

MARK C. TRAVIS, J.D., LL.M.

P.O. Box 2460
Cookeville, TN 38502
mtravis@travisadr.com
(931) 252-9123

EDUCATION

Master of Laws in Dispute Resolution, 2007

Straus Institute for Dispute Resolution, Pepperdine University School of Law, Malibu, CA

Juris Doctor, 1984

Brandeis School of Law, University of Louisville, Louisville, KY

Bachelor Science in Business Administration, 1981

University of Tennessee, Knoxville, TN

PROFESSIONAL WORK EXPERIENCE

Mediator & Arbitrator, Travis ADR Services, LLC, 2009-Present

Cookeville, TN

- Provide alternative dispute resolution services in labor relations, employment, and civil rights disputes, including mediation, arbitration, and fact-finding.

Director, Tennessee Labor-Management Center, 2009-Present

Murfreesboro, TN

- Design and deliver alternative dispute resolution training programs and services to labor and management organizations relating to mediation, arbitration, investigations, facilitation, and workplace conflict management systems.
- Responsible for design, implementation and administration of state government employee mediation program.

Attorney, Wimberly Lawson Seale Wright & Daves, PLLC (Associate, 1988-1994; Regional Managing Member, 1994-2007; Of Counsel, 2008)

Knoxville, TN

- Employment law practice involving litigation, arbitration and administrative proceedings under federal and state employment discrimination and related statutes.
- Specialized labor relations practice involving collective bargaining negotiations, contract administration, grievance arbitration hearings, and administrative proceedings before National Labor Relations Board.
- Established ADR practice section to provide mediation and arbitration services to private firms, organizations, government and neutral service providers.
- Consistent individual attorney rating of “AV”® (Very High to Preeminent) by Martindale-Hubbell Attorney Peer Review Rating System™.

ACADEMIC TEACHING EXPERIENCE

Adjunct Professor, Conflict Management and Negotiation; Labor and Employment Law;
1999-Present
Tennessee Technological University, Cookeville, TN

Adjunct Professor, Employment Dispute Resolution; 2008-Present
Straus Institute for Dispute Resolution, Pepperdine University School of Law, Malibu, CA

Adjunct Professor, Administrative Law in Employment Practice, 2011-Present
John Marshall Law School, Atlanta, GA

PROFESSIONAL AFFILIATIONS

Tennessee Bar Association (Practice Sections: Labor and Employment Law; Dispute Resolution,
Chair 2008-2009)
American Bar Association (Practice Sections: Labor and Employment Law; Dispute Resolution)
Wyoming Bar Association
Tennessee Association of Professional Mediators, Founding Member (Board of Directors)
Association for Conflict Resolution (Practice Section: Workplace)
Labor and Employment Relations Association
Society of Federal Labor and Employment Relations Professionals
Tennessee Labor-Management Foundation (Board of Directors)
National Academy of Distinguished Neutrals

PUBLICATIONS

Books:

Tennessee Workers' Compensation Handbook, M. Lee Smith Publishers (1st ed. 2001; 2nd ed.
2002; 3rd ed. 2005)

Periodicals:

Tennessee Workers' Comp Reporter, Editorial Advisory Board, M. Lee Smith Publishers (2001-
2010)

Dispute Resolutions, Newsletter Editor, Tennessee Bar Association, Dispute Resolution Section
(2009 – 2011)

Articles and Papers:

Tennessee's "T.E.A.M." Act: A New Day in Public Sector Employment Law; Tennessee Bar
Journal, Tennessee Bar Association, Vol. 48, No. 10 (October, 2012)

A Change in Focus: Mediation of Claims under the ADA Amendments Act; Dispute Resolution
Magazine, American Bar Association, Vol. 18, No. 3 (April, 2012)

*A New Direction: Amendments Put Americans with Disabilities Act Back on Path of Tackling
Discrimination;* Tennessee Bar Journal, Tennessee Bar Association, Vol. 47, No. 6 (June, 2011)

The Top Ten Things You Need to Ask Yourself Before Going to Mediation; Dicta, Knoxville Bar
Association (December, 2010)

Workers' Comp Issues in the Unionized Workplace: Traps for the Unwary; Tennessee Workers' Comp Reporter, Vol. 11, No. 6 (June, 2010); Tennessee Workers' Comp Service, Vol. 14, No. 5 (May, 2010)

Under the Radar? The Public Safety Employer-Employee Cooperation Act; Labor and Employment Relations Association, Perspectives on Work, Online Companion (Spring, 2010)

If You Build It, Will They Come? A New Model for Bargaining in Federal Sector Labor Relations, Association for Conflict Resolution, Workplace Section Newsletter (Summer, 2010)

Have a Smart Strategy: Successful Mediations of Employment Litigation; Tennessee Bar Journal, Tennessee Bar Association, Vol. 46, No. 5 (May, 2010)

Are We There Yet? Collaborative Processes under NEPA; Natural Resources & Environment, American Bar Association, Vol. 23, No. 4 (Spring, 2009)

Mediation Offers Practical Alternatives to Business Disputes; Association Connection, Tennessee Society of Association Executives (Winter, 2008)

Using Dispute Resolution Programs to Avoid Employment Litigation; Association Connection, Tennessee Society of Association Executives (Winter, 2008)

The Expanding Use of Workplace Conflict Management Systems: Causative Factors, Current Usage, and Prospects for Success; Proceedings of Thirtieth Annual International Industrial Relations and Human Resources Conference, Louisville, Kentucky (November 6-7, 2009)

Improving the Grievance Process: Grievance Mediation as an Alternative to Arbitration; Proceedings of Thirtieth Annual International Industrial Relations and Human Resources Conference, Louisville, Kentucky (November 6-7, 2009)

"Back to the Future": The Historical Development and Current Challenges of Interest - Based Bargaining in Labor Relations; Unpublished LL.M. Thesis, Straus Institute for Dispute Resolution, Pepperdine University School of Law (April 12, 2007)

PRESENTATIONS

"Changing Focus: Complying With the New ADA", Tennessee School Boards' Association; March, 2012

"Employment Law: 2011 Year-In-Review", Tennessee Bar Association; March, 2012

"Special Considerations in Employment Mediation Advocacy", Tennessee Bar Association; March, 2012

"Negotiation, Mediation, and Resolution of Cases under the New ADA", Tennessee Bar Association; April, 2011

"Employment Arbitration Agreements: Evaluating Enforceability and Navigating the Arbitration Process", Tennessee Bar Association; April, 2011

“The Top 10 Pitfalls to Success in Collective Bargaining”, Tennessee School Boards’ Association, Negotiator’s Workshop; August, 2010

“Workers’ Compensation Issues in the Unionized Workplace”, 13th Annual Workers’ Compensation Educational Conference; June, 2010

“Conflict Resolution: Employer Challenges and Best Practices” Tennessee Human Rights Commission, Employment Discrimination Law Seminar; June, 2010

“Reversal of Fortune: What to Expect from the New NLRB”, International Brotherhood of Electrical Workers, 10th District Progress Meeting; May, 2010

“Effective Advocacy: Mediation to the Courtroom”, Knoxville Bar Association; April, 2010

“Fact-Finding as a Dispute Resolution Tool”, Wyoming Mediation Program; December, 2009

“Alternative Dispute Resolution: Novel Mediation Issues”, EEOC Training Institute; August, 2009

“The Expanding Use of Workplace Conflict Management Systems: Causative Factors, Current Usage, and Prospects for Success”, Thirtieth Annual International Industrial Relations and Human Resources Conference; November, 2009

“Improving the Grievance Process: Grievance Mediation as an Alternative to Arbitration”, Thirtieth Annual International Industrial Relations and Human Resources Conference; November, 2009

“Analyzing Your Case for Arbitration”, International Brotherhood of Electrical Workers - Broadcasting, Telecommunications, and Manufacturing Conference; June, 2009

“New Approaches to Dispute Resolution: Mediation and Arbitration Strategies for Neutrals and Advocates”, Tennessee Bar Association; April, 2009

“Special Topics in Arbitration: Understanding Past Practice”, Tennessee Labor-Management Conference; March, 2009

“Creative Ways to Resolve Discrimination Claims from an Experienced Advocate-Mediator’s Perspective”, Tennessee Human Rights Commission, Employment Discrimination Law Conference; March, 2009

“Strategic Negotiation Skills: Negotiation Styles and Tactics”, International Association of Heat and Frost Insulators and Allied Workers, Annual Convention; August, 2008

“ADR Systems for Litigation Avoidance”, Society for Human Resource Management, Tennessee State Conference; October, 2007

“Conflict Management Systems in the Unionized Workplace”, Tennessee Employment Relations Association Conference; October, 2007

“Collaborative Approaches to Workers’ Compensation”, Tennessee Labor-Management Conference; March, 2007

“Using Past Practice to Support Your Case in Arbitration”, Tennessee Labor-Management Conference; March, 2007

“Negotiation Skills in the Mediation Process”, Society for Human Resource Management, Tennessee State Conference; October, 2006

“Grievance Mediation: An Alternative to Arbitration”, Tennessee Labor-Management Conference; March, 2006

LICENSURES AND CERTIFICATIONS

Admitted to Practice Law: Tennessee Supreme Court, 1984; United States District Court, Eastern District of Tennessee, 1986; United States District Court, Eastern District of Kentucky, 1986; United States Court of Appeals, Sixth Circuit, 1988; United States District Court, Middle District of Tennessee, 1991; United States District Court, Western District of Tennessee, 1999; Wyoming Supreme Court, 2009

Listed General Civil Mediator, Tennessee Supreme Court, 2004

Panel Mediator, United States District Court, Eastern District of Tennessee, 2004; United States District Court, Middle District of Tennessee, 2004

Certificate, Labor Relations and Collective Bargaining Studies, Cornell University School of Industrial and Labor Relations, 2000

Pro Bono Mediator, U.S. Equal Employment Opportunity Commission, 2005

Pro Bono Mediator, Tennessee Human Rights Commission, 2007

Roster of Neutrals, Scheinman Institute on Conflict Resolution, Cornell University School of Industrial and Labor Relations, 2006

Roster Mediator, Financial Industry Regulatory Authority, 2007

Panel of Arbitrators and Mediators, National Arbitration Forum, 2007

Panel of Distinguished Neutrals, Employment Panel, International Institute of Conflict Prevention and Resolution, 2007

Arbitrator, Commercial/Employment Panel, American Arbitration Association, 2008

Mediation Panel, American Arbitration Association, 2008

Certified Mediator, Wyoming Agriculture and Natural Resource Mediation Program, 2008

Contract Mediator, U.S. Equal Employment Opportunity Commission, 2009

Arbitrator, Labor Panel, American Arbitration Association, 2009

Certified Mediator, International Mediation Institute, 2009

Administrative Law Judge, Office of Federal Operations, U.S. Equal Employment Opportunity Commission, 2009

Roster of Labor Arbitrators, Federal Mediation and Conciliation Service, 2010

Certified Mediator, Wyoming Department of Education, Charter School Program, 2011

Roster of Arbitrators, National Mediation Board, 2012

COMMUNITY ACTIVITIES

Board of Trustees, College of Business Foundation, Tennessee Technological University

Board of Directors, Putnam Family YMCA

Board of Trustees, Cookeville First United Methodist Church

Board of Directors, Mediation Services of Putnam County

Board of Directors, Cookeville Area – Putnam County Chamber of Commerce

Vice Chair, Tennessee Department of Labor and Workforce Development, Putnam County Workforce Employer Outreach Committee