

**CURRICULUM VITAE**  
**OF**  
**MARIA STALZER WYANT CUZZO**  
**Professor of Legal Studies, Mediator, J.D.**

**ADDRESSES:**

*Work:* University of Wisconsin-Superior  
Department of Human Behavior, Justice and Diversity (HBJD)  
Swenson 2072, PO Box 2000  
Superior, WI 54880  
(715) 394-8482  
E-mail: mcuzzo@uwsuper.edu

**EDUCATIONAL QUALIFICATIONS:**

1987-1995

**Ph.D. Doctorate** in Department of Political Science, University of Minnesota concentrating in American Government with emphasis in Constitutional Law, American National Institutions, Judicial Process and Political Theory; Doctor of Philosophy awarded May 1995

*Scholarly Performance:* G.P.A.: 3.88 on 4.0 scale; German proficiency; Legal research proficiency

*Dissertation:* "A Habermasian Critique of the Adversarial Assumption and Operation of the American Legal System"

*Honors:* Vernie Wolfsberg Memorial Fellowship (three years); recipient American Bar Association Award to attend Law and Society Convention in Chicago, 1989; Departmental Honors for Outstanding Dissertation in Political Theory for Leo Strauss APSA Dissertation Award

1981-1984

**Juris Doctorate (J.D.)** *Cum Laude*, University of Minnesota Law School; G.P.A.: 13.375 on 16 point scale (Top Quartile)

*Honors:* Dean's List, National Award Winner in Legal Journalism for *QUAERE* newspaper article on Minnesota Sentencing Guidelines, Invited member of National Moot Court Competition Team to represent University of Minnesota Law School in national contest

*Activities:* *QUAERE* staff member, National Moot Court, Legal Writing and Research Instructor (2 years), Legal Tutor for foreign exchange students, Legal Aid to Minnesota Prisoners Clinic, Certified *LEXIS* and *WESTLAW* researcher, Misdemeanor Prosecution Clinic

*Service:* Appointed Student Representative to Faculty Hiring Committee, Public Relations Chair--Minnesota Justice Foundation, Placement Committee, B.R.C. Sales Representative

1978-1981

**Bachelor of Arts (B.A.) *Magna Cum Laude*** from Augustana College, Sioux Falls, South Dakota; major in Political Science with minors in History and Religion; G.P.A.: 3.79 on 4.0 scale; Political Science Major G.P.A.: 4.0 on 4.0 scale

*Honors:* Augustana Honor Society (top 5% of class), Regent's Scholar, Dean's List, Truman Scholar nominee, Pi Sigma Alpha (Political Science Honor Society), Eta Chi (History Honor Society), Randy Jackson Pre-Law Memorial Scholarship, National Fellow - Center for the Study of the Presidency, Top Eight Freshman National Debater

## **EMPLOYMENT HISTORY:**

2007-2015

**Director of Center for Excellence in Teaching and Learning (CETL), UW-Superior (Administrative Position)**

*Conferences:* "Deep Learning," Collaborative for the Advancement of College Teaching and Learning, Bloomington, MN, November 16, 2007; "Critical Thinking in the Age of the Internet," Collaborative for the Advancement of Teaching and Learning, February 15, 2008; WWHEL Presentation on Appreciative Inquiry, April 28, 2008; AACU Learning Outcomes

Conference, OPID, Madison, WI, May 22, 2008; Strategic Planning and Budgeting Conference, UW-Superior, May 21-22, 2009; HLC Annual Meeting, April 2010, Chicago, IL; UW System President's Summit on Teaching and Learning, May 2010, Madison, WI; HLC Annual Meeting, April 2011, Chicago, IL; UW System President's Summit on Teaching and Learning, Madison, WI, April 2011

*Responsibilities:* develop New Faculty Orientation series, facilitate

CETL Advisory Group, develop CETL programming, coordinate OPID grant opportunities, provide training for faculty during Opening Week activities, supervise CETL staff; participate in OPID UW-System Committee as Administrative Representative UW-Superior; organize and facilitate CETL Book Clubs; organize Campus Conversations Series; support campus-wide assessment efforts; develop and support Enhancement Day; Enhancement Days coordination; supervise all administrative functions in CETL

*Presentations:* "What We Know About Our Students: Videos and Discussion," January 2008; "Assessment: Some Thoughts on Student Learning," January 2008; "Designing Learning Spaces," January 2008; facilitated CETL Book Club, Parker Palmer's The Courage to Teach, Spring 2008; facilitated CETL Book Club The Five Minds of the Future, Fall 2008; "Faculty Renewal," Fall 2008; "Conflict Resolution in the University," Fall 2008; facilitator, "Appreciative Inquiry" series, Spring-Summer 2009; "Cutting Edge Faculty Development: Some Thoughts and Reflections, UW-

President's Summit on Teaching and Learning, April 29-May 1, 2010, Madison, WI; "Cutting Edge Faculty Development," Roundtable Presentation with Dr. Christopher Markwood, HLC Annual Meeting, Chicago, IL, April 10-13, 2010; "Meeting the Millennial Student," "NFO Series, Fall 2010; Classroom Assessment

Techniques, "NFO Series, Fall 2010 and Fall 2011; Effective Collaboration, HLC Annual Meeting, Chicago, IL, April 8-12, 2011;

Completion of numerous CEE Human Resource Generalist

Certificate courses in 2011-2012; “Imagination, Creativity and Innovation: Enhancing One’s Professional Life and Teaching,” CETL August 2012 Summer Intensive Teaching and Learning, Superior, WI; Book Club Designer and Facilitator on following books: *The Courage to Teach* by Parker Palmer, *The Five Minds for the Future* by Howard Gardner, *Our Underachieving Colleges* by Derek Bok, *Academically Adrift* by Richard Arum and Josipa Roksa, *The Scholarship of Teaching and Learning Reconsidered: Institutional Integration and Impact* by Pat Hutchings, Mary Taylor Huber and Anthony Ciccone, *What the Best College Teachers Do* and *What the Best College Students Do* by Ken Bain, *Roads Taken: The Professorial Life, Scholarship in Place and the Public Good* by COPLAC, *Encouraging the Heart: A Leader’s Guide to Rewarding and Recognizing Others* by James M. Kouzes and Barry Posner; Primary Designer of Campus Conversations on the following topics: Recruitment and Retention (2008), Campus Communication (2008), Academic Advisement featuring Dr. Charlie Nutt of NACADA (2009), Course Redesign featuring Dr. Stewart Ross of Mankato State University (2009), Active Teaching and Learning Featuring Dr. Stewart Ross of Mankato State University (2009), Integrative Vision and Practice at the University featuring Dr. Alma Clayton-Pederson of AAC&U (2010), Inclusive Excellence featuring Dr. Alma ClaytonPederson of AAC&U (2009), Millennial Students: Engaging through Teaching and Reaching featuring Dr. Miriam Diamond of Collaboration for Learning (2010), Millennial Students: Engaging through Learning Technologies featuring Dr. Lisa Larson (2010), Assessment Forum featuring HLC experts (2011), Assessment and SoTL featuring Dr. Nancy Chick (2011), Assessment in General Education featuring HLC experts (2012), Inclusive Pedagogy featuring Dr. Mary Lee-Nichols and Dr. Terry McGlasson (2012), Keeping the Creative Spark Alive in Educators and Fostering Creativity in Students by Dr. Maria Cuzzo (2012), Inclusive Pedagogy (2013), Academic Advising 2.0 (2013), Institutional Culture Change (2013), Academic Advising (2014), Presentations including “Generational Differences and Faculty co-presented with Dr. Monica Roth Day at Collaboration for the Advancement of College Teaching and Learning (2008), “Cutting Edge Faculty Development” at UW System’s Presidents 2010 Summit, Primary Designer of Enhancement Days for UW-Superior all campus on assessment (2008), who are our students? (2008), faculty renewal

(2008), student learning outcomes (2008), inclusive pedagogy (2009), Millennial students (2009), inclusive excellence (2010), writing across the curriculum (2010), assessment (2011), general education (2011), student centeredness (2012), accreditation and assessment (2013), general education (2013), institutional culture change (2013), URSCA (2014), SoTL (2014), intentional pedagogy (2010); primary designer and facilitator of New Faculty Orientation (2008-2015) and Adjunct Orientation (2011-2014)

*Awards:* OPID Distinguished Service Award, 2014; OPID Recognition Award for Service to CDDC, 2015; Distinguished Service Award UW-Superior, 2014

1994-present

**Professor of Legal Studies/Associate Professor/Assistant Professor/Senior Lecturer/Lecturer**, Legal Studies and Political Science, Department of Human Behavior, Justice and Diversity, formerly in the Department of Politics, Law and Justice (PLJ), formerly in the Department of History, Politics and Society, University of Wisconsin – Superior; tenure-track Assistant Professor faculty in Legal Studies since 8/24/98; tenured and promoted to Associate Professor in 7/01; promoted to full professor in 7/06; successful five year Post-Tenure Review, 7/12

*Teaching Competence and Commitments:* Introduction to Legal Studies, Legal Rhetoric and Argumentation, Jurisprudence, Alternative Dispute Resolution, Family Law Mediation, Environmental Law and Regulation, Contemporary Legal Thought, Legislation and Legal Process, Constitutional Law I & II; History of Political Thought (advanced course); Anatomy of a Trial (Mock Trial course); Legal History & Literature; Contemporary Issues in Law & Society; Race, Class, Law & Politics; Introduction to American Government; Public Administration; Introduction to Politics and Public Policy; Political Psychology; US National, State and Local Government for Teacher Education; State and Local Government; Research Design; Introduction to Paralegalism; Seminar: Law and Public Policy; Seminar: Critiques of American Politics; Civil Law Mediation; Domestic Abuse and Cultural Diversity in Mediation; Special Topics—Advanced Mediation Techniques; Tribal Mediation and Conflict Resolution; Transformative Mediation; Ethics and State Regulation of Mediation; Law and Ethics; Mediation Practicum; Ethical Leadership Certificate courses; D2L Distance Learning course in Law and Human Behavior

*Honors:* UW-Superior TRIO Award Winner for Outstanding Contribution to Diversity, 2003; PRISM Award Winner for Minnesota Department of Corrections for Contributions to Diversity and Conflict Resolution in Workplace, 2003; UW-Superior and UWSuperior Honor Society Teacher of Excellence Award for outstanding teaching, 1997-1998; Invited to Wisconsin Teaching Fellows Program, 2000-2001 (declined due to health); Invited UTIC Team Member for Teaching Fellowship, 1999; Outstanding Student Organization Advisor, 2001; Outstanding Student Organization Advisor, 2003; Outstanding Academic Student Advisor, 2003; Wisconsin Teaching Scholar for UWSuperior/OPID, 2004-2005; Spirit of Superior Award, August 2010; Max Levine Scholarship Award, May 2011; Outstanding UW-Superior Team Award for Performance: CETL, Fall 2012; Outstanding Service Award for UW-Superior, 2014; Honorable Mention for Making a Difference Diversity Dialogue Recognition, November 5, 2014;

1997-2007                    **Mediator, Douglas County Court Commissioner's Office,  
Superior, WI**

*Training and Professional Competence as Mediator and Facilitator:* court-recognized in Wisconsin—45 hours of basic and advanced divorce mediation training, University of Wisconsin-Madison, 1996; qualified neutral for family law and civil law mediation, “Advanced Mediation Issues” through Minnesota State Bar CLE Program and Hamline Dispute Resolution Institute, 1997; continuing education through “Emerging Issues in Mediation” conference, University of Wisconsin-Madison and Wisconsin Association of Mediators (WAM), 1996, 1997; teaching Master’s Degree level course *Mediation* for Counselor Education program, UW-Superior, Spring 1998; “Advanced Certified ADR Training”, Minnesota State Bar Association, Summer 1998; “Domestic Abuse Issues Training,” Summer 1998; “Cross Cultural Dispute Resolution,” Hamline University School of Law, Winter 1998; “Transformational Mediation: Advanced Issues Training,” Hamline University School of Law and Dispute Resolution Center, October 1999; “Symposium on Moving Transformational Mediation to the Next Level, Hamline University School of Law, October 1999; Wisconsin Association of Mediation “Emerging Issues in Mediation” Conference, November 1999; Restorative Justice Summit, William Mitchell College of Law, March 2000; “Discourse Ethics,” presented by Dr. Stephen Chilton, University of Minnesota-Duluth, April 1, 2000; “Reducing Rural Violence Conference”, Center for Reducing Rural Violence and Minnesota Department of Corrections Rural Summit, April 2000; Peacemaking Circles: Restorative Justice, Department of Corrections, Minnesota, June 2000; “Peacemaking Circles and Restorative Justice,” Minnesota Department of Corrections, July 2000; Restorative Justice Gathering, UW-Superior, August 2000; Ninth Annual Emerging Issues in Mediation Conference, Madison, WI, November 1-3, 2000; Transformative Mediation Symposium: The Cutting Edge of Mediation, New York, New York, December 2000; Trainer, ML/WR Conflict Resolution Initiative, January/March 2002; Trainer, “Transformative

Principles for the School Setting, UW-Superior CEE, March 2002; “Peacemaking Circles Training,” Moose Lake/Willow River Correctional Facility, May 2002. Presenter and Trainer, St. Louis County Human Services Conference on Civility, October 2002; Wisconsin Association of Mediators Emerging Issues in Mediation Conference presenter, November 2002; Restorative Justice Trainer, January 2003; Self-Represented Litigants Trainer, February 2003; Presenter: NCPCR, Atlanta, GA, April 2003; Training received on Appreciative Inquiry at NCPCR, Atlanta, GA, April 2003; Associate, international Institute for the Study of Conflict Transformation, New York, 2003; Advanced Training in Transformative Mediation, New York, 2003; Presenter, St. Louis County Human Service Conference on “The Costs of Compassion”, October 2003; Restorative Justice Gathering, Presenter, St. Paul, MN, November 2003; WR/ML Correctional Summit Facilitator and Presenter, Moose Lake, MN, January 2004; Presenter/Facilitator, “Business Ethics,” St. Louis County Training, March 2004; Facilitator, “Difficult Conversations,” St. Louis County Training, Duluth, MN, March 2004; Workplace Dispute Resolution National Conference, Institute for Study of Conflict Transformation, Houston, TX, Presenter, March 2004; “Circling”, UW-Superior Continuing Education and Extension, Superior, WI, March 2004; “Appreciative Inquiry Foundations Training, Taos, NM, April 2004; Minnesota State Bar Association Convention, August 2004, Duluth, MN, “Diversity and Mediation: Latest Trends; Northern Lights Elementary School, Superior, WI, August 24, 2004, “Appreciative Inquiry and Courage in the Workplace (one day workshop); Volunteer Attorney Program for St. Louis County, MN, August 25, 2004, “Transformative Mediation: Latest Trends and Developments”; Facilitation, 1<sup>st</sup> National Drugs and Crime Practitioner Workshop, National Institute of Justice, Washington DC., September 13-14, 2004; Facilitation, “Transformative Principles and Appreciative Inquiry,” St. Louis County Employees, MaCabe Renewal Center, September 21, 2004; “Difficult Conversations,” St. Louis County Employees, Palladio Training Center, September 23, 2004; “Organizational Culture Change”, Training with Dr. Joseph Folger, Philadelphia, PA, November 6, 2004; “Resolving CrossCultural Conflicts: Advanced Conflict Resolution and Facilitation Skills,” Angeles Arrien, St. Paul, MN, February 24, 2006; “Focusing: Advanced Transformative Facilitation Skills,” St. Paul, MN, September 15-16, 2006; “Circle of Trust” training series, Center for Courage and Renewal, San Sabina, CA, April 2007; “Circle of Trust (II),” Center for Courage and Renewal, Nashville, TN, November 2007; “Circle of Trust (III), Center for Courage and Renewal, Pawley’s Island, March 2008; “Gateway Retreat for Facilitators,” Center for Courage and Renewal, Bainbridge Island, WA, June 2008; Alternatives to Violence Project 24 hours training, Duluth, MN, June 2010; Restorative Justice in the Workplace, May 2010; Minnesota Department of Corrections ICMS Tenth Anniversary Symposium, invited keynote speaker, St. Paul, MN, April 2012; Parenting Time Expeditor Training, March 21, 2013; Process Improvement Training by Ann Zanzig, August 6, 2013; Facilitating with Heart Training, MSRC, St. Paul, MN, May 4,

2014; Mountain 10 Retreat on Labyrinth Work, McCabe Renewal Center, Duluth, MN, August 16, 2014

*Professional Honors:* Named outstanding Young Mediator in Wisconsin Association of Mediators with the Virnig Scholarship at WAM Annual Meeting, 1997; Nominee for the Public Service Category of the Bresnan Prism Award for Outstanding Community Service by Women in Northland Region, 2001; Spirit of Superior All Campus Award, Fall 2010

*Teaching/Training Experience:* Minnesota Rule 114 Qualified Neutral Approved Trainer for Domestic Abuse, Elimination of Bias, Civil Law Mediation, Family Law Facilitative Mediation. Family Law Facilitative Mediation and Domestic Abuse course offered through UW-Superior Continuing Education and Extension satisfy Wisconsin 25 training requirement. Other courses taught: Tribal Mediation, Group Facilitation, Transformative Mediation, Circling, Difficult Conversations, Generational Differences and Conflict in Workplace, Facilitating Effective Group Meetings, Appreciative Inquiry Basics and Advanced, Ethics in the Workplace, The Power of Questions, Ethics and State Regulation of Mediation, Mediation Advanced Practicum

1989-1996                    **Assistant Professor, Lecturer, and Teaching Specialist,  
Department of Political Science, University of Minnesota-  
Duluth**

*Teaching Competence and Commitments:* American Politics; Judicial Process; Constitutional Law; Critical Legal Studies; Environmental Politics; Political Psychology; Introduction to Political Theory; Politics and Society; Political Ideologies; Classical, Early Modern and Recent Political Thought; Thought of Thomas Hobbes

*Professional Honors and Awards:* Recipient of the 1992-1993 CLA Outstanding Teaching Award (non-tenure track faculty); Recipient of 1993 Distinguished Teaching Award for Continuing Education and Extension for the University of Minnesota; Recipient of 1992-1993 Outstanding Faculty Award by the UMD Student Awards Committee

1987-1990                    **Teaching/Research Assistantships,** Department of  
Political Science, University of Minnesota - Twin Cities while a  
Ph.D.  
candidate in Political Science

*Teaching Assistant/Research Commitments:*



- 1) Teaching Assistant for American Politics and Government with Professor Steve Smith for three quarters
- 2) Introduction to Political Theory with Teaching Specialist Dana Chabot
- 3) Comparative Legal Systems with Professor Samuel Krislov
- 4) Money and Politics with Professor Frank Sorauf
- 5) International Relations with Teaching Specialist Cindy Kite
- 6) Research Assistant for Constitutional Law textbook with Professor Samuel Krislov

1984-1989      **Associate Attorney**, WEIBY, MAKI, DURST, LEDIN & BICK, S.C., Superior, Wisconsin; fulltime private practice of law specializing in appellate practice, general litigation and family law from 1984-1987; *Of Counsel Attorney* specializing in appellate law and practice from 1987-1989; paralegal with Conrad “Mac” Fredin Law Office, Duluth, MN, Summer 1989

1986            **Instructor**, University of Wisconsin-Superior, Department of Humanities and Social Science; Taught upper division Civil Procedure class in Paralegal Program

1982-1984      **Legal Research and Writing Instructor**, University of Minnesota Law School; Position available to law students by professor invitation only; taught theory, techniques and methods of legal research and writing to first year law students

1981-1984      Various **Clerkships** and **Internships** while in Law School including O'CONNOR and HANNAN in Minneapolis, Minnesota (a large, multi-city private practice firm), OFFICE OF THE PUBLIC DEFENDER in Brainerd, Minnesota (criminal defense work) and Clerk for the NINTH JUDICIAL DISTRICT COURT in Brainerd, Minnesota (trial court research and legal reasoning)

## PROFESSIONAL SERVICE ACTIVITIES:

### Service to the University

- Facilitator, First Nation Studies Design Team to preserve the FNS Minor, 20142015

- McNair Mentor to Randy Bender, “Nepali Constitutional Change,” UW-Superior, 2015
- SURF (Summer Undergraduate Research Fellowship) Mentor to Randy Bender, “Comparative Law in Post-World War II Japan,” 2014 Coordinator, Multiple UWSuperior Town Hall meetings, 2013-2015
- Member, UW-Superior Strategic Planning Core Team #6 on Culture and Climate, 2014-2015
- Co-Designer, CCE Ethical Leadership Certificate, 2013-2015
- Member, Integrated Learning Outcomes Task Force, 2014
- Member, Search and Screen Committee for Vice Chancellor of Administration and Finance, 2014
- Presenter, Office of Multicultural Affairs (OMA) Diversity Leadership Session, January 26, 2013, Amnicon Falls, WI
- Appointed Faculty Senate Member, General Education Committee, 2013-2014
- Guest Judge, Gary Johnson FNS Law class, 2011, 2012
- Member, HLC Self-Study team member; HLC Communications Team member, 2012-2013
- Member, UnFair Campaign member, 2012
- Member, A2S Retention/Recruitment Committee, UW-Superior, 2012
- Member, Legal Studies Program Coordinator, 2012-present
- Presenter, “Welcome to a Community of Learners,” WoW All Freshman Initiation Event, January 2012, August 2012, January 2013
- Member, Provost Search and Screen Committee, 2011-2012
- Member, Staff Development Committee, 2012
- Academic advisor to CEE Paralegal and Mediation/Conflict Resolution certificate programs, 2005-present
- Facilitator: CEE Unit Planning Series, 2011 □ Member, IITS Committee, 2011-2012
- Member, Provost’s Leadership Team, 2007-2015
- Member, Chancellor Search & Screen Committee, 2010-2011
- Member, CJUS Search & Screen Committee, 2010-2011, 2014-2015
- Chair and Facilitator, CETL Advisory Committee, 2007-ongoing
- Member and Co-Facilitator, CETL Book Club on Assessment, 2010
- Informal mentor and advisor to several new faculty at UW-Superior, 2008-2010 including processing and peer view of teaching work
- Member, HLC Assessment Academy Team, 2010-2014
- Member, Transportation and Logistics Search and Screen Committee (Assistant Professor position), Spring 2010
- Member, UW-System OPID Executive Director Search and Screen Committee, Spring 2010

- Member, CETL Book Club on Inclusive Excellence, Fall 2009
- Member, Inclusive Excellence Pre-Planning Team to UW-System, Summer-Fall 2009
- Keynote Speaker, UW-Superior TRIO Annual Recognition Event, May 2, 2008 □  
Guest Lecturer, Professor Sandra Wright's Teacher Education course on Multiculturalism and Education, 2006-2009
- Guest Lecturer, Dr. Hal Bertilson's Class Psychology of Women, 2006-2009
- Guest Lecturer, Ms. Sandra Woerle's Class Law and Human Behavior, 2008-2009
- Member, Provost's Leadership Team, 2008-2010
- Administrative Representative, OPID, UW-System Committee, 2008-2010
- McNair Scholar Advisor, 2007-2008
- Member, Search Committee, Transportation and Logistics Position, Department of Business and Economics, Summer 2007
- Faculty Representative, Paralegal Advisory Committee, CEE, 2007-2009
- Chair, Search Committee, Legal Studies Position, Department of Politics, Law and Justice, 2007
- Member, Provost Leadership Group, 2007-2008
- Member, Athletic Committee, 2007-2008
- Elected Member, Budget Review Council, UW-Superior, 2006
- Invited presenter, "Criminal Background Checks, UW-System and Restorative Justice," Noon luncheon forum, October 18, 2006
- Trainer, Teacher Education Department, UW-Superior, "Conflict Resolution: A Primer," March 2006

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Member, Center for Excellence in Teaching and Learning (CETL) Task Force, 2006, UW-Superior

Coach, Mock Mediation, Moot Court and Mock Trial academic forensic programs, UW-Superior, 1998-2010; numerous national champion and national placement competitive teams

- Coordinator, Earth Day Extravaganza!. April 2006, April 2008, April 2009, UWSuperior
- Member, Athletic Committee, UW-Superior, 2006-2010
- Residence Life, Conflict Resolution training (8 hours), UW-Superior Residence Life Department, January 2006
- Keynote Address, “The Basics of Leadership,” Student Leadership Conference, UW-Superior, April 2005
- Primary Author, Legal Studies Five Year Review project, UW-System, 2004-2006
- Elected by colleagues for Faculty Senate At Large seat, 2004-2007
- Member, NCA (North Central Accreditation) Committee on Diversity and Workplace Culture, 2004-2005
- Co-Chair, Chancellor’s Mediation Task Force, 2003-2005; guest lecturer in conflict resolution series for campus; member, Chancellor’s Mediation Task Force, 1999-2000
- Guest Lecturer, Professor Cheryl Prince’s class Family Law, December 2004; December 2006; Topic: Transformative mediation
- Guest Lecturer, Professor Sandra Wright’s class on “Multicultural Education,” for Teacher Education; Topic: Transformation, November 2004, March 2005, November 2005, March 2006 continued through present time
- Member, NCA (North Central Accreditation) Working Group on Civility, 2004-2005
- Member, Disciplinary Appeals Committee and Student Reinstatement Committee, 2003-2004
- Supported student team to attend LSDAS Conference on Law Schools, Chicago, IL, Fall 2000; Fall 2001; Fall 2002; Fall 2003; Fall 2004; Fall 2005
- Presentation, UW-Superior, “Current Status of Conflict Resolution at UW-Superior: Summary Report of Chancellor’s Mediation Task Force,” August 2000

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- Guest Lecturer, Dr. Hal Bertilson's Women and Psychology class, "Women and Work," April 2000, November 2000, April 2001, November 2001, April 2002, November 2002, April 2003, November 2003, April 2004, April 2005, April 2006
  - Guest Lecturer, Dr. George Wright's Constitutional Law II class, "Freedom of Religion," April 2000
  - Presenter, Dean's Colloquia Series Spring 2000 with Dr. George Wright—a series of three conversations entitled "The Past, Present and Future of Law," March/April 2000
  - Organized Dean Vincent Thomas, Hamline University School of Law, Visit to UW-Superior Legal Studies, October 13, 1999; October 13, 2000
- Informal Campus Mediator and Conflict Resolver with Human Resource office at UW-Superior, 1999-2007
- Department member of Strategic Planning Team for Department of History, Politics and Society, 1997-98
- Faculty Advisor and Co-Creator of *The Academy*, the Political Science Student Association at UWS, 1994-present; Faculty Advisor of *UWS Mock Trial Competition Team*, 1994-present; co-creator, *International Court of Justice Competition* in conjunction with *Model United Nations*, UWS, 1996; UW-Superior Mock Mediation competition team, 2006-present
  - Advisor for Amnesty International at the University of Minnesota - Duluth, 1991- 1992
  - Assisted in revising Department of Political Science Honors Program and prepared publicity for Honors Program, 1992
  - Supervised various Independent Study projects involving Labor Relations and the National Labor Relations Board (honors project), the Fourth Amendment Search and Seizure rules, Psychological Evaluation of the Media's Treatment of various World War II Political Leaders, Lesbian Feminist Political Theory, and Hobbes and Nozick: Minimalist Politics, UMD, 1992-1995
  - Attended "Circle of Trust" retreat series sponsored by the Center for Courage and Renewal, San Sabina, CA, April 2007

### **Service to the Community**

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- Primary designer, CASDA first ever Gathering of the North of domestic violence advocates, sexual assault advocates and child abuse advocates, Fall-Spring 2014-2015, UW-Superior in collaboration with an Academic Service Learning Project in LSTU 115
- Primary designed, Victory over Bullying Summit, October 2015 in collaboration with UW-Superior CCE
- Invited Keynote Speaker, Barron County Restorative Justice Annual Meeting, Rice Lake, WI, March 2015
- First ever Mock Trial Institute co-designed by me and four veteran Mock Trialers at Twin Cities, MN, December 10, 2014
- Co-Designer and Facilitator, first ever Restorative Justice Gathering of the North in collaboration with CCE, UW-Superior, August 22, 2014
- Design Committee Member, *Transforming the Human Spirit* exhibit, UW-Superior, in collaboration with CCE, September 2014 (1000 attendees)
- Original digital story entitled “Single Vision, Full View: The Life Story of Sophia Stalzer Wyant”, a 53 minute video presented in world premier to the Gottscheer Heritage and Genealogy Association (GHGA) annual meeting, June 2014, St. Paul, MN
- Facilitator, strategic planning process, Carlton County Restorative Justice Program, Carlton, MN, Fall 2012
- Gratis professional mediation or facilitation services to various community and non-profit organizations in Northland, 2007-ongoing
- Active Citizen: Entenza for Governor campaign and Cuzzo for Judge campaign
- Coordinator/Facilitator, Women’s Law Luncheon Series (Northland area women attorneys/paralegals), UW-Superior, 2006-2007
- Member, Minnesota Department of Corrections, State-wide Integrated Conflict Management System and Conflict Response Initiative (ICMS/CRI) Advisory Board, 2006
- Co-editor, *Gottscheer Connection*, international newsletter for Gottscheers around the world, 1998-2008
- Coordinator and Trainer (8 hours), Access Project (providing public clinic for self-represented litigants in Douglas County Court), 2004-2006, UW-Superior
- Mayoral Appointed Member, City of Duluth Human Rights Commission, 2006-2010
- Board member, Center for Rural Planning, Duluth, Minnesota, 2006-2008
- Judge, Business Professionals of America State Tournament, Minneapolis, MN, March 2005
- Vice President, Health Care Clinic Board of Directors, 2004-2006

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- Co-organizer of Restorative Justice Gatherings for northern Wisconsin and northern Minnesota, August and October 2000, 2001, 2002, 2003; co-founder, Douglas County Restorative Justice Project, 2001
- Co-organizer of Law Day'99 on Social Justice—a regional event to offer public interaction and discussion on contemporary issues of law and social justice, May 1999
- Co-organizer of the Legal Resource Center, a sub-collection of the Jim Dan Hill Library at UW-Superior, negotiated donation of Douglas County Law Library materials to UW-Superior, 1998
- Organized Wisconsin Supreme Court Visit to UW-Superior, Fall 1998
- State of Minnesota Qualified Neutral (Mediator) under Rule 114 of Minnesota Rules, 1997 to present (over 180 hours of training and education)
- Co-creator and organizer, *Law Day '96, Law Day '97 and Law Day '98*, community events involving 2-3 days of activities with distinguished justices of the Wisconsin and Minnesota state supreme courts and noted legal scholars; obtained \$2500 grant
- Assisted in drafting and organizing \$6,000 grant proposal (which was funded) for Critical Theory speaker series, Fall 1994

### **Service to the Profession**

- Member, Paralegal Advisory Committee through CEE, 2008-2015
- Executive Committee member, MSRC Restorative Justice state-wide organization, 2014-2015  
Administrative Representation, OPID Council, Office of Professional and Instructional Development (OPID), UW-System, 2007-2015  
American Mock Trial Association, Regional Host for tournament, 2006-2012
- OPID Executive Council, 2011-2013; leader Center Developers and Directors Committee (CDDC) for OPID (Office of Professional and Instructional Development, UW-System) 2011-2013
- Volunteer mediator for numerous community organizations in 2010 that had conflict issues
- National Facilitator, Institute for the Study of Conflict Transformation (ISCT), Professional Networking Group, 2008-2009
- Facilitator, National Practice Partnership, Institute for Study of Conflict Transformative (ISCT), 2007-2008

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- Supreme Court Appointed Member, State of Minnesota ADR Review Board (chief regulatory board of alternative dispute resolution court-annexed for Minnesota), 2006-2010
- American Mock Trial (AMTA) Durst Invitational Mock Trial Tournament and Regional coordinator, January 2004, 2005, 2006, 2007, 2008
- Guest Lecturer, School District of Superior Leadership Series “Good to Great”, January and March 2005, Topic: “Appreciative Inquiry and the Brutal Facts”
- Guest lecturer, Professor Mary Bridget Lawson’s class, College of St. Scholastica, December 2004, 2005; Topic: “Difficult Conversations
- Invited Member, Task Force to Enhance Communications Between American Political Science Association Law and Courts scholars and Law and Society scholars, 2000
- Presenter, UTIC Teaching Roundtable, “Epistemology and UW-Superior Students”, March 2000
- Guest Lecturer, Professor Sandra Woerle’s Juvenile Delinquency Class, “Restorative Justice and Juveniles,” University of New Mexico, March 2000
- Guest lectured in Mary Pulford’s Environmental Anthropology course on Environmental Law and Policy, December 1998; guest lectured in Dr. Khalil Dokhanchi’s International Peace Studies Mediation course, January 1999; guest lectured in Dr. Hal Bertilson’s Psychology of Women course, March 1999
- Editorial Board, Wisconsin Association of Mediators (WAM) Newsletter, 1998
- Co-presenter on current legal issues for the American Counseling Association (ACA) conference on Law and the Counseling Practice: national videoconference seminar; University of Wisconsin-Superior, Fall 1996, 1997
- Creator and organizer, First and Second UWS Paralegal-Lawyer Conference, ALawyers, Paralegals and Legal Practice: Challenges and Opportunities, @ December 1996; April 2005
- Reviewer, *Southwestern Journal of Political Science and American Political Science Review*
- Reviewer, *Gender, Place and Culture: A Journal of Feminist Geography*



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Reviewed one chapter of Richard Hudelson's (Philosophy) book

- Substantive Content Editor, Kay Pranis and Barry Stuart's book, *Peacemaking Circles: Using Conflict as an Opportunity to Build Community*, 2004

## **PAPERS, PRESENTATIONS AND TALKS:**

“Helping Students Learn Ethical Leadership and Empathy: Contemplative Pedagogy in Action” workshop at OPID Spring Conference, April 16-17, 2015, Green Lake, WI with Lisa M. Mattsson, UW-Superior Maria S. Cuzzo, UWSuperior

“Contemplating Our Educator Journey: Practicing Our Own Commitments using Parker Palmer's Works as Inspiration,” OPID Spring Conference, April 16-17, 2015, Green Lake, WI Poster Session

“Student and Faculty Collaborative Research: Stories from the Road of Real Mentors and Mentees” Poster Session at OPID Spring Conference, April 16-17, 2015, Green Lake, WI in collaboration with Julie L. O'Leary, Maria Stalzer Wyant Cuzzo, Randy Bender, Hilary Fezzey, Jordin Gegare,

“Ten Steps Toward Everyday Peacemaking,” Training as part of the programming for *Transforming the Human Spirit* exhibit sponsored by UW-Superior CCE, September 2014

“How Do You Effectively Teach Empathy Skills?” co-presentation with Lisa Mattsson and Mimi-Rappley-Larson, OPID Spring Conference, April 17-18, 2014, Green Lake, WI

“The Life Cycle of Teaching and Learning Professional Development: From Creation to Growth to Advocacy,” co-presented with David Hastings and James Sage of UWGreen Bay, OPID Spring Conference, April 17-18, 2014, Green Lake, WI

“Professional Renewal: Reflecting Together in a Circle of Trust, co-facilitated intensive workshop with Dr. Gary Boelhower (St. Scholastica), SLCHHS, October 9-10, 2014, Duluth, MN

“Emerging Leadership for Our Times: Hosting Meaningful Conversations and Problem-Solving Methods with Grace,” SLHHSC, October 9-10, 2014, Duluth, MN

“Experiential Learning: An Overview,” CETL Summer Teaching and Learning Intensive, October 9-10, 2014, UW-Superior, Superior, WI

“Surviving Academic Prioritization: Let’s Talk About the Experience.” Peer reviewed Roundtable presentation, HLC Annual Meeting, April 10-14, 2014, Chicago, IL

“Building a Culture of Liberal Education Through Collaborative Professional Development, co-presented with Eri Fujieda and Suzanne Griffith, HLC Annual Meeting, April 10,14, 2014, Chicago, IL

“Moving from the Periphery to the Core: The Role of Centers for Teaching & Learning in Providing Institutional Support for SoTL Work,” Panel organized by Cuzzo at ISSOTL International Conference, Raliegh, NC, October 2-5, 2013

“Generational Differences and the Changing Workplace: how Staff Demographics can Affect Conflict at Work,” co-presenter with Justin Terch, workshop at SLCCHS Conference, October 17-18, 2013, Duluth, MN

“White Allies Walking the Diversity Road: Key Concepts, Processes and Techniques for Being an Effective and Credible White Ally,” co-presented with Elizabeth T. Blue and Mary Lee-Nichol, workshop at SLCCHS Conference, October 17-18, 2013, Duluth, MN

“Truth or Consequences: When is Blowing the Whistle Ethical or Required?” copresented with Elizabeth T. Blue, workshop at SLCHHS Conference, October 17-18, 2013, Duluth, MN

“Transformed by Struggle: Letting Go and Moving on from Workplace Conflict,” SLCHHS Conference, October 8-9, 2012, Duluth, MN

“Collegial Conversations in a Time of Community Conflict: The Parker Palmer Method of Keeping Dialogue Going Under Pressure!”, SLCCHS Conference, October 8-9, 2012, Duluth, MN

“Managing Ethical and Legal Risks in Social Work Practice,” Team taught Institute with Professor Elizabeth Blue, SLCHHS Conference, October 8-9, 2012, Duluth, MN

“CORE Transformative Mediation Skills: Exploring and Practicing Seven Mediator Skills That Change Conflict,” Invited Training Session, Minnesota Department of Corrections Summit, April 24, 2012, St. Paul, MN

“Engaging in Culture Change in DOC: Opportunities, Challenges and How To Do It Effectively,” Invited Training Session, Minnesota Department of Corrections Summit, April 24, 2012, St. Paul, MN

“Looking Backward, Looking Forward: ICMS at the Ten Year Mark” Invited Keynote, Minnesota Department of Corrections Summit, April 24, 2012, St. Paul, MN

“Women Leaders: The Journey,” Keynote Invited Address at the 8<sup>th</sup> Annual Women in Leadership Awards Luncheon sponsored by Northland’s NewsCenter, March 28, 2012, Greysolon Plaza Ballroom

“Welcome to the UW-Superior Community of Leaders,” Public Address, New Student Induction Ceremony, January 20, 2012, YellowJacket Union, invited address

“Effective Collaboration,” HLC Annual Meeting, April 8-12, 2011, Chicago, IL

“Cutting Edge Faculty Development: Some Thoughts and Reflections,” UWPresident’s Summit on Teaching and Learning, April 29-May 1, 2010, Madison, WI

“Organizational Culture Change and Transformative Principles: Changing a Prison Based on Empowerment and Recognition Principles,” Chapter 17, *Transformative Mediation: A Sourcebook*, 2010, editors Baruch Bush, Joseph Folger and Dorothy Della Noce, ACR and Institute for the Study of Conflict Transformation, Inc.; Max Levine award in May 2011 for this work

“Looking into the Crystal Ball: Predicting the Future of Transformative Mediation,” panel presentation at Association of Conflict Resolution (ACR) national conference, September 1-4, 2010, Chicato, IL (peer reviewed)

“Navigating Generational; Clashpoints without Fear: Practical Techniques and Discussion about Working Positively Between Generations at Work, St. Louis County Health and Human Service Conference, October 4-5, 2010, DECC, Duluth, MN

“Cutting Edge Faculty Development,” Roundtable, HLC Annual Meeting, copresented with Dr. Christopher Markwood, April 10-13, 2010, Chicago, IL

“Generational Clash-points: Surviving Age Difference in the Academy,” copresented with Dr. Monica Roth Day (Social Work), Collaboration for the Advancement of College Teaching and Learning, Bloomington, MN, November 1314, 2009 (peer reviewed)

“Professional Resilience and Renewal: Tips, Techniques and Thoughts About How to Keep Your Professional Commitments Fresh and Alive in Tough Times!” St. Louis County Health and Human Service Conference, October 6, 2009, DECC, Duluth, MN (peer reviewed)

“Managing Ethical and Legal Risks in Social Work,” co-presented with Professor Elizabeth Blue (Social Work), St. Louis County Health and Human Service Conference, October 5, 2009, DECC, Duluth, MN (peer reviewed)

“Current Trends and Practices in Minnesota ADR Ethics Board Reviews,” Minnesota State Bar Association convention, June 26, 2009, DECC, Duluth, MN (peer reviewed)

“Restorative Justice and Transformative Mediation: Some Thoughts About Linkages Between Two Paradigms,” invited presenter, University of North Dakota Conflict Resolution Center national conference on Restorative Justice, June 17-19, 2009, Grand Forks, ND (peer reviewed)

“Innovative Approaches to Faculty Development: Initiatives and Programs That Will Support Your Educators,” member and organizer of panel presentation, AACU Annual Conference, Seattle, WA, January 24, 2009 (peer reviewed)

“Law and Ethics Intensive Workshop,” co-presented with Professor Liz Blue, UW-Superior Social Work Program, St. Louis County Health and Human Service Conference, Duluth, MN, October 23, 2008 (peer reviewed)

“Respectful Workplace Processing Session, co-presented with Respectful Workplace Team, St. Louis County, St. Louis County Health and Human Services Conference, Duluth, MN, October 24, 2008 (peer reviewed)

“Top Five Tips for Effective Conflict Resolution, St. Louis County Health and Human Service Conference, Duluth, MN, October 24, 2008 (peer reviewed)

“Organizational Change and Transformative Practice: The Story of a Prison,” University of North Dakota (UND) Conflict Resolution Center International Conference on Transformative Mediation, Grand Forks, ND, June 20-22, 2008 (peer reviewed)

“Conflict De-Escalation from a Transformative Perspective, Minnesota Department of Corrections ICMS Annual Conference, Shoreview, MN, May 12, 2008 (invited presenter)

“Transforming Workplaces: A Story of a Prison,” UW-Superior Scholar Series, UWSuperior, February 28, 2008

“Weaving Professional Programs with Liberal Arts Education,” American Association of Colleges and Universities (AAC&U), National Conference, Washington DC, coordinator of panel and presenter, January 24, 2008 (peer reviewed)

“Ethics and Boundaries: Thoughts for Everyday Life,” Presentation, St. Louis County Health and Human Service Conference, Duluth, MN, October 19, 2007 (peer reviewed)

“The Story of the Conflict Resolution Initiative (CRI)”, Presentation with Warden Terry Carlson, State of Minnesota Manager’s Conference, St. Paul, MN, October 11, 2007 (peer reviewed)

“Respectful Workplace: How to Treat Each Other in Good and Kind Ways,” Keynote Address, St. Louis County Clerical Workers Annual Conference, Giant’s Ridge, MN, September 26, 2007

“Weaving Professional Programs with the Liberal Arts,” presentation, COPLAC (Council of Public Liberal Arts Colleges), UW-Superior, June 2007

“Difficult Conversations,” Presentation, American Society of Trainers and Developers, Duluth, MN, April 2007 (peer reviewed)

“Organizational Culture Change and Transformative Principles: The Story of a Prison and a School,” Pre-conference Institute, Wisconsin Association of Mediators and UW-Madison Professional Development, “Emerging Issues in Mediation” Conference, Madison, WI, November 15, 2006 (peer reviewed)

“Being an Effective Change Agent in the Workplace,” St. Louis County Health and Human Services Conference, Theme: “What is Happening to Our Village?”, Duluth, MN, October 13, 2006 (peer reviewed)

“Ethics in the Workplace,” St. Louis County Health and Human Service Conference, Theme: “What Is Happening to Our Village?”, Duluth, MN, October 12, 2006 (peer reviewed)

“Diversity and Conflict Resolution, Lessons Learned from Indian Country,” International Transformative Mediation Conference, co-presented with Professor Gary Johnson, First Nations Studies, UW-Superior, September 17, 2006, St. Paul, MN (peer reviewed)

“Faith Based Communities and Transformative Principles: Empowerment and Recognition in Practice,” co-presented with Reverend Karen Gustafson, 1<sup>st</sup> Unitarian Church of Duluth at International Transformative Mediation Conference, September 18, 2006, St. Paul, MN (peer reviewed)

“Effective Conflict Resolution: A Primer,” UW-Superior Residence Life Department, August 25, 2006

“Environmental Law and Regulation: Effective Teaching Approaches,” COPLAC Summer Institute, University of North Carolina-Asheville, June 2006

“Ethics and Law,” Co-presented with Professor Elizabeth Blue (Social Work) of UW-Superior at SMDC-Superior, June 2005

“Conflict Resolution in the Modern Law Office,” International Conference for Law Clerks and Paralegals, Calgary, Alberta, Canada sponsored by Insight Training, May 2005 (peer reviewed)

“Diversity and Student Learning”, Presentation to the OPID Conference, Madison, WI April 2005 (peer reviewed)

“Transforming Organizational Culture Change,” National Conference, Institute for the Study of Conflict Transformation, Philadelphia, PA, November 6-8, 2004 (peer reviewed)

“Foundation Pillars for Conflict Resolution”, Superior-Douglas County Youth Leadership Program, October 13, 2004, UW-Superior

“Legal Studies and The UW Superior Liberal Arts Perspective,” Regents Presentation: UW-Superior, October 7, 2004

“Top Ten Tips for Authentic Conversations” (peer reviewed), St. Louis County Human Service Conference, “Courageous Conversations”, October 4, 2004, DECC

“Organizational Culture Change Using Transformative Principles,” (peer reviewed) Institute for the Study of Conflict Transformation National Symposium, Transforming the Workplace, Houston, TX, March 2004

“Difficult Conversations”, Paper (peer reviewed), St. Louis County Human Service Conference, Bridging the Gap October 2003, DECC, Duluth, MN

“The CRI Story at WR/ML Correctional Facility,” Paper (peer reviewed) Restorative Justice Conference, St. Paul, MN, November 2003

Guest Lecturer, Dr. Hal Bertilson’s “Psychology of Women” class, Psychology Department, UW-Superior

Guest Lecturer, Sandra Wright’s “Multicultural and Non-Sexist Education” course, Teacher Education Department, UW-Superior

Co-leader, Wisconsin Association of Mediators’ Student-Faculty Symposium

Educational Presentation: St. Louis County Human Service Conference

Research Presentation, “Mediation and Restorative Justice: An Emerging Synthesis,” Midwest Law and Society Retreat, UW-Madison, Madison, WI, September 27-29, 2002

Presentation: “Understanding the Aftermath of 9/11: A Restorative Justice Response to Terrorism”, UW-Superior Public Forum Series, December 2, 2001

Presentation: “The Code of the Peaceful Warrior,” Douglas County Restorative Justice Forum, September 25, 2001

Papers Accepted, NCPCR National Peacemaking Conference, June 2001, Fairfax, VA, “Keepers of the Breach: Ten Principles for White Allies in a Multicultural World,” and co-authored workshop with Nancy Merrill and Gary Johnson (Indian Studies) on “Tribal Mediation: New Directions”

Conference Workshop and Paper Presentation, “Restorative Justice and Civil Mediation: Comparisons and Contrasts in Theories and Practices,” Wisconsin Association of Mediators Ninth Annual Emerging Issues in Mediation Conference, Madison, WI, November 1-3, 2000

Presentation, “Restorative Justice: Paradigms and Practices,” Restorative Justice Regional Gathering, October 20, 2000, UW-Superior

Presentation, “Legal Studies and Foundation Fellowships,” UW-Superior Foundation and Alumni Annual Meeting, October 13, 2000, UW-Superior

Panel Discussion, VOTE 2000 and Multicultural Affairs Office, UW-Superior, “Racial Profiling and Hate Crimes Within the Twin Ports and Wisconsin,” October 11, 2000, RSC 112, UW-Superior, Superior, WI

Presentation, MPA (Minnesota Paralegal Association-Duluth Chapter), October 10, 2000, “The Current State of Paralegal Education,” Duluth, MN

Presentation, “Douglas County Restorative Justice Project: Plans and Vision,” Restorative Justice Gathering, August 10, 2000, UW-Superior, Superior, WI

Presentation, PLAN (Paralegal Association of Duluth-Superior) Meeting, January 7, 2000, Duluth, MN, “The Meaning of Paralegalism in Today’s Legal Environment” Summary Comments, Symposium and Conference on Transformational Mediation: Moving to the Next Level, Hamline University School of Law, St. Paul, Minnesota, October 13-16, 1999

Paper, Law and Society Association Annual Meeting, Chicago, Illinois, May 27-30, 1999, co-authored paper with Dr. Steve Chilton (UM-Duluth) “The Two Moments of Habermas: How It Affects Legal Practice and Mediation”

Paper, Law and Society Association Annual Meeting, Chicago, Illinois, May 27-30, 1999, “Mediation’s Muse: How Habermasian Communicative Action Theory Can Re-define and Strengthen American Mediation Practice.”

Paper, American Political Science Association Annual Meeting, Atlanta, Georgia, August 1999, co-authored paper with Dr. Stephen Chilton, “Discourse Ethics, Mediation and Litigation: The Two Moments of Discourse Ethics As a Framework for Practice”



Presentation at A Day Set Aside for Women, "The Struggle and the Search for Inner Peace," Duluth, MN, April 24, 1999

Presentation of co-authored paper with Dr. Steve Chilton, "The Two Moments View of Mediation and the Legal System," First Reading XIX, April 30, 1999, University of Minnesota-Duluth Department of Philosophy and Environmental Studies, Duluth, MN

Multi-media Presentation in International Studies Forum on "Gottschee: A Homeland Lost Through Slovenian-German Ethnic Division," April 1999

Paper in Vice Chancellor's Colloquim, UW-Superior on January 28, 1999: "Mediation's Muse: Can Habermas Help U.S. Mediation Become More Theoretically Sound?" Danielson Alumni Room

Paper, "Mediation, Litigation and Communicative Action: A New Paradigm for Dispute Resolution in American Civil Law,@ Judicial Politics and Public Law Section, Midwest Political Science Association, April 1997, Chicago, Illinois

Paper, "Litigation and Mediation: How Habermas= Communicative Action Theory Informs Litigation and Transforms Mediation,@ Southwestern Political Science Association, April 1997, New Orleans, Louisiana

Presentation, "Power Legal Writing for Lawyers and Paralegals,@ Conference Presenter, First Annual Paralegal Conference, University of Wisconsin-Superior, December 1996, Superior, Wisconsin

Presentation, "The Role of Organizational Mediation in Higher Education,@ WCWC Conference at University of Wisconsin-Superior for UW-System Administrators, November 1996, Superior, Wisconsin

Paper, "Litigation, Legal Settlement & Mediation: Comparisons and Contrasts on the Road to an Empowered Alternative,@ Presentation to Counselor Education program, University of Wisconsin-Superior, November 1996, Superior, Wisconsin

Paper, "To Battle or to Mediate: The Challenge of American Civil Dispute Resolution," paper presented in the Dean's Colloquia series, University of Minnesota Duluth, February 1996

Presentation, "Habermas' Consensus Theory of Truth," talk presented for the Vice Chancellor's Colloquim Series on Truth, University of Wisconsin-Superior, January 1996, Superior, Wisconsin

Chair, *American Trial Courts* panel at the Southern Political Science Association convention, November 1995, Tampa, Florida

Paper, "Habermas' Communicative Action Theory and the Adversarial Assumption of Civil Litigation," American Political Science Association annual meeting, August 1995, Chicago, Illinois

"Conflict or Cooperation: The Challenge of Dispute Resolution," Colloquim presented at University of Wisconsin-Superior, Vice Chancellor's series on Conflict, April 1995, Superior, Wisconsin

Seminar, "Science and Politics: The Uneasy Liaison in Environmental Politics," Natural Resources and Research Institute (NRRI) scientists and staff members, January 1994, Duluth, Minnesota

Seminar, "Environmental Ideologies: Conflict or Cooperation?" Natural Resources and Research Institute (NRRI) scientists and staff members, October 1993, Duluth, Minnesota

## **PROFESSIONAL TRAINER AND FACILITATOR EXPERIENCES:**

Lakes Area Restorative Justice 2014

State of Minnesota—DHS, C.A.R.E Carlton Program, 2014-2015

NESC Workplace training, 2012

City of Duluth Supervisor Training, 2012

CEE Human Resource Certificate program, "Conflict Management in Workplace," 2011, 2012, 2013, 2014, 2015

Northeast Regional Jobs Commission, 2011

MAMHRF, 2010

SMDC/Essentia Health, 2010

CEE “Resolving Conflict in Faith Communities” conference, 2010, 2011

St. Louis County unit retreats and training series in Supervisor Skills, Respectful Workplace and Generational Difference, 2010, 2011, 2012, 2013

Duluth Sister Cities Commission, 2010

UW-System Certified Registrar’s Training, 2009

Wisconsin Department of Natural Resources (DNR) employee development retreat series, 2009

Human Development Center, “Respect in the Workplace, 2008, 2009, 2011, 2012

UW-Superior Continuing Education and Extension, 40 hour Family Law Mediation, 30 hour Civil Law Mediation, 15 hour Domestic Abuse/Cultural Diversity and Mediation, 30 hour Mediation in Education (ongoing trainings)

St. Croix Tribal Band of Ojibway, Wisconsin, Tribal Peacemaking (40 hour training)

Mille Lacs Band of Ojibway, Minnesota, Difficult Conversations (8 hour training)

School District of Superior, Wisconsin, Peer Mediation (8 hour training); Designer and Facilitator, Superior School District Leadership Series (9 month facilitation) “Living a Powerful Public Life,” 2005-2006

Courage Duluth, Volunteer Coordinator Mediation/Conflict Resolution training (8 hour) Wisconsin Association of Mediators, Restorative Justice (2 hour training)

Moose Lake/Willow River Correctional Facility, MDOC (three 24 hour trainings on workplace dispute resolution; five 8 hour trainings on restorative justice, two 2 hour supervisory trainings, one 72 hour training on foundations of conflict resolution, numerous facilitations of group planning/strategic planning and conflict resolution sessions in facility)

Minnesota Department of Corrections, Consultant/Trainer (multiple trainings and facilitations of Advisory group and Steering Committee meetings), 2005-2007

NERCC Corrections, a subdivision of Arrowhead Regional Corrections (4 hour pretraining on conflict resolution and organizational culture change)

Domestic Violence Coalition, Duluth, MN (facilitation of Board meeting)

Wisconsin Association of Mediators (facilitation of 2 hour student-faculty symposium on mediation)

10<sup>th</sup> Judicial District Self-Represented Litigant Project Facilitator Training (8 hours)

Douglas County Restorative Justice Facilitator Training (24 hours)

Northern Lights Elementary School, Facilitator of 15 hours of training on Appreciative Inquiry principles in organizational culture change; workshop presenter on Courage in the Workplace; ongoing consultant on organizational culture change process

St. Louis County Employee Development Training, “Supervisor’s Training on Difficult Conversations”

St. Louis County Employee Development Training, ” Respect in the Workplace”

St. Louis County Employee Development Training, Facilitator and Trainer on “Business Ethics” and “How to Have Difficult Conversations with Grace in the Workplace”

St. Louis County Employee Development Training, “Appreciative Inquiry: Theory and Practice”

St. Louis County Employee Development Training, “Generational Differences”

St. Louis County Employee Development Training, “Ethics in the Workplace”

St. Louis County Employee Development Training, “Facilitating Effective Meetings”

St. Louis County Employee Development Training, “Being Effective Change Agents in the Workplace”

St. Louis County Employee Development Training, “Ethics and Boundaries for Financial Aid and Child Support Workers”

Sixth Judicial Court Administration Training, Duluth, Minnesota, “Generational

Differences”

Sixth Judicial District Administration, Hibbing, Minnesota, “Respectful Workplace”

UW-Madison Wisconsin Certified Public Manager program, “Difficult Conversations”

National Institute of Justice (NIJ) Washington DC, Facilitator, Practitioner’s National Gathering for Drugs and Crime, 2005

National Institute of Justice (NIJ), Washington DC, Summary Report Writer, Agroterrorism Regional Conference, Kansas City, MO, May 20-24, 2006

Center for Rural Planning, “Conflict Resolution and Effective Community Building, open presentation in Cotton, MN, January 2007

St. Louis County Employee Development Training, “Being Effective Change Agents in Your Workplace,” February 2007

Minnesota Department of Corrections, “Train the Trainer: Diagnosing Conflict”, February-May 2007

St. Louis County Employee Development, “Ethics and Boundaries for Financial Assistance and Child Support Workers,” mandatory series, 2007

St. Louis County Employee Development, Facilitator, Retreat for Unit, May 2007

Consultant and Advisor, St. Louis County Ethics and Behavior Codes, May-June 2007

St. Louis County Employee Development, Facilitator, Retreat for Unit, June 2007

St. Louis County Employee Development, Facilitator, Retreat for Unit, July 2007

St. Louis County Employee Development, Respectful Workplace Training Series, codesigner and facilitator, 2007-2008

UW-Superior Center for Excellence in Teaching and Learning, New Faculty Orientation Series (designer and facilitator), Fall 2007

St. Louis County Employee Development, Facilitator for Unit, Fall 2007

Minnesota Department of Corrections, Moose Lake/Willow River Correctional Facility,  
Facilitator, ICMS/CRI Review Day, October 2007

Virginia Regional Medical Center, “Respectful Workplace: Ethics and Thoughts,”  
February 2008

Washington County, Minnesota Employee Development, “Generational Difference” and  
“Respect in the Workplace,” “Professional Resilience,” June 2008, May 2009, May 2010

## **GRANTS:**

Conference Development Grant, OPID, UW-System for CDDI, Fall 2011, \$1000

State of Wisconsin Bar Association in collaboration with the Douglas County Bar Association:  
\$1500 for Self Represented Litigant Project research on needs of people navigating the legal  
system; concluded (2002-2003)

State of Wisconsin Bar Association in collaboration with the Douglas County Bar Association:  
\$1500 for Self Represented Litigant Project development of educational video for people  
navigating the legal system; in progress (2003-2004)

Faculty Development Grants, UW-Superior Provost Office, 1999, 2000, 2001, 2002, 2003, 2004,  
2005, 2006, 2008, 2011

## **PROFESSIONAL ASSOCIATIONS:**

American Political Science Association (APSA) (past)

- \* Honored for 1993 Teaching Awards at 1993 Annual Convention of APSA  
in Washington, D.C. and in December 1993 *PS: Political Science and  
Politics* journal

- \* Member, Transformational Politics Section, Law and Court Section  
Southern Political Science Association (past)

Midwest Political Science Association (past)

Wisconsin Political Science Association (Past)

Wisconsin State Bar Association (present)

Douglas County Bar Association (Present)

\* Appointed to committee to review Family Court practices in Douglas County Circuit Court, 1986

\* Appointed to committee to study mediation as a viable alternative to civil litigation, 1985

Law and Society Association (past)

Wisconsin Association of Mediators (WAM)

Minnesota Association of Mediators (MAM)

Society of Professionals in Dispute Resolution, SPIDR (past)

ACR, Association of Conflict Resolution (present)

IAF, International Association of Facilitators (past)

VOMA (Victim-Offender Mediation Association) (past)

Conflict Resolution Minnesota (CRM) (present)

## **PUBLICATIONS COMPLETED OR IN PROGRESS:**

“How Do You Effectively Teach Empathy Skills to Students?” co-authored book chapter for *Big Picture Pedagogies* book co-edited by Dr. David Voelker and Dr. Regan Gurung, co-authored with Lisa Mattsson, Maureen Rappley-Larson and Terencia Daunte McGlasson, expected publication with Jossey-Bass publishing in 2015

“Organizational Culture Change and Transformative Principles: Changing a Prison Based on Empowerment and Recognition Principles,” invited book chapter 17, Co-editors Dr. Barush Bush, Dr. Joe Folger and Dr. Dorothy Della Noce, *Handbook of Transformative Mediation*, published in 2011; winner of Max Levine Award for Outstanding Scholarship at UW-Superior, 2012

*The Legal Studies Reader: A Conversation and Readings About Law*, published 2004 from Peter Lang Publishing, New York, co-authored with Dr. George Wright, Political Science (UW-Superior)

*Gottschew Between the World Wars*, GHGA Press, Denver, CO, co-editor with Col. Edward Skender, published January 2004

“Habermas’s Theory of Communicative Action as a Theoretical Framework for Mediation Practice,” co-authored by Stephen Chilton and Maria Stalzer Wyant Cuzzo, published March 2005 in *Conflict Resolution Quarterly* (peer reviewed journal) Summary

Report, National Institute of Justice (NIJ), Agroterrorism Regional Planning Meeting, Kansas City, MO, May 22-23, 2006

Book Review on Maggie O'Neill (editor) book entitled *Adorno, Culture and Feminism* contained in *Gender, Place and Culture: A Journal of Feminist Geography*, 2001

"Sarcasm in Mediation: The Sword, the Shield and the Feint of Verbal Fencing in Conflict Resolution," co-authored with Tracy Schramm, in process

"Party Capacity: Questions and Challenges in the Mediation Room," co-authored with Charlene Birdseye, in process

"Empowerment and Recognition: What Is Required for Party Capacity to Practice These Skills in Mediation?" in process

Minnesota Sentencing Guidelines: Judges Speak Out, *QUAERE*, Volume 9, Number 2, December 1982 (National Award Winning Article in Legal Journalism)

Revised 4/11/2015