



MASTER OF ARTS IN DISPUTE RESOLUTION (MADR) PROGRAM

Dr. Loreleigh Keashly, Academic Director

WAYNE STATE UNIVERSITY

DEPT. OF COMMUNICATION
COLLEGE OF FINE, PERFORMING AND COMMUNICATION
ARTS

Newsletter

Volume 3

March 2007

Number 1

Dear MADR students and Other Interested Readers:

Welcome to the latest issue of the Master of Arts in Dispute Resolution (MADR) Program Newsletter. In this edition, you'll find:

- ❖ Greetings and information from Loreleigh Keashly
- ❖ The MADR Spring/ Summer 2007 course schedule
- ❖ Synopsis of the Stanley "Hank" Marx Lecture Series 2006
- ❖ Conversations with DR practitioner series – April 4th, 2007
- ❖ ACR SE Michigan chapter information sheet
- ❖ Community Dispute Resolution Programs - Events and Training Information
- ❖ MADR alumni and student profiles

Dr. Loreleigh Keashly and I hope that you will find the newsletter both informative and useful. If you have any ideas for inclusion in future editions, please email me at: ad0857@wayne.edu

Happy Reading,



*Mary E. Alleyne
Secretary III*

"Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure. It is our light, not our darkness, that most frightens us. We ask ourselves, who am I to be brilliant, gorgeous, talented and fabulous? Actually, who are you not to be?"

- Marianne Williamson

And, now, a word from MADR Academic Director, Dr. Loraleigh Keashly

Hi, everyone.

I hope this new year of 2007 is finding you with joy in your heart and a spring in your step. I know the weather may not look like it but spring is indeed around the corner and with it the growth of new and wonderful things such as this newsletter.

I am happy to report that the program continues to thrive and we are engaged in a process of discussing some issues that the Department of Communication would like us to consider for our program. I have met with some of our alumni to begin this conversation and will talk with others of you over the next few months about these issues. An interesting topic that keeps showing up is the idea of a Ph.D. program in DR. As I noted in our Fall newsletter, one of our MADR alum, Ann Schumacher, is a doctoral student in Communication and is trying it on and seeing what fits and what doesn't fit for those interested in being DR scholar-practitioners. I have had at least 3 other students inquire about the possibility of joining the Ph.D. program. If you would be interested in a doctoral program in DR, please let me know as your interest is information I would need to make the "business case" to the department to expand our faculty and our coursework.

I have also been engaged in discussions with the surrounding county mediation centers (Wayne, Macomb, Oakland and Livingston/Washtenaw) regarding placements for our students and events that we could co-sponsor in order to extend each other's reach and success.

We have also entered into an arrangement with the Law School to offer two sections of DR 7310 (Practicum in mediation). We offered one for primarily law students this January and we will have our usual Spring/Summer offering as well which will be primarily MADR students with some law students. Over time, we are hoping to have an equal mix of students in both sections.

In terms of upcoming events, our next "Conversation with DR Practitioners" series is set for Wednesday, March 21 with Martha Young of Clear Dialogue (see info inside). I met Martha when she delivered a training on Nonviolent Communication and I was struck by the connections to constructive conflict engagement. I think you will enjoy meeting her and finding out more about NVC and its links to advocacy and conflict resolution.

We are beginning our preparations for the Stanley "Hank" Marx Lecture Series in Dispute Resolution in the Fall. I have my fingers crossed that we will be able to get Governor Jennifer Granholm to talk about her experiences working across party lines in tough economic conditions. Please feel free to recommend other people that you would like to hear.

I would also like to start two new initiatives for this newsletter and the website. First, **Stories from the Field** will involve students and alumni providing brief descriptions of specific experiences they are having in the practice of DR as a tool for helping the rest of

us in our own work. Second, we will have a **Book Review** section in which for each newsletter, a student, alumnus, or faculty will provide a brief review of a book they have found helpful and inspiring in their work. If you are interested in contributing to either of these initiatives, please contact Mary Alleyne at mealleyne@wayne.edu or 313-577-0417.

Peace.

Later, LL



Spring/Summer 2007 MADR COURSES

REMINDER: Registration for the Spring/Summer 2007 term continues through the start of classes in May. Please contact Dr. Keashly (ad8889 @wayne.edu) if you need to review your MADR plan of work before you register.

<i>Spring / Summer 2007 Dispute Resolution Courses</i>							
Course	CRN #	Course Name	Days	Times	Location	Instructor	Credit
DR 7210 Prereq: graduate standing.	31458	DR1: Ngotg Thy & Prc	M	5:30PM - 8:15PM	219 PREN	Burr, Anne	3
DR 7310 Consent of Academic Advisor Required ~ Permission Required	32776	Prctcm : Dispute Resolution	SAT: MAY 12, 19; JUNE 2 ~ TUES & THURS: MAY 15, 22, 24, 29, 31 ~ JUNE 5 AND JULY 11	9AM TO 5PM ~ 6PM TO 9PM	Oakland Center	Butterwick, Susan	3
DR 7990 *permission required	30831	Directed Study	Arranged	Arranged	Arranged	Keashly, Loraleigh	1 – 4

Congratulations on a successful event!

The Stanley “Hank” Marx Annual Lecture Series 2006 was a huge success! Please survey the synopsis of the event provided below.



***The Stanley “Hank” Marx Annual Lecture Series in
Dispute Resolution***

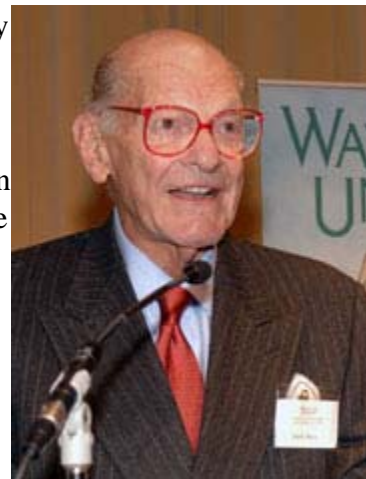
***"Reflections on 50 Years of Dispute Resolution in
Congress"***

**Congressman John D. Dingell
September 15, 2006**

Wayne State University’s Master of Arts in Dispute Resolution program, in the College of Fine, Performing, and Communication Art’s Department of Communication, successfully celebrated its annual Stanley “Hank” Marx lecture series in dispute resolution with several dozen public officials, faculty, staff, and students in attendance.

The Marx Lecture Series, begun in 2004, was spearheaded by the generosity of the Stanley Henry Marx family to stimulate an interest in the value of using mediation to settle disputes.

Stanley Henry Marx is a long time Detroit and businessman and a committed student of continuing education with Wayne State. When he retired in the late ‘80s, Marx became interested in issues of non-violence and dispute resolution working as a mediator for several Southeast Michigan counties as well as government agencies. He is working to complete his master’s degree in Wayne State’s Department of Interdisciplinary Studies, with a major in conflict resolution.



September 15th, 2006, President Irvin D. Reid welcomed and introduced the Honorable John D. Dingell, U.S. House of Representatives, to share his “Reflections on 50 Years of Dispute Resolution in Congress”. In his talk, Congressman Dingell discussed why he thought there had been a breakdown of civil discourse on Capitol Hill.

He identified three main contributors to the erosion of discourse. First, televising debate on the House floor was distracting the members from “the benefit of good, quality legislation” and creating a place to “air grievances” rather than resolve conflicts. Second, there has been an increase in the division between the Democratic and Republican parties which he attributed to changes that occurred in the way Member business was conducted. The third factor was the “win-at –all costs mentality” without room for compromise, where the “the rules of engagement and positive dialogue have

been dismissed.”

Congressman Dingell concluded with five essential solutions for peaceful and constructive conflict resolution in Congress:

1. Get the facts, then work the politics to fit the facts.
2. Listen to those involved and try to understand what the parties in dispute need to be whole.
3. Never put friends and allies in a position in which they endanger themselves.
4. Negotiators must generate trust and to do that, you have to keep your word.
5. Whenever possible, you want the parties in dispute to come to their own solutions.



The talk was concluded by a brief audience question and answers period and was followed by a reception in the Italian Room of the General Lectures Hall, where students, faculty, and staff talked with prominent public officials.

To find out more about Congressman John D. Dingell, visit his website at <http://www.house.gov/dingell/bio.htm>

The date of the next Stanley “Hank” Marx Lecture to appear in the July 2007 edition of the MADR Newsletter!

CONVERSATION WITH DR PRACTITIONERS SERIES

Martha Young, Clear Dialogue LLC

*Advocacy Without Enemies:
Using Nonviolent Communication to Reach a Sustainable Agreement*

Martha Young is a management consultant, executive coach, and workshop leader. She uses the principles of Nonviolent CommunicationSM and the Myers-Briggs Type Indicator[®] extensively in her work in designing and facilitating programs for individuals and organizations to improve communication skills, resolve conflict, and achieve their visions.

Wednesday, April 4

Time: 4:30-5:45

3347 F/AB

Light refreshments will be provided. Please RSVP to Mary Alleyne by **March 30** at (313) 577-0417 or ad0857@wayne.edu.

ACR SE MICHIGAN CHAPTER INFORMATION SHEET

Chapter Officers

President, Craig Pappas

- Executive Director, Resolution Center in Mt. Clemens, MI.

Vice- President, Michael Nowakowski

- Commissioner, Federal Mediation and Conciliation Service

President Elect, Kerry Bernard

- Mediation Coordinator, Michigan Department of Civil Rights

Secretary, Gina Buckley

- Education Director, Oakland Mediation Center, Bloomfield Hills, MI.
- Current MADR student at WSU

Treasurer, Bonnie Hanes

- Executive Director, Oakland Mediation Center

Nahla Hamdan- Director

Barbara Kirby- Director

Hank Marx- Director

Paul Saba- Director

Steven Schwartz- Director

Ann Schumacher- Director

Interested in brushing up on some new skills?

The ICLE's 6th Annual **Advanced Negotiation and Dispute Resolution Institute** will be held **March 22, 2007** in Plymouth, MI.

You can find out more info. at www.icle.org.

Cosponsored by: the ADR Section of the State Bar of Michigan and the State Court Administrative Office

CLE hours: 6.5 (Ethics - 2) Level: Intermediate/Advanced

Michigan Advanced Mediation Credit: 8.0 hours

The Third National Conference of Minority Professionals in Alternative Dispute Resolution is being held **May 16-18, 2007** with Pre-conference workshops on May 15. It is being held in Columbus, OOH at the Greater Columbus Convention Center. .

You can find out more info at <http://www.law.capital.edu/ADR>

CENTER FOR PEACE AND CONFLICT STUDIES

For the latest news and events involving the Center for Peace and Conflict Studies and the Detroit Council for World Affairs, please visit their website:

<http://www.clas.wayne.edu/pcs>

COMMUNITY DISPUTE RESOLUTION PROGRAMS

Keep apprised of the activities and events of community mediation centers in our region by visiting their websites:

<http://www.mediation-wayne.org> (Wayne County)

<http://www.mediation-omc.org/> (Oakland County)

<http://www.theresolutioncenter.com/> (Macomb County)

<http://www.mimmediation.org/> (Washtenaw and Livingston Counties)

- ✓ Visit the Wayne County Mediation Center's website to learn more about attending their **40-hour Mediation Training** for May 2007, and upcoming **Mediator Enrichment Events**:

Workshop: Elements of a Good Agreement

March 8th, 3pm to 5pm

*Register by Feb. 27th, 2007

Workshop: Advocates as Allies: How to Get Attorneys to Collaborate in Mediation.

April 21st

Role plays from 9am-1pm (Lunch included). Vignettes from 1pm-4pm

*Register by April 1st, 2007. Call **(313) 561-3500 Office** for details

- ✓ **Oakland County Mediation Center 40-Hour SCAO Approved Training**

40-Hour Domestic Relations Training (Divorce & Custody)

May 9, 11, 21 & 22, 2007

8:30am to 5:30pm (daily)

Trainer: Zena Zumeta

40-Hour Civil Mediator Training

June 12, 14, 16, 19,

21, 23, 2007

Trainer: Harvey Burdick, PhD

For more information contact the Oakland Mediation Center at Tel. (248) 338-4280.
www.mediation-omc.org

MADR STUDENT PROFILE

Vanessa Gualtieri

I am very excited to be a part of the Master of Dispute Resolution program, here at Wayne State University! I was introduced to the program under several different circumstances. I am very interested in management/union relationships and felt that this program built on what I had already studied. In addition, law school was simply not for me - however, I wanted to study a way to resolve conflict and learn about relationships outside of formal litigation. I had heard such positive feedback from alumni and heard how well the program connected to other programs.

Since I have been in the program, I feel as though I have found a role that best fits me, professionally. Reflecting off the material is vital to learning what role we play as conflict specialists (i.e. coaching, advocacy, neutral, etc). In addition to feeling more at ease professionally, I have also learned to take these tools with me into my personal life. We cannot simply "turn-off" our roles after 5:00 p.m. and I feel as if I live differently now - I live a better life.

The leadership within the program is the best leadership that I have ever seen in an academic program. I always feel as though I am being listened to and my concerns are taken into consideration.

I look forward to a career in policy, management/union, or international work.

MADR ALUMNA PROFILE

Ronald Johnson

Mr. Johnson is a Conflict Resolution / Human Resources professional with a Master's degree in Alternate Dispute Resolution. He has over 25 years experience with public and private sector organizations. Ron is a qualified public and private sector Arbitrator / Mediator, and is a well-seasoned facilitator. Mr. Johnson is an Impartial Hearing Officer (Administrative Law Judge) presiding over State of Texas Health and Human Services Vocational Rehabilitation Appeals, and also a Adjunct Faculty member with the University of Phoenix in Dallas, Texas.

He has also previously served as the liaison between a U.S. Treasury Department Bureau and Members of Congress, with responsibility for conflict resolution and the

coordination and adjudication of constituent concerns.

Mr. Johnson has had significant experience in a wide range of activities including mediation and arbitration of both employment and commercial disputes, the investigation of EEO discrimination complaints, conducting employee conflict interventions, anger management counseling, negotiating labor contracts, designing and presenting specialized employee and management development courses, and conducting organizational assessments.

Ron has managed human resource functions such as Labor/Employee Relations, Employment/Recruitment, Position Classification, Training / Development and Equal Employment Opportunity/Affirmative Action, and has been a senior manager over a 128-employee Human Resources function. In addition, he possesses extensive expertise in Change Management, Information Processing, and strategic planning.

Mr. Johnson specializes in utilizing a variety of Alternate Dispute Resolution techniques in resolving conflicts that are rooted in cultural/racial issues.

Do you want your fellow MADR students and alumni to know more about you and why you're a part of this program? Email your information to Mary Alleyne @ ad0857@wayne.edu, so it can be included in a future issue.

Congratulations!
Dispute Resolution
Winter 2007 Candidates

George Dorset
John Downey
Vanessa Gualtieri
Tara Hamilton
Mya Harris
Micah Heilbrum
Darran Hendricks
Howard Himelhoch
Krim Lacey
Joan Price
Deanna Wooten