

Presenter Bios

ACR Family Section Conference, 2011: A Family Odyssey

Laury Adams founded the Adam's Mediation & Financial Resource Center in 1979. Her professional activities include serving as president of the Texas Association of Mediators, presenting numerous programs for national, state and local conferences and participating in the Academy of Family Mediators training video. Laury developed DivorceSavvySavesMoney, the first interactive software program for divorcing parties to use for determining property settlements and creating parenting plans. She has presented programs for corporations, state and national conferences, and was the featured guest on PBS Houston's "Living Smart" program on Social Security (now available on YouTube). She has received honors for teaching at the University of Houston and for her contributions to the Texas Association of Mediators and The Women's Resource. Websites www.AdamsFinancialInfo.com and www.DivorceSavvy.com.

Sandy Antonovich is the Director of Cooperative Solutions, Inc. a non-profit mediation center in northern Minnesota. She has over eighteen years of experience as a neutral. Her down-to-earth approach makes both clients and professionals comfortable and at ease while working out tough emotional issues.

Evan A. Ash, Jr., B.A., M.Div, M.S. has been a domestic mediator in Kansas' Tenth Judicial District since 1995, and serves as the supervisor for its clinical mediation training programs. He is an Advanced Practitioner member of ACR. Evan currently serves on the ACR Family Section Advisory Council and oversees its monthly teleseminar program. His articles have appeared in ACR Family Mediation News, on Mediate.com, and in other professional publications. As an Episcopal Priest, Evan has served parishes and institutions in Nebraska, Oregon and Kansas. He has taught numerous mediation courses at Johnson County Community College and Missouri Western State University. He is Past President of the Heartland Mediators Association and a member of the Standards/Ethics Subcommittee of the Kansas Office of Judicial Administration's Dispute Resolution Advisory Council.

Sue Bronson has been a mediator, psychotherapist and trainer in Milwaukee, Wisconsin since 1982. Sue is an ACR Family Section Advanced Practitioner member, former chair of the ACR Family Section, and current co-chair of the ACR Elder Dispute Resolution and Decision-Making Section. She is an adjunct professor of Mediation at the University of Wisconsin School of Continuing Education.

Maren Cardillo, a graduate of Fordham Law School, has spent her entire professional career in the field of divorce mediation and is a partner in Divorce Mediation Professionals in New York.

Pascal Comvalius has a human resources background and had his basic and workplace mediation training in The Netherlands and his family mediation training in Minneapolis. He has also studied kinesic interviewing and interrogation. Pascal is a private practice mediator in the United States and Holland.

Glen Crow is a private attorney who focuses on alternatives to promote the interests of children as a Child and Family Investigator, member of an Early Neutral Evaluation/Assessment team, Parenting Coordinator and Qualified Domestic Relations Decision Maker in Colorado. He has also completed the forty-hour mediation training program offered by the Colorado Bar Association. Glenn's legal career began as a Deputy District Attorney in 1982 on the west slope of Colorado where he went on to handle cases in the juvenile court and taught juvenile justice. While in college in the 70's Glenn was a volunteer, volunteer coordinator and relief houseparent at Attention Homes, Inc. in Boulder which awarded him its Tenth Anniversary Certificate of Superior Service in 1976. Glenn currently volunteers as a Court Appointed Special Advocate in the 17th Judicial District of Colorado.

Kate Cullen, MSW, received mediation training from the National Center for Mediation Education, Inc. (NCME). Kate served as executive Director of CALM, Inc. Community Mediation Center in Frederick, Maryland for ten years. Kate conducts trainings for NCME, the Mosaic program, an Affiliate of Sheppard Pratt in Baltimore, and the Maryland Mediator's Convention. She is an adjunct at Mount Saint Mary's University and the University of Baltimore. Kate sat on the Community Mediation Maryland Board for ten years, is a member of MCDR, a volunteer mediator with the Maryland Human Relations Commission, a member of ACR and maintains a private practice in Frederick and Annapolis, Maryland.

Mary Damianakis began her career in the field of mediation 25 years ago. Mary has diverse work experience that includes areas such as labor and banking disputes, religious divorces, cultural conflicts and international family disputes. Mary has extensive experience working with "The Hague Convention" and mediation cases. Mary is currently the President Elect of Family Mediation Canada.

Kitty Duell began her career in the field of mediation 11 years ago. She has diverse work experiences that includes areas such as B2B (business to business), boardroom and work related issues. In the family mediation field, she has experience in marital, divorce, parenting plans and inheritance issues. Her sub-specialization and experience in the International Abduction field and Cross Border Family disputes builds on her International Mediation Masters Program studies where she wrote her thesis on International parental Child Abduction.

Donna Duquette has a full-time mediation practice devoted primarily to mediation of separation and divorce. She taught conflict resolution at the University of Maryland and has presented workshops at state and national conferences. She serves as a mediator and trainer for the Conflict Resolution Center of Montgomery County. A graduate of the University of Michigan Law School, Donna is licensed as an attorney in Maryland and in the District of Columbia.

William A. (Bill) Eddy is an attorney, therapist, mediator, and the President of the High Conflict Institute based in Scottsdale, Arizona. Mr. Eddy provides training to attorneys, mediators, judges, ombudspersons, mental health professionals and others on the subject of high-conflict personalities. He has presented in over 25 states, several provinces in Canada, and in Australia, France and Sweden.

Stephen Erickson, a graduate of the University of Minnesota Law School, is a licensed attorney who works exclusively as a mediator. Since 1977, he has mediated over 5,000 disputes in his private practice and trained thousands of new mediators in the U.S., Canada and England. He was a founding board member and second President of the Academy of Family Mediators. Steve has served on the Board of Directors of ACR and is the current chair of the ACR Family Section. He has given lectures, trainings and workshops on the subject of divorce mediation. He has written numerous books and articles including *The Practitioner's Guide to Mediation: A Client-Centered Approach* published by Wiley & Sons Publishing, and *Mediating Divorce: A Step-by-Step Manual* published by Jossey-Bass, both co-authored with Marilyn McKnight. He is an adjunct professor at William Mitchell College of law and has recently been appointed to the faculty at Augsburg College in Minneapolis, where he teach a course in the Masters of Arts in Leadership Program. Steve received the Bush Leadership Fellowship Award for the study of mediation in 1979. In 2007, Steve and his partner, Marilyn McKnight, were awarded a Certificate of Service from the Minnesota State Bar Association in recognition of their distinguished service as valued contributors to the development and growth of ADR in Minnesota.

John Fiske has been mediating divorces since 1979 and training divorce mediators, with Diane Neumann as Divorce Mediation Training Associates, since 1989. John has written extensively about divorce and marital mediation, family conflict and ways to promote harmony in marriage. John holds a Yale B.A. 1958 and a Michigan Law School LL.B. 1961. He has practiced law in New York and Boston, served as First Assistant Corporation Counsel for the City of Boston and a Massachusetts State Court Administrator. In 1978 and 1979, John and his wife and three children traveled third class in Europe and Asia for a year, sleeping for months in a four person tent. "Talk about an Odyssey," John notes, "Little did I realize I was training for family mediation all that time."

Judith Glasser, Ph.D., is a child and family specialist who conducts psychological assessments and provides treatment to children, adolescents and their families. She has been in practice as a clinical psychologist in the Washington DC metropolitan area for 27 years. A native Washingtonian, Dr. Glasser attended Oberlin College in Ohio where she obtained a BA in Psychology in 1972. She received her Ph.D. in Clinical Psychology in 1979 from the Catholic University of America in Washington D.C.

James Goetz graduated from the University of Wisconsin-Madison with Masters Degrees in both Social Work and Rehabilitation Psychology. He worked for fifteen years as a child/adolescent, individual, marital, and family therapist; and then began working at the Hennepin County Family Court Services in Minneapolis in 1989, performing custody and parenting evaluations and mediations. He attended law school and then left the Court Services to practice family law and to function as a family court guardian ad litem. He was part of the group that developed Minnesota's ENE program that began in Hennepin County, and has served as the program co-coordinator and as one of the lead trainers. He has trained ENE teams in multiple Minnesota Court Districts, as well as in Colorado, Texas, New Mexico and Canada; and has given presentations on ENE at various local and national conferences.

Arline Kardasis is a mediator, trainer and founding partner of Elder Decisions and Agreement Resources, LLC. She mediates family disputes in the areas of eldercare and estate matters as well as divorce. In 2009, Arline was a founding tri-chair of ACR's Elder Decision-Making and Conflict Resolution Section. She has designed and delivered numerous advanced trainings in elder mediation for mediators from around the United States and beyond. She has delivered workshops and seminars in a broad spectrum of settings, including: The American Bar Association, Harvard Law School Program on Negotiation and ACR. Arline has written about family mediation for Mediate.com and, with Rikk Larsen, she co-wrote "When Aging Issues Lead to Family Conflict" for Massachusetts Lawyers Weekly.

Teresa Luetjen Keeler has almost 20 years of experience performing market analysis and relocation services in the corporate sector, and developing community programs and instructional activities for higher education. She holds a Masters in Government Administration from the University of Pennsylvania, where she received a "Best in Class" award for her economic development project. She is a doctoral candidate at Rutgers University, where she is researching family communication and conflict in times of uncertainty, and holds the designations of Certified Relocation and Transition Specialist and Certified Retirement Coach. Her personal experiences with moving and estate settlement led her to start Orella Associates, where she is currently the President. Orella Associates offers life planning relocation analysis and conflict resolution services to individuals and families in transition – those facing layoff, retirement or a major life change – who are wondering where to live or what do next. Orella Associates brings practical solutions to challenging situations so that clients can move forward with less stress, less conflict and more enjoyment.

Martin Krantz, MA has been training mediators for over 30 years and established the National Center for Mediation Education, Inc. (NCME) in the early 1980s. He originally trained around the country with O.J. Coogler in the early 1980s. Since then, Martin has traveled through the U.S. and the Ukraine providing mediation and conflict resolution training. He has been a trainer, presenter, and instructor for the Federal Government, colleges, universities, businesses, AFM, SPIDR, NCME, NICR, AFCC and MCDR. He has been a leader in Maryland and was one of the first paneled family mediators in the state. Martin has appeared on CNN, written newspaper columns and authored two books, *Getting Apart Together* and *Starting Your Own Mediation Practice: a Workbook*. He has the distinction of being one of a small group of non-lawyers who was accepted to the Harvard Law School Mediation Training program. Martin was a founder and the first president of the Maryland Council for Dispute Resolution (MCDR) and the first to obtain MCDR mediator certification in Maryland. Martin is an Advanced Practitioner member of ACR. He was the first recipient of the Sharon M. Pickett Award in 2009 from MCDR for his leadership in the field of mediation. Martin maintains a private practice in Annapolis, Maryland.

Marya Kolman is the Director of Mediation Services for the Franklin County, Domestic Relations and Juvenile Court in Columbus, Ohio and an adjunct instructor with the Moritz College of Law at the Ohio State University where she teaches Negotiations and Interprofessional Collaboration. She was previously a family mediator and a domestic relations attorney in private practice. As an attorney, Marya represented many domestic violence survivors in civil protection order and divorce cases and, as a mediator, she has implemented domestic violence screening and other safety measures in her Court's programs. She is a member of the Legal Task Force of the Columbus Coalition Against Family Violence and volunteers for a domestic violence telephone helpline. Marya holds a law degree from Yale Law School and an undergraduate social work degree from the Pennsylvania State University. She is currently the Sections Director member of ACR's Board of Directors and she previously served on the ACR Family Section Advisory Council.

Francisco Laguna is the founder and president of TransLegal, LLC, an international consulting firm, and a principal of Martin Laguna, a Washington, DC-based dispute resolution firm. He is an experienced mediator who routinely mediates financial and tax-related matters. He is also a Certified Divorce Financial Analyst (CDFA), a designation focusing on the United States tax legislation affecting divorcing parties. For the past 10 years, he has assisted clients and their counsel structure divorce financial settlements and separation agreements from the tax and financial perspective, including determining the tax consequences of certain property transfers incident to divorce, and the calculation of appropriate levels of alimony and child support. He facilitates the impartial valuation and division of foreign property and assets in cases involving international parties. Additionally, he conducts financial document reviews to distinguish pre-marital, non-marital and marital assets as well as to address dissipation claims.

Lisa Maasch is the Program Director of Cooperative Solutions, Inc., a non-profit mediation center in northern Minnesota. She has twenty plus years of experience in both the legal and mediation professions. Her friendly and open style makes her a very sought after neutral.

Rebecca T. Magruder is a mediator, collaborative attorney and trainer in private practice in the greater metro St. Louis, Missouri area. She is an ACR Family Section Advanced Practitioner and a former chair of the ACR Family Section. She is an adjunct assistant professor of mediation at St. Louis University School of Law.

Lenard Marlow, J.D., a graduate of Columbia Law School, is a Fellow of the American Academy of Matrimonial Lawyers and Past-President of the New York State Council on Divorce Mediation. He has presented numerous workshops and trainings, and written books and articles, on the subject of divorce mediation, including *Divorce Mediation – A Practice In Search of A Theory*, published by Harlan Press and *Divorce Mediation: A New Vision of the Law*.

Judith McKay, J.D., Ph.D., is an Associate Professor and the Chair of the Department of Multidisciplinary Studies and the Director of Community Resolution Services at Nova Southeastern University. She is currently undertaking research in multiculturalism and diversity in communities, and narratives as it relates to mediation and community peace. Her other research interests include: strategic community planning, conflict and crisis management, organizational conflict, public policy, mediation models, family and community violence, and graduate experiential learning.

Marilyn S. McKnight, M.A. is a mediator, trainer and author who has practiced exclusively in the field of mediation since 1977 after an extensive career in public social work. She received the Bush Leadership Fellowship Award for the study of mediation in 1987 and is a leader in promoting the Client –Centered model of mediation. In 1988, Marilyn was elected to the board of the Academy of Family Mediators where she began the movement toward the voluntary certification of mediators and later served as President of the Academy. She and her partner, Steve Erickson, were awarded the Distinguished Mediator Award by AFM for their outstanding contributions to the field of mediation. In April, 2006 Marilyn was elected the Board of Directors of ACR and served as President of ACR in 2007-2008. She and Steve have also co-authored five highly successful books on mediation. Marilyn has taught course as an adjunct professor at the University of Minnesota School of Social Work, at William Mitchell College of Law in St. Paul, Minnesota, and in the Master of Arts in Leadership program at Augsburg College in Minneapolis, Minnesota.

Solveig Erickson Mayer, MSW has worked in the field of mediation for 17 years. For her Masters of Social Work thesis, she conducted a qualitative program evaluation of the divorce education program provided by Erickson Mediation Institute (EMI). She co-authored the article “Mandatory Divorce Education Classes: What do the Parents Say,” published in the William Mitchell Law Review in 2001. She has taught as an adjunct professor at William Mitchell College of Law, taught divorce education classes, and presented at ACR conferences in the past. She continues to work in all aspects of EMI including marketing, management and client services.

Jim Melamed is the founder and CEO of Mediate.com. Jim served as Executive Director of the Academy of Family Mediators from 1987-1993 and is Past-Chair of the Oregon Dispute Resolution Commission. Jim has been mediating since 1983 and offers family and organizational mediation services in the western United States. He emphasizes maximum problem-solving and use of the Internet. Jim holds a B.A. with honors from Stanford University in Psychology (1978) and a J.D. degree from the University of Oregon School of Law (1982). Jim received the 2007 John Haynes Distinguished Mediator Award from ACR. Jim teaches mediation and online dispute resolution at the Pepperdine School of Law and at the University of Oregon.

Diane Neumann, Esq. began Diane Neumann & Associates: Divorce Mediation Services in Watertown, Massachusetts in 1981. She is the author of two highly acclaimed books, *Divorce Mediation: How to Cut the Cost and Stress in Divorce* and *Choosing a Divorce Mediator*. In addition to her practice, she has been training mediators since 1987. Diane’s areas of expertise are two-fold: complex financial and tax matters and difficult custody and parenting issues. She is Past President of the Academy of Family Mediators as well as the Massachusetts Council on Family Mediation. She holds Juris Doctorate and a Masters of Arts in Counseling degrees. Her previous experience as a couples and family counselor and Internal Revenue Service Representative, as well as being an attorney, make her uniquely suited to help people reach a fair settlement. **Website:** <http://www.divorcemed.com>

Kenneth Neumann comes to the mediation field having had training both as a child psychologist and a family therapist. Ken has been working in the field of divorce for more than 40 years. He started doing mediation in 1982 and was one of the founders of the Center for Family and Divorce and Mediation. Ken’s focus has been on tough cases, and he is frequently called in to work with such couples. Ken has been in the forefront of developing new mediation techniques and processes including Team Mediation where both mediator and attorneys actively participate in the process from the beginning. He has developed a detailed model on how to break deadlock in the typical custody case. Ken is an active trainer and has been involved in the training of hundreds of mediators and has supervised countless mediators in their work. He is also a frequent presenter at mediation conferences. Ken has served on numerous boards including the New York State Council on Divorce Mediation, the Family & Divorce Mediation Council of Greater New York, the ACR Family Section Advisory Council, the Association of Divorce Financial Planners and Child Find of America, Inc.

Dottie Painter is an attorney and mediator in private practice who works extensively with gay, lesbian, bi-sexual and transgendered clients (GLBT) in family, personal planning and elder matters. She is the former Student Life Services Director for Gay Lesbian and Bi-Sexual Students at the Ohio State University and she was also an adjunct instructor. Dottie holds a law degree and Ph.D. in Communications from The Ohio State University. Dottie is the Diversity & Equity point person for ACR's Elder Decision Making and Conflict Resolution Section. She serves on the Board of Directors of the Buckeye Region Anti-Violence Organization, a non-profit organization providing services to GLBT clients who are victims of hate crimes and domestic violence. She has given presentations on mediation, communication styles and GLBT issues for ACR conferences, courts, state and local bar associations, and academic classes.

Elinor Robin, Ph.D. is a Florida Supreme Court Certified mediator and Mediation Trainer specializing in divorce and workplace disputes. With natural wit and wisdom, Elinor brings her students and her clients the benefit of her keen insight into interpersonal dynamics, expertise in small business and entrepreneurship, and over 20 years of experience within the family, civil, criminal and juvenile courts. Elinor, a co-founder of A Friendly Divorce, holds a Ph.D. in psychology with a specialization in Conflict Management and licensure as both a Mental Health Counselor and a Marriage and Family Therapist.

Shelley A. Sackett is an attorney licensed in Massachusetts and Colorado who practices exclusively in divorce and family mediation. She utilizes the co-mediation model in both her private practice and her volunteer work with two community mediation programs. Shelley is also adjunct faculty at Salem State University teaching "Interpersonal Skills for Managers" in the Management Department of the Bertolon School of Business.

Donald Saposnek, Ph.D. is a clinical-child psychologist, child custody mediator, family therapist, parent and family educator, and school consultant, in private practice for 39 years. He is the author of the class 1983 book, *Mediating Child Custody Disputes* (San Francisco: Jossey-Bass; revised in 1998). As director of Family Mediation Service of Santa Cruz, he managed the family court services for 17 years, and has mediated more than 4,500 custody disputes in both the public and private sectors since 1977. He is the editor of ACR's Family Mediation News and has published extensively in the professional literature on child custody and child psychology, and he serves on the editorial boards of the Family Court Review and Conflict Resolution Quarterly journals. He is a national and international trainer of mediation and a teacher of child development and, for the past 33 years has taught on the psychology faculty at the University of California at Santa Cruz, teaching numerous courses across the fields of child development, including Childhood Psychopathology, Children and Divorce, and The Psychology of Conflict and Its Resolution. He also has been teaching parenting workshops to local schools for over 36 years. Don is the 2002 recipient of ACR's John M. Haynes Distinguished Mediator Award, the 2002 recipient of the Monterey Bay Psychological Association's Outstanding Psychologist Award, and the 2003 recipient of the California Psychological Association's Award for Distinguished Contribution to Psychology as a Profession.

Mark T. Schaefer, Ph.D. is a Licensed Psychologist and a Licensed Marriage & Family Therapist in private practice. One half of his caseload is in marriage therapy, a portion of which is with divorce-declared couples, referred by mediators, attorneys and Family Court Judges. In addition to helping individuals and couples cope with the divorce process in the pre and post-divorce stages, he is developing a model of “Marriage Closure Therapy” to provide brief, time-limited assistance to help couples move beyond emotional impasses in their relationship. He is also an adjunct Clinical Professor of Family Medicine for the Department of Family Practice & Community Health, University of Minnesota Medical School, Fairview-University Family Practice Residency Training Program where he was awarded the “Teacher of the Year – Adjunct Faculty” in 2010.

Robert Smith is a mediator and family law attorney licensed in Colorado and Oregon, primarily working as a Child and Family Investigator, Child Legal Representative, and as a member of the 17th Judicial District Pilot Project ENE Team. He formerly served as the Office of Dispute Resolution Projects Manager in the State Court Administrator’s Office, administering the Federal Access & Visitation grant in Colorado for five years. A member of the Family Section since AFM days, he currently serves as President of the Association of Family and Conciliation Courts (AFCC).

John Spiegel, an experienced family-law attorney, has devoted his practice exclusively to divorce mediation since 1996. A graduate of Yale Law School, he served as Adjunct Professor of Law at American University and has taught course in mediation and in conflict resolution at the University of Maryland School of Social Work and at the University of Maryland at College Park. John has a special interest in issues connected with learning disabilities, ADHD, and divorce.

David Spofford, JD. Is a Florida Supreme Court Certified Family Mediator and Mediation Trainer. He is co-founder of A Friendly Divorce. Prior to becoming a mediator, David’s career included law practice in Texas and Florida, and time as a software engineer for a large corporation. David’s education includes a Doctorate of Jurisprudence, a Masters of Computer Science, a Bachelor of Business Administration, a Certificate in Professional Coaching, and years of studying various personal growth modalities.

Pam Staples has earned a Master’s Degree (1984) and a doctoral degree (1992) in psychology. She has worked in a variety of settings in her 27 years of practicing psychology. Early in her career she worked in clinics and hospitals and developed a passion for working with children, adolescents, and families. She honed her family therapy skills during the five years she worked at Abbott Northwestern Hospital as a group and family therapist on an adolescent inpatient unit. From there, she entered private practice and has continued to work with children, adolescents, couples and families. Dr. Staples has encountered many “fractured” families who have had difficult passages through the divorce process. She has developed some methods and means by which to help these

families repair, recover and heal so they can become healthier and more whole as individuals and members of expanded families.

Marcia Sweedler is an Assistant Professor in the Department of Conflict Analysis and Resolution at Nova Southeastern University. She is the former editor of *The Fourth R*, the publication for the Education Section of ACR, and has presented at national conferences for ACR, National Association for Mediation in Education, SPIDR, Principals' Associations, Superintendents' Training Institutes and the Association of South Florida Mediators and Arbitrators. Marcia is an experienced practitioner in mediation, facilitation and training and was the Director of Conflict Resolution and Mediation Services for Fairfax County Public Schools. She has an MS and BA from Brooklyn College of the University of the City of New York and a Ph.D. from the University of Maryland.

Melinda Taylor is the Court District Administrator in the 17th Judicial District, Adams and Broomfield counties, in the northern Denver metro area. She is responsible for oversight of the court budget, personnel, and case management operations of the court; and is the person responsible for establishing ENE in Colorado and bringing members of the Hennepin County, MN, Family Court Services to the state to train ENE teams. Prior to joining the 17th, she worked for the Colorado State Court Administrator's Office as the Staff Development Coordinator responsible for the training and education of judges, magistrates and court staff. She received a Masters of Science in Legal Administration from the University of Denver, College of Law in 1994.

Marcia E. Tannenbaum, Esq. is an attorney, mediator and collaborative professional in Worcester and Westborough, Massachusetts who has been mediating divorces in Worcester County since 1994. Marcia holds both B.A. and M.A. degrees in English from Simmons College, Boston. She is a graduate of The University of Connecticut School of Law and a member of the Connecticut and Massachusetts Bars. Marcia has extensive experience in Domestic Violence work. She has developed and taught college course on Law and Literature. In the winter of 2012, she will be offering a course on *The Lawyer as Hero, The Lawyer as Lout, The Lawyer as Human* at the Worcester Institute for Senior Education. For ten years she taught an adult education course which she created entitled *So You Think Your Want to Get Divorced in Massachusetts?* Marcia lives with a rescue beagle named Annie who is learning to play Scrabble.

Paula J. Trout J.D., is President and CEO of Alternative Dispute Resolution Forums and has worked in the field of conflict resolution for over twenty-five years. She has served in the capacity of attorney, arbitrator, mediator and trainer in dispute resolution, and has mediated well over 2,000 cases. In addition to private practice, Paula has provided mediation services for the Department of Homeland Security, Equal Employment Opportunity Commission, United States Postal Service, Department of Energy, Environmental Protection Agency, Nationwide Insurance, KeyBridge Foundation, RPB Associates, DeMars & Associates, CDRS, Ohio Department of Education, and state and local courts. She is an Adjunct Professor at DeVry University and Keller Graduate School of Management where she teaches negotiation, conflict management, principles of ethics, business

law and business policy. Paula has served on ACR's Board of Directors and Executive Committee as Treasurer and Secretary. She is a former Chair of ACR's Family Section and presently serves on ACR's Ethics, Certification, Finance and Diversity Committees.

Irena Vanenkova is the Executive Director of the International Mediation Institute (IMI). Irena is a CEDR-Accredited Mediator (1998) and the holder of a MATA Advanced Mediation Certificate. Irena holds the English Tutor Diploma of the Linguistic University of Moscow (1983), a Bachelor of Economics Degree from the Moscow Institute of Business Studies (1997), and a Diploma in Public Relations Management from the Moscow State University (2001). Irena's prior career included positions as the Commercial Projects Manager–Russia for International Distillers & Vintners Limited (1992-1997), Deputy Chief Representative-Russia of CDR International (1997-1998), and Public Relations Manager of IKEA Russia (1999-2006). Irena is a Russian citizen.

Christy Cumberlander Walker is the Coordinator for the Access Visitation and Juvenile Domestic Violence Mediation Programs at Franklin County Ohio Domestic Relations and Juvenile Court. She has also provided mediation and training services for the United States Postal Service, United States Department of Agriculture, Ohio Department of Education, Columbus City Attorney's Office, Supreme Court of Ohio, Ohio State University and others. She has conducted workshops, training programs and seminars throughout the United States and in Scotland on mediation, conflict assessment, dispute resolution, domestic abuse issues and cultural awareness and responsibility. Christy served on the planning committee for the Capital University Law School conference of Minority Professionals in Dispute Resolution, the ACR Family Section Advisory Council and the ACR Sections Relations Task Force. She is currently co-chair of the ACR Court Section.

Sue Waters is a Licensed Professional Counselor in private practice in Denver, specializing in psychotherapy for couples, individuals and families regarding marital, divorce and stepfamily issues. She established the Parenting After Divorce parenting education program in 1993 and served as its Executive Director until April 2000. She currently is a consultant to PAD, teaches PAD Level I and Level II seminars, and serves in the roles of Child and Family Investigator, Parenting Coordinator and Decision Maker. Sue participated in the Early Neutral Evaluation (ENE) Assessment Pilot Project in Colorado's 17th Judicial District following ENE trainings in Colorado and Minnesota. She is currently the mental health member of one of two teams now providing ENE in Colorado's 17th Judicial District. She is a member of the Metropolitan Denver Interdisciplinary Committee, the Association of Family and Conciliation Courts (AFCC) and the Colorado Chapter of AFCC.

Katherine Webster-O'Keefe began practicing family law in 1983 and had more than 20 years of experience as an adversarial lawyer. For the past 8 years, she has limited her family work to mediation and co-mediation with a clinical psychologist.

Rod Wells started mediating in the laboratory of his childhood family system. The sand box, sandlot, and Monopoly Board were his first mediation trainings. Since those early formative years, Rod has accumulated a diverse knowledge base to help his mediation practice. His experience, background and training in mediation, business, financial planning and relationship dynamics all support his work with business partners, marriages and families. Rod has served on the board of the Family & Divorce Mediation Council of Greater New York, is Past-President of the New York State Council on Divorce Mediation and President (and founding member) of the New York chapter of Association of Family and Conciliation Courts (AFCC). He is an Advanced Practitioner with ACR, Accredited Mediator with NYSCDM, a Certified Financial Planner certificant, and a Financial Neutral in collaborative divorce cases. When Rod isn't mediating, he marries couples and teaches couples and family relationship courses with his wife, Sandy.