

## Team assembled for *The Negotiator's Fieldbook*

**Hal Abramson** is a professor of law at Touro Law Center, NY, where he teaches, trains, and writes on mediation representation and international mediation. He is an experienced mediator of domestic and international business disputes and has mediated disputes involving parties from China, Belgium, Colombia, Egypt, Guinea, India, Israel, Hong Kong, Russia, South Korea, and Venezuela. He recently published two books, *Mediation Representation: Advocating in a Problem-Solving Process* (NITA, Recipient of 2004 Book Award of CPR Dispute Resolution Institute) and *International Conflict Resolution: ADR Consensual Processes* (Co-Authored, West, 2005). His academic degrees are in business administration (B.B.A., University of Michigan), public administration (M.P.A., Harvard University), and law (J.D., Syracuse University and LL.M., Harvard University).

**Peter S. Adler**, Ph.D. is President of The Keystone Center, which builds applied, consensus-based policy solutions to science-intensive energy, environmental and health-related policy problems. Adler's specialty is multi-party problem-solving. He has extensive experience with water, land use, and business negotiations, and mediates, writes, trains, and teaches in diverse areas of conflict resolution. Prior to his appointment at Keystone, Adler held executive positions with the Hawaii Justice Foundation, the Hawaii Supreme Court, and the Neighborhood Justice Center. He served as President of the Society of Professionals in Dispute Resolution and has authored numerous publications in the field of conflict management.

**Kevin Avruch** is Professor of Conflict Resolution and Anthropology, Associate Director at the Institute for Conflict Analysis and Resolution, and senior fellow and faculty in the Peace Operations Policy Program, School of Public Policy, at George Mason University. He is the author of numerous articles and essays on culture and conflict analysis and resolution, negotiation, political violence, and ethnonationalism, and the author or editor of five books, most recently *Culture and Conflict Resolution* (1998) and *Information Campaigns for Peace Operations* (2000). He has lectured widely in the United States and abroad. In 1996-1997 he was a senior fellow in the Jennings Randolph Program for International Peace at the United States Institute of Peace.

**Zoe I. Barsness** is an associate professor of management in the Milgard School of Business at the University of Washington, Tacoma. She earned her Ph.D. in organizational behavior from the Kellogg Graduate School of Management at Northwestern University. Her research focuses on the influence of culture and technologically mediated communication on negotiation processes as well as the impact of recent developments in communications technology, organization structure, and work arrangements on individuals and groups in organizations more generally. Her work has appeared in publications such as *The Academy of Manage-*

*ment Journal, Research on Managing Groups and Teams, Research in Organizational Behavior, Social Forces, Social Justice Research, and Negotiation Journal.*

**Howard S. Bellman**, over the years since 1965, has mediated in nearly every category of dispute. His work has ranged from the most ordinary civil and labor matters to international diplomacy. A significant portion of his practice has included high-profile, multi-party cases of public concern such as controversial land-use determinations, large-scale environmental remediations, school district desegregation, state-wide education financing litigation, and Indian land claims. Mr. Bellman received B.A. (1959) and Law (1962) degrees from the University of Cincinnati, and an LL.M. (Labor Law, 1963) from New York University. He is a Distinguished Adjunct Professor at Marquette University's Center for Dispute Resolution Education.

**Phyllis Bernard** is Robert S. Kerr, Jr. Distinguished Professor of Law at Oklahoma City University School of Law and Director of the Center on ADR, including directing the Oklahoma Supreme Court's ADR program in central Oklahoma. In this capacity Bernard initiated flexible models of tribal peacemaking adapted through her work with the ABA Dispute Resolution Section and ABA Africa for use in Nigeria, Rwanda, Liberia, Kenya and the Sudan. Bernard's J.D. is from the University of Pennsylvania Law School. She has served on the governing councils of the ABA Section of Administrative Law and Dispute Resolution Section, where she also was Long-Range Planning Officer; is 2005-2006 Chair, ADR Section, AALS; and is co-editor of the book, *Dispute Resolution Ethics: A Comprehensive Guide* (ABA Books).

**Anita D. Bhappu** is Assistant Professor of Management and Organizations in the Cox School of Business at Southern Methodist University. She received her Ph.D. in Management from the University of Arizona. Anita studies conflict and communication in diverse work teams, as well as service design and delivery. She is an active member of the Academy of Management and the International Association of Conflict Management. She was recently appointed to the advisory panel of the Innovation and Organizational Change program at the National Science Foundation. Prior to her academic career, Anita was a chemical engineer for the Procter & Gamble Company.

**Lisa Blomgren Bingham** is the Keller-Runden Professor of Public Service and Director of the Indiana Conflict Resolution Institute (ICRI) at Indiana University's School of Public and Environmental Affairs, Bloomington, Indiana. ICRI conducts field and applied research on conflict resolution and collaborative governance with support from the William and Flora Hewlett Foundation. A graduate of Smith College and the University of Connecticut School of Law, Bingham received the Association for Conflict Resolution's Abner Award for research excellence, and research awards from the American Bar Association Section of Dispute Resolution, International Association for Conflict Management, and Section of Environmental and Natural Resource Administration of the American Society of Public Administration (Best Book, 2005, for *The Promise and Performance of Environmental Conflict Resolution*).

**Gabriella Blum** is Learned Hand Visiting Assistant Professor at Harvard Law School, teaching and researching International Law and International Negotiations. Blum studied law and economics at Tel-Aviv University, and then served for five years as a Senior Legal Advisor in the International Law Dept., Military Advocate General's Corps, Israel Defense Forces, advising military and other government branches on international legal issues and working on the peace negotiations between Israel and its Arab neighbors. Subsequently, she studied at Harvard for LL.M. and S.J.D. degrees, served another year in the IDF, specializing in counter-terrorism, and was then appointed as Strategic Advisor to the Israeli National Security Council. While at the NSC, she taught negotiation at the College of Management and Tel-Aviv University.

**Wayne Brazil** has been a United States Magistrate Judge in northern California since 1984. Before joining the court, Judge Brazil was a law professor and a civil litigator. As a magistrate judge, he has handled a wide range of assignments

in civil and criminal cases. He has hosted some 1500 settlement conferences. He helped design his court's ADR program and supervises the professional staff that runs it. He has published a number of articles about court sponsorship of ADR programs and two books about judicially hosted settlement processes.

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**Lan Bui-Wrzosinska** is a faculty member in the Department of Social Psychology of Informatics and Communication at the Warsaw School for Advanced Social Psychology in Poland. She is currently a fellow at the International Center for Cooperation and Conflict Resolution at Teachers College, Columbia University. She has been implementing peer mediation programs in Community Schools in Warsaw and is currently interested in applying the Dynamical Systems theory to conflicts.

**Lieutenant Jack J. Cambria** is the Commanding Officer of the New York City Police Department's Hostage Negotiation Team. His duties consist of coordinating the efforts of 100 Negotiators, who respond throughout the city to all hostage and related situations. He is responsible for the training and certification of new negotiators and the retraining of current negotiators, and conducts training for many outside law enforcement agencies. He worked with the Emergency Service Unit for the three months following the attack on the World Trade Center, to assist in the rescue and then recovery efforts at Ground Zero.

**Marcia Caton Campbell** is an assistant professor of urban and regional planning at the University of Wisconsin-Madison. She holds an M.C.R.P. and a Ph.D. in city and regional planning from The Ohio State University, and a B.A. in linguistics from the University of Illinois at Urbana-Champaign. Her research interests include resolution of intractable land use, environmental and public policy disputes; participatory action research directed toward neighborhood- and community-level social change; community-based development planning; and planning for community food systems.

**Peter T. Coleman** holds a Ph.D. in Social/Organizational Psychology from Teachers College, Columbia University and is Associate Professor of Psychology and Education at Teachers College, where he teaches courses in Conflict Resolution, Social Psychology, and Social Science Research. Dr. Coleman is Director of the International Center for Cooperation and Conflict Resolution (ICCCR) at Teachers College, Columbia University, an innovative Center dedicated to advancing the study and practice of conflict resolution. In 2003, he became the first recipient of the Early Career Award from the American Psychological Association, Division 48: Society for the Study of Peace, Conflict, and Violence. Dr. Coleman co-edited *The Handbook of Conflict Resolution: Theory and Practice* (2000; 2nd edition in press), and has also authored over forty journal articles and chapters.

**Morton Deutsch** is Professor Emeritus and Director Emeritus of the International Center for Cooperation and Conflict Resolution at Teachers College, Columbia University. He studied with Kurt Lewin at MIT's Research Center for Group Dynamics, where he obtained his Ph.D. in 1948. He is well-known and has been much honored for his pioneering studies in intergroup relations, cooperation-competition, conflict resolution, social conformity, and the social psychology of justice. His 10 books include *The Resolution of Conflict* (1973); *Distributive Justice* (1985); and *The Handbook of Conflict Resolution* (2000, 2006). He has been president of: the Society for the Psychological Study of Social Issues; the International Society of Political Psychology; the Eastern Psychological Association; the New York

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**Robert Dingwall** is Professor and Director of the Institute for the Study of Genetics, Biorisks and Society at the University of Nottingham. He has wide experience of research in the sociologies of medicine, law and science. Disputes and their resolution occur in all these environments. His most substantial contribution to the ADR field, however, rests on a series of studies on language and social interaction in divorce mediation conducted in the UK, including participation in the major evaluation project sponsored by the then Lord Chancellor's Department to investigate the feasibility and acceptability of a national mediation program.

**Jayne Seminare Docherty** is associate professor of conflict studies at Eastern Mennonite University. She is the author of *Learning Lessons from Waco: When the Parties Bring Their Gods to the Negotiation Table* and *The Little Book of Strategic Negotiation: Negotiating During Turbulent Times* and articles on negotiation and conflict transformation. She has worked with numerous partner organizations to help communities strengthen their capacity to harness the positive energy and minimize the negative consequences of conflict. She is particularly interested in the challenges facing communities and organizations experiencing sudden changes that demand rapid adaptation to new realities, such as a changing population, economic restructuring, changes in laws or regulations, or the losses associated with natural disasters or catastrophic events.

**William A. Donohue** is Distinguished Professor of Communication at Michigan State University. He received his Ph.D. in 1976 from The Ohio State University in Communication. Bill's work lies primarily in the areas of mediation and crisis negotiation. He has worked extensively with several state and federal agencies in both training and research activities related to violence prevention and hostage negotiation. He has over 70 publications dealing with various communication and conflict issues and has won several awards for his scholarship from national and international professional associations. He is on the editorial board of several journals in the areas of conflict management and communication. Bill also maintains an extensive professional practice in conflict and communication training and intervention.

**Daniel Druckman** is a professor in the Department of Public and International Affairs at George Mason and in Political Science at the University of Queensland in Brisbane. He has been Vernon M. and Minnie I. Lynch Professor of Conflict Resolution at George Mason and is on the faculty at Sabanci University in Istanbul. He has published widely on negotiating behavior, nationalism, peacekeeping, nonverbal communication, and methodology. His most recent book is *Doing Research: Methods of Inquiry for Conflict Analysis*, published by Sage in 2005. He received the 1995 Otto Klineberg award for Intercultural and International Relations, a Teaching Excellence award in 1998, and an award for the outstanding article published in 2001. He received the 2003 Lifetime Achievement award from the International Association for Conflict Management.

**Howard Gadlin** has been Ombudsman, and Director of the Center for Cooperative Resolution, at the National Institutes of Health since 1999. Previously he was University Ombudsperson and Adjunct Professor of Education at UCLA, director of the UCLA Conflict Mediation Program and co-director of the Center for the Study and Resolution of Interethnic/Interracial Conflict. Before that Dr. Gadlin was Ombudsperson and Professor of Psychology at the University of Massachusetts, Amherst. Dr. Gadlin is past President of the University and College Ombuds Association and of The Ombudsman Association (TOA), and past Chair of the Coalition of Federal Ombudsmen. He has many years' experience as mediator, trainer and consultant in conflicts related to race, ethnicity and gender, and writes and publishes regularly about these issues.

**Kevin Gibson** is Associate Professor of Philosophy and Management at Marquette University. He is the director of the Marquette Center for Ethics Studies. He studied with the Harvard Negotiation Project and CDR Associates of Boulder. Dr. Gibson has mediated commercial, environmental, divorce and child custody dis-

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**Chris Guthrie** is Associate Dean for Academic Affairs and a Professor of Law at Vanderbilt Law School. A leading dispute resolution and decision-making scholar, Guthrie began his academic career at the University of Missouri and has served as a Visiting Professor at Northwestern, the University of Alabama, and Washington University. He has received multiple prizes for his teaching and research, including the 2001 and 2003 CPR Institute for Dispute Resolution Professional Article prizes.

**Charles Hauss** wears three professional hats. He works half-time at Search for Common Ground, where he helps develop new projects. He also teaches political science half-time at George Mason University. In his other life, he is also the author of the market leading textbook in comparative politics, and four other books, including two on conflict resolution. He holds a B.A. from Oberlin and an M.A. and Ph.D. from the University of Michigan. He lives in the suburbs of Washington, where he and his wife are working on a book about rethinking national security. Their dog is the world's leading canine expert on conflict resolution since they take her for walks whenever writer's block sets in.

**Alexander Hawkins** is on the verge of completing his Ph.D. at Cambridge University, where he has also taught criminal justice. His research interests include plea bargaining, and, more generally, the concept of discretionary justice. Now based in Oxford (England), he works as a professional jazz musician.

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**Christopher Honeyman** is a consultant, mediator and arbitrator based in Madison, Wisconsin and Washington, DC. He has advised firms, nonprofits, government agencies, universities and foundations throughout the U.S. and in other countries on dispute resolution infrastructure issues, quality control and ethics. His specialty is managing interdisciplinary teams of experts to address complex conflict management problems, and he has led a fifteen-year series of large-scale conflict management research and development projects funded by the Hewlett Foundation. He has served as mediator, arbitrator or in other neutral roles in more than 2,000 cases since the 1970's. Honeyman is also author or co-author of more than 50 articles and book chapters; many have been republished electronically at [www.convenor.com](http://www.convenor.com)

**Chris Stern Hyman** is a health care lawyer and a mediator. In 1998 she formed Medical Mediation Group LLC with Marc Fleisher, J.D., which provides mediation services and conducts trainings. Chris Hyman has written on state medical boards' pain management policies and on mediation and health care. She received her undergraduate degree from the University of Chicago and her law degree from Brooklyn Law School. Chris Hyman was a co-principal investigator for the Demonstration Mediation and ADR Project of the Project on Medical Liability in Pennsylvania and principal investigator of the New York City Pilot Project for Mediation of Medical Malpractice Claims funded by a grant to Columbia Law School. She can be reached at [cshyman@aol.com](mailto:cshyman@aol.com).

**Alexander Jeglic** is a lawyer in Washington D.C. working for the Embassy of Australia in the field of International Trade. He has previous experience in dispute resolution with the Chicago International Dispute Resolution Association and the Delegation of the European Commission to the United States Trade Section. He holds a J.D. from Loyola University–Chicago and an LL.M. from George Washington University. He is also a certified member of the Chartered Institute of Arbitrators.

**Elizabeth Jeglic** is an Assistant Professor of Psychology at the John Jay College of Criminal Justice in New York. She received her doctorate in clinical psychology from Binghamton University and she completed a postdoctoral fellowship at the University of Pennsylvania under the mentorship of Dr. Aaron T. Beck. Dr. Jeglic is an experienced therapist and she has worked with both psychiatric and forensic populations. Her current research interests are the treatment of suicidal behavior and the development of sex offender treatment programs.

**Gregory Todd Jones, M.B.A., M.P.A., J.D., Ph.D.,** is Director of Research at the Interuniversity Consortium on Negotiation and Conflict Resolution and Faculty Research Fellow and Adjunct Professor of Law at Georgia State University College of Law. He directs the Computational Laboratory for Complex Adaptive Systems. During the 2005-06 academic year, Dr. Jones is Visiting Research Scholar at the Max Planck Institute for Research on Collective Goods in Bonn, Germany. Dr. Jones' extensive multi-disciplinary scholarship has appeared in numerous law reviews as well as peer reviewed journals in law, ethics, statistics, and economics.

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**Loretta Kelly** is a Gumbaynggirr and Dainggadi woman from the mid-north coast of New South Wales. Loretta was appointed as a lecturer at Southern Cross University in 1999, where she became the first tenured Goori (Aborigine) in an Australian law school. Since completing her B.A. and LL.B. in 1996, she has worked for a number of community and government organizations in dispute resolution and restorative justice. Her passion lies in the development of alternatives to the criminal, civil and family justice systems for her people. Loretta received a Young Australian of the Year Award in Community Service (2000), and has published extensively, trained many Gooris, and mediated countless disputes. But she found her own mediation with *Yuludarra* (the Father) through Christ.

**Stuart Kirschner** is Associate Professor of Psychology at John Jay College of Criminal Justice. For over a decade he has been principal instructor for the Emergency Psychological Technician (EPT) course, which instructs New York City Police Officers on communication with emotionally disturbed persons. Kirschner

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**Deborah M. Kolb** is the Deloitte Ellen Gabriel Professor for Women and Leadership at Simmons School of Management. From 1991-1994, Kolb was Executive Director of Program on Negotiation at Harvard Law School and is currently co-director of The Negotiations in the Workplace Project. Professor Kolb is the co-author of *Everyday Negotiation: Navigating the Hidden Agendas of Bargaining* and *Her Place at the Table: A Woman's Guide to Negotiating Five Challenges to Leadership Success*. Other books include: *The Mediators*, *Hidden Conflict In Organizations: Uncovering Behind-The-Scenes Disputes*, *Making Talk Work* and *Negotiation Eclectic*. Deborah Kolb received her Ph.D. from MIT's Sloan School of Management, her B.A. from Vassar College and an M.B.A. from the University of Colorado.

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**Michelle LeBaron** is Director of the Program on Dispute Resolution and Professor of Law at the University of British Columbia in Vancouver, Canada. Previously, she served as a faculty member at George Mason University in Fairfax, Virginia in Conflict Analysis and Resolution and Women's Studies. She has worked internationally to design and implement culturally fluent conflict management systems in commercial, organizational and family settings. Professor LeBaron's current passion is exploring connections between the arts and cross-cultural conflict resolution. She is the author of *Bridging Troubled Waters: Conflict Resolution from the Heart*, *Bridging Cultural Conflicts: A New Approach for a Changing World*, and, most recently, *Cross-Cultural Conflict Resolution* (forthcoming from Intercultural Press).

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**Julie Macfarlane** is Professor at the Faculty of Law of the University of Windsor. She has researched and written extensively on dispute resolution and in particular on the role of lawyers, including a widely used student textbook, many articles in scholarly journals and numerous program evaluations for government. She is presently working on a book, *The New Lawyer*, to be published by the University of British Columbia Press in 2005. She is an active mediator and facilitator.

**David Matz** is Professor of Dispute Resolution, Director of the Graduate Programs in Dispute Resolution at the University of Massachusetts/Boston, and a partner in The Mediation Group, a Brookline, Mass firm providing mediation, arbitration, training, and consultation services. He has written extensively about mediation and about the negotiations between Israelis and Palestinians, and has lectured widely in the U.S. and Israel on the uses of mediation. He has been adviser to the Israeli Ministry of Justice and to the Israeli High Court on the introduction of mediation into the Israeli judicial system. In 1989 he was Fulbright Professor of Law at the University of Tel Aviv. His mediation work includes commercial transactions, health care, and higher education.

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**Ambassador John W. McDonald** is a lawyer, diplomat, former international civil servant, development expert, lecturer, and peacebuilder, concerned about global social, economic and ethnic problems. He spent twenty years of his career in Western Europe and the Middle East and worked for sixteen years on United Nations economic and social affairs. He is Chairman and co-founder of the Institute for Multi-Track Diplomacy, in Washington D.C., which focuses on national and international ethnic conflicts. Ambassador McDonald holds a B.A. and a J.D. degree from the University of Illinois, and graduated from the National War College in 1967. He was appointed Ambassador twice by Presidents Carter and Reagan to represent the United States at various UN World Conferences.

**Hugh McGowan** retired in 2001 from the NYPD after 35 years of service. In his last 13 years with the Department, Lt. McGowan was Commanding Officer and Chief Negotiator of the Hostage Negotiation Team (HNT). He personally responded to and coordinated negotiations at over 1,500 hostage, barricade and

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**Carrie Menkel-Meadow** is A.B. Chettle, Jr. Professor of Law, Dispute Resolution and Civil Procedure at Georgetown University Law Center and Director of the Georgetown-Hewlett Program in Conflict Resolution and Legal Problem Solving. She is author, co-author or editor of six books on negotiation and conflict resolution and over 100 articles on conflict resolution, civil procedure, negotiation, mediation, legal ethics, jurisprudence, feminist legal theory and legal education. She was among the first to teach Negotiation in an American law school (in the 1970's), has taught at many law schools including Harvard and Stanford, and has trained lawyers, mediators, diplomats and government officials on five continents. She also has extensive practical experience as a mediator and arbitrator in many types of disputes.

**Gale Miller** is Professor of Sociology and Research Professor of Social and Cultural Sciences, Marquette University. He has longstanding research interests in studying the practical uses of language in social life, particularly how personal troubles and social problems are socially constructed in diverse organizational contexts. He has also worked with practitioners (particularly therapists) in developing the applied aspects of his research findings. Miller's recent research focuses on how families define and cope with divorce and separation, the imprisonment of a family member and other such crises.

**Robert H. Mnookin** is the Samuel Williston Professor of Law at Harvard Law School, where he chairs the Program on Negotiation and directs the Harvard Negotiation Research Project. He has written or edited numerous scholarly articles and nine books, including *Beyond Winning: Negotiating to Create Value in Deals and Disputes* (with Scott Peppet and Andrew Tulumello) and *Barriers to Conflict Resolution*, a joint project with members and associates of the Stanford Center on Conflict and Negotiation. Professor Mnookin has applied his interdisciplinary approach to negotiation and conflict resolution to a remarkable range of problems, both public and private, as a neutral arbitrator and mediator and as a consultant to governments, international agencies, major corporations and law firms.

**Michael Moffitt** is an Associate Professor of Law and the Associate Director of the Appropriate Dispute Resolution Program at the University of Oregon. He was formerly a Lecturer on Law at Harvard Law School and served as the Clinical Supervisor of the Harvard Mediation Program. As a mediator, negotiator, and consultant, Professor Moffitt has had clients around the world ranging from senior judges to tribal leaders, from unionized prison guards to accountants, from railroad officials to diplomatic academy trainees. He is the lead editor of *The Handbook of Dispute Resolution*, (Jossey-Bass 2005), and has authored numerous scholarly works. A graduate of Marietta College and Harvard Law School, he served as a law clerk to United States District Judge Ann Aldrich. He is a devoted but mediocre snowboarder and an avid wine taster.

**Susan Morash** has been a nurse in a variety of settings for 30 years. She currently is Nurse Manager of a general medical unit at Massachusetts General Hospital in Boston, Mass. Previously, Susan worked as a Clinical Nursing Supervisor at MGH for 22 years. In addition to providing administrative and clinical support to the Department of Nursing, she frequently assumed the role of advocate for both patients and staff in the mediation of disputes, customer service issues, and concerns regarding patient care. Susan is also a member of the Massachusetts Victim and Family Support Team in Mass Disasters. She holds an M.A. in Dispute Resolution from the University of Massachusetts, Boston and a B.S. Degree in nursing from the University of Massachusetts, Amherst.

**Jacqueline Nolan-Haley** is a Professor at Fordham University School of Law, where she directs the Conflict Resolution & ADR Program, and the Graduate Stud-

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