

## Curriculum Vitae

### Dr. CHERYL A. PICARD

Full Professor, Department of Law and Legal Studies  
Carleton University, Ottawa, Canada

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#### A. EDUCATION

- Ph.D. Sociology, Carleton University, 2000  
Thesis Title: *The Many Meanings of Mediation: A Sociological Study of Mediation in Canada*
- MSW Dalhousie University, 1978
- BA Psychology, University of Prince Edward Island, 1975

#### B. EMPLOYMENT

- 2010-Present FULL PROFESSOR, Department of Law, Carleton University  
(Sabbatical 2011-2012)
- 2011-2011 ADJUNCT PROFESSOR, School for Conflict Analysis and Resolution;  
George Mason University, Washington, DC
- 2003-2010 ASSOCIATE PROFESSOR, Department of Law, Carleton University  
(Sabbatical 2005-2006)
- 2000-2003 ASSISTANT PROFESSOR, Department of Law, Carleton University
- 1991-2000 LECTURER, Department of Law, Carleton University
- 1989-1991 PLACEMENT COORDINATOR, Criminology and Criminal Justice,  
Carleton University
- 1998 VISITING FACULTY, Royal Roads University, Victoria
- 1987-1989 SESSIONAL INSTRUCTOR, Saint Paul University, Ottawa  
Graduate course: "Conflict and the Churches"
- 1985-Present PRINCIPAL, Picard and Associates  
Conflict Management and Mediation Trainers and Consultants
- 1987-1989 DIRECTOR, Training and Program Development, Canadian Institute for  
Conflict Resolution
- 1985-1987 PROGRAM CONSULTANT, Youth Justice and Crime Prevention,  
Ministry of the Solicitor General Canada
- 1984-1985 EXECUTIVE DIRECTOR, St. Leonard's Society of Nova Scotia

1978-1984      FOUNDING EXECUTIVE DIRECTOR, Youth Alternative Society,  
Halifax, Nova Scotia  
1976-1978      SOCIAL WORKER, Dartmouth City Police Youth Division  
1975-1976      SOCIAL WORKER, P. E. I. Department of Social Services  
1969-1974      TEACHER, Summerside P. E. I. School Board

## C.      **PROFESSIONAL HONOURS**

Ambassador for the Y Women of Distinction Award Committee, 2010-2011.

Nomination recipient for the National Capital YMCA-YWCA “Women of Distinction” award in the category of “Education and Training” (2009).

One of 50 women from across Canada recognized for long standing peace work at an inaugural dinner sponsored by the Department of Peace Initiative in cooperation with the Canadian Voice of Women for Peace and the Civilian Peace Service Canada (2008).

Family Mediation Canada FAMMA award for exceptional contributions to the field of mediation (2008).

Teaching Achievement Award, Faculty of Public Affairs and Management, Carleton University (2004-2005)

Award of Merit for outstanding contribution to the field of conflict resolution presented by the *Canadian Institute for Conflict Resolution* (1999)

Awarded Honorary Fellow, *Canadian Institute for Conflict Resolution* (1992)

Honoured Guest and Speaker at the first Canadian Peer Mediators Conference. Topic: "The Past, Present and Future of Peer Mediation" (1993)

## D.      **PUBLICATIONS**

### a)      **Books**

Picard, Cheryl, *Practicing Insight Mediation*. In progress; expected date of publication 2014.

Melchin, K. and C. Picard, *Transforming Conflict through Insight*. University of Toronto Press, 2008

Picard, Cheryl, Peter Bishop, Rena Ramkay, Neil Sargent, *The Art and Science of Mediation*. Toronto: Emond Montgomery, 2004

*Mediating Interpersonal and Small Group Conflict*, Updated and Revised edition. Ottawa: Golden Dog Press, 2002 (161 Pages)

*Mediating Interpersonal and Small Group Conflict*, Ottawa: Golden Dog Press, 1998 (136 pages; over 2500 copies sold)

*Mediacion en conflictos interpersonales y de pequenos grupos*, La Habana: Centro Feliz Varela, Revised Edition 2007, and distributed to professional and community groups across Cuba.

**b) Articles in Referred Journals**

Picard, Cheryl and Janet Siltanen, "Exploring the Significance of Emotion for Mediation Practice," *Conflict Resolution Quarterly*, forthcoming Summer 2013

Picard, Cheryl and Marnie Jull, "Learning through Deepening Conversations: A Key Insight Mediation Strategy," *Conflict Resolution Quarterly* vol. 29, no. 2, December 2011:151-176

Rethinking Conflict: Perspectives from the Insight Approach, co-authored with N. Sargent, N. and M. Jull, *Negotiation Journal* Vol. 27 No. 8 July 2011:343-366

Picard Cheryl and Kenneth Melchin, "Insight Mediation: A Learning Centered Mediation Model," *Negotiation Journal*, Vol. 23 No 1, January 2007:35-54

"Exploring an Integrated Framework for Understanding Mediation," *Conflict Resolution Quarterly*, Vol. 21 Spring 2004:295-311

"Learning about Learning - The Value of Insight", *Conflict Resolution Quarterly* Vol. 20 No. 4, 2003:477-484

"Common Language, Different Meaning: What Mediators Mean When They Talk About Their Work," *Negotiation Journal*, July 2002:251-269

"The Ways of Mediators," *Journal of Pastoral Sciences*, 20 (1), 2001:73-92

"Adaptations to the Civil Mediation Model: Suggestions from Research into the Approaches to Conflict Resolutions Used in the Twin Cities' Cambodian Community," *Mediation Quarterly* 15 (4) 1998:357-358

**c) Chapters in Edited Books**

"The Regulation of Mediation," in M. MacNeil, N. Sargent, and P. Swan (eds.), *Law, Regulation and Governance*, Toronto: Oxford University Press, 2002:223-238. Co-authored with R. P. Saunders, Carleton University

"Mediation and Insight: Contributions to the Field of Conflict Resolution from the Work of Lonergan," in Fred Lawrence (ed.) *Lonergan Workshop* (19). Chestnut Hill, MA:

Boston College, 2003. Co-authored with Kenneth R. Melchin, St. Paul University. Also available on Lonergan website - [www.lonergan.on.ca](http://www.lonergan.on.ca)

"The Emergence of Mediation as a Profession" in C. Morris and A. Pirie (eds.) *Qualifications for Dispute Resolution: Perspectives on the Debate*. University of Victoria, 1994:141-163 (also presented paper at the National Conference on Peacemaking and Conflict Resolution in Oregon, 1993; and published in conference proceedings of the Conflict Resolution Symposia:1992-94, Carleton)

**d) Articles in Professional Non-refereed Journals**

"Insight Mediation," *Resolve Magazine*, Family Mediation Canada (2005)

"So What is all this Talk about Insight Mediation?", *Conflict Resolution Network Canada Magazine* online ([www.crnetwork.ca/magazine/online.asp](http://www.crnetwork.ca/magazine/online.asp)), Spring 2004

"Why Mediators Mediate," *Alternative Dispute Resolution Practice Manual*. Toronto: CCH Canadian Limited Volume 1 June 2003:1501-1584

"The Many Meanings of Mediation: A Sociological Study of Mediation in Canada," *Network for Conflict Resolution Canada, Interaction* Vol. 14 (1), 2001:11-12. This article was also printed in the *PEI Conflict Resolution Network Newsletter*.

"Mediation - A New Profession?" Supplement to *Interaction*, Network for Conflict Resolution Canada. Winter 1992-93:1-4

"What is Alternative in ADR?" *Jus in Re* (2) 1997:2-3

**e) Articles in non-refereed conference proceedings**

"The Many Ways of Mediators," *Proceedings of the 10<sup>th</sup> Annual Conflict Resolution Symposium*, Ottawa, 2001:3-29

"Profiling Canadian Mediation Trainer-Practitioners, the Work they do and Their View on the Profession," *Proceedings of the Academics Program*, Canadian Network for Conflict Resolution, Vancouver, 2000:99-136. This paper was also presented and published in the *Proceedings of the 9<sup>th</sup> Conflict Resolution Symposium*, Ottawa: 2000:99-136.

"Surviving the Critique: The Growth of Informal Justice," *Proceedings of the Conflict Resolution Symposium: 1996*:1-26

"The Emergence of Mediation as a Profession," *Proceedings of the Conflict Resolution Symposia: 1992-1994*:158-182

**g) Technical Reports**

"Toward a More Effective Criminal Justice Response to Wife Assault: Exploring the Limits and Potential of Effective Intervention," Department of Justice Canada, 1989. Co-authored with Linda MacLeod. This paper was also published in the *Conference Proceedings of the Conflict Resolution Symposium: 1995*:115-163

"Analysis of the Ministry of the Solicitor General's Crime Prevention Initiative," Ministry of the Solicitor General Canada, 1986

"Report on the 1985 Crime Prevention Workshop," Ministry of the Solicitor General Canada, 1985

"Proposal to Establish Community Education, Victim-Offender Reconciliation, and Youth Crisis Accommodation Programs at the John Howard Society of Ottawa," 1985

"Report on Juvenile Justice in Atlantic Canada," Ministry of the Solicitor General, Atlantic Regional Office, 1985

Picard, Cheryl, "Report on the Involvement, Activities and Outcome of the Atlantic YMCAs in Juvenile Justice and Crime Prevention Programs from 1982 to 1985," Ministry of the Solicitor General, Atlantic Regional Office, 1985

## **E. OTHER SCHOLARLY AND PROFESSIONAL ACTIVITY**

### **a) Research**

*Insight Peace & Conflict Group*. A group of 8 academics from Carleton, Saint Paul, Columbia and George Mason universities that collaborate on research and curriculum development on the insight approach to conflict for both domestic and international conflict and peace work (2006 to present).

Ongoing investigations in collaboration with Dr. Janet Siltanen (Sociology) to more fully understand the process of moving the theory of insight mediation into practice – and into practice within different kinds of contexts. A workshop to bring the IPCG to Ottawa in the fall of 2013 is planned. (Funds from SSHRC Institutional grant received in 2008).

*Insight and Reconciliation* project funded by Department of Justice Canada Aboriginal Affairs Portfolio that explored (1) can the Insight approach further the AAP's strategic outcome to provide effective and responsive legal services - including support for the goal of reconciliation? (2) to what extent can the Insight approach be acquired and used by the AAP's lawyers to improve their practice of advising clients? (3) can the Insight approach be applied within the AAP to improve the workplace? (\$25,000, completed March 31, 2010).

Paper presented on the "Insight approach to Peace and Justice" as part of a SSHRC funded two day workshop held November 2009, "Dealing with Identity-based Conflicts", principle investigator Dr. Fen Hampson, NIPSA, that was co hosted by Centre for Conflict Education and Research at Carleton, the Norman Paterson School of International Affairs (Carleton University) and the Program in Conflict Studies at Saint Paul's University (University of Ottawa), in cooperation with the Processes of International Negotiation (PIN) at the International Institute of Applied Systems Analysis (IIASA) in Luxemburg, Austria. Researchers and practitioners in international

negotiation and domestic conflict resolution discussed key challenges to third-party negotiation and conflict resolution in identity-based conflicts (\$19,571).

Methodological workshops in collaboration with Dr. Janet Siltanen (Sociology) and members of the Insight mediation Coaching Group at Carleton to investigate how mediators experience their learning in the context of mediation and the use of journaling as a research methodology. Findings from workshops on the learning process central to insight mediation led to a focus on the significance of emotion that comes from learning and implications for training mediators in the insight mediation approach (Funds from SSHRC Institutional grant; 2008-2011).

SSHRC Institutional Grant, “Researching Conflict and Its Resolution”, to review research practices consistent with a post-positivist research orientation, in order to identify specific practices suitable for research on the processes of insight mediation, and develop a plan for piloting the selected methodological procedures, while the larger project aims to further understanding of the relational and learning dynamics that underlie *insight mediation*. (\$6970, funded; 2008-2012)

Interdisciplinary seminars on researching “insight” in the context of conflict and mediation, in collaboration with Dr. Siltanen, Sociology Carleton, Dr. K. Melchin, Theology, Saint Paul, and Dr. D. Melchin, McGill (2009-2011).

SSHRC International Opportunities Grant application, “Developing an Insight Approach to International Conflict Resolution”, to embark on a wide-reaching, international, multi-disciplinary research program that will develop the insight approach as a new and distinctive contribution to conflict resolution. This work will investigate the distinctive contribution that the insight approach can make to informing and transforming the resolution of multi-party and inter-group conflicts in the international arena. It will be done in collaboration with an extraordinarily rich group of academics at the Institute for Conflict Analysis and Resolution at George Mason University in Washington DC who are specialists in multi-party and inter-group conflicts and enthusiastic about the potential of the insight approach (\$74,972 not funded, 2008).

SSHRC subsidy of \$8000 for the publication of *Transforming Conflict through Insight* . Book is eligible for the 2008-2009 Federations ASPP Scholarly Book Prize.

Assist with the design and implementation of a program evaluation of the Ottawa Police Service Voluntary Conflict Resolution Program, in collaboration with Bernadette Campbell and Michael Wohl, psychology (2008, \$5600).

SSHRC INE Development Grant proposal, Co-investigator, *Lifelong Learning in the Workplace: Insights into Management, Ethics, and Conflict from the Philosophy of Bernard Lonergan*, principle investigator, Dr. Ken Melchin, Saint Paul U. (\$50,000 not funded; 2002).

Exploratory research - *Uncovering the Philosophies, Assumptions and Strategies of Insight, Transformative, and Narrative Models of Mediation* in collaboration with John Winslade,

University of Waikato New Zealand, Gerald Monk, San Diego State University and Michael Lang, Royal Roads University, Victoria (2001-2003)

Completed task as research supervisor for María Carla Alzugaray Rodríguez, a Cuban researcher awarded a one-year UNESCO Research Fellowship, which resulted in a research report entitled: *Implementing Mediation at the Community Level in Cuba: Possibilities and Benefits*.

Researcher, SSHRC CURA Application, "Restoring the Balance Between Us: New Approaches to Justice for the Ouje-Bougoumou Cree Nation". Principle investigator, Jane Dickson-Gilmore, Carleton (1999, not-funded)

Co-investigator on a SSHRC research grant application, "Developing And Implementing An Integrated Model For The Evaluation Of School-Based Conflict Resolution And Peer Mediation Programmes". Principle investigator was Dr. Tina Daniels, Carleton. (1994, not funded).

Department of Justice Canada research grant for a sociological study of mediation in Canada. Grant awarded to support doctoral research and resulted in final report including an executive summary of findings and a copy of the dissertation. (\$8000) (1998-2000)

Co-investigator, "An Alternative Approach to Health Care Decision Making for Molecular Genetic Services". Principle Investigator, Dr. Linda Surh, CHEO (1995-1997; funded by the Medical, Ethical, Legal and Social Issues arm of the Canadian Genome Analysis and Technology Program)

#### **b) Editorial Responsibilities**

Editorial Board, *Conflict Resolution Quarterly* – 2011-ongoing

Editorial Board, *Nexus Journal* – 1999-2000

Editorial Board, *Mediation Quarterly Journal* – 1998-2001

#### **c) Presentations at International Conferences**

2008 35<sup>th</sup> Annual Lonergan Workshop, "Exploring the Insight Mediation Method", Boston

2008 World Summit & Symposium on Elder Mediation, "Elder Care Mediation: Which Model to Use? Carleton University, Ottawa

2005 Cuban Bar Association, "The State of the Art of Mediation", Havana, Cuba

2002 ACR International Conference, San Diego, "Insight, Transformative, and Narrative Approaches to Mediation: Old Wine In New Bottles Or A New Vintage?" Co-presenter with Gerald Monk and Michael Lang

2001 ACR International Conference, Toronto, "The Meaning of Mediation"

2001 International Conference in Bermuda, "Mediation: The State of the Art"

2000 Society for Professionals in Dispute Resolution (SPIDR), New Mexico, "Profiling Mediation Trainers, the Work They Do, and Their Views on the Profession"

1995 National Conference on Peacemaking and Conflict Resolution, Minnesota, Delivered 2 papers: "Designing, Implementing and Evaluating Conflict Resolution Programs", and "Is there a Career in Conflict Resolution"

- 1993 National Conference on Peacemaking and Conflict Resolution, Portland, Oregon, "The Emergence of Mediation as a Profession"
- 1989 North American Conference on Peacemaking and Conflict Resolution, Montreal "The History and Development Peer Mediation in Canada"
- 1989 National Association for Mediation in Education, Santa Fa, New Mexico, "Involving Parents and Community in School Mediation Programs"
- 1988 National Association for Mediation in Education, Washington DC, "School Mediation Programs in Canada"

**d) Presentations at *National Meetings and Conferences***

- 2011 Commercial Mediation Symposium, Winnipeg, "Thinking about using Insight Mediation in Family-Owned Business Disputes"
- 2010 Expanding & Strengthening Practice: A Conference for Conflict Management Professionals, Edmonton; Keynote plenary presentation: "Re-thinking Conflict from an Insight Perspective"
- 2008 Family Mediation Canada (FMC) and the Ontario Association of Family Mediation (OAFM) "Thinking about Conflict through the Lens of Cares and Threats", Ottawa
- 2005 Family Mediation Canada, "Insight Mediation" – a practical application, and comparison with Narrative Mediation, and Transformative Mediation, Toronto
- 2004 Family Mediation Canada, "Insight Mediation"
- 2004 Resolving Workplace Conflict in the Federal Public Service, Ottawa, ON, "Key Strategies of Insight mediation"
- 2004 Network for Conflict Resolution Canada, Kitchener, ON, "Insight on Insight Mediation: Key Strategies that Work"; and "Education in Conflict Resolution as an Element of Justice in Transition in Lithuania", co-presented with Neil Sargent
- 2002 Network for Conflict Resolution Canada, Charlottetown, "Insight and Narrative Approaches to Mediation"
- 2000 Family Mediation Canada (FMC), Ottawa, "The Many Ways of Mediation"
- 2000 *Interaction 2000* The Canadian Network for Conflict Resolution, Vancouver, "Getting Parties to the Table: Screening and Coaching for a Mediation"
- 1998 Learned's Society, Ottawa, "Approaches to Mediation"
- 1998 *Interaction '98* The Network Interaction for Conflict Resolution Conference, Lennoxville, Que. Delivered 2 papers: "What Do We Know About What We Do?" and "Advanced Mediation Training Skills for Trainers"
- 1997 CBA Ontario - "Out of Left Field: Why Lawyers Might Want to Use Non-Lawyer Mediators or Co-mediation"
- 1996 *Interaction '96*, The Network Interaction for Conflict Resolution Conference, Edmonton. Delivered 2 papers: "Grievance Mediation"; and "Conflict Resolution in Higher Education"
- 1994 *Interaction '94*, The Network Interaction for Conflict Resolution Conference, Halifax, N.S. "Productively Channelling Conflict: Mediation in Higher Ed."
- 1993 Learned's Society, Ottawa, "Peace Initiatives Through Mediation in Education"
- 1992 *Interaction '92*, Winnipeg, "The Lessons and the Logic of Campus Mediation"
- 1990 *Interaction '90*, Ottawa, "The Role of Conflict Resolution in Family Violence"
- 1984 National Conference on Alternatives, York University, Toronto, Ontario, "Implementing a Victim Offender Mediation Program"



**e) Presentations at Provincial and Local Conferences**

- 2011 20<sup>th</sup> Annual Symposium on Conflict Resolution, Ottawa, “Emotion in the Transformative Learning of Insight Mediation” co-presented with Dr. Janet Siltanen, Sociology
- 2010 Mediation Services, Winnipeg, “Rethinking Conflict from an Insight Perspective”
- 2010 Canadian Institute for Conflict Resolution, Ottawa, “Thinking about Conflict from an Interactionist Perspective”
- 2010 19<sup>th</sup> Annual Symposium on Conflict Resolution, Ottawa, “Mediation and the Emotion of Learning” co-presented with Dr. Janet Siltanen, Sociology
- 2009 18<sup>th</sup> Annual Symposium on Conflict Resolution, Ottawa, Special Lecture: “Reflections on Writing *“Transforming Conflict through Insight”*”
- 2008 17<sup>th</sup> Annual Symposium on Conflict Resolution, Ottawa, “Advancing Conflict Theory through Cares and Threats”
- 2007 16<sup>th</sup> Annual Symposium on Conflict Resolution, Ottawa, “Why We See Insight Mediation As a Process of Learning”
- 2005 Guest Speaker at Family Mediation Manitoba Annual Meeting, Winnipeg
- 2004 13<sup>th</sup> Annual Symposium on Conflict Resolution, Ottawa, “Insight Mediation”
- 2002 11<sup>th</sup> Annual Symposium on Conflict Resolution, Ottawa, “Departures: New ways of Thinking About Mediation”
- 2000 9<sup>th</sup> Annual Symposium on Conflict Resolution, Carleton “Mediation in Canada: Growth, Diversity and Trends?”
- 1999 8<sup>th</sup> Annual Symposium on Conflict Resolution, Carleton, “Mediation in Canada: Who is doing What?”
- 1998 Plenary speaker, 7<sup>th</sup> Annual Symposium on Conflict Resolution, Carleton
- 1995 Conflict Resolution Symposium, Carleton University, "Locating the Intersections between Theory, Practice and Research in Mediation"
- 1988 First Nations Conference on Education, Quebec City, "Implementing a School Mediation Program"
- 1985 Church Council on Justice and Corrections, Ottawa, Ontario, "The History and Experience of Youth Alternative Programs in Atlantic Canada"
- 1983 Atlantic Provinces Criminology and Corrections Association, Sydney, Nova Scotia, "Young Offender Mediation Programs: Merits and Cautions"

**f) International Research, Lectures and Professional Work**

Advanced Mediation Training: Deep Listening, Empowerment and Insight, TTPS Police Academy, Port of Spain Trinidad. One day workshop for advanced mediation trainers and mediators from across Trinidad and Tobago. (February, 2012)

Transforming Conflict through Insight: A 3-Day Professional Development Workshop Sponsored by the Coalition for the Protection of Children, Hamilton Bermuda ( November 2011).

Learn to Mediate: Introduction to Insight Mediation, Hamilton Bermuda (2009)

Advanced mediation professional development 2 day course, “Insight Mediation: Beyond Interests to Insight, Hamilton Bermuda (2008)

Designed and delivered advanced mediation practitioner non-credit course on insight mediation and working with cares and threats to professional mediators. Courses held in Ottawa and Edmonton.

Designed and delivered 4-day workshop for community-based Cuban mediators to teach how to support newly trained mediators using the “Insight Mediation Coaching Program” approach used at Carleton. Training held in Havana, Cuba. Project funded by Oxfam and CIDA. Ongoing discussions with Oxfam Canada and other collaborators to support a larger-scale “pilot” project in Cuba that trains mediators and mediation coaches and trainers in the Insight mediation method; it is expected the pilot would then be taken to other Latin American countries.

Designed and delivered a 40 hour introductory non-credit course “Learning to Mediate” using the Insight method of mediation.

Guest Lecture, “Insight Mediation”, Faculty and Graduate Students at the Institute for Conflict Analysis and Resolution at George Mason University, Washington, DC (2007)

Co-taught a graduate course “Insight Conflict Resolution: An Experimental Approach, at Teachers College Columbia University with Prof. Andrea Bartoli (2006)

Program development and training of mediators for the Cuban Chamber of Commerce to deal with international trade disputes. Training held in Havana, 2005.

Developed, implemented and taught in the Professional Certificate in Conflict Resolution program offered in Bermuda through CCER (2004-06)

Taught graduate course, “The theory and practice of conflict resolution and mediation” at the Law University of Lithuania, funded by Central and Eastern Europe Partnerships for Tomorrow Program; and a 3 day mediation training course (2003)

Guest Lecture, Graduate program in Conflict Resolution, Birkbeck University of London, “Mediation, Past and Future” (2003)

Program Development and training of Cuban professionals in conflict resolution and mediation in Havana Cuba (2001-2002). Project sponsor: Felix Varela Centre, a Cuban NGO promoting ethics and human rights (\$10,000 grant from Canadian Embassy in Cuba, with additional funds provided by Oxfam Belgium).

Program development with the Coalition for the Protection of Children in Bermuda. Involved design, implementation, training and evaluation of school peer mediation and conflict management in-class curriculum programs at the primary and secondary grade levels, 1993-1999. Materials produced include 1) *Peer Mediation for Secondary Schools* 2) *Peer Mediation for Elementary Schools* 3) *A Conflict Resolution Program for Elementary Schools* 4) *A Conflict Resolution Program for Secondary Schools*

5) *Peacemaking the 6 C's Ways*. (Contract research, program development and training over 7 years estimated amount \$75,000)

Guest lecture, "Restorative Justice in Canada" School of Social and Cultural Studies Massey University, New Zealand (2001)

**g) Other Academic Activities**

Peer review of manuscript, "Conflict Management Styles: A Consciousness-Based Approach" for *Negotiation Journal*, April 2013

Update and revise *The Art and Science of Mediation*. Co-written with Peter Bishop, Rena Ramkay, Neil Sargent, Toronto: Emond Montgomery in 2004

External Reviewer, for the Tenure and Promotions Committee, Faculty of Law, University of Manitoba; applicant was Associate Dean Jennifer Schulz (2010)

Lecture, "Thinking about Conflict from an Interactionist Perspective", CICR Alumni and Friends, Saint Paul University (2010)

External Examiner, MA Thesis, Sharon Almerig, "Conflict Resolution and Mediation: Skills for Youth Empowerment and Democracy", University of West Indies, Cave Hill Campus (2009).

Presentation, "Insight Mediation" at Saint Paul University Conflict Studies Program noon-hour Seminars (Fall 2008)

Review of research proposal entitled, "The Relationship between injustice and ideologically-based perceptions in resolving workplace disputes through mediation" for the National Science Foundation, Arlington VA (October 2005)

External Examiner, MA Thesis, Christine Clements, "Transformative Learning Through Professional Development in Conflict Resolution Training," Faculty of Education, University of Prince Edward Island (February 2003)

Internal examiner, Ph.D. Defence, Gurmeet Kaur Dhaliwal, "Affective Aggression in Adult Make Prisoners: The Role of Prior Exposure to Violence, Psychopathy, Hostile Attribution Bias and Anger", Psychology, Carleton University (July 2002)

Requested to review proposed book outline and draft chapters for Emond Montgomery Publishers, *Conflict and Dispute Resolution: An Introductory Text* (July 2002). Also an outline for a second book entitled "Deconstructing Conflict Resolution" (September 2002).

Mentor for J. Callender, student in the Management Development Program for Women, Carleton University (2002)

Associate Member, *Centre for Justice and Peace Development*, Massey University at Albany, New Zealand (2001-ongoing)

External Examiner, Ph.D. Defence, Teresa Janz, "Preventing Wars in our Neighbourhoods with Community Mediation", Psychology, York University (May 2001)

Co-chair, *International Conference on Mediation* – Bermuda (2001)

*Alberta Law Review* Expert Reviewer, "Science-Policy Disputes: Resolution Through Data Mediation" (2000)

*Ottawa Law Journal* article review (2000)

*Mediation Quarterly Journal* article review (1999)

Thesis supervisor, Masters in Conflict Analysis and Management program at Royal Roads University, Victoria B. C. (1999-ongoing). Titles of thesis: Mathewson, Andrew, "Assertion of Aboriginal and Treaty Rights to Land And Resources: Addressing Deep-rooted Conflict through First Nations – Federal Sustained Dialogue"; and, Baspaly, David, "Analysis of Community Mediation Programs in North America".

Visiting Faculty, Osgoode Hall Law School, LLM in Alternative Dispute Resolution (1996)

#### **h) Other Professional Activities**

Awarded a GIFT Grant from the Anglican Diocese of Ottawa for a 3-year project to design and deliver conflict resolution training to clergy and laity through the Peacemaking Centre located in the Church of the Ascension.

Re-design and deliver "Engaging Conflict through Insight" 3-day workshop to Anglican Clergy from the Ottawa Diocese (2013).

Design and deliver "Engaging in Difficult Conversations" 3-hour workshop to Anglican laity from the Ottawa Diocese as a "taster" for the upcoming GIFT project (2013).

Carleton University Fresh Thinking Series, "Insight for Difficult Conversations: Tips for Engaging in a Learning Conversation" (February 2013).

Design & deliver 1-day workshop "Engaging Conflict through Insight" a workshop for Academic Chairs at Algonquin College, Ottawa (May 2011).

Design & deliver 1-day follow-up workshop for clergy who attended "Engaging Conflict through Insight" workshop for Ottawa Diocesan Centre for Peacemaking (Jan 2011).

Design and deliver skill building workshop, Working with Conflict from an Insight Perspective", for mediators and conflict management specialists working with "Facilitated Solutions", Winnipeg (Dec 2010)

Presentation to Alberta Policing Stakeholders, “An Overview of Mediation and the Ottawa Police Service Voluntary Conflict Resolution Program” Edmonton, (Sept 2010)

Design and deliver 1-day skill-building workshop for conflict management professionals at “Expanding & Strengthening Practice Conference for Conflict Management Professionals”, Edmonton (2010)

Design and deliver “Communication Skills” workshop to staff and faculty at the Centre for Initiatives in Education, Carleton University (2010)

Facilitated Dialogue (Centre for Initiatives in Education, 2010)

Design and deliver “Engaging Conflict through Insight” 3 day workshop to Ottawa Diocesan Centre for Peacemaking (2010).

Design and deliver 2 day course “Mediation involving Police” to Ottawa Police Service professional standards and race relations officers (2009.)

Design and deliver “Conflict Mediation through Insight” workshop to Ottawa Diocesan Centre for Peacemaking (2009).

Design and deliver 5-day insight mediation workshop, “Learn to Mediate” for the Centre for the Centre Conflict Education and Research, Carleton (2009).

Co-Presenter, AKFC IDM Fellowship Program, Ottawa, “Diversity, Pluralism and Conflict in Organizations” with Magda Seydegart (2009)

Advise on the Voluntary Conflict Resolution Program that provides mediation services public and internal complaints against police. This is a joint initiative with the Centre for Conflict Education and Research at Carleton, the Ottawa Police Service and the Ottawa Police Association (2008-2010).

Roster Mediator, Voluntary Conflict Resolution Program (2008-ongoing).

Delivered a 3 day advanced practice workshop at UPEI, “Insight mediation: A learning approach to mediation” (Nov. 2008).

Assist with the design and implementation of the Voluntary Conflict Resolution Program, a joint initiative with the Centre for Conflict Education and Research at Carleton, the Ottawa Police Service and the Ottawa Police Association to provide mediation services public and internal complaints against police.

Canadian representative on the working group for advanced standards of practice for mediators, *Association for Conflict Resolution*, an international professional association headquartered in Washington, DC. (July 2002-December 2003). Report April 2004

Invited to lead a 2 day-workshop on models of mediation at the Canadian Conflict Resolution Network conference in Charlottetown, PEI. Workshop collaborator was John Winslade, Hamilton, New Zealand. (June 2002)

Development of curriculum materials for *Cops and Kids* program along with *Cops and Kids Instructor Manual*. Delivered to DND Military Police from across Canada (2002).

Two year appointment to the Advisory Committee to Voluntary Certification Mediation Project sponsored by the American Academy of Family Mediation (1999-2001)

Executive Producer, 22 min. video "Dealing With Differences", Carleton, 1994. (\$12,000 grant from The Birk's Family Foundation).

Professional trainer for City of Ottawa Corporate Management division (1994-2001). Materials developed produced in manual format entitled, *Mediating Conflict*.

Contracted by Department of National Defence to assist with the development training standards and deliver training for their pilot Mediator Qualifications Program (\$10,000) (1999). My book was used as the primary resource for the training of DND mediators and continues to be the core book used in their mediator qualifications training program.

Elected Vice-President Region VIII Society of Professionals in Dispute Resolution; an American based professional membership organization (1997-1999)

Founding President, Neighbourhood Coalition for Conflict Resolution, a community-based, non-profit conflict resolution service in the largest multi-ethnic social housing neighborhood in Ottawa (1995-2000; Past President 2000-2002). Funded by Trillium Foundation of Ontario (\$250,000 over 4 years)..

Elected Canadian representative to the National Association of Mediation in Education Committee on Higher Education, an American-based organisation (1993-1995)

Board Member, National Conference on Peacemaking and Conflict Resolution, George Mason University, Fairfax, Virginia; an American-based association of conflict resolution and peace practitioners and academics (1988 to 1991)

Designed and presented a series of training workshops in conflict resolution for Anglican, United, Catholic Church officials including Bishops and Arch-Bishops. The materials used in these workshops were produced in manual format - *Conflict Management in a Church Context*. (1992-1995)

Founding Member, *Canadian Institute for Conflict Resolution* (1988-1989)

Implemented one of the first high school peer mediation programs in Canada at Woodroffe High School, Ottawa (1987)

Founding Board Member, *The Dispute Resolution Centre for Ottawa Carleton* (1987)

Founding Board Member, *The Network: Interaction for Conflict Resolution* (1985)

First Chair, *Canadian Association of Community Alternative Practitioners* (1980-1984)

Since 1987, I have been producing a series of professional training manuals for use in conflict resolution and mediation training courses, which have subsequently been used by other trainers.

## **F. ACADEMIC RESPONSIBILITIES (TEACHING)**

### **a) Graduate Courses Taught**

Laws5700 Theories of Conflict (2013, 2011, 2010, 2009, 2008, 2007, 2005, 2004, 2003, 1999, 1997)

Laws5702 Advanced Mediation and Conflict Resolution (2012, 2010, 2009, 2008, 2007, 2006, 2004, 2003-1999, 1997)

Laws5901 Directed Studies: Conflict Management Systems for Policing Organizations (Lisa Bianco ) 2012

Laws 5901 Directed Studies: Space, Identity and Conflict (Alicia Breck) 2008-2009

Laws51.593 Special Topic: Theories of Conflict and its Resolution (2002, 2001)

### **b) Undergraduate Courses Taught**

Laws 4901 Directed Studies (Heather Michel) "The Use of Mediation for Police Complaints" (2008)

51.401 Directed Studies (Heather Pincock) "Exploring the Community Mediation Movement" (2002)

51.360 Mediation (1997, 1996)

51.395 Criminology and Criminal Justice Field Placement Seminar (1990, 1991, 1992, 1993)

### **c) Thesis Supervisions**

#### **Graduate - Complete**

Blunt, Stacey, "Cutting through Conflict Using Mediation" 2011

Breck, Alicia, "[Re] Constructing Conflict: The use of Architecture in War", 2013

Howe, Carissa, "Towards a Common Future: Mediation as a Means of Enabling Economic and Environmental Sustainability", 2011

Ravelo, Laura, Family Mediation: The Impact of the Feminist Critique on Its Practice (Co-supervisor, MA, Legal Studies, 2005)

McKercher, Julie, "Community Justice: The Potentials and Pitfall of Restorative Justice in the Youth Community Justice Committee Setting?" (Supervisor, MA Legal Studies, 2004)

Spence, Greg, "Towards a Pluralistic Approach to Mediation Practice in a Legalistic, Problem-Solving Culture (Supervisor, MA Legal Studies, 2002)

Mathewson, Andrew, "Assertion of Aboriginal and Treaty Rights to Land And Resources: Addressing Deep-rooted Conflict through First Nations – Federal Sustained Dialogue," Masters Thesis, Royal Roads University (Supervisor, MA Conflict Analysis and Management) (2001)

Basपाल, Dave "Analysis of Community Mediation Programs in North America", Masters thesis, Royal Roads University (Supervisor, MA Conflict Analysis and Management) (2000)

Hutcheon, Mary, "Your Side, My Side, Out Side: Mediating International Ecological Disputes The International Joint Commission in the Great Lakes Region" (Co-supervisor, MA, Political Science) (1997)

Jonasson, Rainy, "Holistic Peacemaking A Cultural Model of Inter-Group Conflict Resolution for Aboriginal Organizations" (Co-supervisor, MA, Canadian Studies) (1993)

### **Undergraduate - Complete**

Nkeng, Ndemmazeh, "A Motivational Perspective of Mediation" (2009).

Hastings, Julie, "In the Child's Best Interest: A Critical Analysis of Mediation and Litigation in Child Protection" (1996)

Jahanshahi, Avidah, "Exploring the Effectiveness of Divorce Mediation" (1996)

John, Michelle, "Shades of Conflict: Intercultural Mediation" (1996)

Walden, Leslie, "An Analysis of the Application of Mediation to the Problem of Female Partner Abuse" (1995)

Line, Joan, "Legal Implications for Peer-Mediation Programs in High Schools" (1995)

Gowthorp, Julie, "A Critical Examination of the Use of Mediation in Wife Assault" (1993)

Hays, Joseph, "Community-Based Policing: The Winds of Change" (1993)

## **G. ADMINISTRATIVE RESPONSIBILITIES (INCLUDING COMMITTEE WORK)**

### **a) Departmental**

Director, Centre for Conflict Education and Research (2004-present)

Promotion and Tenure Committee (2010-11)

Founding Director, Graduate Certificate in Conflict Resolution program and Chair of the CCR Advisory Committee (1999-present)

Program Committee, Annual Symposium on Conflict Resolution (1992-present)



Appointments Committee (2002-2003)

Bermuda CCR Program - Initiative and leadership resulting in the Graduate Certificate in Conflict Resolution Program being delivered in Bermuda in partnership with Bermuda College and the Coalition for the Protection of Children (2002-2006)

Convenor - Awards, Alumni and Student Affairs (2001-2002)

Ethics Committee (2000-2001)

Jurisprudence Centre (1999-2000)

Interdisciplinary Studies (1999-2000)

Co-chair Committee for establishment of a Joint MA program in Conflict Studies in conjunction with St. Paul University (1998-2001)

**b) University**

Trainer in the Leadership Management Development Program, “Conflict Resolution Training for Carleton University Managers and Supervisors (2005-present)

Founding Director, *The Mediation Centre at Carleton University* (1992-1997)

Responsible for policy development and implementation, staff supervision, finances, training, research, theory building, evaluation, course development and delivery, presentation of papers, mediation of complex disputes.

Committee member, *Conflict Resolution Training Program for Managers* (2002-2005)

Chair, *Mediation Centre Advisory Board* (1993-2002)

Member of the University’s Process-Redesign Advisory Committee (1996)

*Updated May 2013*