

JULIANA E. BIRKHOFF, Ph.D.
Curriculum Vitae

Experience Summary

Juliana E. Birkhoff is an experienced mediator, facilitator, dispute resolution trainer, and scholar. She combines her theoretical understanding, research experience, and group learning and collaboration skills to flexibly respond to complex group planning, problem solving and decision making challenges. In her 22 years of experience as a mediator and facilitator, she has worked with federal, state, and local level government as well as consumer, community, grassroots, and public interest groups. She has designed and conducted a variety of collaborative and consensus-based multi-stakeholder dialogues, workshops, and scientific review processes designed to improve communications, develop group learning, integrate complex information and provide input into state or federal plans or policies, develop recommendations, or create consensus plans and policies. She has particular experience in facilitating and mediating complex scientific and technical issues in politically charged contexts.

Dr. Birkhoff is an experienced trainer and teacher. She has designed and conducted a wide variety of negotiation, collaboration, and conflict resolution trainings for non-profit, governmental agencies and advocacy groups. Her training focuses on helping technical and scientific experts to work productively in collaborative processes and to expand the capacities of stakeholders, agency conflict resolution specialists, and collaborative leaders to handle team leadership, collaboration, and conflict resolution.

She has extensive background in multi-disciplinary research on conflict and conflict analysis, in particular focused on the use of collaborative decision-making processes in politically charged and technically complex issues. Her previous research projects include best practices for integrating complex scientific and technical information into collaborative processes and how stakeholders and collaborative leaders integrate different ways of knowing in collaborative processes.

From 1993 until 1996, Dr. Birkhoff held a teaching appointment at the Institute for Conflict Analysis and Resolution, George Mason University. As well as teaching graduate courses in conflict resolution theory, research, and practice, she supervised students clinical and research experiences in communities and organizations.

Before her appointment at George Mason University, Dr. Birkhoff served as the program officer of the Fund for Research on Dispute Resolution; a Ford Foundation funded research grants program. Under her management, the Fund for Research on Dispute Resolution awarded 47 grants totaling approximately \$2.2 million. She serves the field in a number of leadership



positions. She is a co-chair of the Association of Conflict Resolution Environmental and Public Policy Diversity Mentoring Project, and serves on the Leadership Council for the Environmental and Public Policy Section. She is on the board of the Community Based Collaborative Research Consortium, which links researchers, community groups, government agencies, funders, and individuals on collaborative research and learning projects.

Employment History

2007-present	Consensus Building Institute, Senior Mediator
2002 – 2007	RESOLVE, Senior Mediator
2002 - Present	The Policy Consensus Initiative, Consultant
2000 - 2001	RESOLVE and the Policy Consensus Initiative, Consultant
1998 - 2000	The Center for Research and Education, RESOLVE, Director
1993 - 1996	Institute for Conflict Analysis and Resolution, George Mason University, Fairfax VA, Professor
1988 - 1992	The Fund for Research on Dispute Resolution, Washington, DC, Program Coordinator

Mediation And Facilitation Experience

Office of Enforcement and Compliance Assistance, EPA, Washington, DC, 2008.

Designed and facilitated a workshop to provide the EPA with ideas on how to measure effectiveness of deterrence and compliance assistance programs. Participants included researchers, program managers, regional staff, OMB staff, Inspector General Office staff, and EPA staff.

Winnipeg Regional Collaboration, Winnipeg, MB, Canada, 2007-current. Work with local and provincial elected leaders, city, regional and provincial planners, and other stakeholders to assess opportunities for collaborative potential. The collaborative process includes a workshop in April 2008 to develop alignment on priorities and possible development of a regional collaborative or partnership.

Abramson Foundation, Washington, DC, 2008-present. Organize and facilitate a strategic planning process to develop a strategic plan for the foundation.

Advisory Commission on Historic Preservation, Washington, DC, 2008-present. Organized and facilitated strategic planning of Deputy Secretaries and senior staff from White House, CEQ, and Departments of Agriculture, Commerce, Defense, Housing and Urban Development, Transportation, Interior, Commerce, to develop consensus on implementation steps. Continued to work with the Advisory Commission on Historic Preservation to develop implementation steps.

White House Conference On Cooperative Conservation, Council of Environmental Quality, Department of Interior, United States Environmental Protection Agency, and other Federal agencies, St. Louis, MO, 2005 to present. Organized collaborative process for a 1,000-person



conference to provide input to Federal agencies on the Cooperative Conservation Executive Order. Work with Interagency Cooperative Conservation Team and CEQ to implement participants' recommendations. Work with Interagency Cooperative Conservation Team and CEQ to implement participants' recommendations. This includes:

- organizing and facilitating a senior policy team to prioritize actions from the conference, and attending Interagency Cooperative Conservation Team meetings to develop activities;
- organizing and facilitating a conference call for agencies developing collaboration competency plans to learn from experienced trainers and facilitators;
- organizing, facilitating and writing results from a peer review of Department of Agriculture, Commerce, Defense, Interior and the Environmental Protection Agency collaboration and competency partnering plans;
- organizing and facilitating a meeting of Deputy Chief Human Capital Officers, Training Team Leaders, and ICCT Competency Team leaders to review plans and develop next steps;
- participating in meetings of the ICCT training and competency development team;
- providing informal advice to CEQ and agencies on how to keep momentum moving and ensure transparency and accountability.

Children's Health Protection Advisory Committee, Washington, DC, 2002-present.

Facilitate a Federal Advisory Committee of public health advocates, corporate medical experts, environmental advocates, state environmental agency staff, public and private water facility staff, and risk assessors to develop consensus recommendations to the EPA administrator on environmental regulations, policies, and science priorities that affect children's environmental health.

Falls Hill and Poplar Heights Storm Water Collaborative Process, Community Building Institute and Fairfax County Department of Stormwater, 2004-present. Assessing the community conflict and developed recommendations for a collaborative consensus building process. Convened and currently facilitate a multi-stakeholder collaborative process to develop recommendations to handle stormwater for a sub-watershed.

Office of Enforcement and Compliance Assistance, National Pollutant Discharge Elimination System, Environmental Protection Agency, Washington DC 2006 to present.

Prepared background materials, ground rules, and agenda for and series of facilitated meetings between EPA NPDES staff and State Representatives including the Environmental Commissioners of the States and The Association of State and Interstate Water Pollution Control Agencies. The goal of the process was to discuss and reach agreements on next steps to implement a new Permit Compliance System (PCS) for the National Pollutant Discharge Elimination System (NPDES) Permit Program.

American Institute of Biological Sciences (AIBS) and National Science Foundation, Washington, DC, 2006. Organized and facilitated a strategic planning meeting of steering committee members to organize and launch the Consortium for the Public Understanding of Science, a new multidisciplinary program.



Office of Disease Prevention and Health Promotion, Department of Health and Human Services Strategic Planning Retreat, Washington, DC, 2006. Provided guidance to the Office of Disease Prevention and Health Promotion to develop a strategic plan and performance measures to address shortcomings identified by OMB in the PART process. Interviewed OHPHP staff on challenges and goals for the Office and met with senior staff to plan strategic planning process and retreat. Worked with senior staff to identify materials and develop an agenda for the strategic planning retreat. Facilitated a strategic planning retreat and wrote a meeting summary and recommendations for senior staff to incorporate into the strategic plan.

Endocrine Disruptors Methods Validation Advisory Committee, United States Environmental Protection Agency, Washington, DC, 2004-2006. Organized logistics for 20-person federal advisory committee, worked with EPA to circulate detailed scientific meeting materials and develop meeting agendas, and facilitated meetings to provide recommendations on how the EPA should test chemicals for endocrine disrupting effects.

Water Environment Research Foundation and American Association of Metropolitan Sewerage Agencies, San Antonio, TX, 2005. Facilitated 65-person meeting of water utility managers, scientists, and risk assessors to develop research ideas, prioritize research topics, and recommend improvements to conducting research and connecting research findings to policymaking.

Louisiana Coastal Area Comprehensive Ecosystem Restoration Feasibility Study Public Participation, Department of Natural Resources, Baton Rouge, LA, and US Army Corp of Engineers, New Orleans, 2003-2004. Facilitated public involvement in NEPA process for the Environmental Impact Statement to develop a comprehensive plan to restore wetlands, river systems, shorelines while protecting species and cultural and economic systems in Louisiana.

National Biosolids Research Summit, Water Environment Research Foundation, Arlington, VA, and US EPA, 2003. Convened and co-facilitated a research summit designed to develop a comprehensive research plan and program actions to address public health concerns of land application of sewage sludge. Summit participants included risk assessors, academics, state and federal agencies, advocacy groups, and utility and industry interests.

Bankhead Forest Health and Restoration Initiative, United States Forest Service, Double Springs, AL, 2002-2003. Conflict assessment, process design, capacity building, mediation, and public participation facilitation of the environmental impact statement for the Forest Health and Restoration Initiative, Bankhead National Forest.

Biotech Workshop on Implications of Genetically Engineered Animals, Pew Initiative on Food and Biotechnology, Dallas, TX, 2002. Facilitated break out sessions in workshop for environmentalists, animal health advocates, scientists, biotechnology developers and agricultural interests on genetically engineered animals.

International Forest Strategic Planning Retreat, Global Forest Program, World Wildlife Foundation, Washington, DC, 2002. Facilitated annual strategic planning retreat for program

staff and management.

Forest Certification Target Steering Committee, World Wildlife Fund, Washington, DC, 2002. Facilitated Steering Committee meeting to analyze forest certification strategies and develop new policies and structures to implement goals and strategies.

Germplasm Strategic Planning and Problem Solving Retreat, United States Department of Agriculture, Plant Germplasm Quarantine Unit, Beltsville, MD, 2002. Facilitated strategic planning and problem solving meeting for scientific staff of the Plant Germplasm Quarantine Office Liaison Committee, staff from the Animal Plant Health Inspection Service, National Clonal Germplasm Repositories, and the National Plant Germplasm System to discuss how to coordinate diverse missions, goals, and activities and develop agreements on shared laboratory use and procedures.

Michigan Water Policy Comprehensive Planning, Clean Water Action, Michigan, 2001-2002. Facilitated a yearlong collaborative planning process funded by the Mott Foundation to develop a coordinated water policy agenda, reach out to regional and local groups, and coordinate priorities and projects among Michigan environmental organizations. Facilitated a meeting of 250 people to learn about and prioritize water policy issues and initiatives.

Biotechnology and Forests Workshop, Pew Initiative on Food and Biotechnology, Washington, DC, 2001. Co-facilitated breakout sessions for biotech and forestry conference co-sponsored by Pew, the Society of American Foresters, and the Ecological Society of America in Atlanta, Georgia. Workshop participants identified issues and concerns, reviewed science and technical information, and discussed policies and regulations about the use of genetic engineering in forest management. Participants included timber industry staff, university researchers, federal and state agency scientists, and policymakers, environmental advocacy groups, public health groups and consumer groups.

New England Wind Power Strategic Planning, National Renewable Energy Laboratory (NREL), Wind Powering America, National Wind Coordinating Committee, and the Department of the Energy, Boston, MA, 2001. Facilitated two strategy development meetings for engineers, sustainable energy advocates, environmentalists, state and local agency staff, and NREL, Wind Powering America, and National Wind Coordinating Committee members to learn about wind power, brainstorm strategies, and develop recommended actions to improve the development of wind power in New England.

Clean Water Staff Strategic Planning, Association of State and Interstate Water Pollution Control Administrators (ASIWPCA), Washington, DC, 2001. Facilitated a daylong strategic planning retreat for staff of ASIWPCA and Americas' Clean Water Foundation.

Animal and Plant Health Quarantine Retreat, United States Department of Agriculture, Plant Germplasm Quarantine Unit, Beltsville, MD, 2001. Facilitated day-long retreat of Plant Germplasm Office for members of the Plant Germplasm Quarantine Office Liaison Committee and staff from the Animal Plant Health Inspection Service, National Clonal Germplasm Repositories, and the National Plant Germplasm System to discuss better working relationships



and develop agreements on improved plant quarantine procedures.

Assessment of the Pesticide Worker Protection Standard. United States Environmental Protection Agency, Office of Pesticide Programs and the National Environmental Education and Training Foundation, National Assessment of the Workers Protection Standard, Sacramento, CA, Orlando, FL, 2000-2001. Helped design, manage and facilitate a series of four, three-day meetings to solicit input from growers, farm labor workers and advocates, pesticide applicators, commodity producer groups, health advocates and county, state and federal agency staff to improve the Worker Protection Standard.

North American Pollinators Protection Partners Workshop. National Pollinators Protection Action Campaign, Washington, DC, 2000. Co-facilitated a meeting to develop strategies and agree on collaborative actions to protect habitat and promote the protection of rare and endangered pollinator species.

Exploring Issues on Breast Cancer Dialogue. National Action Plan on Breast Cancer (NAPBC), Washington, DC, 2000. Co-facilitated breakout sessions at a meeting sponsored by Row Sciences to identify and assess ways to seize opportunities for rapid and substantial progress in eradicating breast cancer. Facilitators also assisted NAPBC Steering Committee members to determine the future direction of the NAPBC.

Bridging Radiation and Science International Conference, Warrenton, VA, 1999. Co-facilitation and consensus-decision making assistance at a conference of over seventy scientific experts, regulators, and policymakers from around the world working to reach consensus regarding their different technical and regulatory positions on the complex policy and societal issues related to low-level ionizing radiation exposures. Five international associations and societies sponsored the conference.

Summit Meeting of the Presidents of the Member Societies of the American Institute of Biological Sciences (AIBS), Washington, DC, 1999. Co-facilitated a meeting composed of members societies of AIBS to exchange models and strategies that academic societies use to influence public policy, research funding, and education and careers. Other goals of this meeting were to identify substantive issues on which AIBS members could work collectively, and to develop a process and timeline for such efforts.

Consortium for Research and Assessment of Community-based Collaboratives, Institute for Environmental Negotiation, Charlottesville, VA, 1999. Co-facilitated a workshop with researchers, public lands managers, environmental advocates, mediators/facilitators, and community participants to engage in collaborative discussions and reach agreements on cooperative approaches to empirical research on community-based collaboratives that manage public lands and publicly managed resources.

Coordinated State and Federal Conflict Resolution Evaluation program, U.S. Institute for Environmental Conflict Resolution, Tucson, AZ, 1999-2002. Co-facilitated a multi-year initiative sponsored by the U.S. Institute for Environmental Conflict Resolution, the Policy Consensus Initiative, and the Indiana Conflict Resolution Institute. The goal of this initiative was to develop



common program evaluation approaches for government environmental and public policy conflict resolution programs.

Advisory Council, National League of Cities, Washington, DC, and Seattle, WA, 1997. Facilitated two meetings for mayors, city council members, and other local leaders to understand how new information technologies affect cities and develop strategies for cities to address information technology.

Electro Magnetic Field Electric Utility Dialogue, Resource Associates, Bethesda, MD, 1996. Co-facilitated a meeting for Edison Electric Institute for utility groups regarding electro-magnetic field issues.

Environmental Group and Public Utility Dialogue, Resource Associates, Bethesda, MD, 1994. Co-facilitated a dialogue for Edison Electric Institute for mid-western public utility personnel, regulatory agency representatives, and environmental representatives focused on regional environmental issues and the establishment of better working relationships.

Coastal Ecosystem Health Centre Strategic Planning, National Oceanic and Atmospheric Agency, Charleston, SC, 1994. Co-facilitated a planning workshop for coastal zone managers, resource managers, and government agency representatives working with NOAA to establish priorities and institutional relationships for a new center for coastal ecosystem health.

College and University Governance Dispute System Design. Association of Governing Boards of Universities and Colleges, Washington, DC, 1993. Advised and consulted with the A.G.B. to design a dispute resolution program for college and university governance.

Rare Wildlife Habitat Preservation and Coastal Zone Management Workshop, Resource Associates, Bethesda, MD, 1993. Co-facilitated a problem-solving workshop for scientists, engineers, and policymakers for the U.S. Office of Technology Assessment on strategies and techniques to incorporate rare wildlife habitat preservation into current coastal zone management policies and procedures.

Environmental and Electric Utility Dialogue. Resource Associates, Bethesda, MD, 1992. Co-facilitated a dialogue for Edison Electric Institute for southeastern public utility personnel, regulatory agency representatives, and environmental representatives focused on regional environmental issues and the establishment of better working relationships.

Environmental Agency Strategic Planning Workshop, RESOLVE, The World Wildlife Foundation, Washington, DC, 1992. Facilitated a working group for a strategic planning meeting of 150 scientists, environmental advocates, government agency representatives and environmental educators working together to establish a new environmental federal grant making and research agency.

Pollution Prevention Strategies Meeting, Resource Associates, Bethesda, MD, 1992. Co-facilitated a consensus-seeking meeting of 70 public interest advocates, public officials, industry representatives, and federal employees that provided recommendations to the EPA on local,



state, and national pollution prevention strategies.

District of Columbia Mediation Service, Center for Dispute Settlement, Washington, DC, 1988 -1990. Mediated community and family disputes. Advanced training in E.E.O. issues and casework for the D.C. Office of Human Rights Joint Settlement Week, May 22 - 26, 1989, 1990 and Pilot Mediation Program, 1992 - 1993. Mediator, Pilot Program with the United States Equal Opportunity Commission, 1993.

Anti Nuclear Organizational Retreat, Pennsylvania Freeze Voter, State College, PA, 1987. Facilitated a collaborative problem solving process to develop better working relationships, set goals, and establish common strategies for anti-nuclear activists.

National Nuclear Waste Transportation and Storage Public Involvement, ICF, Washington, DC/Atlanta, GA, 1985. Facilitated working groups for a series of national meetings in the Northeast, California, Southwest, Southeast, Midwest, and Northeast to solicit public input and develop consensus recommendations for the Department of Energy on nuclear waste transportation and storage.

Technical Assistance and Consulting

U.S. Geological Survey, INCLUDE Program, consulted and provided technical assistance on strategies and programs to institutionalize the integration of scientific and technical knowledge in USGS programs.

U.S. EPA Science Advisory Boards, July 1998 -September 1999. "Role of Science in New Approaches to Environmental Decision Making that Focus on Stakeholder Involvement", consulted with EPA SAB staff and project chair to design a series of four workshops to investigate how and whether the EPA included scientific and technical information in stakeholder processes. Project resulted in a letter to the Administrator (1999) and a commentary (August 2001).

Teaching And Training Experience

Collaborative Leadership Certificate Program, Institute for Conflict Analyses and Resolution, George Mason University. Designed curriculum, developed materials, and teach courses leading to a certificate in collaborative leadership in community planning.

Collaborative Leadership Seminar, Water Environment Research Foundation, Alexandria, VA, 2004. In collaboration with The Consensus Building Institute, developed and delivered training to prepare WERF project staff to manage project teams collaboratively. Project staff learned collaborative skills through vignettes, short presentations, exercises, discussions, and role-plays.

Mentoring Pilot Program, Mediator Excellence in Maryland Program, and Maryland Mediation and Conflict Resolution Office (MACRO). Annapolis, MD, 2004-2005. Developed



pilot mentoring program in collaboration with three mediation programs, trained 20 mediation mentors and coached them on mentoring techniques.

Mentoring Training, Center for Conflict Prevention and Resolution, Environmental Protection Agency, Washington, DC, 2003-2004. Trained EPA conflict resolution staff on how to coach and mentor collaborative leaders within the EPA.

Science, Politics and Problems Solving Seminar, Mid-Atlantic Air Management Association. Fredericksville, VA, 2002. Trained state air quality and pollutions scientists and managers in concepts and strategies to integrated scientific and technical information into collaborative processes.

Managing Scientific and Technical Information in Collaboration Training, United States Institute for Environmental Conflict Resolution, Tucson, AZ, 2002. Trained federal natural resource, land management, and planning staff in concepts and strategies to integrate scientific and technical information into collaborative processes.

Mentoring and Coaching Training, Bureau of Reclamation, Boulder, CO. 2001. Trained Bureau of Reclamation Alternative Dispute Resolution Advisors in concepts, skills, and attitudes of successful mentoring and coaching.

Science, Politics and Problems Solving Seminar, Policy Consensus Center, Portland State University, Portland, OR, Florida Conflict Resolution Center, Florida State University, FL, 2001, Pennsylvania Department of Natural Resources, Harrisburg, PA, 2002. Trained state natural resource, land management, and planning staff in concepts and strategies to integrate scientific and technical information into collaborative processes.

Facilitation and Collaborative Group Process Seminar, American University, Washington, DC, 2001. Taught daylong facilitation and group process concepts and skills to state and federal agency staff and business leaders in Conflict Management: Building Cooperation in the Workplace continuing education class.

Mentoring and Coaching Training, RESOLVE, Washington, DC, 2000-2001. Developed and conducted a comprehensive training program to teach mediators how to coach and mentor government agency staff, environmental advocates, business leaders and other public leaders in collaborative leadership skills.

Facilitation Training, White House Technical Innovation Conference, the White House National Science and Technology Council (NSTC), Washington, DC, 1999. Trained federal agency staff to facilitate a national summit on directions and priorities for Federal support of innovation. The summit developed action plans for Federal policy and regulatory reform that would enhance innovation.

Research Methods Training, the Federal Bureau of Investigation, FBI Analysts, 1998. Designed and conducted two day training on the ethics of social research, varieties of research designs, how to conduct observations, interviews, and analyze data.



Conflict Resolution, Qualitative Research and Social Theory Lectures, Institute for Conflict Analysis and Resolution, George Mason University, Fairfax, VA, 1997 – 2001 and School of International Service, American University, Washington, DC. Taught research paradigms and qualitative research in Ph.D. research methods class, feminist and post-modern theory in Ph.D. theory classes, social conflict, and dispute resolution theory, and environmental conflict resolution in master's level classes.

Conflict Management Training, Partners for Global Justice and United Methodist Church, Washington, DC, 1987. Trained activists to manage conflict.

Alternative Dispute Resolution Training, Standing Committee on Dispute Resolution of the American Bar Association, Washington, DC, 1987. Trained high school students in alternative dispute resolution processes.

Collaborative Problem Solving and Public Participation in Army Corps Projects, Army Corps of Engineers, San Antonio, TX, Las Vegas, NV, Monterey, CA, 1986. Trained and facilitated a series of dispute resolution workshops and collaborative problem solving conferences.

Workplace Conflict Resolution Training, Prince William County Department of Social Services, Manassas, VA, 1986 and University of Maryland School of Social Work, Baltimore, MD, 1986. Trained social service providers to manage workplace conflict.

Workplace Conflict Resolution Training, the University of Maryland School of Social Work, Baltimore, MD, 1986. Trained social workers to manage workplace conflict.

Conflict Resolution Training. The Episcopal Diocese of New York, Syracuse, NY, 1982. Trained high school students in listening skills, assertiveness, negotiation, and collaborative problem solving.

Research Experience

Public Policy Case Database, Washington, DC, 2002-present. Manage \$175,000 grant from the Hewlett Foundation to develop and launch a case database for public policy conflict resolution field. Facilitate advisory committee, work with public policy conflict resolution organizations to expand database, and coordinate project activities.

Conflict Management Tool, Water Reuse Foundation, Arlington, VA 2002-present. Consultant on project to develop better understanding and best practices on public understandings and participation in water reuse projects.

Cleveland Air Toxics Pilot Project, U.S. Environmental Protection Agency, Indoor Environments Division, Washington, DC, and Cleveland, OH, 2001-2005. Design and conduct an evaluation of an EPA multi-office pilot project designed to convene and work with a community stakeholder group to identify air toxics and implement projects to reduce risks from



air toxics.

Building Trust Project, Policy Consensus Center, Portland State University, 2001-2002.

Convene and facilitate a series of five regional focus groups of engineers, scientists, planners, environmental advocates, community leaders, and agency staff to develop principles and practices for integrating local, traditional, or cultural knowledge with scientific knowledge. The project is funded by the Ford Foundation and Gerbode Foundation.

Coordinated Evaluation System, Policy Consensus Initiative, Santa Fe, NM, 1999-2001.

Provided research design ideas, project documentation, meeting facilitation, and site integration to a joint United States Institute for Environmental Conflict Resolution and PCI project to develop a consistent, comprehensive, state, and federal agency system to evaluate government agency dispute resolution programs.

Managing Science and Technical Information Project, United States Institute for Conflict Resolution, Western Justice Center Foundation, and RESOLVE, Washington, DC, 1999-2000.

Convened and co-facilitated four regional focus groups of engineers, scientists, planners, government agency staff, environmental advocates, journalists, and mediators to develop principles and practices to integrate scientific and technical information into collaborative processes. The project included extensive interviews with mediators, researchers, and US Geological Survey scientists. The monograph is titled “Managing Scientific and Technical Information in Environmental Cases”.

Public Participation and Conflict Resolution in Large Dam Projects, World Commission on Dams (WCD, Cape Town, South Africa, 1999 - 2000. Researched and co-authored a 50 page Thematic Review on “Participation, Negotiation, and Conflict Management around Large Dams”. The review was based on a review of the public participation and conflict resolution literature and interviews with 17 experts on the siting of hydroelectric dams, representing the important sectors of interests involved in large dams, and based on discussions with WCD. The research and writing team included four experts in conflict resolution and public participation from Uruguay, Estonia, Thailand, and South Africa.

Public Participation and Risk Communication on Radiation Hazards, United States Environmental Protection Agency, Radiation Protection Division, Washington, DC, 1999.

Designed research approach, wrote interview protocols, conducted analysis and supervised two staff members to gather risk perception and risk information from the general public, people affected by potential radiation hazards, local, state and tribal governments, and environmental professionals. The research was designed to improve the EPA’s outreach and communications services to ensure public access to accurate information about radiation in the environment.

Accidental Take of Marine Mammals Negotiation, National Marine Fisheries Service (NMFS), Silver Spring, MD, 1999. Evaluated the design and negotiation processes of five Take Reduction Teams that developed recommendations to reduce incidental take of marine mammals during fishing operations. Conducted interviews with parties and surveyed all stakeholders to evaluate the success of the convening, the negotiation process and to assist in the development of recommendations for future negotiations. Wrote the report “National



Marine Fisheries Service, Take Reduction Team Evaluation: An Evaluation of the Negotiation Process”.

Grant Making and Conflict Resolution, the Law and Society Program, the Open Society Institute, New York, NY, 1998. Briefed foundation staff and convened conflict resolution experts for foundation studying possible grant making initiatives.

Creating and Supporting Skillful Mediators for Court-Connected Programs in Georgia and the United States, Carl Vinson Institute of Government, the University of Georgia, Athens, GA, 1996-1998. Provide research method, analytic and project consultation for mediation skills research project.

Conflict Resolution Library Database, Consortium on Negotiation and Conflict Resolution, College of Law, Georgia State University, 1997. Helped staff and director develop conflict resolution research library and library database.

Conflict Resolution Manuscript Reviews, Jossey-Bass Inc. Publishers, San Francisco, CA, 1997-1998. Review conflict resolution manuscripts for publisher.

Conflict Resolution Journal Reviews, *Peace and Change, a Journal of Peace Research*, 1994. Read and evaluated manuscripts for possible inclusion in the Journal.

Expert Reviewer. National Science Foundation, Arlington, VA, 1994. Reviewed and evaluated research proposals for federally funded research grants.

Conflict Resolution Research Dissemination Project, National Institute for Dispute Resolution, Washington, DC, 1993 - 1998. Developed, planned, and directed dissemination activities for Ford Foundation grant to disseminate research on dispute resolution. Wrote articles and publications, planned and handled public presentations, designed and conducted symposia for policymakers, practitioners and researchers, and publicized program.

Courses Taught

Conflict 501 Introduction to Conflict Analysis and Resolution

Conflict 613 Laboratory and Simulation I: Interpersonal and Inter-Group Conflict

Conflict 635 Structural Sources of Conflict

Conflict 636 Third Party Roles, Resources, and Ethics

Conflict 651 Conflict Analysis and Resolution for Collaborative Leadership in Community Planning

Conflict 657 Facilitation Skills

Conflict 659 Leadership in Conflict Analysis and Resolution

Conflict 800 Environmental and Public Policy Conflict and Conflict Resolution

Conflict 690/890 Practicum in Conflict Analysis and Resolution

Conflict 812 Advanced Qualitative Research Methods



Publications

"Whose Reality Counts?", with Kem Lowry, The Promise and Performance of Environmental Conflict Resolution, Resources for the Future Press, Washington, DC, 2003.

Building Trust: When Knowledge From "Here" Meets Knowledge From "Away", Policy Consensus Center, Portland State University, Portland Oregon, 2002.

Managing Scientific and Technical Information in Environmental Cases: Principles and Practices for Mediators and Facilitators with Peter Adler, Robert Barrett, Martha Bean, Connie Ozawa, Emily Rudin, 2000, RESOLVE/USIECR/WJCF.

Inside EPA: Risk Policy Report, April 18, 2000, Volume 7, Number 4, Washington, DC. Managing Scientific and Technical Information in Environmental Cases.

"National Marine Fisheries Service, Take Reduction Team Evaluation: An Evaluation of the Negotiation Process" 1999, RESOLVE/Marine Mammal Protection Agency, National Marine Fisheries Service.

Education

2000 Doctor of Philosophy. Conflict Analysis and Resolution, George Mason University, Fairfax, VA.

1986 Master of Science. Conflict Management, George Mason University, Fairfax, VA.

1983 – 1984. Course work in the Harvard Negotiation Project, Romance Languages, and International Studies. Harvard University, Cambridge, MA

1982 Bachelor of Science. Social Sciences, Major - Nonviolent Conflict and Change, Syracuse University, Syracuse, NY.

1976 – 1978. Course work in Peace and World Order Education and international studies, Wilmington College, Wilmington, OH.