

**E. PATRICK MCDERMOTT**  
**Professor of Management and Legal Studies**  
**Franklin P. Perdue School of Business**  
**Director of Research and Evaluation**  
**Center for Conflict Resolution**  
**Salisbury University**  
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<http://ssrn.com/author=1182298>

**EDUCATION:**

- Doctor of Philosophy (PhD.), 1998 – The George Washington University, School of Business and Public Management, Washington, D.C. Major: Human Resources Management, Minor: Organizational Behavior.
- Masters of Law (LL.M.), 1988 - New York University School of Law, New York, N.Y.
- Juris Doctor (J.D.), 1984 - Rutgers - Newark School of Law, Newark, New Jersey.
- Masters of Science (M.S.), 1980 - New York State School of Industrial and Labor Relations (ILR) at Cornell University, Ithaca, New York. Major: Collective Bargaining, Minor: Comparative Industrial Relations Systems.
- Bachelors of Science (B.S.), 1978 - New York State School of Industrial and Labor Relations at Cornell University, Ithaca, New York. Major: Industrial and Labor Relations.

**PROFESSIONAL EMPLOYMENT:**

- August 2011 – Present: Professor, Franklin P. Perdue School of Business, Salisbury University; Director of Research and Evaluation, Center for Conflict Resolution, Salisbury University.
- August 2004 – Present: Associate Professor, Franklin P. Perdue School of Business, Salisbury University; Director of Research and Evaluation, Center for Conflict Resolution, Salisbury University.
- August 2007 – August 2008 – Fulbright Lecturer in Law, East China University of Political Science and Law, Shanghai, China. Taught International Commercial Arbitration; Comparative Employment Relations Systems – The U.S. and China.
- August 2000 – August 2004: Assistant Professor, Franklin P. Perdue School of Business; Director of Research and Evaluation, Center for Conflict Resolution.
- July 1997 - August 2000: Assistant Professor – Hood College, Frederick, Maryland; MBA Program Director from 1998 to 1999. Also taught adjunct courses in Dispute Resolution Systems Design at the University of Baltimore and Negotiation at The Executive MBA Program at Loyola University and at The School of Business and Public Management at The George Washington University.
- August 1997 to present – Law Office of E. Patrick McDermott LLC – represent employees and select employers in area of labor employment law.
- November 1993 - July 1997: Associate General Counsel, ABC, Inc. division of The Walt Disney Company. Represented a Fortune 100 corporation in its film, broadcast/cable television, radio and newspaper operations. Responsibilities included negotiation,

arbitration, and administration of collective bargaining agreements; employment litigation in local, state and federal courts and administrative agencies, employment contracts, and intellectual property issues.

- April 1989 - November 1993: Associate and then voted Partner, Labor and Employment Law Department, Weinberg and Green, Baltimore, Maryland. Represented a broad range of clients across numerous major and local corporations and nonprofit organizations in all areas of labor and employment law. Trained associate attorneys and served as a member of firm's Associates Committee and Practice Development Committee. Developed and presented numerous public and client seminars on various aspects of labor and employment law. Evaluated attorneys' performance. Argued cases in state, federal and administrative forums including the U.S. Fourth Circuit Court of Appeals.
- April 1988 - December 1989: Attorney, Law Offices of Gerald Dorf, Rahway, New Jersey. Represented a broad range of municipalities in all areas of public sector labor and employment law including public sector interest arbitration.
- December 1985 - April 1988: Labor Relations Attorney, Pan-American World Airways, New York City, New York. Served as labor relations attorney responsible for employee relations for major U.S. airline including first chair labor arbitration.
- April 1983 - December 1985: Senior Personnel Administrator, Johnson & Johnson, New Brunswick, New Jersey. Responsible for corporate recruiting and later served as employee benefits liaison at collective bargaining negotiations for a major multinational corporation.
- September 1980 - April 1983: Field Examiner, National Labor Relations Board, Region 22, Newark, New Jersey. Served as U.S. government field agent responsible for the enforcement of the National Labor Relations Act.

## **PUBLICATIONS:**

### **BOOKS:**

- Alternative Dispute Resolution in the Workplace. (1996) Primary Author with Dr. Arthur Berkeley. Westport: Quorum Books. (In Print)

### **BOOK CHAPTERS:**

#### **Refereed:**

- *The Chinese Industrial Relations System* in Townsend, K. and Wilkinson, A., (2011) The Edward Elgar Research Handbook on Work and Employment Relations, Edward Elgar, Cheltenham.
- *Applying the Comprehensive Model to Workplace Mediation Research* in Hermann, M. (2006) The Blackwell Handbook of Mediation: Bridging Theory, Research and Practice, pp. 148 – 173. Blackwell, New York, with Dr. Brian Polkinghorn.
- *Has the EEOC Hit A Home Run? An Evaluation of the EEOC Mediation Program from the Participants' Perspective*, (2002) Advances In Industrial and Labor Relations, Volume 11, pp. 1-40, Elsevier Press – JAI, Oxford, Primary Author with Drs. Mollie Bowers, Ruth Obar, Anita Jose, and Brian Polkinghorn.

### **Other:**

- *Interference With Employee Rights*, (1990) National Labor Relations Act: Law and Practice Volume I, Matthew Bender (In Print).

- Railway Labor Act Law and Practice, Contributing Author, Edited by Professor Douglas Leslie, Bureau of National Affairs, 1996. (In Print).

### **JOURNAL ARTICLES:**

#### Refereed:

- Management and Organization Review, *Transformation of State-Owned Enterprises in China: A Strategic Action Model*, Forthcoming with Runtian Jing, University of Electronic Science and Technology of China. *Accepted and Forthcoming*.
- Negotiation and Conflict Management Research, 2012, Vol. 5, No. 4, *Discovering The Importance of Mediator Style – An Interdisciplinary Challenge*, pp. 340-353, Invited Author.
- Journal of International Business Ethics, 2011, Vol. 4, No. 1, *Personal Values, Behavior and Conflict Resolution Styles: A Study of Contemporary Mainland Chinese Business Students*, Invited Author with Ken Bowlby and Dr. Ruth Obar.
- Journal of Labour and Industry, August 2010, Vol. 21, No. 1, *Chinese Labor Contract Arbitration: No Union, No Problem*, with Dr. Jinyue Sun and Dr. Ruth Obar.
- Journal of Current Research in Global Business, Fall 2009, Vol. 12, No. 18, *A Comparison Of Contemporary Chinese And American Undergraduate University Students' Value And Work Attitudes: A Crossvergence*, with Dr. Ruth Obar.
- Journal of Dispute Resolution, 2005, Vol. 1, – *The Influence of Procedural and Distributive Variables on Settlement Rates in Employment Discrimination Mediation*, Primary Author with Dr. Danny Ervin.
- Harvard Negotiation Law Journal, Spring 2004, Vol. 9, - *What's Going On in Mediation: An Empirical Analysis of the Influence of a Mediator's Style on Party Satisfaction and Monetary Benefit*, Primary Author with Dr. Ruth Obar. Reprinted in part in ADR in the Workplace, Cooper, Nolan and Bates, Second Edition at pp. 714-717, Thomson-West (2005).
- Wayne Law Review, Fall 2002, Volume 48, No. 3 - *Workplace Dispute Resolution After Circuit City: A Complainant's Perspective On Employer Dispute Resolution Program's Requiring Mandatory Arbitration*, Primary Author with Dr. Ruth Obar.
- Cleveland State Law Review, Spring 2001, Volume 49 - *Sexual Harassment in the Workplace: How Arbitrators Decide*, with Dr. Mollie Bowers.
- Southern Law Journal, Fall 2000, Volume X, No. 1 – *Sexual Harassment Policy in the Workplace: A Reevaluation*, with Dr. Anita Jose.
- The Labor Lawyer, Spring 1994, Volume 10, No. 2 - *IRCA: Pitfalls And Traps In Existing Hiring Procedure* pp. 239 – 251, with David Morris, Esq.

#### Other:

- Journal of Industrial Relations, November 2009, Vol. 51 No. 5- Review of Greg J. Bamber, Jody Hoffer Gittel, Thomas A. Kochan, Andrew Von Nordenflycht, *Up In The Air: How Airlines Can Improve Performance By Engaging Their Employees*. Ithaca, N.Y.: ILR Press, 2009.
- Alternative Resolutions, State Bar of Texas Alternative Dispute Resolution Section, August 2005, Vol. 14, No. 3 – *Summary Of Research On Mediation Program of U.S. Equal Opportunity Commission*, pp. 4 – 6.  
<http://www.texasadr.org/SUMMER%2005.pdf>

- American Law Institute-American Bar Association's Practice Checklist Manual on Alternative Dispute Resolution, January 2002 – *Arbitrating Sexual Harassment Discipline Pursuant to Collective Bargaining Agreements*, with Dr. Mollie Bowers and W. Sue Reddick.
- Dispute Resolution Journal, November 2000 – January 2001- *Just Cause in the Arbitration of Sexual Harassment Cases*, with Dr. Mollie Bowers and W. Sue Reddick.
- Practical Litigator, March 2001, Volume 12 – *Arbitrating Sexual Harassment Discipline Pursuant to Collective Bargaining Agreements*, with Dr. Mollie Bowers and W. Sue Reddick.
- Dispute Resolution Journal, January 1995 - *Using ADR To Resolve Employment Disputes*, pp. 8-13, reprinted in Employment Law Counselor, Issue No. 78 (April 15, 1996), pp. 2-7.
- Labor Law Journal, - November 1993, *The Family and Medical Leave Act of 1993*, pp. 673 - 684 with Marilyn B. Katz, Esq.
- Labor Law Journal, - December 1992, *The Second Golden Age of Employment Arbitration*, pp. 774 – 779, with Dr. Arthur Berkeley.
- The Daily Record, - Monday, August 17, 1992, *Cost, Time Involved Makes ADR An Attractive Option*.
- Maryland Bar Journal, - March/April 1993, *Fleet, Discreet & Complete: The Use of ADR To Resolve Employment Law Disputes*.

#### **PUBLISHED PROCEEDINGS:**

- 11<sup>th</sup> World Congress, International Federation of Scholarly Associations of Management, Limerick - June 29, 2012 - *A Comparison of Participant Evaluation of the Procedural and Distributive Elements of Chinese Labour Arbitration Committee Mediation Versus Equal Employment Opportunity Commission Mediation*. (with Dr. Ruth Obar and Dr. Jinyue Sun).
- Employee Rights and Employment Policy Journal, 2007, Vol. 11, 139 - *Dispute Resolution In Action: Examining The Reality Of Employment Discrimination Cases: Proceedings Of The 2007 Annual Meeting, Association Of American Law Schools, Sections On Employment Discrimination And Alternative Dispute Resolution*, (with Michelle A. Travis, Susan Bisom-Rapp, Michael Z. Green, Jean R. Sternlight)

#### **U.S. GOVERNMENT AND STATE OF CALIFORNIA PUBLICATIONS:**

- Equal Employment Opportunity Commission, 2003 – *An Investigation of the Reasons for the Lack of Employer Participation in the EEOC Mediation Program*. Principle Researcher with Drs. Anita Jose and Ruth Obar. <http://www.eeoc.gov/mediate/study3/index.html>
- State of California, Summer 2002 – *An Evaluation of the California Department of Fair Employment and Housing Pilot Mediation Program*, Principal Researcher with Drs. Anita Jose and Ruth Obar. <http://www.dfehmp.ca.gov/news/news.asp>
- Equal Employment Opportunity Commission, 2001 - *The EEOC Mediation Program: Mediators' Perspective on the Parties, Processes, and Outcomes*, EEOC Order No. 9/0900/7632/G, July 31, 2001, Principal Researcher with Drs. Anita Jose, Ruth Obar and Brian Polkinghorn. <http://www.eeoc.gov/mediate/mcdfinal.html>

- Equal Employment Opportunity Commission, 2000 - An Evaluation of the Equal Employment Opportunity Commission Mediation Program. EEOC Order No. 9/0900/7632/2, September 20, 2000, Principle Researcher with Drs. Mollie Bowers, Ruth Obar and Anita Jose. <http://www.eeoc.gov/mediate/report/index.html>

### **RESEARCH IN PROGRESS:**

- *Internal System Innovation of Labor-management Relations: a study based on game-of-interest between workers and employers under the structure of Labor Contract Law;* research team member at Center for Labor Employment and Human Capital Development, Dongbei University of Finance and Economics, Dalian, China for project funded by the Liaoning Provincial Federation of Social Science Circles.
- *A Comparison of Participant Evaluation of the Procedural and Distributive Elements of Chinese Labor Arbitration Committee Mediation versus Equal Employment Opportunity Commission Mediation,* Selected for Poster Session at Labor and Employment Relations Annual Meeting, Denver, January 2011.
- *Party Perception Asymmetry at Mediation and its Influence on Settlement;* completed; under submission
- *Party Perception at Mediation – Same Process, Different Views?*
- *Transformation of State-owned Enterprises in China: An Institutional Change Model;* under rewrite and resubmit to Management and Organization Review.
- Author of chapter on the U.S. Employment Law System for book authored by China Fulbright Lecturers and Scholars in Law – pending publication.

### **RESEARCH GRANTS:**

- Co-principal researcher of an evaluation of the use of mediation in the State court system; the research team is a consortium including the University of Maryland School of Law, University of Maryland College Park and the Center for Conflict Resolution at Salisbury University.
- Co-principal researcher and Research Team Leader - Competitive grant (\$1,000,000) from the Transportation Security Administration to evaluate the Agency's workplace conflict resolution program. (October 2008 to present)
- Co-principal researcher - Grant (\$300,000) from the Maryland Mediation and Conflict Resolution Office (MACRO) to conduct a comprehensive evaluation of the use of alternative dispute resolution within the Circuit and District Courts of the State of Maryland. Through the Salisbury University Center for Conflict Resolution. (2006 to present)
- Research Team Member for proposal entitled *Internal System Innovation of Labor-management Relations: a study based on game-of-interest between workers and employers under the structure of Labor Contract Law;* Center for Labor Employment and Human Capital Development, Dongbei University of Finance and Economics, Dalian, China for project funded by the Liaoning Provincial Federation of Social Science Circles.
- Principal researcher – Competitive grant (\$250,000) from the State of California, Department of Fair Employment and Housing for evaluation and improvement of their mediation program (2002)

- Principal researcher – Competitive grants (2) (\$400,000) from the Equal Employment Opportunity Commission for evaluation and improvement of their mediation program. (1999 – 2001)

### **CONFERENCE PRESENTATIONS:**

#### Refereed or Invited:

- June 29, 2012 – 11<sup>th</sup> World Congress, International Federation of Scholarly Associations of Management, *A Comparison of Participant Evaluation of the Procedural and Distributive Elements of Chinese Labour Arbitration Committee Mediation Versus Equal Employment Opportunity Commission Mediation*, Limerick, Ireland.
- April 18, 2012 – American Bar Association Section on Dispute Resolution - *Innovative Approach to Cost-Benefit/Effectiveness Analysis: An Evaluation of ADR in Maryland Courts*, 14<sup>th</sup> Annual Meeting, Washington, D.C.
- March 17, 2012 - Invited Plenary Speaker – Duke-UNC China Leadership Summit, Chapel Hill and Durham N.C.
- January 8, 2012, Session Organizer and presenter, “*Whistleblowing as Workers' Voice and Institutional Tactic: Recent Developments in the Law and Potential Tactical Use*”, Labor and Employment Relations Association, 64<sup>th</sup> Annual Meeting, Chicago. Illinois
- January 8, 2011, *A Comparison of Participant Evaluation of the Procedural and Distributive Elements of Chinese Labor Arbitration Committee Mediation Versus Equal Employment Opportunity Commission Mediation*, Labor and Employment Relations Association, 63<sup>rd</sup> Annual Meeting, Denver, Colorado.
- December 2010, *The Effectiveness of the Labour Contract Arbitration – an empirical study based on arbitration in LABs in Dalian, China*, Collective labor disputes and transformation and challenges of Chinese labor relations, Third Annual Conference of Branch Association of Labor Relations, Sponsored by China Human Resource Development Association (CHRDA) and School of Labor and Human Resources, Renmin University of China, Beijing.
- October 21, 2010 - *A Sino-Western Comparison of Work-Related Values by Citizenship, based on Self Assessment: America, China and Canada*, The International Academy of Business and Public Administration, New Orleans, LA.
- March 31, 2010 – *Forum on Workers' Rights in the Global Economy*, Wayne State University School of Law, Detroit, MI.
- November 14, 2009 – *A Comparison of Contemporary Chinese And American Undergraduate University Students' Value And Work Attitudes: A Crossvergence*, Association for Global Business Annual Conference, Orlando, FL.
- February 17–19, 2009 – Invited Speaker – *Arbitration Under The U.S. Employment Law Model and Enforcement of Wage Claims*, Workshop on the Enforcement of Labour Law in China and Australia – University of Melbourne, Asian Law Centre, Melbourne Law School.
- January 3, 2009 - Chair, LERA Workshop – *The Recent Changes To Chinese Employment Laws: Are They Consistent With A View Of Declining Worker Rights Under Globalization? Paper Presented – The Chinese Labor Arbitration Committee Experience – A View From Dalian*, LERA 61<sup>st</sup> Annual Meeting, San Francisco, CA.

- September 26, 2008 – *An Evaluation of the Labor Contract Arbitration System: Breaking Down Chinese Walls: The Changing Faces of Labor and Employment in China*, ILR School, Cornell University, Ithaca, N.Y.
- July 28, 2008 - *A Comparative Analysis of Mainland Chinese and U.S. Work Value Attitudes – Lessons for Corporate Management and Management Science Educators*, with Dr. Hong Yao and *Transformation Dilemma of Chinese State-owned Enterprises under Organizational Uncertainty*, with Dr. Jing Runtian, International Federation of Scholarly Associations of Management (IFSAM), Fudan University, Shanghai, China.
- June 6, 2008 - *Transformation Dilemma of Chinese State-owned Enterprises under Organizational Uncertainty*, with Dr. Jing Runtian (School of Management and Economics, University of Electronic Science and Technology of China) at The Sixth International Symposium on Multinational Business Management, Nanjing University, Nanjing, China.
- April 22, 2008 – *Countryside to City Center – Worker Migration Issues*, American Bar Association, International Labor Law Committee Midyear Meeting, Beijing, China.
- January 9, 2005 – *Mediator Background and Professed Mediation Style Versus Mediation Results – What You See May Not Be What You Get*. Industrial Relations Research Association, Refereed Paper presented January 9, 2005 at 57<sup>th</sup> IRRA Annual Meeting, Philadelphia, Pennsylvania, with Dr. Ruth Obar.
- June 9, 2004 - *Mediation Process and Outcomes*, International Association for Conflict Management, 17<sup>th</sup> Annual Conference, Pittsburgh, Pennsylvania.
- April 15, 2004 – *Why Employers Decline to Mediate at the EEOC – Dispute Resolution Section of the American Bar Association*, New York, New York, with Dr. Anita Jose.
- December 2, 2003 – *Presentation of Research Results*, Meeting of the U.S. Equal Employment Opportunity Commission, EEOC Mediation Program and the Workplace Benefits of Mediation. <http://www.eeoc.gov/abouteeoc/meetings/12-2-03/mcdermott.html>
- March 21, 2003 – *What Really Happens in the Mediation of Charges Before the EEOC*, Dispute Resolution Section of the American Bar Association, San Antonio, Texas, with Allen Butler, Esq. and William H. Lemons III, Esq.
- August 23 - 24, 2002 – *The California Department of Fair Employment and Housing's Pilot Mediation Program: A New Solution for Employment Discrimination Complaints and Turning Points in Employment Conflict: The Mediators' Perspective; Emerging Practices in a New Era of Conflict Resolution*. Annual Conference of the Association for Conflict Resolution, 2002, San Diego, California. Association for Conflict Management, with Drs. Jose, Obar, & Polkinghorn.
- April 17, 2002 – *Mediating Federal and Private Sector Employment Discrimination Cases through the Equal Employment Opportunity Commission*, Academy of Conflict Resolution, District of Columbia Chapter, Washington, D.C., with Steve Ichniowski, EEOC National ADR Coordinator and Veronica Venture, Director of Employee Relations, Federal Bureau of Investigation.
- April 5, 2002 – *From EEOC to the EU and Down Under: Selected Approaches to Resolving Employment Discrimination Claims*, Session Organizer, Dispute Resolution Section of the American Bar Association, Seattle, Washington.

- February 8, 2002 – *Mediator Strategies that Promote Effective Conflict Resolution: The Ten Commandments for Mediators*. American Society of Business and Behavioral Sciences Conference, Las Vegas, Nevada.
- April 28, 2001 - *The EEOC Mediation Program: A Successful Illustration of Collaboration in the Capital*, Dispute Resolution Section of the American Bar Association, Washington, D.C., with Drs. Ruth Obar, and Brian Polkinghorn.
- January 4, 2001 - *Has the EEOC Hit A Home Run - An Evaluation of the Participant Responses Regarding the EEOC Mediation Program*, Industrial Relations Research Association, Best Paper Competition, New Orleans, Louisiana.

#### SPEECHES, LECTURES AND TRAINING:

- August 23, 2012 - *Advanced Mediator Training - Observations and Suggestions Based on Mediation Research and Practitioner Experience*, Equal Employment Opportunity Commission, Washington D.C.
- June 25, 2012 – *U.S. Civil Litigation*, Anhui University School of Law, Hefei, China.
- June 30, 2010 – U.S. Government Intragency Basic Mediator Training - Washington D.C.
- June 16, 2010 – *Advanced Mediator Training - Observations and Suggestions Based on Mediation Evaluation at the EEOC, State of California, and Dalian, China Labor Arbitration Committee*, Equal Employment Opportunity Commission, Washington D.C.
- June 16, 2008 – Fulbright Lecturer – *U.S. Human Resource Management Theory and Best Practices*, Lingnan College, Zhongshan University, Guangzhou, China.
- June 9 and 10, 2008 – Fulbright Lecturer - *The U.S. Federal Civil Lawsuit; Western Corporate Governance and The Legal Environment of Business; Introduction to the U.S. Labor and Employment Law and Comparison to the Trilogy of New China Employment Laws*, School of Law, Lanzhou University, Lanzhou, China.
- June 5 and 6, 2008 – Fulbright Lecturer - *How Negotiation Theory Is Taught In Western Law and Business Schools; The U.S. Federal Civil Lawsuit; Western Corporate Governance and The Legal Environment of Business*. School of Law, Beijing Normal University, Beijing, China.
- May 30, 2008 – Fulbright Lecturer – *Introduction to the U.S. Labor and Employment Law and Comparison to the Trilogy of New China Employment Laws*, Nanjing University of Science and Technology, Nanjing, China.
- April 2, 2008 – Fulbright Lecturer - *The Race to the Bottom*, Centre for Work, Organisation and Wellbeing, Griffith University, Brisbane, Australia.
- March 25, 2008 – Fulbright Lecturer - *The U.S. Industrial Relations Model*, East China University of Political Science and Law, Shanghai, China.
- December 20 and 21, 2007 – Fulbright Lecturer – *Western Corporate Governance, The Social Contract, and Regulatory Environment; Management Decision Making* – Guangzhou University of Foreign Studies, Guangzhou, China
- November 27, 2007 – Fulbright Lecture, *How Negotiation Theory Is Taught In Western Law and Business Schools*, School of Law, Shanghai University of Finance and Economics, Shanghai, China.
- November 20, 2007 – Fulbright Lecturer, *Management Decision Making*, School of Business, Jiangnan University, Wuxi City, Jiangsu Province, China.



- November 19, 2007 – Fulbright Lecturer, *Corporate Governance in the United States and the Legal Environment of Business*, School of Business, Jiangnan University, Wuxi City, Jiangsu Province, China.
- November 9, 2007 – Fulbright Lecturer – *Negotiation Theory and Practice; The Litigation of a U.S. Civil Lawsuit*, School of Law, Sichuan University, Chengdu, Sichuan Province, China.
- November 9, 2007 – Fulbright Lecturer – *Labor and Employment Law Models – The U.S. and China*, School of Law, Southwest University of Finance and Economics, Chengdu, Sichuan Province, China.
- November 8, 2007 – Fulbright Lecturer – *Negotiation Theory and Practice; Management Decision Making*, School of Management, University of Electrical Science and Technology of China, Chengdu, Sichuan Province, China
- October 11 - 12, 2007 – Fulbright Lecturer - *Western Corporate Governance: The Social Contract And Regulatory Environment; The Legal Limits of Management*, Schools of Public Administration and International Business, Dongbei University of Finance and Economics, Dalian, Liaoning Province, China.
- June 26, 2007 – *Advanced Mediator Training*, U.S. Equal Employment Opportunity Commission, Atlanta, Georgia.
- December, 2007 – *Western Business Practices* – Two day lectures delivered in the People’s Republic of China at the School of Business, Dongbei University of Finance and Economics, Dalian, Liaoning Province, China; Liaoning University, Shenyang, Liaoning Province; Shanxi University of Finance and Economics, Taiyuan, Shanxi Province; Renmin University, Beijing.
- June 30, 2006 – *Successful Mediator Tactics – Lessons Learned from Research and Practice*. Training for Alternative Dispute Resolution Officers of U.S. government agencies under the auspices of the U.S. Equal Employment Opportunity Commission, U.S. Department of Education, Washington, D.C.
- April 26, 2006 – *Everything You Ever Wanted To Know About The Law But Didn’t Want To Pay A Lawyer To Ask*. Manpower Client Seminar with Mark Toth, Chief Legal Officer, Manpower and David Weaver, Esq. Frederick and Hagerstown, Maryland.
- June 10, 2005 – “*Doing Business in the United States – What A Mainland Chinese Corporation Needs To Know About The American Legal System*”. School of International Business, Dongbei University of Finance and Economics, Dalian, China.
- April 2, 2003 – *Mediation 201: Observations and Suggestions Based on Our EEOC Mediation Evaluation Experience*. Equal Employment Opportunity Commission, Advanced Mediator Training, Washington D.C.
- March 26, 2003 – *Managing Conflict in the Workplace*. Community Services for Autistic Adults and Children, Rockville, Maryland.
- December 4, 2002 – *Employment Law Update*. Center for Professional Development, Salisbury University, Salisbury, Maryland.
- September 18, 2002 – *Implications of the Evaluation of the EEOC Mediation Program for Employers and Their Representatives*. Equal Employment Advisory Committee, Washington D.C.

- July 18, 2002 – *Workplace Law and the Ministry*. New Psalmist Baptist Church of Baltimore, Summer Retreat, Sterling, Virginia.
- July 9, and June 3, 2002 – *Advanced Mediator Training*. Equal Employment Opportunity Commission, Washington D.C.
- April 11, 2002 - *The EEOC Mediation Program - Research Results and Their Application to Company Mediation Practice*. Equal Employment Advisory Committee/Labor Policy Association ADR Project Discussion, Washington D.C., with Drs. Mollie Bowers and Anita Jose.
- June 21, 2001 – *Arbitration Agreements/EEOC Mediation: What's in it for you*. Equal Employment Opportunity Commission Technical Assistance Program Seminar, Dallas, Texas.
- September 27, 2000 – *The EEOC Mediation Program - An Evaluation*. Industrial Relations Research Association, Baltimore, Maryland.
- September 26, 2000 – *An Evaluation of the EEOC Employment Mediation Program*. Guest Panelist, Equal Employment Opportunity Commission 35<sup>th</sup> Anniversary Celebration - Washington D.C.

#### **OTHER:**

- Fulbright Program University Representative
- Fulbright Scholar Program Applicant Peer Reviewer
- January 18, 2011- Lead Counsel, Oral Argument before the Department of Labor, Administrative Review Board, *Sylvester et. al. v. Parexel Int'l LLC*, <http://www.dol.gov/arb/briefs/07-123/index.htm>; <http://employmentlawgroupblog.com/wp-content/Sylvester-v-Parexel-International-LLC-ARB-May-25-2011.pdf>
- June 2 and 3, 2008 – Moot Court Judge – Law School of the Central University of Finance and Economics, Beijing, China.
- Fall 2006 – Judge - American Bar Association Law Student Division 2006 Regional Negotiation Competition, University of Baltimore.
- Mediator (Pro Bono) – Maryland Human Relations Commission, Baltimore County Human Relations Commission.

#### **REPORTED FEDERAL CASES**

##### *UNITED STATES CIRCUIT COURTS OF APPEAL*

##### 4<sup>TH</sup> Circuit Court of Appeals

- *Miller v. Bon Secours Baltimore Health Corp.*, UNITED STATES COURT OF APPEALS FOR THE FOURTH CIRCUIT, Reported in Table Case Format at: 1999 U.S. App. LEXIS 33051.
- *Guillot v. Garrett*, UNITED STATES COURT OF APPEALS FOR THE FOURTH CIRCUIT, 970 F.2d 1320; 1992 U.S. App. LEXIS 14662; 59 Fair Empl. Prac. Cas. (BNA) 340; 59 Empl. Prac. Dec. (CCH) P41,562; 2 Am. Disabilities Cas. (BNA) 191,

##### 2<sup>ND</sup> Circuit Court of Appeals

- *Freeman v. NBC*, UNITED STATES COURT OF APPEALS FOR THE SECOND CIRCUIT, 80 F.3d 78; 1996 U.S. App. LEXIS 6211; 131 Lab. Cas. (CCH) P33,352; 3 Wage & Hour Cas. 2d (BNA) 289; 24 Media L. Rep. 1653.

District of Columbia Circuit

- Parexel Int'l, LLC, 2012 U.S. App. LEXIS 11036 (May 3, 2012); on appeal, 2011 NLRB LEXIS 25 (Jan. 28, 2011)

*UNITED STATES DISTRICT COURTS*

Rankin v. Loews Annapolis Hotel Corp., 2012 U.S. Dist. LEXIS 64333 (D. Md., May 7, 2012); 2012 U.S. Dist. LEXIS 67553 (D. Md. May 14, 2012)

Bystry v. Verizon Servs. Corp., Civil No. CCB-04-1, UNITED STATES DISTRICT COURT FOR THE DISTRICT OF MARYLAND, 2005 U.S. Dist. LEXIS 5634 (March 31, 2005).

Talley v. ARINC, Inc., UNITED STATES DISTRICT COURT FOR THE DISTRICT OF MARYLAND, NORTHERN DIVISION, 222 F.R.D. 260; 2004 U.S. Dist. LEXIS 13124 (July 14, 2004).

Tootle v. Arinc, Inc., UNITED STATES DISTRICT COURT FOR THE DISTRICT OF MARYLAND, 222 F.R.D. 88; 2004 U.S. Dist. LEXIS 10629; 95 A.F.T.R.2d (RIA) 540; 32 Employee Benefits Cas. (BNA) (June 10, 2004).

McGaw v. Biovail Pharms., Inc., UNITED STATES DISTRICT COURT FOR THE DISTRICT OF MARYLAND, NORTHERN DIVISION, 300 F. Supp. 2d 371; 2004 U.S. Dist. LEXIS 1564 (February 5, 2004).

Williams v. Bd. of Trs., UNITED STATES DISTRICT COURT FOR THE DISTRICT OF MARYLAND, 2004 U.S. Dist. LEXIS 203 (January 8, 2004).

*U.S. DEPARTMENT OF LABOR- ADMINISTRATIVE REVIEW BOARD*

Sylvester v. Parexel, <http://employmentlawgroupblog.com/wp-content/Sylvester-v-Parexel-International-LLC-ARB-May-25-2011.pdf> (This case is considered a landmark that changed the Whistleblower provisions of the Sarbanes-Oxley Act to provide greater protection for whistleblowers in publicly traded companies.)

**REPORTED EXPERT WITNESS TESTIMONY:**

Raine v. CBS, UNITED STATES DISTRICT COURT FOR THE SOUTHERN DISTRICT OF NEW YORK, 25 F. Supp. 2d 434; 1998 U.S. Dist. LEXIS 18332 (November 20, 1998).

**PROFESSIONAL ASSOCIATIONS:**

- Labor and Employment Relations Association
- Maryland State Bar Association
- Florida Bar Association
- Florida Bar Association Section on Labor and Employment Law

**BAR ADMISSIONS:**

- Maryland
- Florida

- New Jersey
- New York (inactive)
- United States District Court for the District of Maryland
- United States District Court for the District New Jersey
- United States District Court for the Middle District of Florida
- United States Court of Appeals for the Fourth Circuit
- United States Court of Appeals for the District of Columbia

**LANGUAGES**

- Mandarin – 2007-2009 – intensive study at East China Normal University; continuing study at Confucius Institute at University of Maryland, College Park
- Spanish – conversational

**OTHER**

August 6 – 8, 2012 – Interdisciplinary Team Collaborative Law Training/certified in practice of collaborative law.