



# Douglas A. Thompson

Senior Mediator

Consensus Building Institute, Inc.

Senior Trainer | Metropolitan Mediation Services

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## PROFESSIONAL SUMMARY

Thirty-five-year background in government, dispute resolution and management. Mediated and facilitated a wide array of cases including regulatory matters, policy dialogues, enforcement cases, scientific workshops, internal agency discussions and public meetings. Prior to joining the Consensus Building Institute, had eight years' experience with The Keystone Center, which followed 25 years with the U.S. Environmental Protection Agency in various technical and management capacities.

## KEY ACCOMPLISHMENTS

- Twenty years experience as a mediator and facilitator in contexts as varied national environmental and health policy, energy issues, administrative enforcement, court cases, interagency negotiations, community disputes, workplace conflicts and parent-child disputes.
- Lead facilitator for the national Water Quality Communications Forum consisting of ten states, interstate organizations and EPA pursuant to a cooperative agreement with EPA.
- Experienced mediation trainer with Metropolitan Mediation Services and active adjunct faculty member with the Graduate Program in Dispute Resolution at the University of Massachusetts.
- Over fifteen years experience mediating hundreds of civil and criminal cases in the Massachusetts court system. Over two-thirds of cases successfully resolved prior to or during litigation.
- Lead author of a comprehensive situation assessment analyzing conflicts around surface (aka "mountaintop") mining in the Appalachian highlands.
- Over 25 year successful career with the U.S. Environmental Protection Agency including work as a staff biologist, Chief, Wetland Protection Section and Branch Chief for Water Enforcement.

## EXPERIENCE

- 2013-Present **Consensus Building Institute** Cambridge, MA  
*Senior Mediator*  
Serves as a mediator, facilitator and trainer. Mediation and facilitation work focuses on issues related to environmental and public health. Work ranges from discrete two party, single issue disputes to matters involving multiple parties and issues. Leads trainings and workshops in mediation and negotiation.
- 2005-2013 **The Keystone Center** Cohasset, MA  
*Senior Mediator, Science and Public Policy*  
Facilitated and mediated matters relating to health, energy and the environment. Focus areas included a five-year state-federal dialogue about national water policy and numerous other water issues; a dialogue about reforms to the Endangered Species Act; deliberations of the Green Marketing Roundtable; national vaccine policies; various enforcement actions; forest-based sequestration and mountaintop mining issues in Appalachia. Served for two years as Director, Environmental Practice Group.
- 1998-Present **University of Massachusetts** Boston, MA  
*Adjunct Faculty and Senior Lecturer*  
Teach courses in the Graduate Program in Dispute Resolution;  
Coach/supervisor for students in court practicum
- 1996-Present **Metropolitan Mediation Services** Brookline, MA  
*Senior Trainer and Court Supervisor*  
Senior trainer for 36-40 hour mediator training for state certification. Trainings occur three times per year; Court supervisor for trained mediators enrolled in court internship
- 1980-2005 **U.S. Environmental Protection Agency** Chicago, IL and Boston, MA  
2004-2005 *Branch Chief for Water Enforcement*  
1997-2005 *Dispute Resolution Program Mediator and Facilitator*  
1984-1988 *Chief, Wetland Protection Program*  
1980-1984 *Staff Biologist*  
Twenty-five years federal service with EPA in various technical and management capacities including chief of wetland protection and chief of water enforcement. In latter capacity supervised a 22-member staff. Served 10 years as a mediator and facilitator in EPA's dispute resolution program.
- 1999 **U.S. Institute for Environmental Conflict Resolution** Tucson, AZ  
*Program Associate*

One of four founding program associates (on detail from U.S. EPA)

1978-1979     **Center for Neighborhood Technology**     Chicago, IL  
*Volunteers in Service to America (VISTA)*

Assisted a neighborhood-based alternative technology corporation to develop urban gardening and greenhouse operations in the inner city. Responsible for consensus building with community interests.

## EDUCATION

1974-1979     **Northwestern University**     Evanston, IL  
*Master of Science in Biology*  
*Bachelor of Arts in Environmental Science*

Honors graduate from four-year combined bachelors and masters program.

## SELECTED PROJECTS

**Cayuga County Watershed Rules Revision**, Ongoing. Facilitating a series of meetings of the steering committee comprised of agricultural interests, representatives of the lake association, municipal and county regulatory staff and others working to update and revise rules and regulations protecting Owasco Lake. Next step will be a public engagement process before rules are proposed to the state for approval.

**Section 404 Program Corp-EPA Assessments**, Ongoing. Conducted assessments for EPA Regions 3, 4, 6 and 9 concerning EPA and the Corps of Engineers interactions regarding implementation of the CWA §404 program. Each assessment involved interviews with staff from Corps districts working with the region in question and resulted in a written summary of themes, observations and recommendations. This work has been expanded to encompass all EPA regions and include the Corps NEPA and Civil Works programs.

**Wetland/Clean Water Act §404 Training Curriculum**, Nationwide, 2013-present. In cooperation with EPA's regional offices and headquarters, developing an advanced wetland program training curriculum aimed at addressing several key unsettled issues in the regulatory program (e.g., evaluating direct, indirect and secondary impacts pursuant the §404(b)(1) guidelines. Part of the training focused on interest-based negotiation and collaborative problem-solving skills.

**U.S. EPA and U.S. Army Corps Technical Support Document**, Pennsylvania/West Virginia, 2016-2018. In close coordination with U.S. EPA Region 3 and the Pittsburgh and Huntington Districts, authored a technical support document to assist Clean Water Act (Section 404) permit applicants navigate the permit pre-application and review process.

**Western Tribal Wetlands Project**, Indian Country, 2015-2017. In conjunction with Lucy Moore, working with EPA to engage with tribes in the Arid-Southwest and Rocky Mountains to assess interest in and needs for capacity building and cross-tribal forums on wetlands management. Conducting neutral assessments with tribes in the two eco-regions regarding current actions related to wetlands management, needs for support and guidance, interest in potential inter-tribal coordination on the topic, and how to strengthen the tribal-federal relationship when it comes to wetland protection issues.

**Microplastics Citizen Science Workshop**, 2016. Facilitated a citizen science workshop around issues related to marine and freshwater pollution from microplastics. The purposes of the workshop were to provide information about this issue of increasing concern as well as engage and coordinate citizen scientists in monitoring efforts. Over 100 academics and citizen scientists attended the one-day conference at Syracuse University.

**Bureau of Safety and Environmental Enforcement**, Nationwide, 2016. Facilitated a four-month process within BSEE to improve integration of the Bureau's dual missions of environmental protection and safety. Issues involved examining both internal and external communications, interagency relationships and educational and cultural aspects within BSEE. Worked closely with both BSEE leadership (Director and Deputy Director) as well as a wide range of staff in both headquarters and field offices.

**U.S. EPA Region I Clean Water Act Enforcement Case**, Massachusetts, 2013-2015. Mediated a Clean Water Act enforcement case involving the unauthorized conversion of cranberry bogs to a nursery operation. Although parties agreed on liability issues, there were different views about the extent and nature of the injunctive relief and the amount of penalty.

**Ohio Eastern Corridor Assessment**, Ohio, 2014-2015. Conducted an extensive situation assessment to evaluate issues and conflicts surrounding the proposed transportation improvements in the "eastern corridor" (northeast Cincinnati and outlying suburbs). Interviewed over 100 parties. Final assessment report served as the basis for the Ohio Department of Transportation and the Federal Highway Administration to significantly change direction in terms of project scope and likely alternatives.

**Massachusetts Division of Fisheries and Wildlife**, Massachusetts, 2015. Delivered three separate mutual gains negotiation and "difficult conversations" trainings to various programs with DFW, including Natural Heritage and Endangered Species Program Staff and the wildlife biologist unit.

**Pinewoods Camp Retreat**, 2014. Facilitated strategic planning discussions between Pinewood Camp (a dance facility on Cape Cod) and various user groups. Issues concerned scheduling processes, financial arrangements, and adjusting to the changing demographics of the clientele.

**U.S. EPA Region V Clean Water Act Enforcement Case**, Ohio, 2013-2014. Mediated a Clean Water Act wetland enforcement case in Ohio involving EPA claims for both injunctive

relief and a penalty. Issues in dispute involve, among other things, whether the work in question was authorized, extent of alleged violations, and respondent's ability to pay.

**Southeastern New England Watershed Restoration Council**, New England, 2012-2013. Assisted federal and state agencies as well as environmental non-governmental organizations to implement authorizing legislation directing the EPA to convene a group to promote the restoration (both habitat and water quality) of coastal watersheds in southeastern New England. This effort involved defining the geographic scope of the effort, fostering bi-state (Rhode Island and Massachusetts) cooperation, assisting the parties to address organizational, and operational questions and facilitating council meetings.

**National Water Quality Standards Forum**, Washington, D.C., 2008-2013. Project manager and lead facilitator selected by the Water Environmental Federation to convene a state and tribal forum to address Clean Water Act water quality standards issues. Facilitated meetings and conference calls of the Forum steering committee, the full Forum and a State-EPA workgroup. Prepared an analysis about the dynamics of state-federal relationships in the context of national water policy issues.

**Addressing Fire Risk in the Wildland-Urban Interface**, Colorado, 2013. Facilitated a meeting of state level policy makers, local officials and fire marshals under the auspices of the National Fire Prevention Association to examine regulatory and non-regulatory approaches to addressing fire risks in the wildland-urban interface (WUI) along the front range of Colorado.

**Keeping New England Farmland in Farming**, New England, 2013. Facilitated a meeting on behalf of American Farmland Trust and Land for Good to address issues related farmland protection and preserving farm access in the six New England states. Participants included federal agencies (e.g., FWS, EPA, NRCS), state departments of agriculture and other interested parties.

**State of Science Workshop: Impact of Wildfire on Water Supplies and Potential for Mitigation**, Alberta, Canada, 2013. Facilitated a three-day workshop convened by the Water Resources Foundation and the Canadian Water Resources Network bringing together wildfire and water supply experts to address the impact of wildfire on drinking water supplies.

**Northeast Climate Science Center**, Seventeen state region, 2012-2013. Assisted the USGS to organize the Northeast Climate Science Center, which covers a 22 state region. The NECSC is a federal-academic partnership to identify and promote climate research needs to help inform the decisions of federal, regional, state and local managers of land and water resources. Co-conducted a situation assessment to learn the perspectives of key stakeholders and facilitated a January 2013 meeting in Amherst, MA.

**Carbon Canopy (formerly the Southern Forest Carbon Project)**, Southeastern U.S., 2007-2013. Facilitator for the Southern Forest Carbon Group, comprised of the Dogwood Alliance, Staples, the Pacific Forest Trust, World Resources Institute, Columbia Forrest Products and others, which seeks to expand sustainable forest practices and certification through marketing carbon sequestration in southern forests.

**St. Johns Bayou/New Madrid Floodway Project**, Missouri 2013. Facilitating interagency meetings and mediating specific NEPA and §404 Clean Water Act issues for this project which has a long and litigious history. Key questions before the interagency group concern the framing of project purpose and need, the extent of alternatives to be evaluated, the analysis of project impacts (both beneficial and deleterious) and potential mitigation actions.

**Bottlenose Dolphin Take Reduction Team Meetings**, Eastern seaboard, 2009-2012. Project manager and lead facilitator for meetings of the Bottlenose Dolphin Take Reduction Team pursuant to §118 of the **Marine Mammal Protection Act** to address both short and long-term goals with regard to the take reduction plan for Bottlenose Dolphins, an endangered species. Meetings take place yearly and include National Marine Fisheries scientists, fishermen and environmental advocates.

**Monitoring and Assessment Partnership**, Nationwide, 2010-2011. Conducted a situation assessment for the Monitoring and Assessment Partnership, a roundtable consisting of EPA and numerous states attempting to resolve technical and policy issues around state and federal aquatic resource and monitoring needs. The MAP was created in part by concerns expressed by states about new fiscal and policy directives from the federal level. Prepared a situation assessment for the MAP after interviewing a number of key stakeholders and then has assisted the group with meeting facilitation.

**Clean Boating Act**, 2010-2011. EPA proposed regulations under the Clean Boating Act that affected the operation of recreational vessels. These regulations, issued pursuant to new §404(r), excluded discharges incidental to normal operations from NPDES permitting requirements. Helped EPA design a stakeholder engagement process and facilitate two meetings aimed at obtaining input from the boating community with options under consideration by EPA.

**Green Marketing and Sustainable Products Roundtable**, Nationwide, 2008-2010. Project manager and senior facilitator for The Keystone Center Green Marketing and Sustainable Products Roundtable. This multi-stakeholder standing forum seeks to address pressing issues related the burgeoning practice of green marketing as well as work to bring consensus and coherence to matters related to the development of standards and certification for “green” products.

**NPDES Permit Appeal Mediation**, Wayland, MA, 2010. Mediated an appeal of EPA’s proposed Clean Water Act NPDES permit for the town of Wayland, MA. Matter was before an administrative law judge and involved challenges from three parties: Fish and Wildlife Service, National Park Service and a citizen intervener. An initial three-way agreement was reached among DOI, EPA and Wayland with the fourth party joining some weeks later.

**Middlesex Fells Reservation Resource Management Plan**, Medford, MA, 2010-2011. Hired by the Massachusetts Office of Public Collaboration, facilitated a series of seven public meetings for the Massachusetts Department of Conservation and Recreation regarding trail

management issues at the Middlesex Fells Reservation. The RMP process involved significant conflict between hikers/naturalists, mountain bikers, and off-leash dog walking advocates.

**Yaworski Lagoon Superfund Case**, Connecticut, 2008-2011. Mediated a case involving the U.S. EPA and a landowner regarding issues related to access, testing and questions related to proposed gravel mining activities on the property. Parties reached an agreement on all issues and avoided litigation.

**West Valley, NY Nuclear Waste Site Remediation**, New York, 2010. Co-facilitated meetings related to the **West Valley Demonstration Project**, a jointly funded process by New York State Energy Research and Development Authority (NYSERDA) and Department of Energy (DOE) to clean up a decommissioned nuclear facility. Through a NEPA process, DOE and NYSERDA determined to remove most of the waste and associated buildings at this site. Working with the agencies to continue an open and transparent dialogue with all stakeholders and give opportunities for meaningful input for the best course of action to address the remaining waste.

**Eastern Interconnection Planning Collaborative**, Eastern U.S., 2010. Assisted with the design and implementation of a public engagement process for this multi-state, long-term energy planning process. Issues included grid efficiency, integration of renewable energy sources and approaches to enhance cooperation among ISOs, power providers, state and federal agencies, and various environmental interests.

**Commercial Paper Recycling Summit**, New England, 2010. Facilitated a New England/Northeast paper recycling summit aimed at increasing percentage of commercially used paper (e.g., office buildings, malls) collected for recycling. The meeting focused on ways to increase recycling incentives, methods to improve the efficiency and environmental effectiveness of programs and educational efforts.

**New York Cross Harbor Freight Movement Project**, New York, 2010. Co-mediated meetings and discussions between state and federal transportation agencies and Congressional interests regarding moving forward with a direct recipient funding procedure and an environmental review process for a potential cross harbor rail tunnel in New York.

**Moosehorn National Wildlife Refuge Plan**, Maine 2010. Mediated and facilitated internal discussions within the U.S. Fish and Wildlife Service about the draft management plan for the refuge. Key point of contention centered around whether to manage primarily for woodcock or more forest interior/migratory birds.

**Surface Mining in Appalachia, Appalachian Highlands**, 2009-2010. Project manager and senior facilitator for a series of federal and state agency meetings aimed at addressing various technical and policy issues related to surface mining (aka mountaintop mining) in the Appalachian highlands. Involved federal agencies including the U.S. EPA, the U.S. FWS, the U.S. Army Corps of Engineers and Office of Surface Mining.

**H1N1 Pandemic Preparation**, Nationwide, 2009. Co-organized and co-facilitated a series of public engagement meetings throughout the nation regarding the recommended intensity of

government response to the threat of an H1N1 pandemic. The CDC sought public input about the policy issue of whether to “go slow,” take “middle” course or go “full throttle” in terms of preparations.

**Natick “Redmen” Dispute**, Natick, MA, 2009. Meeting moderator and facilitator for a town-wide meeting concerning whether or not the high school sports teams should retain the name “Redmen” or retire the name in favor of a new one. This emotional issue involved strong elements of identity for members of the “Redmen Forever” group as well as critics who thought the name was demeaning to American Indians.

**Cyanide Detection Workshop**, International, 2009. Facilitated an international workshop addressing issues related to the practice of cyanide fishing. The workshop focused on efforts to develop a reliable and quick test to determine the presence of cyanide in imported fish as well as exploring various approaches to interdict such fish at points of export and import. The meeting brought together scientists and customs officials from the U.S., Philippines, Vietnam, and Indonesia.

**Hamden-Newhall Superfund Dispute**, Connecticut, 2007-2009. Co-mediated a dispute between the State of Connecticut and a neighborhood association regarding remedy issues (e.g., depth of excavation) and environmental justice concerns. The case involved both CERCLA and EPCRA issues.

**Chittenden County Drinking Water Controversy**, Chittenden County, VT, 2008-2009. Mediated sessions between an advocacy group (People Concerned about Chloramines), Vermonters for Clean Environment, the Chittenden County Water District, the Vermont Agency of Environmental Conservation, and the Vermont Department of Public Health regarding citizen concerns about the health effects related to drinking water disinfection approaches.

**Vaccine Safety Public Engagement Project**, Nationwide, 2008. At the request of the Centers for Disease Control and Prevention, served as a senior mediator and facilitator at both public engagement meetings and sessions of experts aimed at gathering input about public values to inform the development of a national agenda for research into vaccine safety issues.

**Vaccine Prioritization National Guidance**, Nationwide, 2008. Project manager and lead facilitator for public and expert meetings on behalf of the Centers for Disease Control and Prevention regarding development of national guidance for the distribution of vaccine during pandemic flu outbreaks. Meetings of approximately 100 people were held in Las Cruces, NM; Nassau County, NY; Milwaukee, WI; Hendersonville, NC; and Washington, D.C.

**Mountaintop Mining Situation Assessment**, West Virginia, 2008. Retained by the U.S. EPA to assess the potential for a collaborative approach to addressing mountaintop mining issues in the Appalachian highlands of West Virginia. Prepared a written assessment of the perspectives of various stakeholders (i.e., industry representatives, environmental advocates, media watchdogs, state and federal government representatives, and the unaffiliated) with an interest in this issue and suggested alternatives for moving forward.



**Boston Children's Hospital**, Massachusetts, 2008. Trained both research and clinical post-doctoral students and fellows in areas related interest-based negotiation, use of third-party neutrals and cognitive bias issues that arise in the context of scientific disputes.

**Waterborne Disease Workshop**, Nationwide, 2007. Facilitated a scientific expert meeting convened by the American Waterworks Association aimed at improving the estimate of the frequency and severity of waterborne disease in the United States. Meeting included state and federal agencies, treatment plant operators, and academic researchers.

**Vermont Yankee Nuclear Plant**, Vermont, 2007. Selected by the parties to serve as the court directed mediator to assist parties in litigation regarding a proposed a changed to the state issued NPDES permit that would allow an increase in the allowable thermal limits for cooling water discharge.

**USGS National Biological Information Inventory Strategic Plan**, Pacific Northwest, 2006-2007. Facilitated meetings about and authored the draft strategic plan for the Pacific Northwest national biological inventory. Worked with NBII to convene an assessment group of those with local knowledge to determine the biological and natural resource challenges most critical to (in this instance) the Pacific Northwest. The strategic plan focused on how to facilitate information exchange and communication about natural resources issues, provide biological and monitoring data; bibliographic summaries, management principles, and regulatory requirements for public and private lands; and user tools for decision making and planning.

**Centers for Disease Control and Prevention National Health Goals**, Nationwide, 2006. Co-designed and co-led a national public engagement effort to help senior leadership in the agency align their budget with the nation's most important public health problems. Served as part of the facilitation team that led public meetings in Washington, D.C.; Little Rock, Arkansas; Oakland, California; San Antonio, Texas; and Boston, Massachusetts with a national tribal meeting in Denver, Colorado.

**Charlestown Navy Yard Strategic Planning**, Charlestown, MA, 2006. Facilitated a strategic planning session for the board of directors of the Friends of the Charlestown Navy Yard as the group considered both long-term directions and short-term priorities.

**Endangered Species Act Dialogue**, Nationwide, 2005-2006. In response to a request from six U.S. Senators, co-facilitated meetings of 20-25 stakeholders from the environmental, academic and regulated sectors seeking consensus recommendations regarding revisions to the federal Endangered Species Act.

**Cape Wind Energy Meeting**, Massachusetts, 2005. Facilitated a scientific panel presentation and dialogue before the U.S. Fish and Wildlife Service, the U.S. Army Corps of Engineers, other government agencies and Cape Wind Ltd. regarding the use of radar to detect bird movement in offshore settings.

**U.S. Green Building Council Wood Certification**, 2005. Co-facilitated discussions between the USGBC and representatives of five forest certification programs regarding how the USGBC awards credits for “good wood” under its LEED program.

**Pennsylvania Riparian Buffer Project**, Pennsylvania, 2005. Served as a consultant and meeting facilitator to the Stroud River Research Center and the Pennsylvania Natural Lands Trust to initiate a process to work with municipalities and other local interests to develop model riparian buffer ordinances. Work conducted under a grant from the William Penn Foundation.

**Social Security Administration Mediation**, Connecticut, 2004. Mediated a dispute between the Regional Director and a senior manager regarding allegations of age discrimination in promotion and hiring. Parties settled the conflict and did not pursue litigation after several mediation sessions.

**Veterans Administration Mediation**, Connecticut, 2004. Mediated a case involving allegations of discrimination based on sex, race, and age between an employee and agency management at a hospital in Connecticut.

**Assembled Chemical Weapons Alternatives**, Richmond, KY, 2003-2005. Facilitated meetings of the Kentucky Chemical Destruction Citizens Advisory Board (CDCAB) composed of approximately 25 civic leaders and other stakeholders, which provide input and advice to the Department of Defense and the Kentucky Department for Environmental Protection regarding the proposed destruction of chemical weapons at the Blue Grass Depot in Richmond, Kentucky. Facilitated efforts of the Kentucky CDCAB and has received both national and international acclaim.

**Saco River Hydropower Relicensing Matter**, Maine, 2004. Facilitated meetings of Florida Light and Power, the U.S. Fish and Wildlife Service, state of Maine and other stakeholders regarding issues related to fish passage, eel and salmon recovery and operation of dams on the Saco River in Maine.

**Vermont Stormwater Docket**, Vermont, 2003-2004. Facilitated and co-facilitated meetings chaired by the Vermont Water Resources Board (WRB) which had for the first time exercised its “investigative docket” authority to examine technical issues related to stormwater management. The WRB convened a group of roughly 20 stakeholders including the Vermont Agency of Environmental Conservation, various municipalities, environmental groups, transportation and agricultural interests and academics. The facilitated docket process ended with a consensus report which, among other things, described an agreed upon approach for proceeding to address the key issues under consideration by the WRB.

**Great Lakes Hydro America (GLHA) Hydropower Relicensing Process**, Maine, 2002-2004. Mediated and co-mediated settlement conference meetings with respect to the licensing of hydropower projects operated by Great Lakes Hydro-America in the state of Maine. The stakeholders – federal and state agencies, tribes and environmental groups – first needed to reach agreement among them and then negotiate with GLHA. Upon settlement, the

parties then worked together to present the agreement to state and federal regulatory agencies.

**“The Dock” Access Matter**, Raymark, CT, 2003-2004. Mediated between the U.S. Environmental Protection Agency and a private landowner, which took place in the context of the larger Raymark Superfund case in Connecticut. The mediation involved issues related to access and whether or not to conduct additional soil sampling on property belonging to an involved landowner.

**Federal Aviation Administration**, New Hampshire, 2003. Mediated a workplace dispute between two air traffic controllers. Case was referred to mediation by senior agency management concerned about the effect of the conflict upon other workers and possible compromises of safety regarding air traffic control. Parties reached a mutually satisfactory agreement.

**Whitewater Release Coordination Meeting**, New England, 2003. Co-facilitated meetings between the U.S. Army Corps of Engineers, the Fish and Wildlife Service, the Vermont Agency of Natural Resources, American Whitewater, the Appalachian Mountain Club, and other interests regarding the regulation of flow releases at Corps of Engineers dams throughout New England.

**Indian Taxation Advisory Board of Canada**, Canada, 2002-2003. Co-facilitated meetings of First Nation representatives, leaseholders, recreational interests and ITAB regarding revision of taxation policies, including development of proposed legislative changes. Issues involved allegation of “taxations without representation” by non-native renters and leaseholders ineligible to vote in council elections.

**I-93 “Board of Directors” Meetings**, New Hampshire, 2001. Facilitated meetings of regional directors of the U.S. EPA, the U.S. Army Corps of Engineers, the U.S. Fish and Wildlife Service, the Federal Highway Administration, the New Hampshire Department of Transportation, the New Hampshire Department of Environmental Services pursuant to streamlining efforts for the proposed expansion of I-93 in New Hampshire.

**NMFS Negotiation Training**, New England, 2001. Interest based negotiation and conflict resolution training session for the Northeast Region of the National Marine Fisheries Service for fisheries biologists and ESA/MPMA personnel.

**New England Fishery Management Council**, New England, 2001. Co-facilitated a workshop of scientists, state and federal government officials and fishermen (Joint Workshop for Evaluating Alternatives for Habitat Protection, Bycatch Reduction & Target Species Management) related to various technical and regulatory issues related to shellfish and groundfish harvesting and bycatch issues.

**Defense Contract Audit Agency Mediation**, Massachusetts, 2000. Mediated a dispute between an agency manager alleging sex discrimination and the DCAA. Parties reached an agreement thereby avoiding a formal adjudicatory process.

**Judge Advocate General School Training**, Alabama, 2000. Adjunct faculty and trainer for the “Negotiation and Appropriate Dispute Resolution” course at the Air Force Judge Advocate General School at Maxwell Air force Base in Alabama. Training for Air Force attorneys and officers.

**Spectacle Island Park Issue**, Boston, MA, 2000. Facilitated meetings among the National Park Service, the City of Boston, “Big Dig” representatives, and various recreational and environmental interest groups regarding the siting and design of a visitor/welcome center.

**Pacillo Farm Superfund Site**, Rhode Island, 1999-2000. Facilitated meetings of the EPA case team and technical and legal representatives for potentially responsible parties regarding remedy selection and implementation for a Superfund site in Rhode Island.

**Dyer Clean Water Act Enforcement Mediation**, Massachusetts, 1999-2000. Mediated negotiations between the U.S. EPA and Bruce and Sharon Dyer to develop a consent decree to settle a §404 Clean Water Act enforcement case regarding alleged destruction of wetlands for the purpose of cranberry farming in southeastern Massachusetts.

**Corps of Engineers, San Francisco District and U.S. EPA Region IX**, San Francisco, CA, 1999. Facilitated and taught a meeting and training with the San Francisco District of the Corps of Engineers and Region IX of the EPA regarding implementation of regulatory provisions of §404 of the Clean Water Act.

**Federal Aviation Administration Management Labor Dispute**, Bedford, MA, 1998. Co-mediated a class grievance (and numerous individual grievances) filed under the collective bargaining agreement by union members at Hanscom Airforce Base. The weeklong mediation resulted in an agreement between the parties and an end to the formal grievance process.

## SELECTED PUBLICATIONS, REPORTS, AND HONORS

“Exit Strategies: Typology and Tips” (with Jacks, Tonkin and Schweisberg), *New York Dispute Resolution Lawyer*, 2010.

“Public Apology: An Unapologetic Primer” (with Patrick Field), *U.S. EPA Public Involvement Newsletter*, 2009.

“Theory Meets Practice in Court Internship Program,” *Graduate Program in Dispute Resolution Newsletter*, 2001.

“Uncertain Ground: Battles over wetland regulation reflect American ambivalence when private property and public rights collide,” *Technology Review*, 1994.

EPA Gold Medal for Exceptional Service

EPA Silver Medal for Superior Service

EPA Bronze Medals for Commendable Service, five-time recipient

Sierra Club Environmental Achievement Award

E.T. ("Red") Heinen Award for Outstanding Contributions to Wetland Protection

First Place, "Excellence in Communicating Conservation," National Competition, Soil and Water Conservation Society.

EPA peer award for outstanding management of wetland program

U.S. Institute of Environmental Conflict Resolution: National Roster of Dispute Resolution, 2010-present

## PROFESSIONAL AFFILIATIONS

*Massachusetts Office of Dispute Resolution:* Affiliate Practitioner and Lead Trainer for 30-hour Mediation and Conflict Resolution Skills Training, 2010-present

*Maine Department of Environmental Protection Neutrals Roster:* Member, 2010-present

*Federal Executive Board of New England:* Mediator, 2010-present

*United States Chess Federation:* Member rating of 1663

*Second Congregational Church of Cohasset:* Trustee and Deacon

*Dignita and AseraCare Hospices:* Trained and active hospice volunteer