

the *F·M·P* directory

Facilitators, Mediators,
and Planners
for Alaska

RESOURCE
SOLUTIONS

Environment and Natural Resources Institute

University of Alaska Anchorage



the
F•M•P
directory

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and Planners
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RESOURCE
SOLUTIONS
Environment and Natural Resources Institute
University of Alaska Anchorage

September 1997 • Anchorage, Alaska

UAA is an AA/EO employer and learning institution.

About Resource Solutions

Resource Solutions is a statewide program of the University of Alaska Anchorage's Environment and Natural Resources Institute that is funded primarily by private contributions. It seeks to connect citizens with government in a more effective and constructive manner by developing the capacity and willingness to cooperate, negotiate, and reach implementable decisions. Resource Solutions advances approaches that can avoid unnecessary costs and litigation and decrease social stress, all of which are typically present when making public decisions where resources are limited.

Resource Solutions provides information, consultation, and services on constructive approaches for building agreement among competing interests. Priority areas are natural resource, environment, and economic concerns important to Alaska. Beyond publications such as this directory, Resource Solutions offers presentations, facilitation, coaching, and training services to federal and state agencies and nonprofits.

If you have any questions about Resource Solutions, its activities or publications, or if you would like additional copies of this directory, please call us at (907) 257-2716.

RESOURCE SOLUTIONS

707 A Street, Anchorage, AK 99501

*Providing Assistance For Preventing
and Resolving Disputes On Public Issues*

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Preface

The impact decisions involving the public have on the quality of life for current and future generations has prompted many people to demand the right to meaningfully participate in making government decisions. Constructive collaboration processes ensure that the people affected are involved from the start in identifying and agreeing on issues, sharing different perspectives, and making choices with which they can live.

Opportunities for building consensus exist at all stages of decision making around public issues—from the establishment of broad policies, to long-range planning, to allocating land and resources, to resolving site-specific disputes, and to monitoring and enforcement. The use of consensus processes helps decision makers be proactive by anticipating and preventing disputes and problems.

Collaborative processes have been used successfully to address many public issues, and Resource Solutions hopes this document will guide you in how and when to use them in decision making. It provides information on how to conduct preliminary situation assessments and a listing of professionals who can help meet the challenges of today in a spirit of practical, collaborative problem solving.

Acknowledgments

This directory was developed by Resource Solutions, but it is largely an edited compilation of the work of others. The sections entitled Collaborative Dispute Resolution Overview and User's Guide to Selecting a Practitioner are, in large measure, edited excerpts from the Florida Conflict Resolution Consortium's *User's Guide to Collaborative Dispute Resolution*. The Consortium, in turn, used a number of resources to develop its publication, which are well worth mentioning.

Those resources include: *A Consumer Guide to Selecting Third Parties to Help Resolve Public Conflicts*, Ohio Commission on Dispute Resolution and Conflict Management, Columbus, Ohio; *Building Consensus for a Sustainable Future: Guiding Principles*, Round Table on the Environment and Economy in Canada, Ottawa, Canada; *Mediation Handbook for Cities*, Minnesota Office of Dispute Resolution, Minneapolis, Minnesota; and *Directory of Consultants Helping Communities Collaborate and Consumer Guide*, Program for Community Problem-Solving, Washington, D.C. Resource Solutions used other resources as well, and they are noted in this directory.

The practitioners listed in this directory provided their own entries. Resource Solutions did minimal editing, mostly to accommodate space constraints. Resource Solutions did not verify the information provided and does not endorse any one practitioner. We encourage you to contact several to determine which individual or organization can best meet your needs for facilitation, mediation, process design, training, or consultation.

Collaborative Dispute Resolution Overview

INTRODUCTION

Too often people consider seeking assistance from professional neutrals after all else has failed, and the situation has deteriorated to a point where even a skilled mediator or facilitator may have difficulty getting people to talk with one another. For collaborative dispute resolution to be successful, those seeking these services must understand the various collaborative tools and when and how to use them. This guide provides information on:

- Government's changing role in public decision making,
- Guiding principles for public participation,
- Definitions of collaborative dispute resolution,
- When to seek help,
- Four stages of collaborative dispute resolution, and
- How to locate, assess, and retain neutrals.

PUBLIC DECISION MAKING: GOVERNMENT'S CHANGING ROLE

Consensus is a goal, not a mandate—at least not a mandate in Alaska. Consensus building is a way of making decisions. It creates a process so that even when individuals disagree with each other, they can still focus on the problem—not on each other. It provides a place at the table for all who are affected by a decision, as well as the ground rules so that even when disagreements exist, disrespectful behavior is not tolerated. It recognizes that public policy is a mixture of our values and opinions, technical knowledge and abilities, and our political systems. We find that these often conflict with one another and when they differ from one's own view, there is often a disregard for the opinions and perspectives of others.

Opinions are personal, and what has happened is that public decisions and the decision-making process have become highly personalized and often emotionally charged. By using approaches or processes like consensus building, collaborative problem solving, strategic planning, and mediation, we can create structures to handle complex issues in systematic, manageable, and less emotional ways. These approaches can provide the ability for us to be “tough on the problem, but easy on the people.”

What is government's role in synthesizing and bridging the gap among these diverse opinions? For many years its role has been to ask for

comments, go back to an office, sort through and try to balance opinions that often conflict with each other, make the decision, and then let the public know what was decided. This process, commonly known as Decide-Announce-Defend (D-A-D—note the paternalistic metaphor), is still the norm when making public decisions. But things are changing, largely because of the general public’s dissatisfaction with government’s decisions and because gridlock so often occurs with the D-A-D approach.

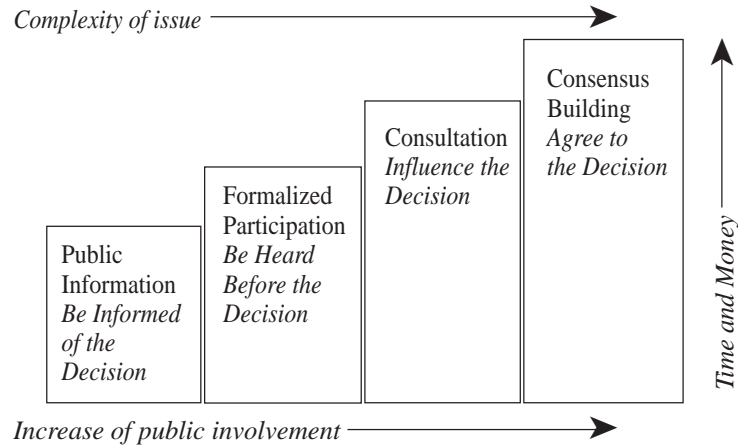
Government is mandated to make certain decisions. However, officials are finding that rather than *balancing* differing perspectives, *involving* those who are affected by the decision to create mutual or collaborative learning opportunities is the only way to be consistently successful. The premise is that citizens actually prefer to be constructive, but when there is no place for their hands-on involvement and no appreciation for their abilities and ideas, they prevent decisions from going forward wherever and whenever they can.

Traditional decision-making structures create two distinct roles—advocates and decision makers—and it sets up win-lose confrontations. The advocate’s job is to present the strongest possible case to the decision makers. The responsibility, and often the blame, for the actual political choice rests with the decision makers. These adversarial structures where “winners take most” cause advocates for all parties to be less willing to work with each other and build an agreement, because each is appealing to the decision maker.

Each advocacy group spends most of its time refining and distilling its best positions in ways that distinguish and separate them from the other side, rather than spending time, energy, and resources to determine where they agree and how they can resolve their differences. Advocates have little incentive to create a solution that satisfies all parties and, unlike decision makers, are not required to struggle or try to work together to reach agreement on competing interests.

The greater the disagreement, the greater the need for constructive public involvement and collaborative dispute resolution. These decision-making processes can increase the level of understanding about hoped-for outcomes and constraints, and allow individuals to think together to overcome hurdles.

In order for government officials and government employees to go from balancing to involving citizens they need new procedures, pro-



Levels of Public Involvement

Adapted from articles by James L. Creighton, Ph.D., President, Creighton & Creighton, Inc.

cesses, and skills to change these frequently adversarial relationships into ones that solve problems. Slowly, government’s role is changing from D-A-D to that of a facilitator and convenor. Across the nation, government is frequently acting as the convening party, bringing affected and often competing interests together, and providing the resources to enable them to find areas of agreement.

This change is not easy, and it’s probably slower than many would like. When we consider the large part government plays in our society and the numerous levels of government—local (cities, unincorporated communities, boroughs), state, and federal—each with their own myriad of agencies and often competing missions, we can understand why change occurs incrementally.

PRINCIPLES AND DEFINITIONS

The following fundamental information helps enable successful use of collaborative dispute resolution. The guiding principals or core values are the *esprit de corps* constructive public participation activities should embody. Some of the most frequently used terms in collaborative dispute resolution are defined below.

Guiding Principles or Core Values for Public Participation

The following core values, or guiding principles, provide thoughtful rules of thumb to use when involving the public in decision making. They were developed over a two-year period with broad

international participation to identify those aspects of public participation that cross all national, cultural, and religious boundaries.

- The public should have a say in decisions about actions that affect their lives.
- Public participation includes the promise that the public's contribution will influence the decision.
- The public participation process communicates the interests and meets the process needs of all participants.
- The public participation process actively seeks out and facilitates the involvement of those potentially affected.
- The public participation process involves participants to define how they participate.
- The public participation process provides participants with the information they need to participate in a meaningful way.
- The public participation process communicates to participants how their input affected the decision.

Definitions of Collaborative Dispute Resolution

Case Assessment. The use of a neutral third party who works with all parties in a dispute to determine the potential for progress, what type of process would assist, the cost of such a process, who should participate, and an estimated time frame.

Consensus. An agreement reached by identifying the interests of all concerned parties and then building a solution that maximizes satisfaction of as many of the interests as possible. The process does not involve voting, but rather a synthesis and blending of proposed solutions. Consensus does not mean unanimity in that it may not satisfy each participant's interests equally or that each participant supports the agreement to the same degree. Consensus is considered to be the best decision for all participants because it addresses all interests to some extent.

Convening. A structured process to determine if a negotiation or consensus-building project should proceed and, if so, under what conditions. A primary function of the convener is to conduct interviews with decision makers and representatives of affected interest groups. This information is then used to develop a situation assessment and to construct a preliminary process design.

Facilitation. A collaborative process in which individuals and groups with divergent views meet to reach agreement on a goal or to solve a problem with the assistance of a neutral facilitator. The facilitator primarily provides procedural assistance to group participants to keep

them focused, enhance information exchange, and promote effective decision making. The facilitator may or may not be a member of the group involved in the discussion, but should be impartial towards the issues being discussed.

Fact-Finding. A formal procedure where a technical expert or panel evaluates the matter presented by the contending parties and produces a nonbinding report establishing the facts.

Interests. This term refers to the underlying *why* of an issue, such as *Why is this important? Why do you want changes?* or *Why don't you want changes?* Using this approach to address an issue or problem helps parties to talk about their real needs, instead of their self-defined solutions.

Mediation. A confidential process whereby an impartial mediator assists parties in a dispute to explore their interests, to develop and evaluate options, and to negotiate a mutually acceptable settlement of their differences. Mediators may meet privately with each party. They have no authority to make or recommend a decision.

Negotiated Rulemaking. A consensus-based process that enables interested individuals and groups to participate with government agencies to develop a proposed rule or policy. The process allows for input from a wide range of interests and individuals with the assistance of an impartial facilitator or mediator to keep the discussions focused. This process provides mutual learning and shared decision-making opportunities for both government agencies and public representatives.

Neutral. An impartial professional assisting parties in various ways to make a decision, solve a problem, or resolve a dispute. Neutrals are also known as third parties. They can serve as mediators, facilitators, practitioners, arbitrators, fact finders, or process experts.

Positions. This term refers to a self-defined solution or *This is what I want*, which rarely takes into account the needs of others who are also affected by public decisions. Although advocates will be able to talk about why this is what they want, it will not assist in clarifying or communicating their needs; rather it supports their self-defined solution.

Public Involvement. Activities that create some form of interaction between government and the public during a decision-making process. Constructive public involvement creates mutual or collaborative learning experiences and results in better decisions.

User's Guide to Selecting a Practitioner

DETERMINING IF YOU SHOULD ASK FOR HELP

The fundamental elements to consider in determining if third-party neutral assistance is required are discussed in this section. Included are details on:

- The variety of functions a practitioner might provide,
- Characteristics to help you evaluate your particular situation,
- The four key stages of collaborative dispute resolution, and
- How to locate, select, and hire a practitioner.

WHAT A NEUTRAL THIRD PARTY CAN DO

There are many ways a practitioner can assist. The most common are:

Get Stakeholders to the Table	Deal with Emotions
Establish Objective Criteria	Maintain Communications
Clarify Issues	Develop Better Understandings
Identify Realistic Constraints	Arrange Meetings
Maintain a Structured Process	Set the Agenda
Explore Options	Track Progress
Focus on Interests (not positions)	Compile Lessons Learned

Characteristics of a Situation Requiring Third-Party Assistance

Below is a listing of characteristics that can help you evaluate your situation to determine if third-party assistance might be useful. Often it is helpful to talk with a knowledgeable professional about a given situation. This will help to distill and clarify how a process might be moved forward and if an intervention is required. Third-party assistance can be useful if your situation involves one or more of the following:

- Complex issues
- Matters of principle or deeply held values
- Unsure who key stakeholders are
- History of poor relationships
- Communication problems
- Poor preparation (not enough time)
- No apparent agreement zone
- Issue emotionally charged
- Constituency problems
- Commitment lacking
- Power imbalances
- Disagreement over problem definition

- Stakeholders interdependent with vested interests
- Disparity in power and resources
- Different levels of expertise and knowledge
- Problem politically or technically complex
- Adversarial due to different perspectives

FOUR KEY STAGES OF COLLABORATIVE DISPUTE RESOLUTION

Collaborative processes must be adapted to the needs of each situation but usually incorporate four steps: 1) deciding whether to talk, 2) deciding how to talk, 3) talking, and 4) turning talk into agreement and action. Each is discussed below, as well as how a neutral can help.

1. Deciding Whether to Talk

Should you use a collaborative approach? Here are some questions to consider.

- Are you and the other parties clear about the issues in dispute, your desired outcomes, and the obstacles to reaching agreement? Is there a need for clarification?
- Are the issues important enough for all parties to justify the effort needed for resolution?
- Is a collaborative process more likely to produce positive results than avoidance or participating in an adversarial forum, e.g., court or administrative hearing? Is there a commitment to work together in good faith?
- Do situation constraints permit adequate time for constructive problem solving? Conversely, are there reasonable deadlines that encourage settlement?
- Can the major parties be identified, and are there representatives who can speak for their interests?
- Are the decision makers who will act on the results supportive of the process?

How a neutral can help. A third-party neutral can provide an objective situation assessment and suggest an appropriate process and structure for participation. They can help parties think through their concerns and reframe conflicting perspectives and positions into common problem statements on which all parties can commit to work. If an adversarial relationship has developed, a neutral can help establish an acceptable forum for constructive dialogue without confusing *collaboration* with *giving in*. The neutral can be instrumental in getting the right people to the table and preparing them for problem solving.

In complex cases, it may be useful to retain a neutral to conduct a formal situation assessment. This may include stakeholder and decision-maker interviews, document reviews, and meetings with groups. The product from Step 1 is an assessment report indicating whether a collaborative process is feasible and, if so, how it may be best structured and carried out.

2. Deciding How to Talk

Before talking can start, there are several questions that need to be considered.

- Who are the primary parties, and who are their principal representatives?
- When is it appropriate for others to be involved, and what protocols will guide their participation?
- What about observers and the press?
- What guidelines are needed to keep communications constructive?
- What is the purpose and scope of the project meeting?
- What information is needed for decision making, and how will questions of accuracy and appropriateness be handled?
- How many meetings, and what type of meetings may be needed?
- What should the schedule be? What deadlines exist or can be set?
- How is consensus defined for purposes of making decisions and reaching agreements?
- What is needed to ensure that representatives keep decision makers and constituencies involved in the process?
- Is there an understanding of how agreements will be formally adopted, e.g., filing in court, interlocal agreement, or legislation, etc.?
- What happens if consensus is not reached?

How a neutral can help. Starting the process can present some challenges for all. When individual parties make suggestions about the representation and participation of additional interests, there may be suspicions about manipulations of the process. Parties stating what may happen if agreement is not reached may appear to be making threats. When parties don't talk sufficiently about "how to talk," avoidable problems crop up later when they are more difficult to address in the heat of the negotiations. In other cases, time may be wasted arguing over the "shape of the table."

3. Talking

There are several things to consider while talking is progressing.

- How can information and concerns be shared constructively?

- How can careful listening and mutual education be enhanced to shape a mutually acceptable agreement?
- How can parties get beyond positions to consider a range of options for meeting their needs and solving the problems?

How a neutral can help. In unassisted collaborations, positions are typically exchanged and modified as parties try to guess what concessions they can make to get what is most important to them in an agreement. Often unnecessary concessions are made, opportunities advantageous to all parties are not considered, or costly impasses result.

A professional neutral can help parties create a constructive climate where they can safely articulate their underlying priority concerns. The mutual understanding of concerns provides the basis for generating and evaluating a full range of options. The trust and commitment to solving a common problem also helps parties put aside positional stances that often make agreement unnecessarily difficult.

The presence of a third-party neutral can allow the parties to focus on their needs while the neutral facilitates communications, manages the movement towards an acceptable agreement, and maintains a record of the progress. In this way, the valuable time of representatives and experts can be used more efficiently.

4. Turning Talk Into Agreement and Action

As you approach agreement, determine the following.

- How can a range of options be objectively evaluated?
- How can the parties get past impasses to reach timely, acceptable agreements?
- How can the parties go beyond to develop implementation and contingency plans and compliance guarantees?
- What is needed to get approval and support of formal decision makers and constituencies? How can the parties at the table help each other in this process?

How a neutral can help. A contest of wills can reemerge, and trust may evaporate as old animosities surface. A professional neutral draws on a toolbox of techniques for objectively evaluating options, securing agreements on principles and then on details, highlighting possible tradeoffs, and generally piecing together agreements on a package of issues. A neutral can also be invaluable in getting be-

yond the impasses that can derail final agreement. Objective assessments in party caucuses can help the parties find a path forward.

When parties tentatively reach agreement, they may be inclined not to test how the agreement will be implemented for fear that new issues may arise and the hard-fought agreement will fall apart. Later, when foreseeable problems arise from an unclear agreement, they are seen as examples of bad faith on the part of the other party. When agreements unravel at this late point, they are often difficult to reconstruct. The neutral can help parties think through implementation scenarios and include provisions for contingencies in the agreement and, thus, avoid many problems later. Getting agreement to a written statement before the parties leave the room can also be useful in limiting misunderstandings.

LOCATING, SELECTING, AND RETAINING A NEUTRAL OR PRACTITIONER

Locating Neutrals or Practitioners

In many situations, one of the parties may retain a neutral or practitioner who serves at the pleasure of all the parties. In general, parties should look for someone who has demonstrated skills and experience, credibility, and a reputation for impartiality.

Selecting a Third-Party Neutral

It is important to keep in mind that all parties must view the neutral as acceptable and impartial. Parties may need to initially discuss what some of the basic selection criteria should be. For example, how important is cost, geographic location of the practitioner (do they know too much or too little about the situation), substantive expertise, personal style, and professional background?

Interviewing Facilitators and Other Practitioners

The following are questions and comments that can be used in interviewing and considering professional neutrals and talking to their references.

Level and Range of Experience. In general, what kinds of meetings or cases have you mediated or facilitated? Describe some cases with similar situations or participants to this one. What outcomes were achieved?

Do you have experience with the decision-making procedures and institutions involved in this case? (*Comment: Familiarity with both*

will be helpful, but neutrals should not be expected or asked to render legal opinions.)

What education or experience do you have that has prepared you to assist us in discussing the substantive issues in this case? *(Comment: It is not generally necessary for a neutral to be an expert in the subject matter. Knowing enough to effectively facilitate communication may be sufficient. It may be difficult for some subject experts to avoid directing solutions.)*

How much do you control communications between the parties, versus encouraging direct exchanges? How do you decide when one approach or the other is best? *(Comment: Some neutrals exercise more control than others. Flexibility in style is usually desirable.)*

What kind of process might you suggest for our case and why? *(Comment: Note how well the neutral communicates, asks questions, listens, and responds to your questions. Do they project a personality that would be flexible, patient, and might use humor effectively? Do they gain your confidence? Even a short interview can reveal a lot about a practitioner's approach.)*

As a neutral, do you tend to define problems narrowly or broadly? *(Comment: Parties have often defined the dispute through the positions they have asserted in negotiations or pleadings. Practitioners with a narrow problem focus assume parties have come to them to help solve a technical problem [e.g., who pays how much to whom? etc.]. The likely outcome in court or in an administrative hearing will drive an adversarial bargaining process to reach a resolution. Practitioners with a broad problem focus will help parties probe beyond the legally defined issues to deal with the underlying problem and interests to find joint gains and develop mutually acceptable solutions.)*

As a neutral, do you favor a facilitative or evaluative role? *(Comment: Using primarily an evaluative role, a practitioner may assume the parties need direction as to appropriate grounds for settlement—based on law, practice, or technology—and that the practitioner has been selected to provide assessments, predictions, and proposals for settlement. Using a primarily facilitative role, a practitioner may assume their principal mission is to enhance, clarify, and help to provide a structure for communications between the par-*

ties in order to help them decide what to do. They would not provide an opinion to the parties because they believe the parties understand their situations better than the practitioner—the case details and the law, practices, or technologies—and because it might adversely affect the parties' perception of impartiality and undercut the ability to function effectively. It may be wise to select practitioners whose background, experience, and style make them versatile.)

Costs, Logistics, and Availability. Will you be available, and can you commit the time required? Will you require staff assistance? Where and when will the sessions be held, and who will handle the logistical arrangements and costs? Who will be responsible for preparing meeting summaries and other reports? How do you decide what to charge, and what do you estimate the costs will be for this project? Are there ways to keep costs down? How will payments be handled?

References. Seek references from groups or parties they have worked with in similar situations. Talk with references about their impressions and satisfaction with the neutral's service and approach.

Retaining the Practitioner

Cost-Sharing. The first step may be to determine if and how costs are to be shared. In many cases, fees and costs are split equally among the principal parties. When there is an unequal ability to pay or different levels of involvement, there can be an agreed-upon allocation formula. In other cases, one party may cover all the costs, with provisions to ensure neutrality. It is always helpful to clarify that the facilitator or mediator is not a decision maker, but serves to assist all parties in reaching an acceptable agreement. In addition, ensuring that all parties play a role in the selection and that the neutral serves at the pleasure of all parties can minimize concerns regarding the source of payment.

Establishing the Fee and a Contracting Procedure. An hourly or daily fee may be negotiated, or there may be a fixed-price or a not-to-exceed arrangement. Payment may be handled through direct billings, purchase orders, or contracts with individual parties or coordinated by one party. In some instances, a Request for Proposals (RFP) or Request for Qualifications (RFQ) may be necessary for governmental agencies to hire a neutral. No matter what procedure is fol-

lowed, payment should be based on provision of the service and not on success of the outcome. Responsibility for success of a process should clearly rest with the parties.

Consider Work in Two Phases. Where the issues are complex and there are multiple parties, it may be useful to separate the proposed work into two phases: 1) the initial assessment and process design phase, and 2) the actual implementation of the process phase. The assessment can allow the parties to learn more about the potential value of a collaborative process before committing to a long-term effort.

Practitioners Listing

Alphabetical Listing

This section of *The F•M•P Directory* is a listing of individual practitioners and companies or public agencies that provide collaborative dispute resolution-related services. Each entry provides information on areas of expertise, nature of practice, types of issues, training and experience, and fees.

To assist you, the following cross-references are provided in the back of this directory.

Guide to Practitioners by Type of Issue

You may prefer to choose a practitioner based on experience in a particular subject area. Beginning on page 87, we list 33 categories to make this directory more useful to you.

Index of Practitioners and Geographic Locations

This alphabetical listing, which begins on page 95, includes individual practitioners, associated companies, public and private agencies, and geographic locations by state.

Kathleen G. Anderson

Mediator, Arbitrator, Hearing Officer, Facilitator, Educator

Arbitration & Mediation Group

PO Box 240783

Anchorage, AK 99524-0783

(907) 345-3801 Fax (907) 345-0006

tamg@alaska.net http://www.alaska.net/_tamg/

AREAS OF EXPERTISE

Employment, labor, and organizational mediation and conflict management design. Training and lectures in mediation process, collaborative negotiation skills, employment, and labor issues.

NATURE OF PRACTICE

Full-time neutral practitioner with emphasis on employment, labor, and organizational conflict management. Team neutrals available.

TYPES OF ISSUES

Commercial/Business, Health Care, Training, Employment/EEO, Education, Labor/Management, Wildlife Issues, Organizational Conflict Management Design

TRAINING/EXPERIENCE

Certified to neutral panels administered by the American Arbitration Association, National Association of Securities Dealers, U.S. Dept. of Justice under the Americans with Disabilities Act, and a number of private and public sector panels in Alaska. Over 200 hours training in mediation and arbitration from the American Arbitration Association, National Association of Securities Dealers, Academy of Family Mediators, Society of Professionals in Dispute Resolution, Key Bridge Foundation, and Lemmon Mediation Institute. President, Alaska Dispute Settlement Association; member, Society of Professionals in Dispute Resolution; numerous other alternative dispute resolution (ADR) organizations. Teaches ADR at University of Alaska Anchorage.

FEE INFORMATION

Mediation fees available for private, public, and nonprofit entities. Arbitration half- and full-day rates. Other fees available on request.

Jim Arthur

Mediator and Facilitator

3434 French Loop Run

Olympia, WA 98502

(360) 866-9702

AREAS OF EXPERTISE

1975-1979: As consultant, helped rural areas develop consensus-based comprehensive plans and zoning ordinances. 1980-1991: mediator with Mediation Institute (Seattle). Mediated natural resource issues on West and East Coasts of Lower 48; i.e., Superfund, oil/fishing (Santa Barbara channel), sport versus commercial fishing (Georges Bank), Appalachian Trail segment, solid and hazardous waste facilities, and national forest issues. 1985-1990: Mediator with New England Environmental Mediation Center. 1993-present: part-time coordinator of Washington State Dispute Resolution Project.

NATURE OF PRACTICE

1975-1979: Sole practitioner. 1980-1991: Employee of nonprofit mediation providers. 1991-present: Sole practitioner. 1993: Employee of Oregon Dispute Resolution Commission. 1993-present: Part-time employee of State of Washington.

TYPES OF ISSUES

Land Use, Training, Fisheries Issues, Transportation, Community/Public Policy, Wildlife Issues. Any complex, multiple-party, public policy issue. Advising public agencies about collaborative, mediated, or facilitated processes. Examples of other cases: salmon-spawning habitat versus instream gravel mining (Oregon); Indian water rights, growth management, and state regulatory reform (Washington).

TRAINING/EXPERIENCE

B.A. History, Stanford University, 1965. 1976: 10-week course in Environmental Mediation taught by Gerald Cormick at the University of Washington. 1980-present: Have taught workshops in mediation and negotiation. Since 1975, I have earned my living solely by helping people engaged in controversial public issues find mutually acceptable solutions.

FEE INFORMATION

\$100 per hour, travel expenses, telephone.

William Ashton, P.E.

EcoSynergy
200 W. 34th Avenue, #1120
Anchorage, AK 99503

(907) 563-0889 Fax (907) 563-0095
esynergy@alaska.net

AREAS OF EXPERTISE

Eighteen years experience in Alaska resource development and environmental protection, specializing in community environmental protection and training of environmental professionals. Includes working with communities, businesses, and agencies to develop consensus solutions to environmental issues; developing training workshops and conferences for the environmental community of Alaska; review and technical evaluation of environmental management programs; planning and performing informal and formal public participation programs; and teaching two graduate level University of Alaska Anchorage environmental engineering courses.

NATURE OF PRACTICE

EcoSynergy is a sole-practitioner business that contracts with consulting firms, industry, local governments, Alaska Native nonprofits, and school districts to provide environmental consulting services. It focuses primarily on combining business approaches, government regulations, and technical characteristics with community concerns to develop community-specific solutions to environmental management issues.

TYPES OF ISSUES

Land Use, Training, Environment, Community/Public Policy

TRAINING/EXPERIENCE

Member of American Society for Training & Development, participant in Society for Organizational Learning, member of Alaska Dept. of Environmental Conservation (ADEC) Environmental Leadership workgroup, and board member of Anchorage Green Star, Inc., and Alaska Natural History Association. Work for ADEC, U.S. Forest Service, and Alaska Health Project. Taught the importance of understanding values and attitudes of an individual, community, agency, or industry in developing solutions to environmental issues.

FEE INFORMATION

\$60 per hour for nonprofits; \$85 per hour for business, industry, and government.

Sarah Barton

Public Process Consultant

HDR Alaska, Inc.

2525 C Street, #305

Anchorage, AK 99503

(907) 274-2000 Fax (907) 274-2022

sbarton@hdrinc.com

AREAS OF EXPERTISE

Public and interjurisdictional coordination for infrastructure development, resource management, and public policy formation. Design of strategies and catalyst for collaboration in projects ranging from siting controversial facilities, to watershed partnerships and wellhead planning, to long-term regional planning and Superfund cleanup. Coach and trainer for Partnering Agreements between contractors and local government agencies. Trainer in public process for multicultural settings. Consultation and public education/participation in ecology, bond and utility rate issues, facility siting, regulatory negotiation, and comprehensive plans. Focus on interest-based mutual gains process and advocacy for the human.

NATURE OF PRACTICE

Ten years as sole proprietor of Barton Group working internationally and in the Pacific Northwest. Now with HDR Alaska, Inc., which provides in-house staff of environmental scientists and engineers. Conflict management trainer for public works and planning departments, elected officials, and hospice groups. Board of Directors of Habitat for Humanity. Active in issue of sustainability with League of Women Voters Public Forums and United Nations City Summit. Former project manager, Anchorage's Capital Projects Office. Trainer/mediator, Anchorage community-based Conflict Resolution Center. Committed to creativity and common sense in public policy.

TYPES OF ISSUES

Construction/Engineering, Land Use, Training, Fisheries, Housing, Neighborhood, Transportation, Community/Public Policy, Wildlife Issues

TRAINING/EXPERIENCE

Mediation and arbitration certificate with National Public Law Institute, Commercial Panel for American Arbitration Association, International Who's Who, 200 American Women, Community of Leaders of America.

FEE INFORMATION

Negotiable.

Christopher Beck & Associates

Chris Beck, *Principal*

1786 Forest Park Drive

Anchorage, AK 99517

(907) 272-6365

Fax (907) 272-6391

chrisabeck@aol.com

AREAS OF EXPERTISE

Christopher Beck & Associates (CBA) is an Anchorage-based firm offering professional services in tourism and planning to businesses and developers, Native corporations, communities, agencies, and nonprofits. Areas of particular expertise include tourism planning (market and financial analysis, tourism development strategies), community development (action-oriented plans to help towns and villages manage tourism or other development), urban design (develop guidelines and implementation strategies guiding the physical form, livability, and economic health of small towns and larger communities), and public participation/communication (programs to help communities and individuals participate in actions affecting their lives). Examples of CBA Alaskan clients include the Bristol Bay Native Corporation, Chenega Corporation, Yak-Tat Kwaan, Inc., Municipality of Anchorage, Bristol Bay Native Association, and Alaska Industrial Development and Export Authority.

NATURE OF PRACTICE

CBA is a small consulting firm established in 1993. It is comprised of Chris Beck and several research assistants. CBA often teams with experts in other fields to support the needs of a particular project.

TYPES OF ISSUES

Commercial/Business, Land Use, Housing, Neighborhood, Transportation, Community/Public Policy, Wildlife Issues, Tourism

TRAINING/EXPERIENCE

Chris Beck has over 15 years of professional experience in tourism and land use planning, including work in both the private and public sectors. Chris has master's degrees in City Planning and Landscape Architecture from the University of California at Berkeley. Positions held by Chris prior to establishing CBA include director at PBR, a California-based planning and real estate development consulting firm, and senior planner with the Alaska Dept. of Natural Resources.

FEE INFORMATION

Depends on scope and length of project.

Howard S. Bellman

Mediator & Arbitrator

123 E. Main Street
Madison, WI 53703

(608) 255-9393 Fax (608) 255-9593

AREAS OF EXPERTISE

Over 25 years of alternative dispute resolution experience. Specialize in the mediation of large-scale, multiparty public policy related disputes, which often includes process design and facilitation stages. Process design and facilitation are also offered separately where appropriate.

NATURE OF PRACTICE

Sole practitioner working throughout the United States and internationally.

TYPES OF ISSUES

Commercial/Business, Land Use, Training, Employment/EEO, Fisheries Issues, Housing, Community/Public Policy, Education, Labor/Management, Wildlife Issues, State-Tribe

TRAINING/EXPERIENCE

Provide training of mediation practice as an adjunct. Currently Senior Fellow Western Justice Center Foundation (Pasadena, CA) and Adjunct Professor, Marquette University Graduate Program in Dispute Resolution. Member, National Academy of Arbitrators, Society of Professionals in Dispute Resolution, American Bar Association Section on Dispute Resolution. B.A., LL.B., LL.M., admitted to practice law in Ohio and Wisconsin.

FEE INFORMATION

\$150 per hour/\$1200 per day, plus per diem; negotiable as to coverage.

Herbert A. Brownell

Natural Resource Specialist
Bureau of Land Management
Northern District Office
1150 University Avenue
Fairbanks, AK 99709-3899

(907) 474-2333 Fax (907) 474-2282
hbrownel@ak.blm.gov

AREAS OF EXPERTISE

Currently employed as a Team Advisor with BLM, which includes training, facilitating, mediating, and organizational development of teams in the Northern District Office.

NATURE OF PRACTICE

Facilitates/mediates public natural resource disputes and has been involved with the National Petroleum Reserve-Alaska oil and gas leasing and the Golden Valley Electric Association Intertie project.

TYPES OF ISSUES

Land Use, Training, Community/Public Policy, Wildlife Issues, Natural Resources

TRAINING/EXPERIENCE

Attended numerous training courses in facilitation skills and mediation training (CDR Associates), and has given training in meeting management, decision making, problem solving, leadership, communication, visioning, mission, goals, and conflict management. Supervised the Division of Wildlife/Recreation and Division of Lands and Minerals Resources for BLM for a combination of 14 years. This work was related to resource management in interior and western Alaska. Have spent a total of 21 years working in Alaska in the natural resource field.

FEE INFORMATION

No fees are usually charged for services, but travel and per diem reimbursement may be required for non-BLM sponsored or attended meetings.

Winfred E. (Gene) Burden

Burden & Associates, Inc.
1520 140th Avenue NE, Suite 100
Bellevue, WA 98005

(206) 644-9567 Fax (206) 644-2092
gburden@ix.netcom.com

AREAS OF EXPERTISE

Public process facilitation and mediation of natural resource and environmental disputes. Management consulting.

NATURE OF PRACTICE

Burden & Associates, Inc. is a standard Alaska corporation. Practice is split 50/50 between mediation/facilitation of dispute resolution and management consulting with the latter predominantly contract negotiations and business development activities. Work experience in the United States, Europe, and Asia.

TYPES OF ISSUES

Commercial/Business, Land Use, Fisheries Issues, Labor/Management, Wildlife Issues, Oil and Gas, Natural Resources, and Environment

TRAINING/EXPERIENCE

Member, Alaska and Texas Bar Associations. J.D., St. Mary's University. B.A., M.A., University of Texas at Arlington. University of Washington Law School "Professional Mediation Skills." Negotiations Training. Media Relations Training—Ammerman Institute, Houston. Numerous seminars in broad array of environmental matters including water, air, and RCRA. Labor relations seminars in arbitration, negotiations, and representation issues. Former Adjunct Professor of Labor Law at University of Texas San Antonio.

FEE INFORMATION

\$175 per hour, plus actual expenses.

Susan Carpenter

Susan Carpenter and Associates, Accord Group
1955 Bronson Way
Riverside, CA 92506

(909) 784-7307 Fax (909) 764-0487
susan_carpenter@compuserve.com

AREAS OF EXPERTISE

Provide a broad range of process skills to address environmental, housing, planning, community development, and organizational issues including analyzing cases, working with groups to design appropriate processes, mediating conflicts, facilitating public meetings, assisting with the implementation of agreements, and training people interested in acquiring collaborative and conflict resolution skills.

NATURE OF PRACTICE

Currently sole practitioner. This arrangement affords the opportunity to work with other colleagues and with interested organizations and agencies. The nature of practice is shifting from case interventions to more training and consulting for organizations and agencies that want to or do offer mediation and collaborative services.

TYPES OF ISSUES

Land Use, Training, Housing, Transportation, Community/Public Policy, Education, Wildlife Issues

TRAINING/EXPERIENCE

Doctorate, Future Studies, University of Massachusetts. Have provided third-party services to scores of government agencies and private and public organizations at the local, state, and national level over the past two decades. Have also been a Visiting Fellow, Program on Negotiations, Harvard Law School; the Founding Director, Program for Community Problem Solving, Washington, DC; a Founding Board member of International Association of Public Participation; a member of the Society of Professionals in Dispute Resolution; and a founding and current Board member of the Consensus Building Institute, Cambridge, Massachusetts.

FEE INFORMATION

\$150 per hour/\$1200 per day.

CDR Associates

Mary Davis Hamlin, M.Ed., MA, *Program Manager*
100 Arapahoe Avenue, Suite 12
Boulder, CO 80302

(303) 442-7367 Fax (303) 442-7442
cdr@mediate.org

AREAS OF EXPERTISE

CDR Associates specializes in public policy mediation, facilitation, and training. CDR Associates has extensive experience in working with diverse groups of stakeholders to achieve voluntary settlements of public disputes in public policy formulation, public involvement, land use planning, and governmental decision making. CDR Associates has conducted hundreds of training programs and trained thousands of people in facilitation, conflict management, mediation, and other related areas.

NATURE OF PRACTICE

CDR Associates is a nonprofit firm comprised of nine mediators. CDR's strength is the diversity of its staff and the breadth of its experience. CDR Associates has conducted interventions and training programs all over the world, including Japan, Eastern Europe, the Netherlands, Sri Lanka, Australia, New Zealand, Guatemala, and South Africa. CDR's seminal work on the dynamic of conflict and the mediation process continues to influence the profession and forms the basis for our active conflict management practice.

TYPES OF ISSUES

Construction/Engineering, Land Use, Health Care, Training, Employment/EEO, Fisheries Issues, Housing, Neighborhood, Transportation, Community/Public Policy, Education, Wildlife Issues

TRAINING/EXPERIENCE

The staff have mediated or facilitated policy, regulatory, or site-specific conflicts over natural resource development and utilization, transportation and land-use planning, fisheries management, air quality, mining operations, solid waste management, manufacture of toxic substances, economic development, telecommunications, health care, water quality and flood control management, environmental regulation in specific industries, and social services policies.

FEE INFORMATION

Sliding scale \$130 to \$165 per hour.

Lynn Chambers

3470 Arcturus Circle
Anchorage, AK 99517

(907) 243-8212
ebnoc@alaska.net

AREAS OF EXPERTISE

Twenty-five years experience in project development, planning (financial, management, program), organization, implementation, council, and staff training for tribal organizations. Extensive travel in rural Alaska assessing needs, providing training and technical assistance to local governments, economic development ventures, education, and cultural programs. Facilitation of dynamic participatory planning workshops.

NATURE OF PRACTICE

Works independently as a consultant and in teams with other consultants on large local government projects. Research, planning, development, and implementation of community projects (i.e., tribal government development, tribal courts, economic development). Prepare grant applications to federal, state, and private granting agencies. Assist clients with administration of funded projects. Train councils and staff in tribal management and administration, and assist staff in getting started. Facilitate CERT Participatory Strategic Planning Process, a two-day comprehensive planning process, which uses a consensus-based approach bringing the whole organization or community together for dialogue and decision, getting every participant's ideas on the table.

TYPES OF ISSUES

Commercial/Business, Training, Community/Public Policy, Grant Writing, Tribal

TRAINING/EXPERIENCE

BBA, University of Alaska Fairbanks, Management, Marketing, Economics.

FEE INFORMATION

\$75 per hour.

Clean Sites West, Inc.

Sandra M. Rennie, *Mediator and Facilitator*
417 Montgomery Street, Suite 410
San Francisco, CA 94104

(415) 217-3913 Fax (415) 217-3920
cleansiteswc@igc.apc.org

AREAS OF EXPERTISE

Mediation, facilitation, neutral fact-finding, training.

NATURE OF PRACTICE

Nonprofit neutral organization. Full-time national alternative dispute resolution practice since 1985. Specializes in complex environmental, land use, and natural resource issues. Skilled and experienced with federal and state environmental statutes. Services: mediation of private and public disputes; neutral fact-finding in hazardous waste allocations; facilitation of regulatory negotiations and complex public policy dialogues; training in collaborative problem solving, mediation, and negotiation. Serves at the pleasure of the parties and under court appointment.

TYPES OF ISSUES

Commercial/Business, Land Use, Training, Community/Public Policy, Environmental Pollution, Wildlife Issues

TRAINING/EXPERIENCE

Member: Society of Professionals in Dispute Resolution and panels sponsored by: American Arbitration Association, U.S. Environmental Protection Agency, Spill Response Corporation

FEE INFORMATION

Negotiable.

Elaine Cogan

Partner, Cogan Owens Cogan
10 NW Tenth Avenue, No. 600
Portland, OR 97209-3120

(503) 225-0192 Fax (503) 225-0224
cocplans@aol.com

AREAS OF EXPERTISE

Author of *Successful Public Meetings* and co-author of *You Can Talk to (Almost) Anyone About (Almost) Anything, a Speaking Guide for Business and Professional People*. Writes column for *Planning Commissioners' Journal*. Political commentator for KGW-TV. Organizes and facilitates strategic planning processes for governments and private companies. Trains managers and staff in business and governmental agencies in media relations and effective oral and written communications. Conducted seminars in public involvement techniques for Alaska Municipal League and Alaska Planning Association. Developed and facilitated distance-learning workshop on public involvement for University of Alaska. Designed public participation program for Portland Future Focus, an innovative strategic planning process that won an "outstanding achievement" award from the U.S. Conference of Mayors.

NATURE OF PRACTICE

Partnership providing planning, communications, governmental and community relations, and environmental studies services.

TYPES OF ISSUES

Commercial/Business, Land Use, Training, Neighborhood, Transportation, Community/Public Policy

TRAINING/EXPERIENCE

Honored for "Distinguished Service to Oregon" by the League of Women Voters and cited in *Who's Who of American Women* and *International Who's Who of Professional and Business Women*. Member of committee that advised former Oregon Governor Bob Straub on urban problems; chair of statewide fact-finding body, the Governor's Special Commission on Liquor Control, and member International Association of Public Participation.

FEE INFORMATION

\$95 per hour; travel time charged at half-hourly rate. Direct expenses reimbursed as incurred.

Confluence Northwest Hallmark Associates

R. Elaine Hallmark, Busse Nutley, Karen Hannan

Mediators/Facilitators

1220 SW Morrison, 10th Floor,
Portland, OR 97205

503) 243-2493 Fax (503) 243-3683
ehallmark@igc.apc.org bnutley@pacifier.com

AREAS OF EXPERTISE

Confluence Northwest Hallmark Associates (CNHA) offers mediation, facilitation, training, conflict management systems design, and consultation services to the public and private sectors. It specializes in designing and facilitating collaborative decision making and conflict resolution processes for multiparty public disputes and for workplace and organizational conflicts. The firm's approach focuses on helping parties shift from positional bargaining to collaborative, interest-based problem solving. Special areas of expertise include public policy, natural resources, land use, health care, education, and business-related issues.

NATURE OF PRACTICE

CNHA was established in 1988 and is a member of the Society of Professionals in Dispute Resolution, Oregon Mediation Association, and International Association of Public Participation. It is also a member of the Oregon Dispute Resolution Commission, the Mid-Continent Power Pool ADR Program, the Oregon Dept. of Justice, the Oregon Dept. of Land Conservation and Development, and the Washington Dispute Resolution Project.

TYPES OF ISSUES

Commercial/Business, Land Use, Health Care, Training, Employment/EEO, Fisheries Issues, Housing, Neighborhood, Transportation, Community/Public Policy, Education, Wildlife Issues

TRAINING/EXPERIENCE

Our mediators have completed basic and advanced mediation training. Two have extensive experience in training and coaching mediators, including the design and presentation of mediation-training programs.

FEE INFORMATION

\$75 to \$125 per hour or negotiated rate. Half- and full-day rates available.

Desmond M. Connor, Ph.D.

Consulting Sociologist-Anthropologist

Connor Development Services Ltd., *President*

5096 Catalina Terrace

Victoria, BC, Canada V8Y 2A5

(250) 658-1323 Fax (250) 658-8110

connor@connor.bc.ca www.connor.bc.ca/~connor

AREAS OF EXPERTISE

Since 1971, designing, staffing, and managing programs of public information and consultation to resolve community or areawide problems through solutions that are technically sound, economically attractive, generally understood, and accepted by most of those affected. Programs covered the fields of energy, forestry, mining, planning, social impact assessment, transportation, waste management, and training. Developed a unique model combining conflict resolution and public participation—a round-table process for those immediately and directly affected, and a public involvement process for the general public.

NATURE OF PRACTICE

Three main fields: 1) designing and managing public participation/social impact assessment projects; 2) training in public participation, either in-house or at public subscription workshops; and 3) publishing a quarterly newsletter and resource book and distributing an instructional video.

TYPES OF ISSUES

Commercial/Business, Construction/Engineering, Land Use, Training, Transportation, Community/Public Policy, Labor/Management, Public Participation, Social Impact Assessment and Management

TRAINING/EXPERIENCE

Professional Affiliations: International Association for Public Participation (founding member, Editorial Committee for journal); International Association for Impact Assessment (co-chair Training Committee); Fellow of Society for Applied Anthropology; World Future Society (founding member); Rural Sociological Society; Canadian Sociology and Anthropology Association; American Sociological Association.

FEE INFORMATION

Consulting services: \$750 per day. Training: \$1500 per day.

Cook Schuhmann & Groseclose, Inc.

Barbara L. Schuhmann, J.D.

Robert B. Groseclose, J.D.

Attorneys at Law and Mediators

714 Fourth Avenue, Suite 200

PO Box 70810

Fairbanks, AK 99707-0810

(907) 452-1855 Fax (907) 452-8154

barbara@alaskalaw.com

bob@alaskalaw.com

AREAS OF EXPERTISE

Presentation of clients in litigation, arbitration, and mediation; and mediator in environmental, employment, business, securities, and governmental areas.

NATURE OF PRACTICE

Shareholder/employee of corporate law firm.

TYPES OF ISSUES

Commercial/Business, Construction/Engineering, Land Use, Health Care, Training, Employment/EEO, Housing, Neighborhood, Transportation, Community/Public Policy, Education, Labor/Management, Wildlife Issues, Environmental, Permitting Issues

TRAINING/EXPERIENCE

Twenty-one years of experience in the practice of law including mediation and arbitration of employment and construction issues. Member of the Alaska Dispute Settlement Association and Board of Governors of Alaska Bar Association. Completed 40 hours of training in "The Mediation Process," April 1996, sponsored by CDR Associates, Boulder, Colorado, and the Alaska Dispute Settlement Association.

FEE INFORMATION

\$150 per hour. Flat fees can be negotiated.

Jerry Covey

Owner, Jerry Covey & Associates
2070 Courage Circle
Anchorage, AK 99507

(907) 522-4558 Fax (907) 522-4421
jcassoc@alaska.net

AREAS OF EXPERTISE

Over 20 years of Alaska public-sector leadership experience at the local, regional, and state levels on educational, social, political, and economic issues. Demonstrated skill at facilitation, organizational development, management/administration, problem solving, process design, and mediation. Successful experience at bringing diverse groups together and resolving important issues.

NATURE OF PRACTICE

Jerry Covey & Associates is a sole practitioner consulting firm providing community outreach; mediation and facilitation of civil, workplace, public policy, and environmental issues; conflict-resolution system design implementation and training; management and leadership consulting; and strategic planning.

TYPES OF ISSUES

Land Use, Training, Employment/EEO, Environment, Fisheries Issues, Housing, Neighborhood, Transportation, Community/Public Policy, Education, Labor/Management, Wildlife Issues

TRAINING/EXPERIENCE

Experience includes local- and state-level leadership positions and membership on a variety of public and professional boards and commissions including Alaska Commissioner of Education and Alaska Permanent Fund Board of Trustees. Extensive experience working with public policy issues in both urban and rural communities. Mediation Training includes: Civil and Workplace Mediation from The Mediation Center, Inc., Eugene, Oregon, and Environmental and Public Policy Mediation, CDR Associates, Boulder, Colorado.

FEE INFORMATION

\$125 per hour; fees negotiable depending on scope of project.

Glenn Cravez

Mediator, Arbitrator, Attorney
421 West First Avenue, Suite 250
Anchorage, AK 99501

(907) 276-3370 Fax (907) 276-8238

AREAS OF EXPERTISE

Over 100 mediations in diverse areas, including telecommunications, commercial partnership, office sharing, employment, insurance, tort and family disputes. Related Experience: President, Sand Lake Community Council, 1994–1996.

NATURE OF PRACTICE

My practice includes work as a mediator, arbitrator, and hearing officer, as well as more traditional work as an attorney. My law office is incorporated, and I am counsel to the law firm of Middleton & Timme.

TYPES OF ISSUES

Commercial/Business, Construction/Engineering, Land Use, Employment/EEO, Housing, Neighborhood, Transportation, Community/Public Policy, Education, Wildlife Issues

TRAINING/EXPERIENCE

Professional Affiliations: Chairperson, Alaska Bar Association Section on Alternative Dispute Resolution; American Arbitration Association, commercial mediation and arbitration panelist; Alaska Dispute Settlement Association, member; Society of Professionals in Dispute Resolution, member; Academy of Family Mediators, practitioner member; Association of Family and Conciliation Courts, member; Alaska Bar Association, admitted to practice 1981. Mediation Training: Over 130 hours in approximately 10 programs, including American Arbitration Association and British Columbia CLE Society. Specifics available on request.

FEE INFORMATION

\$150 per hour.

Creighton & Creighton, Inc.

James L. Creighton, Ph.D., *President*

Maggie Creighton, *Vice President*

PO Box 1030

Los Gatos, CA 95031

(408) 354-8001 Fax (408) 354-8012

CandCInc@aol.com

AREAS OF EXPERTISE

Consulting and training in public participation, dispute resolution, and risk communication; partnering and multiparty team building; conference, workshop, and public meeting design and facilitation; and task force or advisory group design and facilitation.

NATURE OF PRACTICE

Creighton & Creighton has been involved in designing and conducting more than 200 public participation programs and has implemented agencywide public participation with various federal and state agencies. Has been prime contractor for the U.S. Army Corps of Engineers Alternative Dispute Resolution/Partnering program for past eight years. Developed numerous manuals and guides on public participation, partnering, dispute resolution, risk communication, and social impact assessment.

TYPES OF ISSUES

Water Development and Quality, Flood Control, Land Use Planning, Transportation Planning, Electrical Transmission and Facilities Siting, Fish and Wildlife Protection, Toxic/Hazardous Cleanup, Nuclear Waste Storage, Welfare Reform, Public Health Issues

TRAINING/EXPERIENCE

Jim Creighton has been described by the American Water Works Association as “the nation’s leading authority on public participation” and by the Canadian Electrical Association as “the public involvement guru of North America.” Books include *The Public Participation Manual* (Abt Books), *Don’t Go Away Mad* (Doubleday), and *CyberMeeting* (AMACOM 1997). Creighton served two terms as President of the International Association for Public Participation.

FEE INFORMATION

1997 Rates: J. Creighton \$175 per hour; M. Creighton \$100 per hour.

Lynne Curry, Ph.D.

President, The Growth Company, Inc.
2221 E. Northern Lights Blvd., Suite 107
Anchorage, AK 99508

(907) 276-4769 Fax (907) 276-4774

AREAS OF EXPERTISE

Facilitation, mediation, training, organizational development and review, and management consulting.

NATURE OF PRACTICE

The Growth Company, Inc., provides comprehensive staff training, management consulting, mediation, and facilitation.

TYPES OF ISSUES

Commercial/Business, Training, Employment/EEO, Labor/Management

TRAINING/EXPERIENCE

Dr. Lynne Curry has provided management consulting and training for the past 22 years. She has a proven track record of professional success in providing over 15,000 advisory or consulting sessions to more than 1563 organizations in Alaska, Hawaii, Washington, Oregon, Arizona, Illinois, Texas, New York, and Mexico.

FEE INFORMATION

Fees are dependent on services provided and consultant selected.

Sally Edwards

U.S. Environmental Protection Agency
Federal Building
222 W. 7th Avenue, #19
Anchorage, AK 99513

(907) 271-6337 Fax (907) 271-6340
edwards.sally@epamail.epa.gov

AREAS OF EXPERTISE

Extensive experience in meeting, planning, and facilitation for federal and state environmental agencies and community groups. Examples of topics include rural sanitation, groundwater protection, air quality, pollution prevention, and mine-tailings disposal. Also has facilitated strategic planning efforts for regional office of federal government and advised other groups on structure/process of strategic planning.

NATURE OF PRACTICE

Co-director of EPA Region 10 Sustainable Communities program. Facilitation, mediation, strategic planning, and collaborative problem solving are part of overall job responsibilities at EPA.

TYPES OF ISSUES

Land Use, Neighborhood, Community/Public Policy, Environmental Management Issues

TRAINING/EXPERIENCE

Received facilitation training through Interaction Associates in Cambridge, Massachusetts. Received mediation training through the Dispute Resolution Center of Snohomish County in Washington.

FEE INFORMATION

No fees are usually charged for services, but travel and per diem reimbursement may be required for non-EPA sponsored or attended meetings.

Fairhaven Mediation and Consulting

Kirk Flanders, MPA

PO Box 210091

Auke Bay, AK 99821-0091

(907) 586-2942 Fax (907) 463-3929

Home (907) 790-1953

kflanders@sbdc.ptialaska.net

AREAS OF EXPERTISE

Eleven years of experience in mediation and consulting. Former CEO of manufacturing company and former finance director in higher education. Budget and policy analyst in county government. Facilitated strategic planning session for Alaska Dept. of Fish & Game, Wildlife Division. Consultant for Ketchikan economic development plan.

NATURE OF PRACTICE

Sole practitioner of Fairhaven Mediation and Consulting with emphasis on mediation for businesses and organizations; public policy and strategic planning/facilitation. Business counselor, Southeast Alaska Small Business Development Center.

TYPES OF ISSUES

Commercial/Business, Community/Public Policy, Strategic Planning, Sustainable Communities

TRAINING/EXPERIENCE

Editor, *The Capital Profile*; a biannual report on economic, social, and environmental measurements of sustainable community indicators for Juneau. Full member Society for Professionals in Dispute Resolution. Alaska Dispute Settlement Association.

FEE INFORMATION

\$90 per hour. Daily rate and longer term projects are negotiable.

Federal Mediation and Conciliation Service

Jan Sunoo, *Regional Director*

225 West Broadway, Suite 610

Glendale, CA 91204 (213) 965-3814 Fax (213) 965-3804

or

John A. Wagner, *ADR Services Director*

2100 K Street, N.W.

Washington, DC 20427 (202) 606-5445 Fax (202) 606-3679

AREAS OF EXPERTISE

FMCS is an independent agency of the executive branch of the U.S. government originally tasked to mediate labor/management disputes nationwide. The agency has also developed considerable expertise in nonlabor management conflict resolution, especially in the areas of public policy conflicts, negotiated rule-making, employment/EEO disputes, and mediation training. In the past 10 years, FMCS has facilitated dozens of major negotiated rule-making and public policy disputes, and has worked extensively with Native American issues. FMCS also has an extensive international program that has provided all types of dispute resolution related assistance in nearly 50 countries.

NATURE OF PRACTICE

For labor-management related issues, the parties simply call the closest FMCS office for mediator availability. For non-collective bargaining related activity, FMCS works by way of interagency agreement with a federal, state, or local government agency or public educational institution. While it can provide its services to non-government related entities, a public agency must be a party to the issue.

TYPES OF ISSUES

Land Use, Health Care, Training, Employment/EEO, Housing, Community/Public Policy, Labor/Management, International

TRAINING/EXPERIENCE

All 190 mediators of the FMCS have extensive training in mediation and facilitation and have undergone a rigid training program designed to provide a full spectrum of dispute resolution oriented activities, theory, and approaches.

FEE INFORMATION

FMCS services are free of charge in collective bargaining related issues. For all non-collective bargaining related services, FMCS charges \$55 per hour, plus expenses.

Peggy Fox

Subsistence Coordinator, Bureau of Land Management
222 West 7th Avenue, No. 13
Anchorage, AK 99513-7599

(907) 271-3346 Fax (907) 271-5479
p1fox@ak.blm.gov

AREAS OF EXPERTISE

Over 15 years experience working with groups to resolve natural resource issues, improve work processes, and promote organizational development. Experience with federal and state agencies and their associated publics. Serve as meeting facilitator, including meeting design to achieve desired outcomes. Skilled in assisting groups to build trust and open communication, as well as problem solving and decision making.

NATURE OF PRACTICE

Dept. of the Interior, BLM, employee who assists organizations with problem solving and decision making on natural resource issues. Designs meetings, workshops or retreats; facilitates meetings; instructs in meeting management and group facilitation; and builds consensus around a wide variety of topics.

TYPES OF ISSUES

Land Use, Training, Fisheries Issues, Community/Public Policy, Wildlife Issues

TRAINING/EXPERIENCE

BA Anthropology, MS Ecology. Trained in Interaction Method of meeting management as described in *Making Meetings Work* by Doyle and Straus. This approach applies to all varieties of meetings and is successful with a wide range of groups. While employed by the U.S. Forest Service in California, Idaho, and Utah, facilitated groups for various offices to resolve natural resource issues, organize and conduct public workshops, and design and facilitate agency retreats for organizational development. Since arriving in Alaska in 1988 and as an employee of the U.S. Forest Service, U.S. Fish and Wildlife Service, and recently BLM, experience has expanded to cooperative management planning and facilitation, including extensive work with Alaska Native individuals and organizations.

FEE INFORMATION

No fee. If travel is required, usually expect expenses to be covered.

Thomas J. Gallagher, Ph.D.

9050 Parker Road
Independence, OR 97351

(503) 606-9732 Fax (503) 606-9733
tomgallagher@worldnet.att.net

AREAS OF EXPERTISE

Over 25 years as an educator and consultant, with 18 in Alaska. Expertise in: 1) facilitation, consultation, and training to support organizational vision, mission development, and change; 2) process design to involve the public (particularly in cross-cultural situations) and staff in problem solving; 3) integration of environmental and social values into business and institutional culture, plans, and operations; and 4) government program analysis and evaluation.

NATURE OF PRACTICE

Sole proprietorship, often working in conjunction with a partner or team to develop capacity to address complex issues. Provide services in the four Pacific states. Focused on applying leading edge theory to real-world problems.

TYPES OF ISSUES

Construction/Engineering, Land Use, Training, Leadership, Fisheries Issues, Transportation, Community/Public Policy, Education, Labor/Management, Wildlife Issues

TRAINING/EXPERIENCE

Ph.D., 1977; M.S., 1974, Natural Resources Management, University of Michigan. Professor of Public Administration, University of Alaska system (retired 1996). Kellogg National Leadership Fellow (1989–1992) and Phi Theta Kappa certified leadership trainer/facilitator. Presently guiding development of new Alaska Dept. of Transportation and Public Facilities' "Public Involvement Procedure" and Oregon State University's "Western Rural Development Center" applied research programs in community development. Co-facilitated Governor Knowles' "Salmon Forum" in Juneau.

FEE INFORMATION

Hourly or lump-sum bid; \$50 to \$120 per hour depending on nature of consultation/service required; some *pro bono* for nonprofits.

Alice J. Galvin, Ed.D.

Galvin Associates
3540 Tanglewood Place
Anchorage, AK 99517

(907) 243-5194

AREAS OF EXPERTISE

Facilitation, organizational development, training, management/ad-
ministration, process design, problem solving, team development,
mediation, performance management, and customer service.

NATURE OF PRACTICE

Galvin Associates is a sole practitioner business and provides pro-
fessional consulting services to business, government, education, and
nonprofit organizations.

TYPES OF ISSUES

Commercial/Business, Training, Employment/EEO, Community/
Public Policy, Education, Labor/Management

TRAINING/EXPERIENCE

Doctorate degree in Human Resources Policy, Administration, and
Planning, 1992, Boston University. Nonprofit board member and
president. Appointed member of the Alaska Human Resource De-
velopment Council and the Alaska Commission on Postsecondary
Education. Member of the Alaska Chapter of the Society for Human
Resource Management and American Society for Training and De-
velopment. Many certifications in training and development pro-
grams.

FEE INFORMATION

Fees are \$125 per hour and may be negotiated for long-term projects.

Paul H. Grant

Attorney at Law
217 Second Street, Suite 204
Juneau, AK 99801

(907) 586-2701 Fax (907) 586-8059
grant@alaska.net

AREAS OF EXPERTISE

Mediation of simple and complex multiparty disputes using processes designed to fit the circumstances of each case. Disputes are managed on an individualized and personal basis to maximize the potential for disputants to reach a consensus agreement. Available tools include caucusing, dividing participants into interest-based sectors, role-playing, training, involvement of appropriate consultants and outside experts to fill data needs, and development of multimediator teams. Arbitration and hearing officer services are also available.

NATURE OF PRACTICE

Sole practice attorney and dispute resolution professional. Expertise in complex public disputes as well as private disputes in labor, family, and business contexts. Complete dispute resolution services beginning with initial assessment of the dispute and proceeding through identification of stakeholders and interests, mediation process design, negotiations, and implementation of agreements.

TYPES OF ISSUES

Commercial/Business, Construction/Engineering, Land Use, Fisheries Issues, Community/Public Policy, Labor/Management, Wildlife Issues, Personal Injury, Family Law

TRAINING/EXPERIENCE

Assisted in founding the Mediation Institute of Alaska in 1984. Active mediator of disputes since 1989. Member: Society of Professionals in Dispute Resolution. Affiliated with Dr. Gerald Cormick; CSE Group; Mediation Institute of Alaska. Contract Hearing Officer, State of Alaska. Member of private arbitration panels in labor and business disputes.

FEE INFORMATION

\$115 to \$150 per hour, or on a negotiated fee basis.

Kitty G. Grubb, Esq.

Montebello Condos
5902 Mt. Eagle Dr., Condo No. 301
Alexandria, VA 22303-2575

(703) 329-0467 Fax (703) 329-0932

AREAS OF EXPERTISE

Certified Mediator; Certified Arbitrator, including listings with the following entities: American Arbitration Association and its Neutral Panels, National Association of Securities Dealers, Ford Motor Co. Dispute Settlement Board, Futures Traders Association, CBOE, Municipal Securities Rulemaking Board; Selected Presenter: ABA's Federal Service Labor and Employment Law Committee; Selected Member of Conflict Resolution Delegation to South Africa—special focus: South African Truth and Reconciliation Commission; Lecturer; Consultant; and Expert Witness. Substantial class action/large case litigation experience.

NATURE OF PRACTICE

Sole Practitioner; Arbitrator; Mediator; Lecturer; Expert Witness, including substantial alternative dispute resolution training. Twenty years legal experience. Martindale Hubbell AV rating. Chairperson/NELA National Task Force on Employee Insurance Coverage. Sole plaintiff's counsel for largest federal sector certified class action in U.S. history (19,462 class members). Five years member of Tennessee Board of Professional Responsibility and three additional years as Hearing Panel Member for this board. Former county school board attorney.

TYPES OF ISSUES

Commercial/Business, Health Care, Training, Employment/EEO, Education, Labor/Management, Securities Regulation/Joint Venture Arrangement

TRAINING/EXPERIENCE

LL.M. (Taxation)-NYU; LL.M. (Labor & Employment Law), LL.M. (Sec.'s Reg. w/distinct.), Graduate Law Certificate in Employee Benefits Law - all from Georgetown. Pursuing fourth LL.M. (Environmental Law) & Master of Public Health - George Washington. Many additional trainings and conducted over 400 professional lectures.

FEE INFORMATION

Negotiated fees based on nature of dispute if commercial, nonprofit, or government.

Neil Hagadorn

Public Outreach Assistant Director

U.S. Forest Service, Alaska Region

PO Box 23096

Juneau, AK 99802-3096

(907) 586-9336 Fax (907) 586-7866

Home (907) 586-5080

HagaFinn@aol.com

AREAS OF EXPERTISE

Over 20 years of experience in resource communications about natural resource management and natural and cultural history. Extensive experience in the delivery of interpretive and educational programs for visitors to Alaska. Facilitated a number of agency meetings and served as coordinator for panel discussions between industry groups concerning resource use. Served as the Chief of Interpretive Services for the USFS in Washington, DC.

NATURE OF PRACTICE

Currently Assistant Director for Public Outreach in the Alaska Region of USFS, with responsibility for publications, interpretive services, environmental education, public involvement, and audiovisual services.

TYPES OF ISSUES

Community/Public Policy, Land Use, Natural Resource Management

TRAINING/EXPERIENCE

B.S. in Resource Recreation Management, School of Forestry, Oregon State University. Over 20 years as a communications specialist conducting educational and interpretive programs, managing national and regional programs, and providing communications consulting to the Alaska Region of USFS. Active member of the National Association for Interpretation, a professional organization of people who tell visitors about America's public lands, private nature centers, zoos, aquariums, and other sites of natural and heritage resources.

FEE INFORMATION

No fees are charged for services, but travel and per diem reimbursement may be required for non-USFS sponsored or attended meetings.

David G. Hanson

Facilitator, Mediator and President, Arktos Associates
2550 Denali Street, No. 1614
Anchorage, AK 99503

(907) 276-8827 Fax (907) 258-4092

AREAS OF EXPERTISE

Over 800 hours of professional facilitation and mediation experience emphasizing environmental, land, public policy, and natural resource concerns. Facilitated numerous public policy meetings: President's Alaska Wetlands Initiative; Whittier Access Project Partnering meeting; Anchorage Storm Water Permit Working Group meetings; NEPA/404 wetland permit merger meetings; Fort Greely Base Realignment Workshops, Prince William Sound Ecosystem Partnership meetings, Northstar EIS Project workshops, Haines Fuel Terminal Project meetings; and 14(c)(1)(3) settlements. Mediated private party conflicts regarding natural resource development, land purchase/exchanges, fish sites, guide cabins, Alaska Native Claims Settlement Act implementation, gravel, easements, and commercial disputes. Mr. Hanson's alternative dispute resolution experience is enhanced by 26 years (22 in Alaska) of public policy, natural resource, and environmental work with the federal, state, and private sectors.

NATURE OF PRACTICE

An Alaskan sole proprietorship specializing in natural resource, environmental, and public policy facilitation, mediation, and partnering.

TYPES OF ISSUES

Commercial/Business, Land Use, Fisheries Issues, Transportation, Community/Public Policy, Wildlife Issues, Environmental, Natural Resource

TRAINING/EXPERIENCE

110 hours of mediation/facilitation training from American Arbitration Association (AAA), CDR Associates, Resolutions International, and Alaska Bar Association with emphasis on public policy concerns. Mr. Hanson is on the AAA Commercial Mediation Panel and the Alaska Court Mediation Committee; past President, Alaska Dispute Settlement Association; and a member of Society of Professionals in Dispute Resolution, IRWA, and Rotary.

FEE INFORMATION

\$100 per hour.

Kelley Hegarty & Associates

Kelley Hegarty, M.C.P.
1320 Gull Road
Fairbanks, AK 99712

(907) 457-2489 Fax (907) 457-2489
khegarty@polarnet.com

AREAS OF EXPERTISE

Twenty years of planning consulting experience in Alaska completing projects in more than 70 Alaska communities; served as Alaska's Deputy Commissioner of Commerce and Economic Development. Special Expertise: public involvement programming and plan development to facilitate realistic, mutually acceptable permitting of large public/private resource development or transportation projects; public policy and issues analysis; communication strategies; translation of technically complex development proposals for lay audiences; graphic presentation of issue-resolution options; Alaska media strategies; knowledge of the local community's political profile and decision makers; mediation; facilitation; process design; collaborative problem solving; and cross-cultural communication skills.

NATURE OF PRACTICE

Principal/Owner of WBE Certified Community Planning Consulting Firm established in 1989, providing services statewide.

TYPES OF ISSUES

Commercial/Business, Construction/Engineering, Land Use, Training, Neighborhood, Transportation, Community/Public Policy, Labor/Management, Resource Development, Subsistence

TRAINING/EXPERIENCE

Masters, Community & Regional Planning. BA, Communication & Public Policy. Certified in Bleiker IPMP courses "Systematic Development of Informed Consent" and "Citizen Participation by Objective" among many others.

FEE INFORMATION

Available upon request.

Michael Hostina

Labor Relations Coordinator

University of Alaska Statewide

212 Butrovich Building

PO Box 755140

Fairbanks, AK 99775-5140

(907) 474-7237 Fax (907) 474-5934

snmph@orca.alaska.edu

AREAS OF EXPERTISE

Meeting facilitation, organizational mediation, and private ombudsman.

NATURE OF PRACTICE

Currently affiliated with the University of Alaska.

TYPES OF ISSUES

Land Use, Training, Employment/EEO, Community/Public Policy, Labor/Management

TRAINING/EXPERIENCE

Formal training in mediation and investigation as well as a law degree. Seven years experience resolving problems through informal mediation of citizen complaints, review of public policy issues, and investigation, while with the State of Alaska Office of the Ombudsman; two years of private practice in dispute resolution. Regular member of Society of Professionals in Dispute Resolution, Member Supreme Court Standing Committee on Mediation; Alaska Dispute Settlement Association Board Member and Fairbanks Section Chair, Fairbanks North Star Borough Assembly Ethics Vice-Chair, United States Ombudsman Association Member.

FEE INFORMATION

No fees are charged for services, but travel and per diem reimbursement may be required for non-University of Alaska sponsored or attended meetings.

Dell Husted

Organizational Improvement Consultant/Trainer

University of Alaska Anchorage

College of Technical & Community Education

3211 Providence Drive

Anchorage, AK 99508

(907) 786-6758 Fax (907) 337-6095

AREAS OF EXPERTISE

Management consultant, trainer, facilitator (national recognition), mediator, arbitrator (two-time “Arbitrator of the Year”), leadership development, organizational development, total quality management, strategic and operational planning, problem solving/decision making (manual/computer), project team leader/trainer, ISO 9000, Baldrige Award criteria, reengineering.

NATURE OF PRACTICE

Individual practitioner and team with others. Develop planning processes, implementation plans, organizational improvement contracts, evaluate and recommend strategies to ensure continuous improvement, and conduct assessments on proposed planning projects.

TYPES OF ISSUES

Commercial/Business, Construction/Engineering, Land Use, Health Care, Training, Employment/EEO, Fisheries Issues, Housing, Neighborhood, Transportation, Community/Public Policy, Education, Labor/Management, Wildlife Issues

TRAINING/EXPERIENCE

Department of Defense master trainer in organizational improvement, facilitator, train-trainer, project team leader, team building, problem solving/decision making, and other organizational areas. University of Alaska Anchorage adjunct trainer in organizational improvement areas.

FEE INFORMATION

\$100 to \$200 per hour, depending on project; projects negotiable; performance satisfaction guaranteed.

Institute for Environmental Negotiation

University of Virginia
164 Rugby Road, Peyton House
Charlottesville, VA 22903

(804) 924-1970 Fax (804) 924-0231

AREAS OF EXPERTISE

The Institute was established to make mediation and consensus building available to governments, citizen organizations, and businesses dealing with conflicts and complex policy choices about land use and the natural and built environment. The following six processes are used: mediation, consensus building, public participation, conflict assessment, training, and strategic planning. The Institute has assisted with a wide range of issues, such as ground and surface water, wetlands, land use and zoning, resource management, historic preservation, economic development, waste reduction and disposal, annexation, agriculture, strategic planning, and agency rules and regulations.

NATURE OF PRACTICE

The Institute operates as a nonprofit organization with general oversight and auditing conducted by the University. It is supported by a combination of foundation grants and fees for service that enable it to maintain independence and provide services to a wide range of clients.

TYPES OF ISSUES

Land Use, Health Care, Training, Fisheries Issues, Transportation, Community/Public Policy, Wildlife Issues, Environmental Issues

TRAINING/EXPERIENCE

Senior staff have extensive experience in planning, public policy, environmental issues, facilitation, mediation, and other forms of dispute resolution. Since its inception, the Institute has handled over 100 cases ranging from local land use conflicts to long-term negotiations.

FEE INFORMATION

The Institute for Environmental Negotiation works on a contract basis and will submit a project-specific proposal.

Integrations

Elaine Twigg Cornett, MS
Zane J. Cornett, Ph.D., CF
5209 Canyon Drive
Eugene, OR 97405

(541) 485-7708 Fax (541) 344-0368
integrations@integr8.com

AREAS OF EXPERTISE

Skilled in transformational facilitation, leading to improved consensus focused on problem solving and decision making; ethics training and organizational alignment; team integration; coaching; and other organizational development.

NATURE OF PRACTICE

Integrations is a partnership that brings both female and male perspectives to the job. We focus on relationship dynamics and communication barriers, working with you to be more productive and creative while your work is being accomplished.

TYPES OF ISSUES

Commercial/Business, Land Use, Training, Fisheries Issues, Neighborhood, Community/Public Policy, Education, Wildlife Issues, Natural Resource Management

TRAINING/EXPERIENCE

Resident of Alaska from 1982-1996, with broad experience in business development and natural resource management applications and issues at local, regional, and national levels. Integrations has more than 20 years of experience and training in group facilitation and personal, organizational, and leadership development. Published in ethics, leadership, information systems and communication, and system-based natural resource management.

FEE INFORMATION

\$1600 per day, plus expenses; “packages” are negotiable.

Charles A. Jensen

Management Consulting and Mediation

10443 Daisy Circle

Anchorage, AK 99516

(907) 271-4748 Home (907) 346-2967

AREAS OF EXPERTISE

Administered federal oversight and regulation of the Trans-Alaska Pipeline System; served as Washington Office liaison for investigative contracts within the U.S. Bureau of Land Management; trained as adjudicator of federal lands with emphasis on land management concepts. Served as coach/facilitator and team leader for federal quality improvement efforts, conducted investigative research and led structured analysis, facilitated change, and mediated problematic issues. Specialize in confidential investigations, research, analysis, mediation, and meeting facilitation with regard to natural resource issues.

NATURE OF PRACTICE

Coordinate and facilitate meetings among community leaders, state and federal regulators, political and media officials, and technical professionals to deal with oil industry regulatory issues. Conduct training in total quality management, fire management, aviation techniques and safety, regulatory issues, conflict management, intervention and team building, and leadership skills.

TYPES OF ISSUES

Commercial/Business, Construction/Engineering, Land Use, Training, Employment/EEO, Fisheries Issues, Housing, Neighborhood, Transportation, Community/Public Policy, Labor/Management, Wildlife Issues.

TRAINING/EXPERIENCE

Member, Alaska Dispute Settlement Association. Professional development training; technical education: trades, crafts, and aviation fields; undergraduate coursework: business administration, accounting, personnel supervision, engineering, geology.

FEE INFORMATION

\$100 per hour, plus expenses; pro bono services available.

James R. Johnsen

Director of Labor Relations
University of Alaska Statewide
PO Box 755140
Fairbanks, AK 99775-5140

(907) 474-7879 Fax (907) 474-5934
snjrj@orca.alaska.edu

AREAS OF EXPERTISE

Meeting facilitation, negotiation training, strategic planning, mediation, organizational development, administration, labor relations, and classification and compensation analysis.

NATURE OF PRACTICE

Private practice in dispute resolution.

TYPES OF ISSUES

Community/Public Policy, Education, Labor/Management

TRAINING/EXPERIENCE

Professional negotiation and dispute resolution in public and private sector labor management relations and in community organizations. Negotiation experience includes traditional and interest-based bargaining. Ph.D. Studies, Industrial Relations, University of Minnesota; M.A., Political Science, University of Chicago; B.A., Politics, University of California Santa Cruz. Affiliated with the Academy of Academic Personnel Administrators, Industrial Relations Research Association, and National Public Employer Labor Relations Association. Employment: Director of Statewide Labor Relations, University of Alaska Anchorage; Asst. Director, Employee Relations, University of Minnesota; Labor Relations Analyst, State of Alaska; Southeast Regional Manager, Alaska Public Employees Association; Instructor of Political Science, University of Alaska Southeast; Classification Specialist, Oregon Public Employees Union; Research Director, Alaska Public Employees Association; Personnel Analyst, State of Alaska.

FEE INFORMATION

No fees are charged for services, but travel and per diem reimbursement may be required for non-University of Alaska sponsored or attended meetings.

Robert Huntington Knight, Jr.

Mediation and Arbitration, Third-Party Neutral, Facilitation

PO Box 84890

Fairbanks, AK 99708-4890 (907) 474-6539 Fax (907) 474-5219

Home (907) 479-3857 (*Call before fax.*)

fsrhk@uaf.edu

AREAS OF EXPERTISE

Mediation, arbitration, facilitation, organizational development, management/administration, collaboration, problem solving, policy development/implementation, statutory and regulatory development/implementation. Concerns of the legislative, executive, and judicial branches of government.

NATURE OF PRACTICE

Sole practitioner; team as needed. Member, District of Columbia Bar, 1977; Virginia Bar, 1976; Society of Professionals in Dispute Resolution, 1995; Alaska Dispute Settlement Association, 1994.

TYPES OF ISSUES

Commercial/Business, Construction/Engineering, Land Use, Employment/EEO, Fisheries Issues, Transportation, Community/Public Policy, Education, Labor/Management, Wildlife Issues, Alaska Native issues (IRAs & ANCSA village corporations)

TRAINING/EXPERIENCE

A.B., J.D., Ph.D. (1997-98). Currently completing interdisciplinary doctorate, University of Alaska Fairbanks; Georgetown University Law Center J.D. 1976; Yale College A.B. 1967. Mediation training, University of Alaska Anchorage 1994; Alaska Bar Association alternative dispute resolution seminar 1994; Victim Offender Mediation Program training 1995. Alaska: Aide to Governor; Division Director Alaska Dept. of Community & Regional Affairs; Legislative Aide; Administrative appeals, 3rd Judicial District. Private sector: environmental cleanup, aviation, regulation. Federal experience: EPA regulations, EEO; Dept. of Justice Special Assistant US Attorney; Treasury Dept. international issues; Dept. of the Interior Principal Aide to Assistant Secretary Water Quality (oil spills).

FEE INFORMATION

Commercial: \$150 per hour per party, proportional share of expenses and travel. Minimum and retainer. Domestic: No charge for half-hour initial consultation. \$100 per hour per party: negotiable in cases of need.

Dick LaFever, M.E.

Director, CrossRoads Leadership Institute
PO Box 102279
Anchorage, AK 99510-2279

(907) 258-7002 Fax (907) 258-7007
74742.507@compuserve.com

AREAS OF EXPERTISE

Facilitator for community strategic planning, i.e., Sitka/aftermath of pulp mill closure, Unalaska strategic planning, Kenai River Management Plan. Organizational Development, i.e., BP Exploration (Alaska) Inc., upward feedback (upper and mid-management). Process Design, i.e., Alaska Cleaners. Collaboration, i.e., Alaska Inter-Tribal Council and Alaska Native Health Board. Mediation, i.e., Municipal Light and Power and Dept. of Community and Regional Affairs. Team Building for various clients.

NATURE OF PRACTICE

Alaska Corporation. Member in Alaska Chapters of American Society For Quality and American Society for Training and Development. National: Organizational Development Network.

TYPES OF ISSUES

Commercial/Business, Training, Employment/EEO, Fisheries Issues, Neighborhood, Community/Public Policy, Education, Labor/Management, Native Corporations, Business Alliances

TRAINING/EXPERIENCE

Competitive review assessment training from Industry Network Corporation. Group dynamics, Myers Briggs type indicator personality profile, and "T"-Group (training group) from National Training Laboratory. Experience as EEO/Diversity Trainer. Facilitated *Marketing Alaska* Fisheries Task Force. Conflict Resolution/Mediation. Served as community action program director for Community/Economic Development. Education: 18 years teacher/administrator, staff development.

FEE INFORMATION

\$800 per day; \$100 per hour.

Robert W. Landau

Attorney, Arbitrator, and Mediator
2525 Blueberry Road, Suite 103
Anchorage, AK 99503

(907) 272-2266 Fax (907) 272-1077
cerlan@alaska.net

AREAS OF EXPERTISE

Public sector attorney and administrator: Assistant Attorney General (1980–1983) handled mainly labor and employment matters for the Alaska Dept. of Labor; Deputy Commissioner of Labor (1983–1987) second in command of major state agency, served on numerous interagency task forces and policy groups, state mediator in public sector labor disputes and private fish price disputes.

NATURE OF PRACTICE

Sole practitioner since 1988, specializing as an arbitrator, mediator, and hearing officer in public and private sector disputes. Full-time neutral, accept no advocacy work/representation.

TYPES OF ISSUES

Employment/EEO, Education, Labor/Management

TRAINING/EXPERIENCE

American Arbitration Association: certified as labor, commercial, and employment arbitrator; Federal Mediation and Conciliation Service: labor arbitrator; National Judicial College: administrative law judge training; National Mediation Board: labor arbitrator for airline/railroad disputes; Dept. of Education: hearing officer training in special education issues.

FEE INFORMATION

\$130 per hour, plus any necessary expenses.

Connie Lewis

Facilitator, Mediator, Process Design Specialist

55 Adair Lane

Portola Valley, CA 94028

(415) 529-1733 Fax (415) 851-2477

CLewisCA@aol.com

AREAS OF EXPERTISE

Ten years experience in mediation, facilitation, consensus building, and process design focusing on local, national, and international public policy issues, with an emphasis on natural resource conflicts.

NATURE OF PRACTICE

Affiliated with The Keystone Center, a nonprofit, conflict resolution organization headquartered in Keystone, Colorado.

TYPES OF ISSUES

Land Use, Fisheries Issues, Community/Public Policy, Wildlife Issues, Environmental Quality Siting

TRAINING/EXPERIENCE

Formerly an Alaskan resident with experience in Alaska natural resource issues. Strong track record in process design and as a convener/facilitator/mediator/consensus-builder in complex, multiparty controversies.

FEE INFORMATION

\$125 per hour. Reduced fees may be available for nonprofit organizations.

Julian L. Mason III

Ashburn & Mason
1130 West Sixth Avenue, Suite 100
Anchorage, AK 99501

(907) 276-4331 Fax (907) 277-8235

AREAS OF EXPERTISE

Extensive experience as mediator, arbitrator, and negotiator. Some details are confidential, others available on request.

NATURE OF PRACTICE

Commercial lawyer in private practice (professional corporation). Active in a variety of public policy issues, including oil and gas development, subsistence and other wildlife issues, business law, and commercial litigation.

TYPES OF ISSUES

Commercial/Business, Land Use, Community/Public Policy, Wildlife Issues, Oil and Gas, Mental Health

TRAINING/EXPERIENCE

JD, Harvard Law School. MBA, Georgia State University. BS, Mechanical Engineering, Vanderbilt University. Experienced commercial banker. Recently played major role in settlements of the state's oil and gas royalty tax disputes and in trial and settlement of the state's mental health lands trust dispute. Currently involved in the effort to resolve the impasse of the state's subsistence rights.

FEE INFORMATION

\$225 per hour or negotiated flat fee.

Matthew McKinney, Ph.D.

Director, Montana Consensus Council
State Capitol
Helena, MT 59620

(406) 444-2075 Fax (406) 444-5529
mmckinney@mt.gov

AREAS OF EXPERTISE

Design and coordinate consensus-building forums for multiparty public issues, particularly those related to natural resources. Techniques include situation assessment, documentation, facilitation mediation, process design, public involvement, and implementation strategies.

NATURE OF PRACTICE

The Montana Consensus Council is a public-private partnership. We are connected to state government for administrative purposes only and also manage a complementary not-for-profit corporation. The council is supported through a combination of foundation grants, fees-for-services, individual and corporate donations, and the Mustang general fund.

TYPES OF ISSUES

Land Use, Training, Fisheries Issues, Transportation, Community/Public Policy, Wildlife Issues

TRAINING/EXPERIENCE

Ph.D. in Natural Resource Policy and Conflict Resolution. Member of the Society of Professionals in Dispute Resolution, the National Council of State Dispute Resolution Programs, and the International Association for Public Participation.

FEE INFORMATION

\$75 per hour or \$600 per day, plus expenses. No charge for initial consultation.

Jay W. Nelson

Special Assistant to the Commissioner

Alaska Dept. of Fish & Game

PO Box 25526

Juneau, AK 99802-5526

(907) 465-6139 Fax (907) 465-2332

Home (907) 586-6673

jayn@fishgame.state.ak.us

AREAS OF EXPERTISE

Experience with several state and federal resource agencies, primarily in Alaska. Several years lobbying experience in Juneau and two years in Washington, DC. Five years as staff to Representative Cliff Davidson, including four years as House Resources Committee staff. In that position, participated in many negotiations over the development of natural resource legislation.

NATURE OF PRACTICE

Facilitate ADFG internal meetings and public meetings, in addition to facilitating meetings at conferences.

TYPES OF ISSUES

Land Use, Fisheries Issues, Community/Public Policy, Wildlife Issues

TRAINING/EXPERIENCE

M.S., Biology, Northern Arizona University. B.S., Zoology, Oregon State University. Completed two-day Institute of Cultural Affairs course and a four-day U.S. Fish & Wildlife Service Management Assistance Team course, both on facilitating meetings.

FEE INFORMATION

No fees are usually charged for services, but travel and per diem reimbursement may be required for non-ADFG sponsored or attended meetings.

Jane Oakley

Management Consultant and Trainer

Jane Oakley and Associates, *Owner*

2802 E. 16th Avenue

Anchorage, AK 99508

(907) 258-9687 Fax (907) 258-7601
joakley@alaska.net

AREAS OF EXPERTISE

Training: design and implementation of programs in management, supervision, interpersonal communication skills, influence and conflict management, customer service, and sales. Working with subject matter specialists to design and write curriculum for technical training (i.e., oil spill response, financial services). Training of trainers in a variety of technical areas to design short courses and implement these (financial services, oil and oil spill response, environmental inspection services). Business/organizational planning; both strategic and program planning with private industry, community groups, and nonprofit organizations. Development of training plans for businesses and nonprofit agencies. Facilitation of meetings to manage conflict, identify issues, make decisions, and solve problems. Team building using the Myers-Briggs Personality Type Inventory and other resources. Working with groups to develop their volunteer programs.

NATURE OF PRACTICE

Sole proprietor; hire subcontractors to assist in developing graphics and formatting for training curriculum.

TYPES OF ISSUES

Training, Community/Public Policy, Education, Organizational Development, Volunteer Management

TRAINING/EXPERIENCE

Over 20 years experience in training and management consulting, public education, and volunteer management. Former training director for a bank holding company with 600 employees and seven subsidiaries. Bachelor's degree in English, Monmouths College, IL.

FEE INFORMATION

\$80 to \$100 per hour; \$800 to \$1000 per day; fees are negotiable; fixed rate or a flat fee for a contract available; depends on scope of the work.

Lisa O'Brien

President, Alaska Training and Consulting
24010 The Clearing
Eagle River, AK 99577

(907) 694-3148

AREAS OF EXPERTISE

Master in Organizational Development, Pepperdine University. Eighteen years experience in facilitation, mediation, conflict resolution, organizational development, process design, organizational restructuring, partnering, team building, customer/client surveys, EEO/harassment/intimidation investigation and intervention, human resources special projects, and management training.

NATURE OF PRACTICE

Sole practitioner of firm specializing in organizational development, consulting, and training for private industries, government, nonprofit, and educational organizations.

TYPES OF ISSUES

Commercial/Business, Construction/Engineering, Health Care, Training, Employment/EEO, Fisheries Issues, Transportation, Community/Public Policy, Education, Labor/Management, Wildlife Issues

TRAINING/EXPERIENCE

Ms. O'Brien has worked extensively with over 200 organizations in Alaska, including Elmendorf Air Force Base, Fort Richardson, British Petroleum, Alyeska Pipeline Service Company, Providence Health Care Systems, Alaska Regional Hospital, state and federal governments, Municipality of Anchorage, and many other small and large organizations. She received her educational training in California and Illinois and has a Master's degree in Organizational Development.

FEE INFORMATION

\$125 to \$150 per hour.

Mia Oxley

Facilitator, Mediator, Trainer

HC5 Box 6937Q

Palmer, AK 99645-9613

(907) 745-8659 Fax (907) 745-8659

oxley@alaska.net

AREAS OF EXPERTISE

More than 20 years of varied professional experiences including public education as a classroom and resource teacher, public administration in municipal government, nonprofit management, community activism, and participation with many professional and advocacy organizations. Expertise in facilitation, mediation, process design, organizational development, management/administration, collaboration building and problem solving, program design and development, all aspects of grant administration, and writing.

NATURE OF PRACTICE

Sole practitioner. Consulting work typically involves facilitation and mediation with small to large groups. Particular interests in workplace problem solving and building collaborations between groups and agencies. Client list includes nonprofit organizations, government agencies, private businesses, and Native corporations.

TYPES OF ISSUES

Commercial/Business, Housing, Neighborhood, Community/Public Policy, Education

TRAINING/EXPERIENCE

Mediation training from CDR, Boulder, Colorado; Member of Alaska Dispute Settlement Association and the American Arbitration Association; BA, Education, MEd., Special Education.

FEE INFORMATION

\$40 to \$80 an hour.

Kevin “Pat” Parnell

Mediator

PO Box 244234

Anchorage, AK 99524-4234

(907) 272-7525 Fax (907) 272-7525

EXPERIENCE AND SPECIAL AREAS OF EXPERTISE

150 hours association management training, 150 hours conciliation-mediation training, 100 hours conciliation-mediation casework, 9 years association/organization management, 23 years business owner experience, and 3 years consumer relations service (1200 cases per year). Seven years public service, elected official-Anchorage Assembly, Alaska Legislature, and 27 years community process activity. Solo work and co-mediation. Caucus when appropriate. Use a wide variety of techniques in conflict management and dispute resolution.

NATURE OF PRACTICE

Practice includes secular based and/or Biblical based processes. Sole practitioner with professional associates. Special focus: all work is confidential. Business, government, labor, education, nonprofit and professional. In addition, Christian conciliation and mediation for churches, para-church ministries, and for parties who are Christian.

TYPES OF ISSUES

Commercial/Business, Construction/Engineering, Land Use, Health Care, Training, Fisheries Issues, Neighborhood, Transportation, Community/Public Policy, Education, Labor/Management, Biblically Based Conflict Resolution

TRAINING/EXPERIENCE

Mediation Certificates-University of Washington School of Law, Pepperdine and Trinity College and Seminary. Diploma-Radio and Television Arts and Sciences. 5-year certificate, Institute for Organizational Management. My time working in nonprofit organizations, working in our own retail stores and in public offices, coupled with activities and studies in a Christian context offer an extensive background from which to draw. Professional affiliation with Cornerstone Clinic, Anchorage, Alaska.

FEE INFORMATION

Intake discussions/individual interviews - \$75 per hour. Joint sessions range from \$125 to \$250 per hour. Travel and expenses to be approved and paid by parties.

Drew Peterson, J.D.

Mediator

4325 Laurel, Suite 235

Anchorage, AK 99508

(907) 561-1518 Fax (907) 562-0780

AREAS OF EXPERTISE

Practicing mediation and mediation training since 1987. Emphasis on family mediation, community mediation, and disputes between parties who have a desire for a continued relationship.

NATURE OF PRACTICE

Sole practitioner; team as needed.

TYPES OF ISSUES

Commercial/Business, Construction/Engineering, Land Use, Health Care, Training, Employment/EEO, Fisheries Issues, Housing, Neighborhood, Transportation, Community/Public Policy, Education, Labor/Management, Wildlife Issues

TRAINING/EXPERIENCE

Training: Lemmon Mediation Institute; Erickson Mediation Institute; Association of Family and Conciliation Courts. Practitioner Member of Academy of Family Mediations. Regular Member of Society for Professionals in Dispute Resolution.

FEE INFORMATION

\$150 per hour.

Jerome Delli Priscoli

Institute for Water Resources
U.S. Corps of Engineers
1714 N. Bryan Street
Arlington, VA 22201

(703) 428-6802 Fax (703) 428-8435
priscoli@erols.com

AREAS OF EXPERTISE

Facilitation; mediation; organizational development; management/administration; collaboration; problem solving; process design; public information; international and transboundary negotiations; multilateral negotiations on water and resource issues; international training in alternative dispute resolution (ADR), partnering, consensus building, and participation.

NATURE OF PRACTICE

Work as director of alternative dispute resolution: partnering, public participation, and R&D/applied programs for U.S. Army COE.

TYPES OF ISSUES

Commercial/Business, Construction/Engineering, Land Use, Training, Employment/EEO, Fisheries Issues, Neighborhood, Transportation, Community/Public Policy, Labor/Management, Wildlife Issues

TRAINING/EXPERIENCE

Developed the largest training program in U.S. federal government in ADR-Partnering and Public Participation and have over 21 years of experience.

FEE INFORMATION

No fees are usually charged for services, but travel and per diem reimbursement may be required for non-COE sponsored or attended meetings.

Colin Read, Ph.D., J.D.

Professor of Economics
University of Alaska Fairbanks
653 Love Road
Fairbanks, AK 99712

(907) 488-7116 Fax (907) 488-7116
cread@mosquitonet.com

AREAS OF EXPERTISE

Extensive experience in higher education faculty/administration negotiations. Coursework in mediation, planning, economics, and law.

NATURE OF PRACTICE

Presently employed as a tenured professor and willing to mediate or facilitate issues requiring expertise in economics and law on a freelance basis.

TYPES OF ISSUES

Commercial/Business, Land Use, Employment/EEO, Housing, Community/Public Policy, Education, Labor/Management, Wildlife Issues

TRAINING/EXPERIENCE

Ph.D. in housing, urban, and industrial organization issues. Over a dozen publications in economics, law, and administration. Extensive experience as a faculty governance leader. Experience as a consultant to higher education administrations.

FEE INFORMATION

\$400 per half day, \$600 per day, plus \$50 per hour travel and expenses.

Mala J. Reges, B.A., J.D.

Faulkner, Banfield, Doogan & Holmes
302 Gold Street
Juneau, AK 99801

(907) 586-2210 Fax (907) 586-8090
fbdhjno@ptialaska.net

AREAS OF EXPERTISE

Participation as counsel in numerous settlement conferences and mediations; provided co-mediation in family matters prior to becoming a member of the Alaska Bar Association; more than 10 years experience managing and developing small businesses; undergraduate degree in psychology with emphasis on psychology of problem solving and collaborative process.

NATURE OF PRACTICE

General commercial law practice with focus on business and organization structures, real estate (sale/purchase, land use, boundary disputes), and insurance defense.

TYPES OF ISSUES

Commercial Business, Construction/Engineering, Land Use, Family Dispute/Divorce

TRAINING/EXPERIENCE

Mediation courses completed at University of Arizona (in conjunction with obtaining J.D. Degree); University of Washington, and in conjunction with New Mexico Center for Dispute Resolution (victim-offender mediation).

FEE INFORMATION

\$150 per hour for mediation or arbitration; \$140 per hour for preconference reading; travel expenses, as incurred.

RESOLVE, Inc.

Gail Bingham, *President*

1255 Twenty-Third Street NW, Suite 275

Washington, DC 20037 (202) 944-2300 Fax (202) 338-1264
aarnold@resolv.org

AREAS OF EXPERTISE

RESOLVE offers a wealth of experience in addressing environmental issues. Our consensus-building services include mediations of negotiated rule makings, policy dialogues, and litigation settlements; facilitation of roundtables, workshops, public-private collaboratives, and joint problem-solving forums; and conflict assessments for convening and/or assisting parties to evaluate whether and how negotiation might be a constructive tool.

NATURE OF PRACTICE

RESOLVE is a neutral nonprofit environmental dispute resolution organization founded in 1977 to mediate controversial environmental issues and promote effective use of conflict resolution processes in public decision making through research and education.

TYPES OF ISSUES

Commercial/Business, Land Use, Training, Fisheries Issues, Housing, Neighborhood, Transportation, Community/Public Policy, Wildlife Issues, Energy (wind, fossil fuel, biomass), Environmental Issues

TRAINING/EXPERIENCE

RESOLVE senior mediators have 10 to 25 years of experience, usually combining mediation of complex disputes with public policy, law, international relations or planning; are highly proficient at working with technical groups to delineate areas of agreement and disagreement on scientific questions; understand the dynamics of the policy-making process, which gives them the capacity to facilitate politically on institutionally complex issues; are knowledgeable about political and cultural differences in a wide variety of international settings; and subscribe to the ethics and standards of the Society of Professionals in Dispute Resolution. Additional information about RESOLVE is available upon request by contacting RESOLVE's Director of Outreach, Abby Arnold, at (202) 965-6211.

FEE INFORMATION

Executive, \$175 to \$210 per hour; Senior Mediator, \$120 to \$130 per hour; Associate, \$65 per hour; Clerical, \$55 per hour.

James C. Sanders

Alaska Dept. of Community and Regional Affairs
Division of Municipal and Regional Assistance
333 W. Fourth Avenue, Suite 220
Anchorage, AK 99501-2341

(907) 269-4591 Fax (907) 269-4520
jsanders@comregaf.state.ak.us

AREAS OF EXPERTISE

Twenty-four years working in rural Alaska with municipal and tribal governments. Familiarity with rural Alaska conditions, cultures, and economies. Knowledge of local and tribal governments. Extensive knowledge/expertise in community and organizational visioning. Extensive experience in designing and implementing training in rural and municipal settings. Experience facilitating groups, organizational development, management, program design, and problem solving.

NATURE OF PRACTICE

Regional offices coordination, local government specialist for the Dept. of Community and Regional Affairs, Division of Municipal and Regional Assistance: providing management/supervision to Regional Offices, and working directly in communities and a variety of governance issues.

TYPES OF ISSUES

Training, Community/Public Policy, Tribal

TRAINING/EXPERIENCE

B.S., Psychology, Portland State University. M.P.A., University of Washington. Peace Corps volunteer: 1969–1972

FEE INFORMATION

No fees are usually charged for services, but travel and per diem reimbursement may be required for nondepartmental sponsored or attended meetings.

Kathleen F. Scott

President, K. Scott & Associates, Inc.
PO Box 2488
Kenai, AK 99611

(907) 283-5130 Fax (907) 283-5918
kscott@alaska.net

AREAS OF EXPERTISE

Designed, developed regional tourism marketing cooperative, Kenai Peninsula Tourism Marketing Council. Facilitator for national space science technology education initiative Alaska Challenger Center for Space Science and Technology. Developed and facilitated regional health care initiative, Kenai Peninsula Health Care Advisory Council and Healthy Community/Healthy People. Designed and facilitated stakeholder consensus process for habitat zoning. Trainer for nonprofit organization boards of directors and fund-raising initiatives. Public information experience, 12 years municipal government clerk and elections administrator.

NATURE OF PRACTICE

K. Scott & Associates, Inc., is a subchapter S Corporation formed in 1991. The principal is Kathleen F. Scott, who works in the areas of project development, facilitation of collaborative group missions, training and consulting with nonprofit organizations in the area of staff and board development, and fund raising. Conflict resolution and problem solving are always a part of collaborative group processes.

TYPES OF ISSUES

Commercial/Business, Training, Community/Public Policy

TRAINING/EXPERIENCE

Alaska Dispute Settlement Association, Society of Professionals In Dispute Resolution, Society of Human Resource Management, National Center for Non-profit Boards

FEE INFORMATION

\$125 per hour, special nonprofit organization rate or negotiated contract.

Edward J. Sedlmeier, Ph.D.

420 Augusta National Way
Knoxville, TN 37922

(423) 966-6394

AREAS OF EXPERTISE

Designed process, trained participants, and facilitated successful land use dispute in the Obion-forked Deer River drainage area in west Tennessee. Seventeen separate interests were represented and participants included federal and state agencies, Farm Bureau, and private litigants. Served as one-half of FMCS mediator team that facilitated the Native American Self-Governance regulatory negotiations between the Bureau of Indian Affairs and tribal representatives from a number of areas, including Alaska. Served as one-half of FMCS mediator team that trained participants and facilitated a successful regulatory negotiation for U.S. Dept. of Transportation. Participants were U.S. government, representatives from the worldwide (U.S., Europe, and Japan) automobile and lighting industries, and advocates for highway safety. Served on a multimediator FMCS team that trained participants and facilitated a public land use dispute involving the Boundary Waters and Voyageurs National Park areas in Minnesota.

NATURE OF PRACTICE

Self-employed arbitrator/mediator/facilitator.

TYPES OF ISSUES

Land Use, Training, Employment/EEO, Fisheries Issues, Transportation, Education, Labor/Management, Wildlife Issues

TRAINING/EXPERIENCE

Member, National Academy of Arbitrators. Extensive experience with over 20 years as a FMCS mediator in developing, training, and facilitating participants in dispute resolution techniques including interest-based bargaining, consensus decision making, and effective committees.

FEE INFORMATION

\$750 per day, plus expenses.

Alice Shorett

President, Triangle Associates, Inc.
811 First Avenue, Suite 255
Seattle, WA 98104

(206) 583-0655 Fax (206) 382-0669
ashorett@triangleassociates.com

AREAS OF EXPERTISE

Alice Shorett, President of Triangle Associates, Inc., has provided mediation and facilitation services to public agencies in the Pacific Northwest for over 22 years. Alice has a long and successful record as a facilitator and mediator on a wide range of controversial environmental and planning projects related to land use, natural resources, transportation, facility siting, aviation, community development, and public policy.

NATURE OF PRACTICE

Triangle Associates is committed to helping people understand and resolve public policy issues and environmental conflicts and provides an array of public involvement, facilitation, planning, and mediation services to public agencies, businesses, and communities. Specializing in public policy and natural resource management issues, Triangle works successfully as a neutral mediation team for multiparty disputes or collaborative planning projects involving such issues as water quality, watershed and storm-water management, waste cleanup, forest management, air quality, and land use.

TYPES OF ISSUES

Land Use, Training, Fisheries Issues, Community/Public Policy

TRAINING/EXPERIENCE

Professional Affiliations: American Arbitration Association, Society of Professionals in Dispute Resolution, and Editorial Board Member and Columnist, *Consensus Magazine*.

FEE INFORMATION

\$150 per hour.

Leslie F. Simmons

Safety, Environmental & Energy Compliance Management, Facilitation, Mediation, Collaborative Problem Solving, Trainer

Federal Aviation Administration
2175 University Avenue, Suite 100
Fairbanks, AK 99709-4999

(907) 451-5729 Fax 451-5756
leslie.simmons@faa.dot.gov

AREAS OF EXPERTISE

Program Development: Bureau of Land Management (BLM), Alaska, Alternative Dispute Resolution Program Plan Development for Alaska, BLM National Initiative Team. Trainer: BLM, Collaborative Public Involvement in Environmental Projects course. Taught two half-day sessions on conflict resolution, Phoenix. Experience: Goals and Vision Committee, Play N Learn, Inc; Alaska Boreal Forest Council Workshops; U.S. Forest Service and Dept. of Interior, Ecological Stewardship Workshops.

NATURE OF PRACTICE

Agency resource and volunteer.

TYPES OF ISSUES

Construction/Engineering, Land Use, Training, Employment/EEO, Environmental, Fisheries Issues, Neighborhood, Transportation, Community/Public Policy, Education, Labor/Management, Wildlife Issues

TRAINING/EXPERIENCE

M.S. Environmental Quality Science, University of Alaska Fairbanks. B.A. German, University of Maine, Orono, ME. Graduate Certificate in Hazardous Materials Management, Wayne State University, Detroit, MI. Public involvement: Building Consensus Among Diverse Groups; Facilitator skills, BLM; Collaborative Public Involvement in Environmental Projects; Conflict & Collaborative Resolution; Mediation Processes. Member, Alaska Dispute Settlement Association.

FEE INFORMATION

No fees are usually charged for services, but travel and per diem reimbursement may be required for non-FAA sponsored or attended meetings.

Amy Solomon

2334 Federal Avenue, East
Seattle, WA 98102-4032

(206) 323-0349
(206) 323-3899
amysolomon@aol.com

AREAS OF EXPERTISE

Situation assessment including confidential interviews and analysis; problem identification and definition of scope; development of alternative approaches, including analysis of alternatives; long-range planning; facilitation, convening, and moderating; organizational development; project management; cross-sector relationship building and problem solving.

NATURE OF PRACTICE

Independent consultant to government agencies, not-for-profit organizations, foundations, and businesses. Focus is on decision making, policy development, program design, and implementation strategies. A special focus is brokering new cross-sector opportunities for collaboration. Practice includes identification of potential sources of funding to make projects possible.

TYPES OF ISSUES

Community/Public Policy, Natural Resource Policy, Long-term Planning and Strategy

TRAINING/EXPERIENCE

MBA, Stanford University Graduate School of Business; eight years as Executive Director, Northwest Renewable Resources Center, Seattle WA; Kellogg Fellowship in International Community Development; Special Interest in Sustainable Development

FEE INFORMATION

Negotiated on a case-by-case basis. Estimated fees for facilitated meetings will include time for preparation and follow-up.

Sharon A. Sturges, M.S., J.D.

Private Hearing Officer, Facilitator, Mediator, Arbitrator

505 W. Northern Lights Blvd., Suite 210

Anchorage, AK 99503

(907) 274-0449 Fax (907) 274-0332

jarmstrong@micronet.net

AREAS OF EXPERTISE

Over five years experience in public policy issues with special emphasis on natural resource and environmental issues including Alaska Native Claims Settlement Act (ANCSA), Alaska National Interest Lands Conservation Act (ANILCA), hazardous waste and remediation issues, and public record/information disputes. Private focus centers primarily on mediation and acting as a private hearing officer. Available for consultation on conflict resolution systems design. Alternative dispute resolution (ADR) training includes over 100 hours of mediation training.

NATURE OF PRACTICE

Mediator/Attorney, sole practitioner; Alaska Dispute Settlement Association, Vice President; Member, Alaska Bar Association; Member, ADR Section Alaska Bar Association. Annual mediation caseload is around 30 cases. Annual hearing caseload is approximately 20 cases. Main areas of interest include natural resource and environmental issues, although practice covers a wide spectrum of topics ranging from family and victim-offender to resource issues.

TYPES OF ISSUES

Commercial/Business, Land Use, Health Care, Employment/EEO, Fisheries Issues, Neighborhood, Community/Public Policy, Education, Wildlife Issues, Victim/Offender

TRAINING/EXPERIENCE

Over six years litigating natural resource, wildlife, public policy, hazardous waste, ANILCA, ANCSA, and public information act cases. M.S. and B.A. degrees in Biology, extensive mediation training and "hands-on" experience in conducting numerous successful mediations.

FEE INFORMATION

Private Hearing, please call. Facilitation, \$80 per hour. Mediation, \$150 per hour (pro bono or sliding scale when appropriate). Arbitration, \$150 per hour.

Karen V. Sullivan

18520 Neumann Circle
Eagle River, AK 99577-8603

(907) 696-8023 Fax (907) 696-8023

AREAS OF EXPERTISE

Management consulting, human resource management consulting, training and development, employment law, problem solving.

NATURE OF PRACTICE

Sole proprietor of Personnel Options, a human resource consulting firm specializing in employment-related matters.

TYPES OF ISSUES

Commercial/Business, Training, Employment/EEO, Labor/Management

TRAINING/EXPERIENCE

B.A. Business Administration. Graduate work: Counseling Psychology. Work with corporations, government entities, educational institutions, not-for-profit organizations, associations, and clubs throughout the United States to make the workplace a safer and more agreeable environment for labor, management, and general personnel.

FEE INFORMATION

\$100 per hour for consulting; \$175 per hour for training.

Nancy Swanton

Chief Planner, Denali National Park and Preserve
National Park Service
2525 Gambell Street
Anchorage, AK 99503-2892

(907) 257-2651 Fax (907) 257-2485
nancy_swanton@nps.gov

AREAS OF EXPERTISE

Eighteen years experience facilitating, managing, and mediating natural resource-related projects, which are often controversial. Frequently work on collaborative efforts among multiple agencies and disciplinary experts. Designed public outreach processes and strategies. Extensive experience with interest-based, consensus-building natural resource and park planning efforts in Alaska. Considerable training and experience in mediation, facilitation, and interested-based negotiation, especially focused on natural resource management topics. Experience in mediating between victims and youth offenders as a volunteer with the Community Dispute Resolution Center in Anchorage. Participated as part of a six-member team to conduct a symposium on environmental risk assessment to scientists and government officials in Magadan, Russia.

NATURE OF PRACTICE

Federal government employee.

TYPES OF ISSUES

Land Use, Training, Fisheries Issues, Transportation, Community/Public Policy, Wildlife Issues

TRAINING/EXPERIENCE

Current member and past board member of the Alaska Dispute Resolution Association. B.S., Natural Resources, University of Wisconsin-Madison. Continuing education highlights and training: Natural Resource Decision Making and Conflict Management course; advanced mediation training; victim/offender mediation training; Public Participation and Consensus Building Strategies course; Team Leader, Facilitator, and Coach training.

FEE INFORMATION

No fees are usually charged for services, but travel and per diem reimbursement may be required for non-NPS sponsored or attended meetings.

Nancy Tankersley, M.S.

Alaska Dept. of Fish & Game
Division of Wildlife Conservation
333 Raspberry Road
Anchorage, AK 99518-1599

(907) 267-2149 Fax (907) 267-2433
nancyt@fishgame.state.ak.us

AREAS OF EXPERTISE

Facilitation and meeting planning. Special interest: wildlife and conservation issues.

NATURE OF PRACTICE

Act as in-kind contribution from ADFG.

TYPES OF ISSUES

Land Use, Fisheries Issues, Wildlife Issues

TRAINING/EXPERIENCE

Completed four-day course in September 1996 on facilitation and planning effective meetings. Have beginning experience in these areas, plus 16 years with state agency.

FEE INFORMATION

No fees are usually charged for services, but travel and per diem reimbursement may be required for non-ADFG sponsored or attended meetings.

Ty Tice

Mediator

PO Box 339

Sitka, AK 99835

(907) 747-7162 Fax (907) 747-7163

ty@ecotrust.org.internet

AREAS OF EXPERTISE

Seventeen years mediation practice experience, specializing in environmental, natural resource, public policy, and governmental cases. Perform conflict management consulting and training.

NATURE OF PRACTICE

Sole practitioner. Member Society of Professionals in Dispute Resolution (environmental and public policy sectors).

TYPES OF ISSUES

Commercial/Business, Land Use, Training, Fisheries Issues, Transportation, Community/Public Policy, Wildlife Issues

TRAINING/EXPERIENCE

Senior mediator, Mediation Institute, 1980-1988 (University of Washington). MFS Yale School of Forestry and Environmental Studies, 1976. AB (Government) Harvard College, 1956.

FEE INFORMATION

Basic fee for services \$125 per hour, plus expenses. Discounts for non-governmental organizations and nonprofits. Some pro-bono services performed.

Susan Todd, Ph.D.

Assistant Professor of Resource Planning
University of Alaska Fairbanks
309 O'Neill Building
Fairbanks, AK 99775

(907) 474-6930

Fax (907) 474-6184 (*Please include my name.*)

ffskt@aurora.alaska.edu

AREAS OF EXPERTISE

As Assistant Professor of Resource Planning, teaches courses in natural resource planning and management, environmental mediation, and conflict resolution. As a private consultant (Susan Todd & Associates), facilitates planning and development sessions, public forums and meetings, and workshops. Acts as mediator and planner on cooperative efforts between state and federal agencies and the public on land, forest, and wildlife management issues. Areas of expertise are in meeting facilitation, mediation, problem solving, team building, process design, and design and facilitation of public meetings.

NATURE OF PRACTICE

Sole practitioner.

TYPES OF ISSUES

Land Use, Training, Fisheries Issues, Housing, Neighborhood, Transportation, Community/Public Policy, Wildlife Issues, Natural Resource/Environmental Issues

TRAINING/EXPERIENCE

Ph.D. in Natural Resources, emphasis in Environmental Mediation, and M.A. in Regional Planning, University of Michigan; B.A. in Cellular Biology, Bryn Mawr College. Has attended mediation workshops given by CDR and Associates, the Mediation Institute, and the Negotiation Institute. Has attended public involvement workshops given by Hans Bleiker and Public Focus, Inc. Member of Alaska Dispute Settlement Association, American Planning Association, National Institute for Dispute Resolution, International Association for Public Participation, Organization of Wildlife Planners, and Society of American Foresters.

FEE INFORMATION

Short-term consulting work is done as a public service at no charge. Fee for non-University work is \$100 per hour.

Madelyn Yerden Walker

Pen and Primer
PO Box 112
Seward, AK 99664

(907) 224-3848
DMCLW@aol.com

AREAS OF EXPERTISE

Facilitation, organizational development, problem solving, and public information. Based on personal experience working in the public and private sector, offer keen skills in collaboration/problem solving between these sectors.

NATURE OF PRACTICE

Sole practitioner. Writing, teaching, and consulting services. Recent projects include a Historical Preservation Plan for Seward (worked with the local commission and public, including planning and implementing a well-attended town meeting); development of a mission statement, goals, and objectives for Eastern Kenai Peninsula Environmental Action Association; planner/facilitator for National Park Service annual tour operators workshop, Kenai Fjords National Park, Seward; instructor/trainer for Alaska Marine Safety Education Association, National Wildlife Federation, and Kenai Fjords Marine Science Explorers Program.

TYPES OF ISSUES

Land Use, Fisheries Issues, Community/Public Policy, Education, Wildlife Issues

TRAINING/EXPERIENCE

BS, Biology; Ma.ED Curriculum and Supervision (emphasis in change strategies). Have dealt with all facets of state and public sectors, most often helping them to work together. Administrator at Alaska Vocational Technical Center (AVTEC) for 10 years, developing new programs requiring articulation between agency and business sectors and instructional and student factions. Helped groups identify issues, establish goals, find common ground, and devise forward-working plans. Responsible for inception, development, and implementation of Fisheries and Maritime Program at AVTEC. Continue to track fisheries and maritime issues through involvement (instructor/trainer) with Alaska Marine Safety Education Association.

FEE INFORMATION

\$400 per day, plus expenses.

Martha Welbourn, Ph.D.

Deputy Director, Alaska Division of Forestry
Alaska Dept. of Natural Resources
3601 C Street
Anchorage, AK 99503-5937

(907) 269-8473 Fax (907) 561-6659
martyw@dnr.state.ak.us

AREAS OF EXPERTISE

Design and conduct public participation process. Leadership of inter-agency planning teams. Consensus building in public policy issues. Land use planning.

NATURE OF PRACTICE

Currently Deputy Director of the Alaska Division of Forestry, with oversight of forest planning, forest management, programs, and implementation of the Forest and Resources Practices Act.

TYPES OF ISSUES

Land Use, Community/Public Policy, Forestry

TRAINING/EXPERIENCE

Co-chair Forest Practices Science/Technical Review Committee (1996-97); Project Manager Susitna Forestry Guidelines (1991), Kashwitna Management Plan (1991), Kuskokwim Area Plan (1988); Assistant Project Manager Susitna Area Plan (1985); Chief, Resource Assessment Development Section, Alaska Division of Land (1992-1994); B.S. Biology, Bates College (1975); M.S. Forest Soils, Cornell University (1979); Ph.D. Forest Policy and Planning, Cornell University (1982).

FEE INFORMATION

No fees are usually charged for services, but travel and per diem reimbursement may be required for non-DNR sponsored or attended meetings.

Susan M. Will

Natural Resources Specialist
Bureau of Land Management
1150 University Avenue
Fairbanks, AK 99709-3899

(907) 474-2338 or 1-800-437-7021
Fax (907) 474-2282
swill@ak.blm.gov

AREAS OF EXPERTISE

Management of public resources and public lands administration for improved communication, problem solving, and conflict resolution between agencies and the public.

NATURE OF PRACTICE

Provide training, coaching, and facilitation of teams. Facilitation of meetings, problem solving, and conflict resolution of resource management issues and providing assistance in team building and meeting facilitation in the resource management field.

TYPES OF ISSUES

Land Use, Training, Fisheries Issues, Community/Public Policy, Wildlife Issues, Resource Development (minerals/oil and gas), Recreational Development and Use

TRAINING/EXPERIENCE

Experience in archaeology and cultural resources management for land use, oil and gas, construction, road building, and interpretation; placer mining and mine reclamation; production of environmental assessments and environmental impact statements for land uses, recreational planning, and mineral development under the National Environmental Policy Act; organizational development, team building, and training; and wildlife issues (fisheries habitat management planning and facilitating teams working with herd management, predation, and use). Completed 40 hours of recognized mediation training. Currently enrolled in the Justice Institute of B.C. Conflict Resolution Program in Vancouver, British Columbia, Canada.

FEE INFORMATION

Non-BLM work is dependent on the appropriateness of the need and scheduling. Can be available for use by other agencies or organizations for training, facilitation, or mediation of resource management issues. Interagency Personnel Agreements can be used.

D. Scott Williams

Planner, Project Manager

9005 Gee Street

Juneau, AK 99801

(907) 586-5230 Fax (907) 586-3365

Home (907) 790-2176

scott_williams@mail.ci.juneau.ak.us

AREAS OF EXPERTISE

Regularly involved in planning projects that require conflict resolution, problem solving, facilitation, and mediation. Major areas of public policy include developing plan scoping and public information and public opinion for the preparation of public policy recommendations.

NATURE OF PRACTICE

Staff planner for the City and Borough of Juneau; provide occasional consulting services in the area of planning and project management.

TYPES OF ISSUES

Construction/Engineering, Land Use, Transportation, Community/Public Policy

TRAINING/EXPERIENCE

Member, Alaska Chapter American Planning Association-Chairman of Legislative Committee; Associate Member of the Institute of Transportation Engineers; Special training in: IC80 Combination Inspection, Total Quality Management, Conflict Resolution, Team Building, Meeting Management. B.A., Rural Development, Resource Management, University of Alaska Fairbanks.

FEE INFORMATION

No fees are usually charged for services, but travel and per diem reimbursement may be required for non-City and Borough of Juneau sponsored or attended meetings.

Joan M. Woodward, J.D.

Mediator, Arbitrator, Hearing Officer

1614 Hidden Lane
Anchorage, AK 99501

(907) 258-3444 Fax (907) 258-3444
jmwoodward@micronet.net

AREAS OF EXPERTISE

Twelve years as superior court judge working with clients and attorneys to settle cases. Chair of a committee of mental health professionals, police and troopers, prosecutors and defense attorneys, and mental health advocates developing and ultimately drafting and lobbying for revised involuntary commitment procedures for the mentally ill. Founding member of Abused Women's Aid in Crisis (AWAIC), working with diverse groups in community to raise awareness of battered women's plight and to establish AWAIC shelter and programs. Civil rights worker in the 1960s attempting to overcome discrimination in small southern community.

NATURE OF PRACTICE

Sole proprietor serving exclusively as mediator, arbitrator, and administrative hearing officer.

TYPES OF ISSUES

Commercial/Business, Construction/Engineering, Land Use, Health Care, Employment/EEO, Neighborhood, Community/Public Policy, Education, Labor/Management

TRAINING/EXPERIENCE

As a superior court judge for 12 years, I have been involved in numerous cases dealing with commercial/business, construction, health care, employment/EEO, public policy, and labor/management issues. In previous private practice, I represented the Anchorage School District and served as a hearing officer for other districts. I represented clients in discrimination and other employment cases before federal and state agencies and courts and served as a hearing officer for the Human Rights Commission. I represented the Anchorage borough in planning and zoning matters and worked with clients in this area after leaving the borough. Member Alaska Dispute Settlement Association, Society of Professionals in Dispute Resolution, National Association of Securities Dealers, and Alaska Bar Association.

FEE INFORMATION

\$175 per hour.

Guide to Practitioners by Type of Issue

Commercial/Business

Kathleen G. Anderson
Christopher Beck & Associates
Howard S. Bellman
Winfred E. (Gene) Burden
Lynn Chambers
Clean Sites West, Inc.
Elaine Cogan
Confluence Northwest Hallmark
Associates
Desmond M. Connor
Cook Schuhmann & Groseclose, Inc.
Glenn Cravez
Lynne Curry
Kirk Flanders
Alice J. Galvin
Paul H. Grant
Kitty G. Grubb
David G. Hanson
Kelley Hegarty & Associates
Dell Husted
Integrations
Charles A. Jensen
Robert Huntington Knight, Jr.
Dick LaFever
Julian L. Mason III
Lisa O'Brien
Mia Oxley
Kevin "Pat" Parnell
Drew Peterson
Jerome Delli Priscoli
Colin Read
Mala J. Reges
RESOLVE, Inc.
Kathleen F. Scott
Sharon A. Sturges
Karen V. Sullivan
Ty Tice
Joan M. Woodward

Community/Public Policy

Jim Arthur
William Ashton
Sarah Barton
Christopher Beck & Associates
Howard S. Bellman
Herbert A. Brownell
Susan Carpenter
CDR Associates
Lynn Chambers
Clean Sites West, Inc.
Elaine Cogan
Confluence Northwest Hallmark
Associates
Desmond M. Connor

Cook Schuhmann & Groseclose, Inc.
Jerry Covey
Glenn Cravez
Sally Edwards
Federal Mediation and Conciliation
Service
Kirk Flanders
Peggy Fox
Thomas J. Gallagher
Alice J. Galvin
Paul H. Grant
Neil Hagadorn
David G. Hanson
Kelley Hegarty & Associates
Michael Hostina
Dell Husted
Institute for Environmental Negotiation
Integrations
Charles A. Jensen
James R. Johnsen
Robert Huntington Knight, Jr.
Dick LaFever
Connie Lewis
Julian L. Mason III
Matthew McKinney
Jay W. Nelson
Jane Oakley
Lisa O'Brien
Mia Oxley
Kevin "Pat" Parnell
Drew Peterson
Jerome Delli Priscoli
Colin Read
RESOLVE, Inc.
James C. Sanders
Kathleen F. Scott
Alice Shorett
Leslie F. Simmons
Amy Solomon
Sharon A. Sturges
Nancy Swanton
Ty Tice
Susan Todd
Madelyn Yerden Walker
Martha Welbourn
Susan M. Will
D. Scott Williams
Joan M. Woodward

Construction/Engineering

Sarah Barton
CDR Associates
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Natural Heritage
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**Securities Regulation/Joint Venture
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