

## SUMMARY OF QUALIFICATIONS

- Licensed by North Carolina State Bar and certified as a Mediator by North Carolina Dispute Resolution Commission
- Created and implemented conflict resolution models that resolved long-standing disputes, minimized costs and promoted positive relationships within large academic and corporate organizations
- Mediated litigated cases involving a broad array of disputes including personal injury, workers' compensation, contracts, harassment, employment, business and commercial
- Mediated pre-litigation claims of harassment, insubordination, issues among boards of directors, intra-organizational disputes, selection and eligibility to elite services and policy violations
- Taught mediation, representation in mediation, communication, negotiation, ethics, and education law courses at major institutions of higher learning, continuing legal education conferences and professional workshops
- Presented nationally on topics of crisis intervention, conflict resolution, conflict management and ethics

## PROFESSIONAL EXPERIENCE

***NORTH CAROLINA CENTRAL UNIVERSITY SCHOOL OF LAW*** *2006-present*  
***Assistant Professor and Supervising Attorney of Alternative Dispute Resolution Clinic, Durham, NC***

- Teach negotiation and mediation courses that apply theoretical frameworks in the context of real-world issues and disputes
- Supervise Alternative Dispute Resolution (ADR) Clinic in which law school students mediate disputes in the Wake County District, Domestic Violence and Child Custody Courts and the Office of Administrative Hearings
- Coach teams for ABA Representation in Mediation Competition and Negotiation Competition, two of which placed first and third in regional competition
- Advise ADR Certificate students in developing quality research and practice projects

***UNIVERSITY OF NORTH CAROLINA*** *2009*  
***Visiting Professor, Chapel Hill, NC***

- Design and teach "Conflict Management for International Peacemakers" for international graduate students in Duke-UNC Rotary Center for International Studies in Peace and Conflict Resolution

***INTERPLAY DISPUTE RESOLUTION AND CONFLICT MANAGEMENT SERVICES*** *2005-present*  
***Principal, Durham, NC***

- Mediate litigated and pre-litigation claims involving issues of personal injury, workers' compensation, contracts, harassment, employment, business and commercial, harassment, assault, damage to property and sports
- Consult with and advise CEOs, department heads, supervisors and managers on effective communication and dispute resolution procedures within organizations
- Design and deliver higher education, continuing legal education and corporate seminars and training programs on communication and conflict, the theory and practice of mediation, negotiation and other models of conflict resolution

***DUKE UNIVERSITY*** *2007-2009*  
***Adjunct Professor, Durham, NC***

- Designed and taught "Conflict, Resolution and Film" in which students explored global conflict and models of resolution through a combined study of theory, practice and documentary film
- Designed and taught "Visual Storytelling in the Context of Conflict" in which students used negotiation and conflict resolution theory to produce persuasive video arguments on current contentious political issues
- Supervised students producing documentary films intended to facilitate education, awareness and advocacy of current domestic and international conflicts

***DUKE UNIVERSITY, Durham, NC*** *1998-2005*  
***Associate Dean for Judicial Affairs, Dean of Students Office***

- Administered Judicial Affairs Office; hired and supervised staff; developed and managed departmental budget; developed and implemented policies and procedures; established and maintained strategic plans
- Designed and implemented arbitration, mediation and negotiation procedures within undergraduate, graduate and employment grievance processes
- Advised senior officers on campus-community relations; developed and coordinated communications plans for campus-wide emergencies; created opportunities for inter-departmental collaboration and policy development

- Assessed local and national trends regarding current issues in higher education; reported to the Board of Trustees and the campus community on systems to promote a community of honesty, integrity and respect; prepared regular statistical reports that complied with federal reporting requirements

**DUKE UNIVERSITY, Durham, NC**

1994-1998

**Assistant Dean of Student Development, Office of Student Development**

- Oversaw advising of students accused of policy violations; recruited, selected and trained student and staff advisors; counseled and advocated for student victims of crime and/or harassment
- Conducted hearings for undergraduate disciplinary system
- Developed mediation model for campus and community conflicts
- Chaired campus-wide task forces to create and implement legally sound disciplinary, academic and emergency response policies and procedures

**CITY OF DURHAM, Durham, NC**

1991-1994

**Police Officer, Uniformed Patrol Division**

- Upheld laws and codes of State of North Carolina and City of Durham
- Protected life and property in inner-city neighborhoods riddled with gangs and crime
- Carried out covert operations with Detective and Vice and Narcotics Divisions

**Violence Intervention Counselor**

- Implemented a federally funded grant program for city Police Department to reduce domestic violence
- Responded to 911 domestic violence calls, and served with program to counsel habitual domestic violence offenders on job placement, substance abuse intervention and personal goal setting

**DUKE UNIVERSITY, Durham, NC**

1990-1993

**Interactive Education Coordinator, Bio-Design Studio**

- Designed and taught course curriculums for at-risk children aimed at encouraging exploration and realization of personal values, morals, and judgment
- Designed and produced educational toys and activities for an interactive children's museum

## OTHER PROFESSIONAL EXPERIENCE

**Mediator, United States Olympic Committee (2004-present)**

Designed, proposed and implemented mediation program within existing grievance procedures; Successfully mediated disputes arising from 2004 Paralympic Games in Athens and ongoing selection and eligibility disputes—disputes that would typically cost \$300,000+ to arbitrate/litigate

**Mediator, Los Angeles County Court System (2004)**

Developed and implemented mediation program in civil harassment division of Pasadena Courthouse; Facilitated settlement of small claims disputes with 85-90% success rate

**Consultant, Pepperdine University (2005)**

Assessed institutional judicial programs; Proposed policy and procedural recommendations that comply with the Council for the Advancement of Standards in Higher Education and with current best practices

**Consultant and Investigator, Massachusetts Institute of Technology, Division of Student Affairs (2002)**

Called in as expert consultant in midst of \$20 million claim against university; Investigated student harassment case and subsequent student suicide; Recommended revisions to policies and practices that support students in crisis, resolve conflict and minimize institutional liability

**Hearing officer, Duke University, Human Resources (2000-2004)**

Arbitrated final stage of employee grievance process

**Harassment Prevention Advisor, Duke University (1994-2004)**

Counseled and supported individuals facing issues of harassment from peers, faculty, or staff members; Developed policy; Conducted campus community training programs

**Kenan Institute for Ethics, Duke University (2003)**

Participated in the development of a 5-year strategic plan, which when presented to the Board of Directors for the William R. Kenan, Jr. Fund for Ethics, resulted in a \$2.5 million increase to the core endowment for the Kenan Institute for Ethics

## OTHER PROFESSIONAL EXPERIENCE

Instructor and Coach, *Carolina Dispute Settlement Services*, 40-hour Superior Court Mediator Certification Course (2006-present)  
Coach, *Beason and Ellis Conflict Resolution, LLC*, 40-hour Superior Court Mediator Certification Course (2006-present)  
Instructor, *Duke University* and *North Carolina Central University School of Law*, “Women and Negotiation” (2006-present)  
Instructor, *Duke University*, “Legal Issues in Education” (2003)  
Instructor, *Duke University*, “Advantage Me, Disadvantage Who” (2003)  
Instructor, *North Carolina Medical Society Leadership College*, “Negotiation and Conflict Resolution” (2006, 2007)  
Presenter/Facilitator, *Pepperdine University School of Law*, “Arbitrating Sport: Reflections on USADA/Landis, the Olympic Games and the Future of Sports Dispute Resolution” (2009)  
Presenter, *United States Olympic Committee*, “Best Legal Practices in Amateur Sports” (2008)  
Presenter, *Duke University* (Graduate and Professional Women’s Network), “Graceful Persuasion” (2006-present)  
Presenter, *Talecris Biotherapeutics*, “Conflict Resolution in the Workplace” (2007)  
Presenter, *N.C. Public Lawyers Conference*, “The Art of Negotiation: From Adversity to Opportunity” (2005)  
Presenter, *Leading at Duke Conference*, “What Can Go Wrong in Leading Organizations” (2003)  
Presenter, *Duke University* and *University of North Carolina STRETCH Conference*, “Minimizing Risk and Liability in Hosting Large Events” (2003)  
Presenter, *Center for Academic Integrity Conference*, “Enlisting Faculty Support in Promoting a Climate of Academic Integrity” (2003)  
Presenter, *Association for Student Judicial Affairs Conference*, “Collaborating With Law Enforcement to Maintain Order During Campus Crises” (2002)  
Presenter, *College Student Values Conference*, “Ethics in Krzyzewskiville” (2001)

## EDUCATION

<b>Certificate in Documentary Studies</b> , <i>Duke University</i> , Durham, NC	2006
<b>Master of Laws in Dispute Resolution</b> , <i>Pepperdine University-School of Law</i> , Malibu, CA	2005
<b>Juris Doctor</b> , <i>North Carolina Central University-School of Law</i> , Durham, NC	1999
<b>Bachelor of Arts in Art-design</b> , <i>Duke University</i> , Durham, NC	1989

## CERTIFICATIONS, MEMBERSHIPS & ASSOCIATIONS

Council Member, North Carolina Bar Association Dispute Resolution Section  
Member, American Bar Association, Dispute Resolution Section  
Member, North Carolina Academy of Superior Court Mediators  
Superior Court Mediation Certification, North Carolina Dispute Resolution Commission  
Workers’ Compensation Mediation Certification, Industrial Commission

## PERSONAL REGONITIONS, ACTIVITIES & INTERESTS

- Recognized and invited to speak at a public hearing before the Library of Congress on the subject of when, and by whom, DVDs and other audiovisual materials should be exempted from technological measures that control access to copyrighted works under the Digital Millennium Copyright Act (2009)
- Recipient of \$250,000 Innovation Award from MacArthur Foundation to develop virtual learning and training environments in the field of Conflict Resolution (2008-2009)
- William C. Friday Fellow for Leadership in Human Relations (2006-2008)
- Documentary Filmmaker: *Dare to Dream Big, One Night in Durham, AIDS and the Gulf War: Larry’s Story*
- Artist: oil painting, charcoal drawing, winner of Durham citizens art contest
- Competitive swimmer: North Carolina state open water champion in 5K (2008), 1<sup>st</sup> place at National Open Water Festival in 5K (2009), 6<sup>th</sup> place finisher in international 10K open water competition (2007)