Continuing Field Research on Ethno-Territorial Conflict in Bosnia (Mostar, Banja Luka and Sarajevo)" Office of the President, Nova Southeastern University, September 1997. (Principle Investigator)
- **Field Research Support Grant**, (\$5000) "Continuing Research on Perceptions and Behaviors Leading to Violence in Bosnia" Office of the President, Nova Southeastern University, February 1997. (Principle Investigator)
- **Field Research Support Grant**, (\$5000) "Field Research in Israel and the West Bank:" Office of the President, Nova Southeastern University, November 1996. (Principle Investigator)
- **Field Research Support Grant**, (\$12,000) "Field Research on Environmental and Ethno-Territorial Conflict in South Africa, Israel, Bosnia, and Northern Ireland" Office of the President, Nova Southeastern University, May 1996. (Principle Investigator)
- **United States Environmental Protection Agency**, June 1992 (\$10,000), December 1992 (\$2500) June 1993 (\$17,500) EPA Grants U-913679-01-0 (Dissertation Research)

PROFESSIONAL DEVELOPMENT

1 Certification and Training

- ***Crisis Leadership in Higher Education***, John F. Kennedy School of Government, Harvard University, March 7-10, 2011.
- ***Management Development Program***, Harvard Institute for Higher Education, Graduate School of Education, Harvard University, June 14-26, 2008.
- ***Ombudsman 101 Training***, International Ombudsman Association, Alexandria Virginia, October 24-26, 2005.
- ***Ombudsman 101 Plus Training***, International Ombudsman Association, Alexandria Virginia, October 26, 2005.
- ***Upward Feedback, Notice and Confidentiality Training***, International Ombudsman Association, Alexandria Virginia, October 27, 2005.
- ***New Ombuds Workshop***, University and College Ombuds Association (UCOA) and The Ombudsman Association (TOA) Annual Joint Conference, UCOA 20th Anniversary Conference, Atlanta Georgia, April 10, 2005.
- ***Approved Mediator***, Maryland Department of Agriculture's FARM SENSE program, March 2004.
- ***Facilitating Public Disputes Training***, ADR Associates/JAMS, Annapolis, MD. February 11-13, 2004.
- ***Certified Family Mediator***, Circuit Court of Maryland, August 2003.
- ***Certificate in Parent Planning Mediation***, State of Maryland, February 8, 2003.
- ***Certificate in Professional Mediation Skills***, State of Maryland, July 2001.
- ***Approved Assistant County Court Mediation Trainer***, Florida Supreme Court, April 15, 1999.
- ***Certified Arbitrator***, Florida Supreme Court, August 1998.
- ***Certified Grievance Mediator***, Florida Bar Association, July 1997.
- ***Certified Mediator***, National Association of Securities Dealers - Regulations, (National Certification Arbitration #A16855), 1997.
- ***Certified Arbitrator***, National Association of Securities Dealers, (National Certification Mediation #A16855), 1997.
- ***Facilitation Training*** "Facilitating Public Disputes", Carl Moore, Miami, January 24, 1995.
- ***Certification in Family Mediation***, Florida State Supreme Court (#06212CF), September 1994.
- ***Certification in County-Appointed Mediators***, Florida Supreme Court (#06212CF), September 1994.
- ***Certificate in Environmental Conflict Resolution***, Syracuse University, Program on the Analysis and Resolution of Conflicts and the State University of New York's College of Environmental Science and Forestry, 1992. Conferred September 1995.
- ***Environmental Mediation Training***, The Conservation Foundation/World Wildlife Fund, RESOLVE, Washington, DC, December 1992.

- ***Certificate in Conflict Resolution and Peace Studies***, Maxwell School, Program on Non Violence Conflict and Change and the Program on the Analysis and Resolution of Conflicts, *Syracuse University*, 1990.
- ***Managerial Mediation Training***, Dan Dana and Associates, Summer 1990.
- ***Certificate in Mediation Training and Coaching***, Campus Mediation Center, *Syracuse University*, 1989.
- ***Certificate in Mediation Training***, RESOLVE, State of New York, 1989.
- ***Cross Cultural Mediation***, Paul Pedersen, Cross-Cultural Education, *Syracuse University*, Winter, 1989. (University course)
- ***Certificate in Basic Mediation Training***, Friends Mediation Center, Philadelphia, Pennsylvania, 1988. (Taught at George Mason University)
- ***Negotiation Training***, William F. Lincoln, National Center Associates and the Center for Dispute Resolution, Willamette University College of Law, Salem, Oregon, 1988. (Taught at George Mason University)

2 Teaching and Professional Awards

- ***Program of the Year*** Bosserman Center for Conflict Resolution, Maryland Access to Justice Commission, Maryland Judiciary, May 9. 2013.
- ***Regent's Faculty Award for Excellence in Public Service***, University System of Maryland Board of Regents, 2010.
- ***Certificate of Acknowledgement***, for being nominated to the University System of Maryland Board of Regents, Faculty Award for Excellence in Public Service, December 10, 2009.
- ***Certificate of Special U.S. Congressional Recognition***, “in recognition of outstanding and invaluable service to the community” from U.S. Congressman Frank M. Kratovil, Jr. (D) Maryland 1st Congressional District, December 1, 2009.
- ***Senior American Fulbright Scholar***, U.S. Department of State, Bureau of Educational and Cultural Affairs, Senior American Scholar in Conflict Resolution, US-Israeli Education Foundation, Evens Program in International Conflict Resolution and Mediation, *Tel Aviv University*, Israel, 2009-2010.
- ***Wilson H. Elkins Professorship***, University System of Maryland endowed Professorship awarded by the Chancellor and the Board of Regents to a “faculty member that has shown a solid nationally recognized record of significant achievement in one’s academic or professional discipline and evidence of significant achievement beyond one’s traditional discipline” June 2008.
- ***Fulbright Scholar***, (deferred) U.S. Department of State, Bureau of Educational and Cultural Affairs, International Peace Leadership and Governance program, *Africa University*, Mutare Zimbabwe, 2008-2009.
- ***Faculty Appreciation Award***, from the students of Salisbury University in recognition of outstanding contributions to campus life, November 2007.
- ***Wilson H. Elkins Professorship***, University System of Maryland endowed Professorship awarded by the Chancellor and the Board of Regents to a “faculty member that has shown a solid nationally recognized record of significant achievement in one’s academic or professional discipline and evidence of significant achievement beyond one’s traditional discipline” June 2007.

- ***Diversity Award***, Executive Director/Administrator (category) Salisbury University, for the promotion of diversity on the campus of Salisbury University, May 2, 2007.
- ***Outstanding Leadership Award***, for the development and leadership of the Conflict Analysis and Dispute Resolution Programs, from the Office of the President of Salisbury University, November 2006.
- ***Distinguished Faculty Award***, from the Faculty of Salisbury University, for exceeding departmental, school and university wide standards in the areas of teaching excellence, research and public service, August 2006.
- ***Outstanding RSO Event of the Year Award***, from the Office of the Vice President for Student Affairs, for bringing President Lech Walesa to speak in the Center for Conflict Resolution's "One Person Can Make A Difference Lecture Series." Salisbury University, May 12, 2006.
- ***Nominee***, Faculty Research Mentor Award, Salisbury University 2006.
- ***Research Award***, from the Maryland Department of Transportation's State Highway Administration's Partnering Construction Program, at the *American Association of State Highway Transportation Officials* (AASHTO) conference, Phoenix Arizona, April 6, 2006.
- ***Teaching Excellence Recognition Award***, for teaching excellence and assistance to students in international practicum settings, Department of Conflict Analysis and Resolution, Nova Southeastern University, Fort Lauderdale, Florida, February 18, 2006.
- ***Meritorious Public Service Award*** (to the public and legal profession in Florida), The Florida Bar, Grievance Mediation Committee II, June 30, 2004.
- ***Salisbury University Club of the Year Award*** (Conflict Resolution Club Advisor) Salisbury University, 2004.
- ***Salisbury University Outstanding Community Service Program Award***, to the Conflict Resolution Club (Advisor) 2002-2003, Office of Student Activities, Organizations and Leadership.
- ***Nominee***, Faculty Research Mentor Award, Salisbury University 2003.
- ***Meritorious Public Service Award*** (to the public and legal profession in Florida), The Florida Bar, for service as Vice Chair, Grievance Mediation Committee, June 30, 2001.
- ***Nominee***, Most Significant Contribution to Alternative Dispute Resolution, Florida Supreme Court, October 1999.
- ***Public Service Award***, in recognition of assistance of significant magnitude in the areas of communication and conflict resolution, United States Social Security Agency, Fall 1997.
- ***Teaching Fellow***, Graduate School, Syracuse University, 1991-1993.
- ***Outstanding Teaching Assistant Award***, Graduate School, Syracuse University, 1991.

3 Fellowship/Scholarships

- ***Tel Aviv University Fellow***, Social Science Faculty, Tel Aviv University, 2010.
- ***U.S. Environmental Protection Agency***, National Environmental Management Program (NEMP) Dissertation Fellow, *Office of Policy Analysis and Review*, 1993.
- ***Visiting Fellow***, Harvard University Law School, Program on Negotiation, 1992.
- ***Fellow***, United States Presidential Management Fellow, 1991-1992.

- **U.S. Environmental Protection Agency**, National Environmental Management Program (NEMP) Dissertation Fellow, *Environmental Education Branch*, 1991-1992.
- **Roscoe Martin Dissertation Fellowship**, Maxwell School, Syracuse University, 1992.
- Graduate School Dissertation Fellowship, Syracuse University, 1991.
- **Maxwell School Fellowship**, Syracuse University, 1990.
- Environmental Mediation Scholarship, Conservation Foundation, 1992.
- **Graduate School Scholarship**, Syracuse University, 1989-1991.
- **University Scholarship**, Syracuse University, 1990.

CONFERENCE PRESENTATIONS/PANELS

1 International Presentations/Panels/Workshops

- "Conflict Management and Leadership: Prevention, Models and Driving Values" DeBoer Fellows Training, Pyin-Oo-Lwin, Myanmar, January 17, 2014.
- "Conflict Management and Leadership: Principles and Characteristics" DeBoer Fellows Training, Pyin-Oo-Lwin, Myanmar, January 15, 2014.
- "Conflict as a Creative Source of Tourism: Lessons learned from Ireland, South Africa and Nepal" *Cross Border Cooperation and Tourism Conference*, Dead Sea and Arava Institute, Tamar Regional Council and the Dead Sea Institute for R&D, Kibbutz Ein Gedi, Israel, December 13, 2013.
- "Scientific Cooperation as a Means of Deescalating Cross Border Disputes" *Cross Border Cooperation and Tourism Conference*, Dead Sea and Arava Institute, Tamar Regional Council and the Dead Sea Institute for R&D, Kibbutz Ein Gedi, Israel, December 11, 2013.
- "Multi-Methodological Dynamic Approaches to Mediation Assessment" Defining and Assessing Success and Failure in Conflict Engagement Conference, *Bar Ilan University*, May 7, 2013.
- "Innovative Practices and Leading Research on International Mediation as a Distinct form of Conflict Intervention" *Tel Aviv University*, November 20, 2012.
- "Gandhi's Philosophy of Nonviolence in relation to community violence reduction in Haiti" United Nations: Log Base/MINUSTAH, Port-au-Prince, Haiti, March 29, 2012. (With Arun Gandhi)
- "Nonviolence training for community leaders in training" Bel-Air, Port-au-Prince, Haiti, March 28, 2012. (With Arun Gandhi)
- "Thoughts on Nonviolence as it relates to Haiti" J/P HRO Haitian Relief Organization, Kay Komunite, Port-au-Prince, Haiti March 27, 2012. (With Arun Gandhi)
- "Leadership and Conflict Transformation: Reaching Out to the Enemy Other" Fulbright lecture, *Tel Aviv University*, May 30, 2010.
- "A Review of Developments and Trends in Graduate Conflict Resolution Programs" *Ben Gurion University of the Negev*, Department of Politics and Government MA in Politics and Conflict Program and the Interdisciplinary MA Program in Conflict Resolution, Israel, April 14, 2010.

- “Exploring Non Obvious Aspects of Environmental Conflict” A public lecture for the Evens Program on International Conflict Resolution and Mediation, The Gershon H. Gordon Faculty of Social Sciences, *Tel Aviv University*, March 21, 2010.
- Curriculum Development Workshop participant on “Development, Peace and Security” organized by the Asia and Pacific Programme of the University for Peace and co-sponsored by Thribhuvan University, Nepal. December 1, 2008 in Kathmandu, Nepal.
- “Making and Keeping the Peace in Nepal” a half-day workshop for members of the General Committee of the Nepali Congress and other Members of Parliament, with Mr. Mrigendra Karki, (Tribhuvan University) and Dr. Katsuo Nawa, (Tokyo University), Kathmandu Nepal, November 22, 2008.
- “Translating Lessons from Peace Processes in South Africa, Israel and Bosnia to the Nepali Situation” in a panel on “Prospects & Challenges on Peace Process of Nepal” Peace Fair 2008, Kathmandu, Nepal, November 21, 2008.
- “University Students Perceptions of Self and Country: A View From Four Ethnopolitical Conflict Zones.” *International Society for Political Psychology's 25th Annual Scientific Meeting*, Berlin, Germany, July 16-19, 2002. (Presented by Dr. Sean Byrne)
- “Suffering Through History: The Conflicting Roles of Myths and Folklore in the Continuing Division of Bosnia-Herzegovina,” Conflict Resolution and Peacebuilding Commission, *Seventeenth International Peace Research Association General Conference*, Durban South Africa, June 24, 1998.
- “Field Research Findings on Attitudes Held by Bosnian, Croatian and Serbian Young Adults toward the Future of Bosnia-Herzegovina,” United States Embassy, Sarajevo, Bosnia-Herzegovina, December 10, 1997.
- “The Impact and Legacy of Frank A. Polkinghorn, Sr. on the Post War Japanese Electronics Industry,” in “Lessons Learned from the Japanese Managerial Revolution,” The Civil Communication Section Institute/ All Irish Industrial Institute Conference, Belfast, Northern Ireland, March 24, 1997.
- “Crisis Management Techniques” Presentation and follow-up training, Mladi Most, Mostar, Bosnia-Herzegovina, March 3 and March 8, 1997.
- “When Subjectivity and Objectivity Meet: Resolving Paradigmatic Cleavages Which Exacerbate Inter-group Conflict,” *The Irish School of Ecumenics*, Centre for Peace Studies, *Trinity College*, Dublin Republic of Ireland, August 1, 1996.
- “Environmental Regulatory Conflict within the European Community: Methods of Resolving Conflicts Over Differences in National Baseline Criteria,” *The London School of Economics and Political Science*, Department of Government, London England, July 25, 1996.
- “Dealing with Children’s Perceptions of War,” Workshop, Mladi Most, Mostar Bosnia-Herzegovina, July 22, 1996.
- “Race, Class, and Ethnicity in Environmental Conflict: Another Source of Inter-Group Conflict and War,” Part of the International Public Lecture Series “Theory and Practice at the End of the Millennium,” *University of Ljubljana*, Department of Cultural Studies, School of Social Sciences, Ljubljana, Slovenia, July 20, 1996.
- “Analytical Approaches to Ethno-Environmental and Territorial Conflicts,” Ministry of the Interior, State of Israel, Jerusalem Israel, July 16, 1996.
- “Transforming Inter-Group Conflict via Peace Education and Its Impact on Young Adults,” Ministry of Education, State of Israel, Jerusalem, Israel, July 16, 1996.

- “Ethnic Identity and Territorial Disputes,” The Jewish-Arab Center, Israel, *University of Haifa*, Haifa, Israel, July 15, 1996.
- “Conflict Analysis and Resolution: The Role of Higher Education and Public Participation in the New South Africa,” African Centre for the Constructive Resolution of Disputes (ACCORD) and the Department of Political Science, *University of Durban-Westville*, Durban South Africa, July 12, 1996. (With Dr. Byrne)
- “What is Intercommunal Conflict and When Do You Use Interest Based Negotiations over Rights and Power Based Approaches?” Conflict Resolution Workshop, *International Sociological Association, International Political Science Association’s World Congress, University of Natal*, Durban, South Africa, July 7-11, 1996.
- “Group Identity and Its Relationship to Natural Resources Conflict,” *International Sociological Association, International Political Science Association’s World Congress, University of Natal*, Durban, South Africa, July 7-11, 1996.

2 US Conference Presentations

List available upon request

SERVICE

1 Editorial Boards

- **Scientific Advisory Board**, *International Journal of Conflict Engagement and Resolution* at Bar Ilan University, Ramat Gan, Israel, 2013-present.
- **Editorial Advisory Board**, *Alaska Journal of Conflict Resolution*, 2011-present.
- **Editorial Advisory Board**, *International Journal of Conflict Management*, 2010-present.
- **International Editorial Board**, African Peace and Conflict Network, Working Papers Series (spring 2007-present) and the *African Conflicts and Peacebuilding Review* (2010-present).
- **Editorial Board**, *Conflict Resolution Quarterly*, Summer 2003-present.
- **Editorial Board**, *Journal of Peace and Conflict Studies*, Spring 2003-present.
- **Assistant Editor**, the International Encyclopedia of Racial and Ethnic Relations, JAI Press, 1995-1996.
- **Consulting International Editorial Board Member**, Research on Human Social Conflicts Series, JAI Press 1995-1996.

2 Professional Boards/Committees

- **Board of Advisors**, Rezoud Corporation, 2013-present.
- **Board of Advisors**, *School of Conflict Analysis and Resolution*, George Mason University, Spring 2012-present.
- **Member**, Climate Change Rapid Response Team, *Union of Concerned Scientists*, 2011-2013.
- **President and Member of the Board of Directors**, *Institute for Multi-Track Diplomacy*, Rosalyn VA., August 2006 (President 2009)-present.

- **Board of Trustees**, *Angola Central Highlands University*, Bie Province, Angola, January 2007-present.
- **Board of Directors**, *SHAREcircle*, Evanston, Illinois, January 2007-present. (A humanitarian relief, agricultural, development, de-mining and mine awareness agency working in countries emerging from conflict.)
- **Executive Board**, *Healthy U of Delmarva*, (Research Committee, Strategic Planning Committee) Summer 2004-Summer 2012.
- **Advisory Board**, Maryland Judiciary's *Mediation and Conflict Resolution Office*, (MACRO). Court of Appeals of Maryland. Summer 2001-present.
- **Board Member**, Maryland Association of Community Mediation Centers (MACMC), 2000-2002.
- **Board of Directors**, Peace Place, Broward County Public Libraries, Summer 1999-Summer 2000.
- **Vice Chair**, *Florida Bar Association*, Standing Committee on Grievance Mediation January 1998 – June 2005. (Vice Chair 1999-2001.)
- **Member, Ethics Committee**, Maryland Judiciary's Mediation and Conflict Resolution Office (MACRO), Court of Appeals of Maryland, Summer 2003-Summer 2007.
- **Academic Member** of the National Security Study Group for the United States Commission on National Security. Spring-Summer 2000.

3 Areas of Conflict Intervention and Training

- **University Neutral** (2000-present) Act as an independent, confidential and neutral source that provides conflict intervention services to the entire University community (students, faculty and staff). Deliver workshops and training in conflict intervention, communication and mediation. Provide mediation, facilitation and appreciative inquiry and other services. Make recommendations on policy and procedures.
- **Mediator** (1988-present) Mediate over ~2500 cases through various university programs, international organizations, private practice, state and federal agencies as well as through district, circuit, criminal, family and orphan courts in FL, MD and NY. Also mediate special cases with numerous religious organizations and congregations.
- **Facilitator** (1992-present) Facilitate roughly 80 cases using public policy dialogues, public meetings, public hearings, formal negotiations, focus groups, round table, problem solving workshops and other forums in the areas of environmental: regulation, policy, superfund, (ex. Nutrient management, tributary run off, watershed restoration, environmental justice dialogues, air quality, quality of life and development, LULUs, re-permitting) for the DOI (FWS, National Parks), NOAA, EPA, US Navy, various state environmental agencies in FL, NY, MD, SC, OR and MN and environmental non-profits in LA and NY. Facilitate in the areas of public health, transportation, public access to nature reserves, economic sectors (ex. equestrian community) for various state agencies in FL, NY and MD. Facilitate community visioning plans and appreciative inquiries for federal government (e.g. US Social Security Administration) private sector (ex. Brystol Myer Squib) and education arena (ex. University System of Maryland).
- **Arbitrator** (1996-present) Arbitrator in the areas of: Labor (e.g. sugar cane workers) Teacher (e.g. work assignments), Fire Department (e.g. position vacancies), Police Department (e.g. dismissal), Construction Industry in private and government projects (ex. Post construction pre-trial).
- **Negotiation Trainer** (1996-present) Trainer for various university programs as well as the Institute for Multi-Track Diplomacy. This also includes teaching graduate negotiation courses. Contract trainer for numerous private sector businesses and for various state and federal agencies.
- **Mediation Trainer** (1989-present) Trainer for various graduate programs (Syracuse, Nova, Salisbury) as well as community mediation programs in NY, FL and MD.
- **Specialty area Construction Partnering Facilitation, Mediation, Training** (2002-present) Facilitator of kickoff workshops and periodic progress meetings for major road, bridge and building projects, in particular for major universities, state highway administrations and the federal government. Mediate ongoing construction projects that are in trouble but wanting to solve problems instead of waiting for post construction litigation. Trainer for construction partnering including: Basic Partnering Skills, Refresher Courses, Communications I and II (problem solving) and Facilitation.