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NEUTRAL BIOGRAPHICAL INFORMATION

Education: - J.D. cum laude, University of Minnesota, 1983
- B.A. summa cum laude, College of St. Benedict, 1980

Current: - Mediator, Arbitrator, Teacher, Trainer, Coach & Consultant
- Principal, McEvoy Conflict Management & Legal Education Consulting
- Qualified Neutral under Rule 114 of the Minnesota General Rules of Practice
- Adjunct Professor, Mitchell Hamline School of Law, 2017-present
- Volunteer Mediator: Community Mediation & Restorative Services
- Volunteer Mediator, Minnesota Department of Human Rights
- Board Member, Community Collaborative Law Initiative
- Executive Council Member, MSBA ADR Section
- Teacher and Trainer, Minnesota Continuing Legal Education

Previous: - Web Education Director, Minnesota Continuing Legal Education, 2009-2019
- Teacher and Trainer, Minnesota Continuing Legal Education
- Adjunct Professor, William Mitchell College of Law, 2008, 2009, 2015
- Arbitrator, Commercial/Employment Panels - American Arbitration Association, 1994-2009
- USPS REDRESS Mediation Program Mediator, 2008
- Mediator, McEvoy Mediation and Arbitration Services, 2005-2009
- Volunteer Mediator, Community Mediation Services, 2005-present
- Volunteer Mediator, Minneapolis Department of Civil Rights, 2009
- Volunteer Mediator, Minnesota Department of Human Rights, 2009
- Executive Council Member, MSBA ADR Section, 2006-2010

Foundational Mediation & Arbitration Training attended:

- **Mediation Skills - Theory and Practice**, Dispute Resolution Institute, Hamline University Law School, St. Paul, MN, 1993 (30 hours) (qualified for Rule 114)
- **AAA Basic and Advanced Arbitration Training Courses**, Minneapolis, MN, 1994-2009
- **Community Bridge Mediation Training**, Community Mediation Services (nka Community Mediation and Restorative Services; fka North Hennepin Mediation Program, Inc.) 2004-2005 (15 hours)
- **Advanced Mediator Training, Mediating Employment Issues**, St. Olaf, Northfield, MN, December 9, 2005 (6 hours)
- **Transformative Mediation Principles and Practice Skills**, USPS REDRESS Program Mediator Training, St. Paul, MN, September 18-20, 2007 (20 hours)
- **Understanding and Responding to Organizational Conflict Training**, Mediation Center for Dispute Resolution, St. Paul, MN, May 11, 2007 (6 hours)
- **Mediating Online Training: Mediating eCommerce, Property & Workplace Disputes**, Mediate.com; Jim Melamed, Clare Fowler, Colin Rule, April 20-May 1, 2020 (online) (20 hours)

General ADR Training attended (selected):

- **Technology of Participation (ToP)® Facilitation Methods Course**, Stephanie Ahles, Institute of Cultural Affairs in the USA, St. Louis Park, MN, October 26-27, 2020 (12 hours)
- **MN CLE Advanced Negotiation Training**, Nina Meierding, September 17, 2020 (online) (6 hours)
- **Facilitating Group Participation – Blended E-Learning 7 Week Program**, Laurie Dougherty, Certified ToP Facilitator and Qualified Trainer, Dougherty Inc. , June 6-July 21 and July 22-September 9, 2020 (hybrid online – both synchronous and asynchronous) (7 weeks x 2)
- **Facilitating Dynamic Groups During COVID-19...Online**, Donna Silverberg & Charles Wiggins, Straus Institute for Dispute Resolution, Pepperdine Caruso Law, Malibu CA, June 26, 2020 (online) (4 hours)
- **The Strategic Negotiator**, Minnesota CLE, Nina Meierding, June 2, 2020 (online) (6 hours)
- **Listening When It's Hard To Do**, CMRS & Community Mediation Baltimore, Erricka Wonder Voice Bridgeford, June 1, 2020 (online) (2 hours)
- **MN CLE Annual ADR Institute**, 1998, 2000-2001, 2003-2020
- **Conflict Resolution Minnesota Annual Conferences**, St. Paul, MN, 2005-2020 (various)
- **ABA Dispute Resolution Section Annual Conference**, Minneapolis, MN, 2019; Seattle, WA, 2015; New York, NY, April 2009
- **ACR Annual Conference**, Minneapolis, MN, October 2013; October 2005
- **MN CLE Upper Midwest Annual Employment Law Institute, Negotiation/Mediation School**, St. Paul, MN, May 2009
- **MN CLE Annual ADR Institute: The Mediator's Guide to Negotiations**, Pre-Institute Skills Training, Minneapolis, MN, October 18, 2007 (6 hours)
- **Transformative Mediation Conference**, St. Paul, MN, September 17-18, 2006
- **International Academy of Collaborative Professionals 6th Annual Networking and Educational Forum**, Atlanta, GA, October 28-30, 2005

ADR Courses taught:

Mitchell Hamline School of Law (and predecessor William Mitchell College of Law):

- **Facilitation** [online - synchronous] 2021 (adjunct - lead) (*upcoming*)
- **Mediation** [online] 2019-2021 (adjunct - assistant) (*2021 upcoming*)
- **Negotiation** [online] 2020 (adjunct - assistant)
- **Cross-Cultural Dispute Resolution** [online] – 2018-2019 (adjunct - assistant)
- **Organizational Conflict Management** [online] 2018 (adjunct - assistant)
- **ADR Survey Course** [online] – 2017-2018 (adjunct - assistant)
- **Alternative Dispute Resolution [ADR] Survey Course** [in-person] (MN Rule 114 Certified Course, Civil Facilitative and Civil Adjudicative Rosters) – 2008-2009; 2015 (adjunct - lead)

Certified Civil Arbitration Skills Training, MN CLE, Planner and Co-Presenter (2017-2020)

Certified Civil Arbitration Skills Training, MN CLE, Arbitration Simulation Coach (2008-2016)

ADR Presentations given:

Mediation Topics

- **“Mediation Ethics: Say What? 10 Surprises for Minnesota Mediators,”** MN CLE Webcast (January 27, 2021) (*upcoming*); Conflict Resolution Minnesota Annual Conference 2020 – Healing the Divide (August 8, 2020)
- **“Prepare, Prepare, Prepare – An Attorney’s Guide to a More Productive Mediation,”** MN CLE Webcast with co-presenter Toni Newborn (December 18, 2020) (*upcoming*)
- **“Mediation is Confidential, Right?”** MN CLE Webcast (July 9, 2020); MN CLE 2020 Upper Midwest Employment Law Institute (Replay September 16, 2020); with co-presenter Linda Mealey-Lohman, MN CLE Webcast, MN CLE 2014 ADR Institute (October 2014) and MN CLE 2014 Upper Midwest Employment Law Institute (May 2014)
- **“Mediation Ethics: Caucus Conundrums,”** with co-presenter Linda Mealey-Lohmann, MN CLE 2019 ADR Institute (October 2019); ABA Dispute Resolution Conference (April 2019)
- **“An Introduction to Ethics for Minnesota Mediators,”** MN CLE Certified Civil Mediation Skills Training (2013-2019)
- **“Review & Preview: Rule 114 Ethics,”** Conflict Resolution Minnesota Annual Conference (May 4, 2018)
- **“Shifts in Mediation Practice: Understanding Your Evolution as a Mediator,”** moderator, MN CLE 2016 ADR Institute (October 28, 2016)
- **“Mediation Ethics & Confidentiality,”** with co-presenter Linda Mealey-Lohmann, CMRS Mediation Training (October 19, 2016)
- **“Mediation Confidentiality: Rules, Statutes and Ethical Standards,”** MN CLE 2015 ADR Institute (October 2015)
- **“Mediation Ethics: Confidentiality in MN,”** with co-presenter Linda Mealey-Lohmann, Community Mediation & Restorative Services CLE (May 2015)
- **“ADR: Debunking Mediation Myths,”** MN CLE Webcast, co-presenter with Nina Meierding and Linda Mealey-Lohmann (June 9, 2014)
- **“Mediating in a Diverse Workplace,”** with co-presenter Linda Mealey-Lohmann, Association for Conflict Resolution National Conference (October 10, 2013)
- **“Minnesota Mediator Conduct: Ethical Dilemmas for Mediators,”** Advanced Mediator Training: An Introduction to the Transformative Model, Twin Cities Mediation (June 2009; July 2008)

Arbitration Topics

- **“Ethics Issues for Arbitrators: Those Pesky Disclosures,”** Best Practices for Conducting Arbitrations, MN CLE (August 14, 2019 & July 21, 2016)
- **“Ethics Issues for Advocates in Arbitration,”** Best Practices for Advocates in Arbitrations, MN CLE (August 14, 2019 & July 21, 2016)
- **“Arbitrating Ethically: An Introduction,”** MN CLE Certified Civil Arbitration Skills Training (2017-2018; 2020)
- **“The Female Arbitrator: Dearth and Opportunity,”** MN CLE Webcast, with co-presenters Madge Thorsen and Bernice Fields (February 14, 2008)

General ADR Topics

- **“Understanding the Other ADR Processes: Evaluative & Adjudicative Processes,”** MN CLE Certified Civil Arbitration Skills Training (November 20, 2020); with co-presenter Linda Mealey-Lohmann (November 2017, 2018)
- **“The Complete Lawyer: ADR Essentials,”** MN CLE Webcast with co-presenter Linda Mealey-Lohmann (July 12, 2016)

- **“ADR: Navigating the Maze of Civil ADR Processes: Unpacking MN Rule 114,”** MN CLE Webcast, co-presenter with Linda Mealey-Lohmann (April 3, 2014)
- **“ADR Book Reports: Faculty Favorites, Old and New,”** moderator and panelist, MN CLE ADR Institute (October 2013)
- **“ADR Processes in MN: Making the Most of our Smorgasbord of Options,”** with co-presenter Linda Mealey-Lohmann, MSBA ADR Section CLE (October 8, 2013)
- **“Neutrals in the Hot Seat,”** with co-presenter Aimee R. Gourlay, MN CLE ADR Institute (October 2012)
- **“Top 10 Mistakes You Don’t Want to Make in ADR,”** with co-presenter Linda Mealey-Lohmann, MN CLE ADR Institute (October 2011)
- **“Interactive ADR Ethics for Advocates and Neutrals,”** moderator, MN CLE Employment Law Institute (May 2011)
- **The Minnesota ADR Handbook Course,** co-planner and co-presenter with Gary A. Weissman and Linda Mealey-Lohmann, MN CLE (April 26, 2011)
- **“ADR Book Club: Predictably Irrational and How We Decide,”** with co-presenter Aimee R. Gourlay, MN CLE ADR Institute (October 2010)
- **“Keys to Ethical Mediation & Arbitration: An Ethics Session for Advocates and Neutrals,”** moderator, ADR Ethics Issues and Answers, MN CLE (April 15, 2010)
- **“ADR Mini-Series: The Unrepresented Party,”** MN CLE Webcast, moderator (November 16, 2009)
- **“Interactive Ethics: Resolving Ethical Dilemmas in ADR,”** moderator, MN CLE ADR Institute (October 2009)
- **“The Unrepresented Party: Tips and Traps for Negotiators and Neutrals,”** MDLA 34th Annual Trial Techniques Seminar (August 14, 2009)
- **“Keys to Ethical Mediation & Arbitration: An Ethics Session for Advocates and Neutrals,”** moderator, Negotiation & ADR: Ethics Issues and Answers, MN CLE (April 1, 2009)

Publications authored:

- **Books**
 - *Minnesota ADR Handbook*, with co-authors Gary Weissman and Linda Mealey-Lohmann (MN CLE 2011)
- **Manuals and Legal QuickSheets**
 - *Certified Civil Arbitration Skills Training Manual*, co-author and editor with Linda Mealey-Lohmann and Madge Thorsen (MN CLE 2017-2020)
 - *Mediation Confidentiality*, MN CLE Legal QuickSheet, with co-author Linda Mealey-Lohmann (MN CLE 2015)
- **Articles**
 - **“Mediation is Confidential, Right?,”** with co-author Linda Mealey-Lohmann, MN CLE Employment Law Institute (May 2014; updated July 2020)
 - **“Mediation Ethics: Confidentiality in MN, MINNESOTA REFERENCE GUIDE – Key Rules & Statutes & Ethical Standards,”** co-author with Linda Mealey-Lohmann (MN CLE 2015)
 - **“Confidentiality in ADR,”** MN CLE ADR Institute (October 2012)

Past Experience:

Arbitration: Arbitrator, American Arbitration Association, 1994 to 2009. As a sole or panel arbitrator, I have arbitrated a variety of commercial and employment disputes ranging in size from several thousand dollars to several million dollars, with hearings ranging from a single day to two weeks. Issues arbitrated include: employment disputes, age discrimination, independent sales representative issues, non-compete issues, breach of contract, fraud, shareholder issues, securities issues, and insurance.

Mediation: As a private and volunteer mediator, I have mediated over 100 disputes, including breach of contract, housing, employment, school issues, restorative justice, and neighbor to neighbor disputes. As a volunteer I have mediated discrimination claims for the City of Minneapolis and State of Minnesota. I have also mediated in the community, in housing court and conciliation court, in the schools, in restorative justice programs and online.

Collaborative Law: Member, Task Force to the Supreme Court Advisory Committee for Proposed Rule 114A of the Minnesota Rules of General Practice for the District Courts, concerning Collaborative Practice, 2005-2007.

Litigation: I was a litigation associate from 1983 to 1985 with O'Connor & Hannan and from 1985 to 1994 with Fruth & Anthony, P.A. As a litigator, I practiced in both federal and state courts, as well as handling matters before the Equal Employment Opportunity Commission and Unemployment Compensation Appeals Board. Representative employment litigation includes: employment litigation matters such as age, race, sex, and disability discrimination and sexual harassment matters under state and federal civil rights laws; contract and tort claims, including non-competition clause issues and Pine River claims; ERISA matters; and unemployment compensation appeals. Other representative litigation includes: shareholder and partnership disputes, securities fraud claims, franchise and dealership disputes, negligence claims, contract disputes, personal injury, products liability claims, class actions, and environmental litigation.

December 1, 2020