

JAMES W. REEVES
Curriculum Vitae

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CONFLICT RESOLUTION EXPERIENCE

Conflict management and dispute resolution services through various mediation panels and his own company, Clearbridge Consulting, LLC. His services include mediation, facilitation, and conflict management coaching.

Over 25 years of experience in mediation and mediated thousands of cases in legal disputes, including tort liability, product liability, professional malpractice, commercial, employment, and community disputes.

Served as a facilitator since 1981 for businesses and not-for-profit organizations facilitating a broad variety of meetings and seminars, including strategic planning, organizational assessment, conflict management, and conflict resolution. He has worked with organizations in the arts, education, health care, law, manufacturing, government agencies, fraternal organizations, and public organizations.

Adjunct professor of law at Washington University in St. Louis teaching Mediation Theory and Practice, Multi-Party and Public Policy Dispute Resolution, and business negotiations. He is also on the adjunct faculty of St. Louis University School of Law teaching Civil Practice and Negotiation.

Frequent speaker on topics such as dispute resolution, negotiation, and conflict management.

On the mediation panels of United States Arbitration and Mediation; the Equal Employment Opportunity Commission; the United States Veterans Administration; the National Archives and Records Administration; the Missouri Department of Elementary and Secondary Education; the United States District Court, Eastern District of Missouri; and St. Louis Volunteer Lawyers and Accountants for the Arts, and various state courts. He is also a volunteer facilitator in the Victim-Offender Dialogue Program in the St. Louis County (Missouri) Family Court.

OTHER WORK HISTORY

In addition to his work as a mediator, Jim was a litigation attorney for twenty years with a focus on professional malpractice, general tort liability, commercial litigation, employment, and product liability cases. He has also worked in management capacities in which he has been responsible for litigation management, employee development, human resource issues, strategic planning, and client relations. Jim left the trial practice of law to focus his energy on teaching, consulting, and conflict resolution and management.

EDUCATION

University of Missouri-Columbia School of Law, Columbia, Missouri, LL.M. (Master of Laws), Dispute Resolution (2004)

St. Louis University School of Law, St. Louis, Missouri, J.D. (1984)

University of Central Missouri, Warrensburg, Missouri, B.S, *Magna cum laude* (1980)

MEDIATION AND CONFLICT MANAGEMENT TRAINING

CDR Associates. Boulder, Colorado. Basic mediation training (1991).

CDR Associates. Boulder, Colorado. “Designing Dispute Resolution Systems”, a 32-hour course focused on the design and implementation of dispute resolution systems within organizations (1995).

United States Arbitration and Mediation. “Advanced Mediation”, a one-day course with a focus on advanced mediation techniques (1996, 2001, 2002, 2004, 2005, 2015).

LL.M. (Master of Laws) degree in conflict resolution from the University of Missouri-Columbia School of Law, Columbia, Missouri. An in-depth study of conflict theory and conflict resolution (2004).

PRESENTATIONS

“Negotiation Ethics”, sponsored by the Bar Association of Metropolitan St. Louis (2015)

“Fundamentals of Federal Practice: ADR in Federal Court”, sponsored by the United States District Court, Eastern District of Missouri (2015)

“Ethics in Negotiations”, sponsored by United States Arbitration & Mediation (2015)

“Mediating Multi-Party Cases”, sponsored by the Association of Missouri Mediators (2014)

“15-Hour Review of the Law – ADR Update and Practice Tips”, sponsored by the University of Missouri – Kansas City School of Law (2012, 2013, 2014, 2015, 2016)

“Ethical Issues of Mediators & Attorney”, sponsored by the Association of Missouri Mediators (2012)

“Designing the Mediation Process”, sponsored by the Missouri Bar (2012)

"Managing Conflict Resolution During Economically Driven Organizational Change", sponsored by the Human Resource Management Association (HRMA) of Greater St. Louis (2010)

"Mudslinging, Manners, and Mediators", at the ABA Dispute Resolution Section Annual Meeting (2010)

"A Clash of Ethics: The Ethical Obligations of Advocates and Mediators", sponsored by United States Arbitration & Mediation Midwest, Inc. and Washington University School of Law (2010)

"Conflict Management", a workshop series for Human Resource Managers sponsored by AAIM-St. Louis (2009)

"Psychological Foundations for Mediation Advocacy", sponsored by the Bar Association of Metropolitan St. Louis (2009)

"Ethics in Negotiation", sponsored by United States Arbitration & Mediation Midwest (2009)

"Roles, Reality, and Perceptions: The Psychology of Effective Mediation Advocacy", sponsored by the Bar Association of Metropolitan St. Louis (2009)

"Workplace Conflict Management", guest lecturer in the Science Professional Science and Leadership Program, Webster University (2009)

"Mediating in the EEOC", sponsored by the Equal Employment Opportunity Commission (2009)

"Scribbler or Scrivener: Mediator Ethics of Drafting Agreements", sponsored by the American Bar Association (2009)

"Using Negotiation and Settlement Skills to your Tactical Advantage", Stepping Up and Stepping Out Program, sponsored by the Missouri Bar Association (2009)

"Using ADR in Federal Court", sponsored by the United States District Court, Eastern District of Missouri (2009)

"Challenges and Opportunities of Pre-Litigation Mediation", sponsored by United States Arbitration and Mediation Midwest and Washington University School of Law (2009)

"Satisfying All Around the Table: The Case for Pro Bono Mediation", sponsored by the Bar Association of Metropolitan St. Louis (2009)

"The Art of Mediation Advocacy", sponsored by the St. Louis County Bar Association (2009)

"Contract Negotiations for Artists", sponsored by the Volunteer Lawyers and Accountants for the Arts (2009)

"Update of the Law - ADR", sponsored by University of Missouri-Kansas City (2009)

"Organizational Conflict Management", by the International Institute of St. Louis (2008)

"Deals and Disputes: Negotiation Strategies for Corporate Counsel", sponsored by Association of Corporate Counsel (2008)

"Workplace Conflict Management", guest lecturer in the Science Professional Management and Leadership Program, Webster University (2008)

"Using Negotiation and Settlement Skills to your Tactical Advantage", Stepping Up and Stepping Out Program, sponsored by the Missouri Bar Association (2008)

"Mediation Advocacy", sponsored by Union Pacific Railroad and United States Arbitration & Mediation Midwest (2008)

"Update of the Law-ADR", sponsored by the University of Missouri-Kansas City (2008)

"Contract Negotiations for Artists", sponsored by the Volunteer Lawyers and Accountants for the Arts (2008)

"Mediating Workers Compensation Cases", a workshop for Administrative law judges, Missouri Department of Labor, Division of Workers Compensation (2008)

"Organizational Conflict: Good vs. Evil", sponsored by the St. Louis Organizational Development Network (2007)

"Wielding the Velvet Hammer: Active Mediator Interventions the Respect Self-Determination", Association of Conflict Resolution (2007)

"ADR Strategies", sponsored by Federated Department Stores (2007)

"Conflict Management in Law Firms", sponsored by United States Arbitration & Mediation Midwest (2007)

"Update of the Law-ADR", sponsored by the University of Missouri-Kansas City (2007)

"Resolving Organizational Conflict to Create a 'Learning' Organization", sponsored by the St. Louis Organizational Development Network (2006)

"Illusion, Deceit, Transparency, and Trust: The Ethics of Negotiation", sponsored by United States Arbitration & Mediation Midwest and Washington University School of Law (2006)

"Strategic Decisions in Negotiation", sponsored by United States Arbitration & Mediation Midwest and Washington University School of Law (2006)

"Customer Conflict Management: Creating a Problem-Solving Environment", sponsored by the Mobile Self-Storage Association (2006)

"Resolving Disputes to Build Better Relationships, Programs, and Organizations", sponsored by the Missouri Parks and Recreation Association (2006)

Trainer/Coach, "Community Mediation Program: Finding Peace and Security in a New Land", sponsored by the International Institute of St. Louis and Washington University in St. Louis (2005, 2006)

Speaker/Moderator, "Ethical Considerations", Federal ADR Fundamentals for Neutrals, sponsored by the United States District Court, Eastern District of Missouri (December, 2005).

Moderator, "To Arbitrate or Not to Arbitrate: That is the Question", sponsored by Washington University School of Law and United States Arbitration & Mediation Midwest (November, 2005).

Speaker, "Teaching Negotiation Skills", Volunteer Lawyers for the Arts National Conference, sponsored by the St. Louis Volunteer Lawyers and Accountants for the Arts (September, 2005).

Speaker, "Handling Customer Complaints: Turning Anger into Loyalty", sponsored by The Alternative Board (July, 2005).

Speaker/Moderator, "Getting the Most Bang for Your Buck: Effective Use of Mediation", CLE Potpourri, sponsored by the Bar Association of Metropolitan St. Louis (June, 2005).

Speaker, "Mediation in Family Law", Bench & Bar Conference, sponsored by the Bar Association of Metropolitan St. Louis (June, 2005).

Speaker, "Business Organizations and Structures", sponsored by the Service Corp of Retired Executives (SCORE) (February, May, October, 2005).

Speaker, "Neighborhood Disputes: From Problems to Opportunities", The Neighborhood Summit, sponsored by the University City (MO) Residential Service (April, 2005).

Moderator, Recent Developments in Recognizing and Resolving the Business Dispute: The Employee View, sponsored by United States Arbitration & Mediation Midwest, Inc. and Washington University School of Law (April, 2005).

Speaker, "Ethics in Business Negotiations", sponsored by the Boeing Company (December, 2004).

Speaker, Recent Developments in Recognizing and Resolving the Business Dispute: The Company View, "Puffing, Misleading, Credibility and Trust: The Ethics of Business Negotiations", sponsored by United States Arbitration & Mediation Midwest and Washington University School of Law (November, 2004).

Guest Lecturer, "Using ADR in Business", sponsored by St. Louis University School of Business (November, 2004).

“Taking Mediation to the Next Level: Searching for Creative and Interest-Based Solutions to Resolving Workers’ Compensation Cases”, sponsored by the Missouri Department of Labor & Industrial Relations (October, 2004).

“Negotiation Techniques”, sponsored by the American Insurance Association and United States Arbitration & Mediation NE, (September, 2004).

Speaker, “Handling Special Interest Groups in an Interest-Based Manner”, sponsored by the Missouri Parks and Recreation Association (December, 2003).

Speaker, CLE Potpourri for the General Practitioner, “Settlement, Negotiation, and Mediation Techniques”, sponsored by the Bar Association of Metropolitan St. Louis. (June, 2002)

Appeared on KWMU (National Public Radio affiliate) “CityScape”, to discuss the mediation program offered by the St. Louis Volunteer Lawyers and Accounts for the Arts (May, 2001).

Facilitator, Community Based Conflict Resolution, “First Dispute Resolution Day Conference”, sponsored by the Bar Association of Metropolitan St. Louis. (May, 1998).

Speaker, Community Artists Institute, “Contract Negotiations, Dispute Resolution, and Tort Liability”, sponsored by the Volunteer Lawyers and Accounts for the Arts. (1997, 1999).

Speaker, “Alternative Dispute Resolution: Resolving Business Disputes in a Timely and Cost-Effective Manner”, sponsored by the Bar Association of Metropolitan St. Louis and the St. Louis Regional Commerce and Growth Association. (February, 1997).

Facilitator, Case Selection and Preparation for Mediation, “EEO Mediation & Mediation Advocacy Skills Building Conference”, sponsored by the Bar Association of Metropolitan St. Louis. (July, 1997).

Facilitator, Alternative Dispute Resolution break-out session, “The Bench and Bar Conference”, sponsored by the Bar Association of Metropolitan St. Louis (June, 1994)

Appeared on local television segments of In Your Interest, a public information series, on the topic of “Alternatives to Litigation” (May, 1994).

Speaker, “Case Evaluation/Trial/Mediation”, sponsored by the University of Missouri - Kansas City School of Law. (April, 1994).

PUBLICATIONS

“ADR Relieves Pain of Health Care Disputes”, Dispute Resolution Journal, American Arbitration Association (September, 1994).

"Other Side of the Mountain", The St. Louis Lawyer, The Bar Association of Metropolitan St. Louis (January, 1995).

“ADR Preserving Valued Relations for Businesses”, St. Louis Business Journal and Kansas City Business Journal (April, 1998).

"Representing Clients in Mediation: A Practical Guide", Missouri Lawyers Weekly (November, 2004).

"Revealed: The Mysteries of the Caucus in Mediation", Missouri Lawyers Weekly (March, 2005).

"The Power of Presence in Mediation", Missouri Lawyers Weekly (November, 2005).

"Resolving Workplace Conflict through Employment Dispute Resolution Programs", St. Louis Bar Journal, (Winter, 2006).

"Joint Sessions in Mediation: Are They Really Necessary?," Missouri Lawyers Weekly (September, 2006).

"*Litigation Settlements*", a Missouri Bar Association Continuing Legal Education publication. Rewrote and updated the Mediation section of Chapter 15 (2008)

"The Arbitration Wave", *Missouri Lawyers Weekly* (2009)

COMMUNITY ACTIVITIES

Board of Directors, The Magic House, St. Louis' Children's Museum (1985-1990)

Board of Directors, Missouri Theta Alumni Association (1985-present)
Board President ((1986-2005)

Board of Directors, University Park Neighborhood Association (1999-2004)

Board of Directors, St. Louis Volunteer Lawyers and Accountants for the Arts. (2000-2008)
Board President (2006-2008)

Commissioner, Community Access and Local Original Programming (CALOP) (2007-2012)

Board of Directors, Community Conflict Services (2006-2010)
Board President (2006-2009)

Board of Directors, Ozark Regional Land Trust (2015 – present)

PROFESSIONAL ASSOCIATIONS

Missouri Bar Association (1984 – present)
Alternative Dispute Resolution Committee (1992 – present)
Co-Chair (1995-1996)

Bar Association of Metropolitan St. Louis (1984 – present)
Fee Dispute Committee (1996-2010)
Alternative Dispute Resolution Committee (1993 - present).
Chair (1993 – 1995, 2004-2009)
Alternative Resolutions to the Courthouse (ARCH) Committee

(1993-1995).
Bench and Bar Conference Committee (1993 - 2008).
Public Information Task Force (1993)

Association for Conflict Resolution (2002-2011)

Association of Missouri Mediators (1995 – present)
President (2013 – 2015)

Human Resource Management Association (2010-present)

Organizational Development Network, St. Louis Chapter (2005-present)
Treasurer (2007-2009)
Annual Conference Chair (2015 – 2016)

ADMISSIONS TO THE BAR

Missouri Bar, 1984
United States District Court, Eastern District of Missouri, 1985
Illinois Bar, 1986
United States Court of Appeals, Eighth Circuit, 1994
Colorado Bar, 2011