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## EXPERIENCE

- Attorney since 1978, arbitrator since 1983, and mediator since 1986
- Co-founder of ADRoit Dispute Resolution which provides dispute resolution services to the bench, bar, businesses, and individuals
- Co-founder of Strongbridge Negotiation Strategists which provides negotiation advice, consultation, and training to businesses and individuals
- Independent neutral in thousands of pre-suit and litigated tort and commercial disputes of all types and values
- Court-appointed Settlement Master in federal court who helped resolve the unprecedented, landmark Flint, Michigan water contamination remediation case
- Court-appointed Mediator in federal court who helped resolve Flint's disputed selection of its future long-term safe drinking water source
- Court-appointed Settlement Master in state court who helped resolve most of the multi-billion-dollar Dow Corning breast implant insurance coverage litigation involving 112 defendants (only a handful of defendants didn't settle, went to trial, and lost)
- Party-selected Mediator in federal court who helped resolve the largest fair housing discrimination case in U.S. history
- AAA-appointed/party-approved arbitrator in multi-million-dollar computer software dispute
- Court-appointed or party-selected mediator, settlement master, arbitrator, facilitator, case evaluator, receiver, expert witness, umpire, and referee
- Court-approved mediator for federal courts in Michigan and Indiana
- Court-approved mediator for state courts in Michigan
- Adjunct Professor of Law at Western Michigan University Cooley Law School (since 2010) teaching Advocacy Skills in negotiation, mediation, and arbitration
- Guest lecturer at the law schools of University of Michigan, Michigan State University, Wayne State University, University of Detroit, and Case Western Reserve University in Cleveland, Ohio
- Judicial law clerk in state court for four years while attending law school

## EDUCATION

- JD and student teaching assistant, Michigan State University College of Law
- BA and student research assistant in Chemistry, Oakland University

## HONORS AND AWARDS

- The Best Lawyers in America's 2019 Troy, Michigan Area *Lawyer of the Year* in Mediation, 2018 Troy, Michigan Area *Lawyer of the Year* in Arbitration, and 2011 Detroit Area *Lawyer of the Year* in Alternative Dispute Resolution
- Michigan Lawyers Weekly 2019 *Leaders in the Law*
- Highest ratings by the Martindale-Hubbell Law Directory since 1989, The Best Lawyers in America since 2005, Super Lawyers since 2006, *Crain's Detroit Business*, *U.S. News and World Report*
- Rated by the international *Who's Who Legal: Mediation* since 2012 as one of the top mediators in the United States and the world
- *Recognition Award* from the Center for Alternative Dispute Resolution in Maryland for dedicated service and commitment to the needs of its culturally diverse community (2017)
- Selected by the U.S. District Court for the Eastern District of Michigan as a member of its Magistrate Judge Merit Selection Panel (2018)

## PROFESSIONAL ACTIVITIES AND ASSOCIATIONS

- State Bar of Michigan, member
  - Alternative Dispute Resolution Section
- Federal Bar of the U.S. District Court for the Eastern District of Michigan, member
- American Bar Association, member
  - Dispute Resolution and Litigation Sections
- Federal Bar Association, Eastern District of Michigan Chapter, member
- International Academy of Mediators
  - Co-founder, Distinguished Fellow, current Board member, and past President
- Charter Member of the National Academy of Distinguished Neutrals since 2010
- ACCESS ADR (formerly promoted diversity in dispute resolution)
  - National Advisory Board member
- Institute of Continuing Legal Education
  - former Mediation Advisory Board member, seminar speaker, and faculty member
- Professional Resolution Experts of Michigan (PREMi), member
- Instrumental in establishing the *pro bono* early mediation program for *pro se* prisoner civil rights cases in the United States District Court for the Eastern District of Michigan

## **PUBLICATIONS AND PRESENTATIONS**

- Author, “Mediation, Arbitration, and Other Dispute Resolution Methods” chapter in *Michigan Civil Procedure*, Institute of Continuing Legal Education (ICLE) (2012 and annual updates)
- Co-author, “Settlement, Negotiation, and Alternative Dispute Resolution” chapter in ICLE’s *Michigan Civil Procedure* (2010-11)
- Co-author and co-editor, *The ABCs and More of ADR - A Practice Guide for Judges and Attorneys* (forthcoming 2020)
- Author of numerous articles for Michigan Lawyers Weekly, The Detroit Legal News, Mediate.com, State Bar of Michigan (SBM) Alternative Dispute Resolution Section’s *The Michigan Dispute Resolution Journal*, SBM Labor and Employment Law Section’s *Lawnotes*, Michigan’s ICLE, and SBM’s Cultural Awareness Project Manual
- Speaker at conferences held by American Bar Association, *Inc* magazine (on negotiation), International Academy of Mediators, Association for Conflict Resolution, SBM’s Alternative Dispute Resolution and Labor and Employment Law Sections, Michigan Judicial Institute, various local bar associations, Michigan’s Institute of Continuing Legal Education, Professional Resolution Experts of Michigan (PREMi), the Center for Alternative Dispute Resolution in Maryland, the Southwest Conference on Conflict Management sponsored by Lipscomb University in Nashville, TN
- Interviewed and quoted as a negotiation expert in *Inc* magazine’s May 2017 article “Let’s Make a Deal” about negotiation tips and strategies
- Interviewed and quoted as a mediation expert in *How to Make Money as a Mediator (And Create Value for Everyone): 30 Top Mediators Share Secrets to Building a Successful Practice* by Jeffrey Krivis and Naomi Lucks (Jossey-Bass, 2009)
- Videotaped twice for training purposes while conducting mediation simulations

## **TRAINING IN ALTERNATIVE DISPUTE RESOLUTION**

- United States Arbitration & Mediation, mediator training (basic and advanced)
- United States Arbitration & Mediation, medical staff hearing officer training
- American Arbitration Association, arbitrator training for securities and computer disputes
- Pepperdine University School of Law Masters Forum
- International Academy of Mediators, semiannual educational and skills enhancement conferences
- U.S. District Court for the Western District of Michigan, advanced mediator training (speaker and attendee)
- State-certified advanced mediation training on a regular basis (speaker and attendee)