

MICHAEL D. RUST

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SELECTED EXPERIENCE:

Winnebago Conflict Resolution Center, Inc., Oshkosh, Wisconsin

Chief Executive Officer, January 2013 to *present*

Operate non-profit, court-connected and community mediation center with a roster of roughly 45 volunteer mediators and over 450 mediations per year. Directed sustained revenue growth over a three-year period leading resulting in revenues over two and a half times original levels. Managed all aspects of business performance. Provide consulting, trainings, and professional speaking at request of business and organizational leaders. Serve as mediator for disputes on court referred cases and on privately retained matters. Train, mentor, and update the training of mediators. Has personally mediated more than 1,500 cases over my career.

Wisconsin Special Education Mediation System, Statewide, Wisconsin

Roster Mediator, April 2018 to July 2019 and June 2021 to *present*

As roster mediator, serve as mediator and facilitator between parents of children with special needs and school districts for complaints and creation of Individualized Education Plans.

Mediation Partner, July 2019 to June 2020

As mediation partner, serve as trainer and co-equal oversight function of statewide mediation system for disputes between parents of children with special needs and school districts.

TEDxOshkosh, Oshkosh, Wisconsin

Licensee & Co-Organizer, March 2016 to *present*

Received a license from TED to independently organize a local version of their event for Wisconsin. Oversee all aspects of non-profit organization and event production for annual event.

University of Wisconsin, Madison, Wisconsin

Instructor, August 2018 to *present*

Serve as trainer and instructor in multiple courses, including 40-hour Basic Mediation Training, Divorce and Family Mediation Training, Ethics and Boundaries of Conflict, Online Communication Skills and more.

Strategic Conflict Resolution Services, LLC, De Pere, Wisconsin

Founder, January 2011 to January 2013

Provided negotiation support, mediation, business consulting, and trainings on conflict and communication. Drafted settlement contracts for resolution of disputes.

Mediation Center of Greater Green Bay, Green Bay, Wisconsin

Volunteer Mediator, January 2010 to January 2013

Gerbers Law, S.C., Green Bay, Wisconsin

Senior Associate Attorney, August 2007 to February 2010

Litigated over 150 cases in state and federal courts throughout Wisconsin, including authoring the successful appeal of a \$6.3 million commercial real estate transaction and prevailing in an adversary proceeding in bankruptcy court. Advised clients concerning risk management techniques. Managed all aspects of cases from inception through completion. Oversaw litigation and transactional teams, reviewed and coordinated work of attorneys and staff.

Marquette University Law School, Milwaukee, Wisconsin

Adjunct Special Instructor, January 2006 to May 2008

Instructed law students on negotiation and alternative dispute resolution techniques and coached students participating in national and international mediation advocacy competitions.

Marquette University Center for Dispute Resolution Education, Milwaukee, Wisconsin

Office Staff, April 2006 to September 2007

EXPERIENCE (Cont'd):

Justice Janine Geske (ret.), Restorative Justice Initiative, Milwaukee, Wisconsin
Graduate Assistant, August 2004 to May 2006

Assisted Justice Geske (ret.) in the creation and support of the nation's first restorative justice program operated by an accredited law school. Conducted community rehabilitation activities with inmates in three maximum-security prisons.

Professor Andrea K. Schneider, Marquette University Law School, Milwaukee, Wisconsin
Graduate Assistant, April 2005 to May 2006

Edited dispute resolution articles and books for publication (including serving as lead student editor of *The Negotiator's Fieldbook*, Edited by Andrea Schneider and Christopher Honeyman).

Honorable Mel Flanagan, Milwaukee County Circuit Court Felony Division, Milwaukee, Wisconsin
Judicial Intern, August 2004 to December 2004

EDUCATION:

Marquette University Law School, Milwaukee, Wisconsin
Juris Doctor, May 2006

Competitive Achievements:

3rd Place, 2006 International Commercial Mediation Competition sponsored by the International Chamber of Commerce in Paris, France

4th Place, 2005 ABA National Advocacy in Mediation Competition in Los Angeles, CA
Two-time Winner, MULS Mediation Competition; 2004 (first 1L team ever to win), 2005

MULS Moot Court Board, Member; represented MULS at the 2006 Wechsler National Criminal Law Moot Court Competition in Buffalo, New York

Honors and Activities:

Intellectual Property Law Review (Projects Editor, 2005-2006; Editorial Staff, 2004-2005)

Dean's List

Pro Bono Honor Society

Alternative Dispute Resolution Society

Carthage College, Kenosha, Wisconsin

Bachelor of Arts in Neuroscience and Psychology (double major), May 2002

Minors: Entrepreneurial Studies (Business) and Biology

Student Government (Senior Senator, 2001; Commuter Senator, 2002)

Men's Volleyball Team (Captain, 2002)

BAR ADMISSIONS:

Wisconsin (2006), Eastern District of Wisconsin (2007), Western District of Wisconsin (2009)

ORGANIZATIONAL INVOLVEMENT:

Association for Conflict Resolution – Board of Directors (2018-*present*); President (2019-2020); Advanced Practitioner Status (2019-*present*)

Wisconsin Supreme Court, Office of Lawyer Regulation – Board of Administrative Oversight (2019-*present*)

Wisconsin Supreme Court, Planning and Policy Advisory Committee, Mediation (2019-*present*)

Civil Legal Aid Alliance of Wisconsin – Founding Co-Chair (2021-*present*)

State Bar of Wisconsin, Dispute Resolution Section Board Member (2008-2016); Chair (2014-2016)

Association for Conflict Resolution, Wisconsin Chapter (formerly known as Wisconsin Association of Mediators) – Board Member (2011-2016); President (2014-2015)

State of Wisconsin, Joint Legislative Council Study Committee: Access to Civil Legal Services – Appointed Committee Member (2016-2017)

Oshkosh Area United Way – Board Member (2015-*present*); Board Chair (2019-2021)

Oshkosh Rotary Club – Board Member (2015-*present*); President (2019-2020)

Rotary District 6270 – Assistant District Governor (2021-*present*)

Oshkosh Civility Project – Core Team Member (2018-*present*)

National Speakers Association – Professional Member (2019-*present*), NSA Wisconsin Chapter – Member (2017-*present*)

Faith Child Care – Board of Directors (2014-2019); President (2014-2016)

SELECTED PRESENTATIONS:

Lakeland Care District, Oshkosh, Wisconsin, February 2021

Presented “Having Difficult Conversations” virtually to over 50 staff members.

TEDxEustis, Eustis, Florida, January 2021

Presented “Beyond Black and White: Resolving Conflicts in a Polarized Society” Available online at <https://youtu.be/WFXBurIRopA>.

Association of Missouri Mediators, November 2020

Presented multiple sessions as featured speaker during day-long annual conference to over 150 members of the organization.

Advance Planning Services, Wisconsin, Multiple Times

Presented conflict resolution skills seminar, including comparative ethics of advanced funeral planning services, attorneys, and mediators.

University of Wisconsin Oshkosh, Learning in Retirement, December 2019

Presented “Resolving Conflict in a Contentious Society” as part of series for University.

Iowa Primary Care Association, Des Moines, Iowa, October 2019

Presented “7 Common Communication Mistakes” as plenary session for Annual Conference.

Association for Conflict Resolution, Tucson, Arizona, September 2019

Presented “Mediating Restraining Orders: Or, Are You Guys Nuts?” as workshop for Annual Conference and acted as emcee for several plenary sessions.

Oshkosh Area School District, Oshkosh, Wisconsin, Spring Semester 2019 & Fall Semester 2019

Presented a course on conflict resolution skills to faculty-selected students, resulting in a reduction of conflict incidents for all students completing the course.

Project Management International (PMI) – Central Virginia Chapter, Richmond, Virginia, September 2019

Presented sessions on “Building Negotiation Skills” and “Team Conflict Resolution” at Professional Development Day 2019.

Project Management International (PMI) – Milwaukee, Milwaukee, Wisconsin, September 2019

Presented session on “Negotiation Skills for Leaders” at monthly meeting.

Miller Electric, Appleton, Wisconsin, May 2019

Presented “7 Common Communication Mistakes” to entire factory in three shifts.

TEDxUWStevensPoint, Stevens Point, Wisconsin, April 2019

Presented “A. Ham, Pork and Sausage: A Recipe for Saving Democracy.” Available online at https://www.ted.com/talks/michael_rust_a_ham_pork_and_sausage_a_recipe_for_saving_democracy.

Non-Profit Leadership Conference, Madison, Wisconsin, April 2019

Presented “Resolving Conflicts in Non-Profits” to regional conference attendees.

Wisconsin Association of Mediators, Johnson Creek, Wisconsin, March 2019

Presented plenary session titled “2020 Vision: The Near Future for Mediators in Wisconsin” at the statewide Emerging Issues conference.

Winnebago County Bar Association, Oshkosh, Wisconsin, November 2017, November 2018

Presented multiple CLE programs on mediation and changes in mediation requirements.

PEO Oshkosh Chapter, Oshkosh, Wisconsin, May 2018

Presented on mediation, conflict resolution, listening, and training to philanthropic organization.

TEDxFondduLac, Fond du Lac, Wisconsin, August 2017

Presented “Emoticons Will Save the World.” Available online at <https://youtu.be/EalMVQ4TcUw>.

State Bar of Wisconsin, Wisconsin Dells, Wisconsin, August 2017

Co-presented “Mediation of Workplace Disputes” at the State Bar of Wisconsin’s Annual Health, Labor, & Employment Institute.

SELECTED PRESENTATIONS (Cont'd):

- Alzheimer's Association***, Wisconsin Dells, Wisconsin, May 2017
Co-presented “Elder Mediation Skills and Options” at the Annual Conference.
- Stevens Point Area Human Resources Association***, Stevens Point, Wisconsin, April 2017
Presented “Seven Common Communication Mistakes in the Workplace”.
- University of Wisconsin***, Madison, Wisconsin, March 2017
Presented “Conflict Resolution Skills” to all residence hall staff in two presentations. Simultaneously translated into multiple languages.
- Wisconsin Society of Human Resource Managers***, Wisconsin Dells, Wisconsin, October 2016
Presented “Seven Common Communication Mistakes” at the SHRM Annual Conference.
- State Bar of Wisconsin***, Green Bay, Wisconsin, June 2016
Co-presented “Ethical Traps and Dilemmas in Mediation and Arbitration” at the State Bar of Wisconsin’s Annual Meeting & Conference
- Wisconsin Family Court Commissioners Conference***, Neenah, Wisconsin, May 2016
Presented “Mediating Restraining Orders” at the Family Court Commissioners Annual Conference.
- Northwest Dispute Resolution Conference***, Seattle, Washington, March 2016
Co-presented “Judging Mediators By Their Cover” at the University of Washington Law School’s 22nd Annual Conference.
- Wisconsin Association of Mediators***, Milwaukee, Wisconsin, March 2016
Presented a plenary session “Mediation Ethics for the Practitioner” at the 2016 Emerging Issues in Mediation Conference.
- WISCAP Poverty Matters!***, Various Locations, 2014 & 2015
Presented sessions on communication skills and mediation to the WISCAP Annual Conference.
- Wisconsin Medical Society***, Wisconsin Dells, Wisconsin, September 2013
Co-presented a session titled “A Toolbox for Addressing Problem Provider Behavior” at the 14th Annual Midwest Coding & Practice Management Symposium.
- State Bar of Wisconsin***, Milwaukee, Wisconsin, May 2013
Presented a CLE seminar at the Litigation, Dispute Resolution, & Appellate Institute (also served on planning committee) titled, “Mediating with Parties who want Their ‘Day in Court’”.
- Wisconsin Medical Society***, Wisconsin Dells, Wisconsin, September 2012
Presented a session titled “Conflict Resolution and Management to improve the Practice” at the 13th Annual Midwest Coding & Practice Management Symposium.
- Fox Valley Young Lawyers and Brown County Young Lawyers***, De Pere, Wisconsin, October 2011
Presented a CLE seminar titled, “Dispute Resolution & Young Lawyers: The New Practice of Law.”
- State Bar of Wisconsin***, Milwaukee, Wisconsin, May 2011
Served as panel member for a three-part CLE program on negotiation and dispute resolution during the Litigation, Dispute Resolution, & Appellate Institute.
- Milwaukee Police Department***, Milwaukee, Wisconsin, March 2008
Trained fifty law enforcement officers in utilizing effective communication techniques in crisis (hostage) negotiations.
- State Bar of Wisconsin***, Madison, Wisconsin, May 2006
Presented a two-part CLE seminar titled, “Partnering with Your Client for Better Outcomes in Mediation,” at the 2006 Annual Convention for the State Bar of Wisconsin.
- Victim Offender Mediation Association***, Philadelphia, Pennsylvania, October 2005
Co-presented a half-day workshop entitled, “Restorative Justice in Maximum Security Prisons,” at the National Victim Offender Mediation Association Conference with Justice Janine Geske (ret).

SELECTED TRAININGS PRESENTED:

- University of Wisconsin*, Madison, Wisconsin, 2018-present
Mediation Skills Training – 40-hour training annually
Divorce and Family Mediation Training – 40-hour training annually
- Winnebago Conflict Resolution Center, Inc.*, Oshkosh, Wisconsin, 2013-present
Mediation Skills Training – 40-hour training at least annually
- Wisconsin Judicare*, Wausau, Wisconsin, 2017-present
Mediation Skills Training – 40-hour training annually
- Various Departments for State of Wisconsin, including Dept. of Corrections, Dept. of Education, and Dept. of Administration*, Various Locations, Wisconsin, 2017-present
Mediation Skills Training – various lengths
- Winnebago Conflict Resolution Center, Inc.*, Oshkosh and Milwaukee, Wisconsin, 2014-2016, 2021
Advanced Mediation Training: Elder Mediation.
- Milwaukee Fire Department*, Milwaukee, Wisconsin, 2006 & 2015
Trained in-house mediators to serve as neutrals for disputes amongst firefighters in Milwaukee.
- Winnebago Conflict Resolution Center, Inc.*, Oshkosh, Wisconsin, 2014
Evening Mediation Skills Training – 40-hour training (first of its structure in the nation).
- Mediation Center of Greater Green Bay, Inc.*, Green Bay, Wisconsin, 2010 & 2011
Mediation Skills Training – 40-hour training.
- Marquette University Law School*, Milwaukee, Wisconsin, 2007
Mediation Skills Training – 40-hour training.

SELECTED PUBLICATIONS:

- Rust, Michael D., *Stop Conflict C.O.L.D.*, 2021 (*forthcoming*).
- Liebau, Jessica, and Michael Rust, *Advanced Mediation Training: Elder Mediation Training Manual*, 2nd Edition, 2021 (*forthcoming*).
- Rust, Michael D., *Divorce and Family Mediation Training Manual*, University of Wisconsin, 2019.
- Rust, Michael D., *Mediation Skills Manual*, Winnebago Conflict Resolution Center, Inc., 2016. 2nd Edition, 2018.
- Monaco-Wilcox, Rachel, Judith Levin, and Michael Rust, *Advanced Mediation Training: Elder Mediation Training Manual*, 2014.
- “Getting to Mediation: Common Questions Answered.” Young Lawyers Division Newsletter, March 2014.
- Multiple articles published in Wisconsin Association of Mediators newsletters, including 2013, 2014, 2015, 2018, & 2019.
- Guest Alumni Blogger, Marquette University Law School Faculty Blog, September 2011.
- Article excerpts published in INSIGHT ON BUSINESS, including March 2009, June 2009, and September 2009.
- Rust, Michael D. (ed.), *51 Disputes for Dispute Resolution Education and Training*, Marquette University Center for Dispute Resolution Education, 2007.
- Rust, Michael D. and Moira J. Kelly, *Partnering with Your Client for Better Outcomes in Mediation*, State Bar of Wisconsin, 2005.