

**Profession:**

Mediator, Arbitrator, Approved Trainer, Hearing Officer & Adjunct Law Professor

**Work History:**

Partner and Co-founder, Associates in Dispute Resolution LLC, 1999-present; Adjunct Professor, Alternative Dispute Resolution (Interviewing & Counseling, Negotiation, Mediation and Arbitration) Washburn University School of Law, Spring Semesters 2007-2012; Special General Counsel/Legislative Liaison, Midland Group, 1990-03; General Counsel/Litigation Director, Kansas Legal Services, Inc., 1973-01; Litigation Director, Farmer Assistance Counseling and Training Service (FACTS), 1984-01; Director/Mediation Coordinator, Midland Mediation & Settlement Services, 1995-01; Officer, United States Air Force, 1966-70.

**Alternative Dispute Resolution Experience:**

Has served as a Mediator/Arbitrator in more than 4,000 matters arising in federal, state and administrative agencies. These matters include civil rights, commercial law, consumer fraud, consumer protection violations, contract law, constitutional law, construction law, corporate dissolution, domestic relations, domestic relations division of assets, employment law, environmental law, fair debt collection practices, fair housing, FLSA, insurance claims/bad faith, international disputes, material and latent defects, malpractice, labor law, lemon law, personal injury, public policy residential construction, real estate, truth-in-lending, workers' compensation, Section 1981 and 1983, toxic tort, regular education/special education disputes, securities, water law issues, wills, trusts and estates, zoning disputes, and design and development of internal dispute resolution systems. Settlements have ranged from a few thousand dollars to several million dollars.

Approved by the Kansas Supreme Court as a mediator and mediator trainer in all categories. Serves on arbitration panels for the American Arbitration Association, FINRA and National Arbitration Forum. Certified by the Kansas Department of Education as an approved special education mediator and due process hearing officer.

**Multi-Party Dispute Resolution Experience:**

Resolved numerous collective/class actions involving consumer/merchandising practices act violations, employment discrimination; FLSA; multi-party cases involving asbestos contaminants, personal injury, toxic tort, product liability and contract/construction disputes.

**Litigation Experience:**

More than 27 years' civil litigation experience in state and federal courts. Primary areas of practice include civil rights, constitutional law, and general civil litigation. Has successfully litigated several class action civil rights matters in both state and federal court, including the establishment of due process rights for individuals facing mental health commitment, and conditions-of-confinement in state and local institutions. Has served as lead trial counsel in hundreds of federal and state trial proceedings and administrative law matters including: civil rights, contract law, consumer fraud, consumer protection violations, corporate liability issues, constitutional law, domestic relations, fair debt collection practices, fair housing, material and latent defects, lemon law, Native American law, residential contract and construction, real estate law, truth-in-lending, Section 1983, and special education disputes.

**Professional Licenses:**

Admitted to the Bar: Kansas and Missouri  
U.S. Court of Appeals, Tenth Circuit  
U.S. District Court: District of Kansas  
U.S. District Court: Western District of Missouri  
Kickapoo Tribal Court

**Professional Associations:**

American Bar Association (Dispute Resolution, Labor & Employment, Tort Trial & Insurance Section, Trial Tort & Insurance Sections, Immediate Past-Chair Family Law Section ADR Committee)  
American Arbitration Association (Commercial & Employment Panels);  
FINRA Dispute Resolution;  
International Academy of Mediators (Distinguished Fellow & Governor)  
International Mediation Institute  
Chair, Kansas Supreme Court's Council on Dispute Resolution  
Kansas Appleseed (Board of Directors)  
Kansas Bar Association (Alternative Dispute Resolution Section, Past-President);  
Kansas Association of Counsel for Children (Past-President);  
Kansas Trial Lawyers Association;  
Topeka Bar Association (Alternative Dispute Resolution Committee, Past-Chair);  
Kansas Supreme Court Advisory Committee on Dispute Resolution  
Kansas Supreme Court Advisory Committee on Child Support Guidelines  
Kansas Supreme Court Advisory Committee on High-Conflict Dispute Resolution  
Kansas City Metropolitan Bar Association;  
Heartland Mediators Association  
Charter Member, Mediators Without Borders  
Charter Member, National Academy of Distinguished Neutrals  
National Arbitration Forum;

**Education:**

Washburn University (BBA, 1966);  
Washburn University School of Law (JD, 1973);  
University of Washington School of Law (LLM, 1976).

**Recent Publications:**

Author, *Successful Settlements that Last: How Mediation Best Practices Techniques Can Improve Your Settlement Strategy*, Trial Tort & Insurance Section Committee News, Fall 2011.  
Author, *The Evolution of Commercial Mediation in the Midwest: Best Practices, Confidentiality and Good Faith*, Journal of the Kansas Bar Association, January 2010;  
Co-author, *Mediation Round Table: Improving the Quality and Effectiveness of Mediation*, Kansas Trial Lawyers Association Journal, Volume 26, Number 4, March 2003.  
Co-author, *The Changing Face of Arbitration: What Once Was Old is New Again*, Journal of the Kansas Bar Association, August, 2003  
Co-author, *Discrimination in the Workplace: How Mediation Can Help* American Arbitration Association Journal, February-April, 2000 (republished as a Chapter in the Handbook on Employment Arbitration in ADR, Second Edition, Jurist, LLC 2010)

**Recent Awards:**

Has received the Governor's Award for Exemplary and Distinguished Service to Children and Families.

He was elected in 2011 as Chair of the Kansas Supreme Court's Dispute Resolution Council

He has twice received the Kansas Bar Association's Outstanding Service Award.

He is a 2009-2011 *Super Lawyer* in Kansas and Missouri.

He is a 2011 Who's Who of International Commercial Mediators

**Speaking Engagements (2011-2012):**

Adjunct Professor, Alternative Dispute Resolution (3-hour Course), Washburn University School of Law, Winter-Spring, 2007, 2008, 2009, 2010, 2011 and 2012.

**2012**

Washburn University School of Law, *Empowering Children in Mediation*, Topeka, Kansas, January 4, 2012.

Presented: *Alternative Dispute Resolution and Child Advocacy*.

Kansas Bar Association, Focus on Solo and Small Firm CLE, McPherson, Kansas, January 13, 2012, *Ethical Advocacy in Mediation (Ethics and Professionalism)*. Panelists included Kathy Perkins, Larry Rute and Arthur Thompson.

Memphis University School of Law, *Civil Mediation Best Practices*, Memphis, Tennessee, January 27, 2012.

Panelists included: Karen Hobbs, Mike Young, Jim Readey, Paul Iacono and Richard DeWitt.

Associates in Dispute Resolution, Topeka, Kansas, Advanced Strategies for Successful Mediation, September 28, 2012. Presented: *Mediation When Money Matters: Techniques for Successful Monetary Settlement*

Kansas Bar Association, 2012 KBA Alternative Dispute Resolution CLE, Topeka, Kansas, November 16, 2012.

Presented: *Mediating the Multi-Party Fair Labor Standards Act Case*. Panelists included: Michael A. Hodgson, Heather M. Lake and Larry Rute.

University of Missouri Kansas City School of Law, Kansas City, Missouri, November 27, 2012. Presented: *Techniques for Mediating the Successful Employment Discrimination Settlement*.

**2011**

Washburn University School of Law, *Empowering Children in Mediation*, Topeka, Kansas, January 6, 2011.

Presented: *Alternative Dispute Resolution and Child Advocacy*.

University of Kansas School of Law, *Mediation—The Basics: An Employment Law Perspective*, Lawrence, Kansas, March 4, 2011.

National Association of Credit Management Training, Kansas City, Missouri, March 9, 2011. Presented: *Commercial Mediation: The Basics*.

University of Missouri, Kansas City, March 30, 2011, *Civil Mediation Training (Coaching)*

ABA Section of Dispute Resolution 13<sup>th</sup> Annual Spring Conference, Denver, Colorado, April 13-16, 2011.

Presented: *It's all his Fault! Mediating Employment Disputes* (Panel). Panelists: Kathy Perkins, Susan Hammer and Larry Rute.

KCMBA 2011 Employment Law Update, Kansas City, Missouri, May 25, 2011. Presented: *Successful Settlements that Last: How Mediation Best Practices Techniques Can Improve your Settlement Strategy*.

The Inn of Court, Belfast, Northern Ireland, *ADR in Family Law—An American Perspective*, Belfast, Northern Ireland, September 7, 2011.

Associates in Dispute Resolution LLC, Annual Conference, Topeka, Kansas, September 30, 2011. Presented *Techniques for Successfully Mediating the Multi-Party Case*.

National Association of Credit Management, *Commercial Mediation & Arbitration—The Basics*, Branson, Missouri, October 21, 2011.

Office of Judicial Administration Regional Judge's Training, *The Basics of Judicial Settlement Conferences*, Manhattan, Kansas, November 9, 2011.

Kansas Bar Association Alternative Dispute Resolution Section, Annual Presentation, *Negotiation & Mediation Ethics* with, Lenexa, Kansas, November 18, 2011. Panelists included Kathy Perkins, Art Thompson & Larry Rute  
Johnson County Community College, *Proactive Risk Management Through Early Dispute Resolution*, Overland Park, Kansas, November 30, 2011. Panelists included Tamra Wilson-Setser and Larry Rute.

#### **2010 and Prior Years**

For additional speaking engagement events, please visit our web site at [www.adrmediate.com](http://www.adrmediate.com)

#### **Advanced Dispute Resolution Training:**

Has completed three separate 40-hour civil mediation training programs provided by the Kansas Bar Association; Kansas Department of Education, Special Education Mediation Training and Due Process Hearing Officer Training. U.S. Postal Service "Redress" Mediation Training, St. Louis, Missouri; U.S. Department of Justice, ADA Mediation Training, St. Louis, Missouri; U.S. District Court, Western District of Missouri, Advanced Mediation Training; and, Topeka Bar Association, Arbitration Training (40-hour).

Other advanced dispute resolution training events in which he has participated:

#### **2012**

International Academy of Mediators, 2012 Spring Conference, Washington, D.C., April 15-18, 2012.  
American Arbitration Association, Dispute Resolution Section 14th Annual Spring Conference, Washington, D.C., April 18-21, 2012.  
Kansas State Department of Education, Tri-State Special Education Law Conference, Omaha, Nebraska, November 8-9, 2012.  
Kansas Bar Association, 2012 Legislative Conference (Ethics Presentation), Topeka, Kansas, November 15, 2012.

#### **2011**

Kansas City Metropolitan Bar Association, *Update on New Rule 17 and Winning at Mediation*, Kansas City, Missouri, February 22, 2011.  
International Academy of Mediators Spring Conference, *Communication in Mediation*, Napa, California, May 5-7, 2011.  
American Arbitration Association, *Managing the Dynamics of a Multi-Party Case*, Chicago, Illinois, July 14, 2011.  
International Academy of Mediators, Fall Conference, Austin, Texas, November 10-12, 2011.

#### **2010 and Prior Years**

For additional training events for 2010 and prior years, please visit our web site at [www.adrmediate.com](http://www.adrmediate.com)