

WIN

Spring 2009
Volume 1 - Issue 2

Werner Institute Newsletter

Welcome to the second issue of the Werner Institute Newsletter. Both our on-campus and online-based programs continue to grow. In this issue, we highlight some of the new faces that have joined the Werner Institute in recent months to help us meet the needs accompanying that growth.

On page two, you will find an article introducing the newest campus-based addition to the Werner Institute, Mary Lee Brock. We are very fortunate to have Mary Lee, a seasoned mediator and trainer, join us after spending the previous 10 years developing the local community based mediation center for the greater Omaha area. We also have an article highlighting five new teachers in our online-based program. They each bring their individual expertise in various contexts in keeping with the interdisciplinary nature of our degree programs at the Werner Institute.

Our Public Issues Collaboration (PIC) Program, which was founded last year, has had the opportunity to serve various regional organizations through the use of collaborative processes. This issue highlights a mini-conference on collaborative governance hosted

by PIC at Creighton University. With over one hundred high level public administrators attending, there was energy and excitement created around discussion of using collaborative processes as a method for developing and implementing public policy. The mini-conference alerted public and private sector leaders in our region that they have a solid resource to rely on. PIC is following up with a series of bi-monthly breakfast forums to further engage stakeholders in collaborative governance issues.

Finally, the Werner Institute is proud to share the accomplishments of our students and alumni by highlighting some of their enriching practicum experiences and describing some of the advancements they have made towards achieving their career goals. Two stories from our Alumni illustrate the variety of paths open to our graduates. One of our students described an exciting practicum in which he helped develop an innovative process for resolving online marketplace disputes.

Have a wonderful spring and summer filled with radiant happiness.

The Werner Institute for Negotiation & Dispute Resolution

Creighton University's School of Law
2500 California Plaza
Omaha, NE 68178
Phone: 402.280.3852 Fax: 402.280.3756
www.law.creighton.edu/wernerinstitute

At the Werner Institute, Mary Lee Brock Enters New Phase of her Career



I was delighted to join the faculty at the Werner Institute in late January. Before joining Werner, I served as the founding director of Concord Center, a community based mediation center serving the Omaha metro area. Concord Center

formed around my dining room table in the fall 1999 when a group of us saw both great potential and need for reflective conflict resolution services in our community. During my tenure at Concord Center, I gained extensive experience in family, child welfare, business, government and community matters. Concord Center and the Werner Institute have enjoyed a productive partnership, so this seemed like a natural progression.

My two favorite aspects of my work lie in training and facilitating. For the past several years I have conducted mediation training at Creighton's Law School and I look forward to expanding on this

experience in my new role as a Werner faculty member. A primary aspect of my new role will be to coordinate and facilitate the intensive 5-day residency program for our online students. The online program brings students to Creighton University three times a year to explore the use of various ADR models and build their skills in conflict resolution processes.

I'm also eager to build the Werner Institute's service to our community and our region through the Public Issues Collaborative Program which is designed to enhance awareness and promote the use of collaborative governance and conflict resolution.

Joining the faculty here at the Werner Institute is a homecoming of sorts as I earned my undergraduate degree in psychology here at Creighton University. When my husband Steve and I moved to Omaha in 1992 to be closer to his family in Kansas City and mine in South Dakota, we joined St. Johns parish where I currently serve as a trustee. Ignatian spirituality is core to my life and I see direct ties with our work of conflict engagement. We live in the Hanscom Park neighborhood with our two daughters Claudia, a freshman at Mercy High School, and Etienne, a 7th Grader at Marrs Magnet Middle School.

The Werner Institute for Negotiation and Dispute Resolution

*Creighton University
School of Law
2500 California Plaza
Omaha, NE 68178
402.280.3852*

www.law.creighton.edu/wernerinstitute

Faculty & Staff

Arthur Pearlstein
Jackie Font-Guzman
Bryan Hanson
Ran Kuttner
Bernie Mayer
Theresa Thurin

Public Issues Collaboration Program

Anat Cabili
Mary Lee Brock



Mini-conference on collaborative governance attendees listen attentively as Bernie Mayer and Palma Strand discuss collaborative governance processes they previously facilitated.

The Public Issues Collaboration Program Hosts Mini-Conference on Collaborative Governance

by Anat Cabili

On March 6, 2009 the Public Issues Collaboration Program (PIC) at the Werner Institute and the Metropolitan Area Planning Agency (MAPA) co-hosted a Mini-conference on Collaborative Governance and Conflict Resolution at Creighton University. This was an invitation only event for elected officials and high-level public administrators aimed at heightening awareness and stimulating thinking about collaborative governance and civic engagement. Over one hundred people attended this mini-conference, which featured leading figures in the field of collaborative governance and conflict resolution.

We were honored that Omaha Mayor, Mike Fahey provided introductory remarks along with Eric Chiappinelli, Dean of Creighton School of Law, Arthur Pearlstein, Professor of Law and Director of the Werner Institute, Brad Ashford, Senior Fellow at the Public Issues Collaboration and John Abbott, chairman of MAPA's board of directors. Keynote speaker Steve Burkholder, former mayor of Lakewood, Colorado and the founding chairman of the National League of Cities Democratic Governance Program, talked about how local leaders are reshaping governance through collaborative policymaking involving the government, business, and non-profit sectors along with the communities in which the initiatives take

place. Bernie Mayer and Palma Strand, Professors at the Werner Institute and Creighton University School of Law, talked about the principles of collaborative governance and shared stories from their vast experience as practitioners and teachers. They were followed by a panel discussion in which David Landis, Director of Urban Development for the city of Lincoln and a 28 year veteran of the Nebraska Legislature, Steve Greenwood, Director of Community Programs at the National Policy Consensus Center at the University of Portland, and Mary Lee Brock, Chair of Clinical Programs at the Werner Institute, shared stories of their experience in collaborative policy-making, collaborative implementation of policy and community based decision-making, elaborating on the factors that contribute to these processes' success as well as challenges.

The participants of the conference gave extremely positive feedback on the program, and finding it very valuable for their work. Many expressed their desire to continue learning more about these issues; this led the Werner Institute and MAPA to initiate a bi-monthly Breakfast and Presentation on Collaborative Governance and Conflict Resolution in which these topics, as well as their promotion in the region, will be further explored. In the next few months, the Werner Institute and PIC will also conduct training in negotiation, facilitation and collaborative governance targeted for public administrators, elected officials, NGOs and others working in the public realm.

*Anat Cabili is the Senior Advisor and Project Manager
for the PIC*

About the Public Issues Collaboration Program

Founded last year, the mission of the Public Issues Collaboration Program (PIC) is to enhance awareness and promote the use of Collaborative Governance and Conflict Resolution in our region. Using the talents of the Werner Institute's faculty, PIC strives to achieve its mission by providing workshops, assessments, and facilitation services to policy makers, organizations, and stakeholder groups seeking to achieve cost-efficient and enduring solutions to public issues and organizational challenges. For more information about PIC and its services to the community – please visit our website:

<http://www2.creighton.edu/werner/thepublicissuescollaboration/index.php>

The Werner Institute Welcomes Five New Instructors to The Werner Team

by Joseph Selde, *M.S. candidate at the Werner Institute*

The Online Master's degree program has taken off with great success. Our third cohort will begin in May with two sections. The great interest in our program has allowed us to expand our faculty roster. This spring the Werner Institute welcomed five new instructors to the team. Let's get to know the Online Faculty of the Werner Institute!



Laurie Miller Patterson, an Ombuds in a health care system in Akron, Ohio, assists employees throughout the system deal constructively with workplace conflict. The aims of her program are to increase employee satisfaction and retention,

enhance organizational communication and support the delivery of safe patient care. Laurie has a Master's Degree and more than fifteen years of experience in community-based mediation, inter-cultural conflict resolution, facilitation, and training. Laurie will be teaching the specialization course Collaboration and Conflict Resolution in Health Care.

Brian Blancke Ph.D. has been working in the field of conflict resolution for twenty years as a mediator, trainer, researcher and editor in the academic, non-profit and for-profit sectors. Most recently, Brian was a negotiation trainer for Vantage Partners, a small boutique consulting firm in Boston that helps companies negotiate and manage critical relationships. Prior to Vantage, Brian worked for Framingham Mediation, a non-profit mediation program, in a number of



roles including case manager, mediator, trainer and director of special projects. He has been a guest lecturer at a number of universities and has taught and published on a wide array of subjects including the Third Side, obstacles to settling American Indian land claim disputes, teaching history and conflict resolution skills, and the Iroquois Great Law of Peace.

Brian holds a Ph.D. in Social Science with a focus in conflict resolution and a Certificate of Advanced Study in Conflict Resolution from Syracuse University. He is also a research affiliate at the Program on Negotiation and is involved in a number of projects, including the Global Negotiation Initiative (the Third Side), the Negotiation Pedagogy Initiative, and the Global Negotiation Insight Initiative. Brian will be teaching Negotiation and Conflict Resolution- Foundations II, which is the final component of our foundations in negotiation and conflict resolution module.



John Ford works to support individuals and organizations to approach conflict with greater clarity and confidence. His work enables clients to minimize the destructive potential of personality conflicts and amplify the opportunity for growth through constructive cognitive

conflict. In addition to serving as managing editor for Mediate.com since 2000, John is also a past president of the Association for Dispute Resolution of Northern California. Along with joining the Werner team he will continue to mediate workplace and healthcare disputes, teach at John F. Kennedy University in Pleasant Hill, California, and provide communication, negotiation and mediation skills training in both public sector and corporate settings. John is teaching the Organizational Collaborative Practice and Conflict Resolution specialization course.

(Online Instructors continued on Page 12)

Highlighted Werner Institute Publications & Presentations

Arthur Pearlstein, Director of the Werner Institute and Professor of Law for the Creighton University Law School, will give a presentation titled, *"Pursuit of What?: Lessons for the Field of Conflict Resolution from the Modern Study of Happiness"* April 24, at the Heartland Mediation Conference in Omaha, NE. The session will focus on the implications of the latest findings and theories on happiness for conflict resolution practitioners, including whether unhappy people are more likely to be involved in conflict, and what mediators can do better to make the parties happy.

Director **Arthur Pearlstein**, Associate Director **Jackie Font-Guzman**, and **Dr. Bernard Mayer** will provide a panel presentation for the ABA Section of Dispute Resolution conference April 16-18, 2009 in New York, NY. The title of the presentation is, *"Staying with Conflict in a Post Litigation Society: New Roles for Conflict Professionals."*

Our Associate Director, **Jackie Font-Guzman** has a couple of springtime presentations on top of her busy full-time job as our Associate Director, her faculty obligations, and the writing of her dissertation. The first was a conflict resolution workshop certified by the Puerto Rico Supreme Court and addressed to healthcare professionals in San Juan, Puerto Rico, April 4, 2009.

Jackie also has a presentation this spring titled, *"Negotiating Puerto Rican Citizenship: asserting nationalism in a fragmented nation"* at the Law and Society Association, Denver, Colorado on May 28-31, 2009.

Ran Kuttner was awarded his Ph.D. in conflict resolution from the Program on Conflict Management and Negotiation at Bar-Ilan University, Israel in December. The topic of his dissertation was *"Presence of Dialogue in Mediation: Understanding Relational Worldview as Means for Transformation"*.

During the past few months Prof. Kuttner presented in various forums:

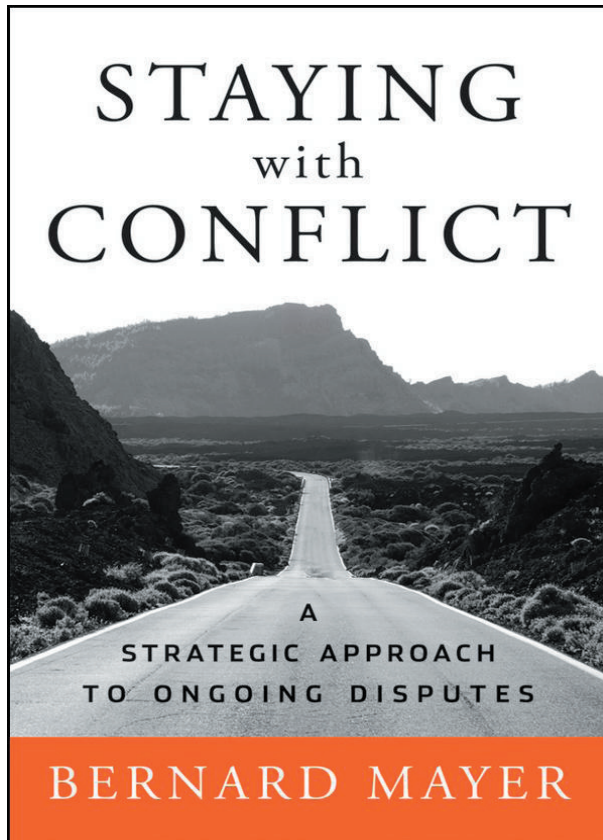
Working toward relating: Examining the concept of dialogue and its feasibility in the Mideast, a faculty roundtable in February at the Law School, in which he examined the practice of dialogue in the context of conflict resolution and analyzed the Israeli-Palestinian conflict from the perspective of whether dialogue is an option given the current state of affairs.

Dialogue as a relational practice: A Buddhist-oriented approach, a teleseminar in March to the Spiritual Section of the Association for Conflict Resolution, in which he focused on the relational characteristics of Dialogue as understood by prominent Western thinkers and the Buddhist philosophy, and their applicability to the mediation process. To hear a recording of this teleseminar please visit our website by [clicking here](#).

Also in March, Prof. Kuttner was the key-note speaker at the annual Brooks lecture at UNO, where he lectured on *Entering a Dialogue, working towards relating: Dynamics of conflict management and polarization in the Israeli society*. In this lecture, he presented tendencies in the Israeli society and their effect on the increased fragmentation in recent decades, discussing what needs to be done in order to transform destructive mechanisms of conflict management into increased capacity to enter a dialogue and constructively manage social, interpersonal and international conflicts.

In January, **Bryan Hanson**, Assistant Director of the Werner Institute had two publications hit the shelves. The first was the journal *Emergence: Complexity & Organization* where Bryan was a guest editor for an issue focusing on the integration of complexity science and conflict resolution principles. You may access the electronic version of this journal by visiting the ISCE publishing website, www.iscepublishing.com.

The second publication was an article included in the Spring issue of ACR's *ACResolutions* magazine. The article was titled, *"Bridging the Gap Between the West and Arab World Using Cutting-Edge Technology."* The article provides a reflection of the use of web-based programs to facilitate live dialogue amongst participants from the US, Europe, and Middle East.



Staying with Conflict

A Strategic Approach to Ongoing Disputes

By Bernard Mayer

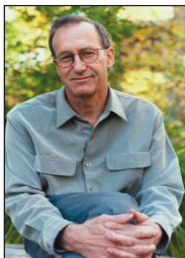
Available Now | ISBN: 978-0-7879-9729-8
\$45.00 | Cloth

"Bernie Mayer has written about the right issue at the right time. This book will help practitioners and parties in conflict alike to work seriously and constructively over the long haul."

—Zena Zumeta, JD, Mediation Training and Consultation Institute, and past president, Academy of Family Mediators

As the field of conflict resolution has grown and expanded its reach, it has repeatedly faced the challenge of how to deal with long-term disputes. The most prevalent approach, with its emphasis on prevention, management, and resolution, is often inadequate for dealing with ongoing conflicts that are reflections of fundamental issues of values, identity, and structure.

In this groundbreaking book, Bernie Mayer, a pioneer in the field of conflict resolution, offers a new paradigm for dealing with long-term disputes. Mayer explains that when dealing with enduring conflict, mediators and other conflict resolution specialists need to move past the idea of how quickly they can resolve the conflict. Instead, they should focus on how they can help people prepare to engage with an issue over time. Once their attention is directed toward this challenge, new avenues of intervention become apparent.



Bernard Mayer, a professor at the Werner Institute for Negotiation and Dispute Resolution, Creighton University, and a partner in CDR Associates, has been working in the conflict field since the late 1970s as a mediator, facilitator, trainer, researcher, program administrator, and dispute system designer. He has worked on many complex environmental conflicts, organizational and labor - management disputes, interpersonal conflicts, planning and development issues, public decision - making processes, and ethnic disputes. Mayer is also the author of *The Dynamics of Conflict Resolution* and *Beyond Neutrality*.

Available Now! Use discount code SWC09 for *20 percent off
when you purchase from www.josseybass.com.

*Offer expires 12/31/09

JOSSEY-BASS™
An Imprint of **WILEY**
Now you know.

Expanding the Options for Online Dispute Resolution

By Eric Tang MS '08

The practicum requirement for the Werner Institute presented a stressful dilemma for me: I simply did not know what to do. I was also a new hire in an entry-level position at PayPal, a company owned by eBay. I turned out to be in the right place at the right time. I learned that the program director, Arthur Pearlstein, had a contact at eBay who is very much a part of the alternative dispute resolution field. I asked Arthur for some information on this person, and a few emails later I was in touch with a very enthusiastic and charismatic person from eBay's headquarters in San Jose. His name is Colin Rule and he is the Director of Online Dispute Resolution for eBay and PayPal.

The importance of online dispute resolution, or ODR, cannot be understated in the virtual world. The eBay community of users is very large, sometimes unruly, and the possibility of disputes over monetary transactions through PayPal is quite common. The potential for conflict to originate online is in some ways greater than the more traditional ways of buying and selling. Online relationships span much greater distances and communication is typically asynchronous only, which means parties are unable to communicate at the same time. Then, of course, there are the fraudsters and scammers who flourish online.

As I found out, Colin Rule is quite a big deal in the ODR field. He is one of the very few authors on the subject of ODR. When I started my practicum, Colin was kicking around an idea for eBay called "Community Court". Buyers and sellers are allowed to give each other ratings on their transactions with each other on eBay. This is called "feedback" and it establishes a reputation in the virtual market place.

Feedback is a very important tool used by merchants to gain trust of potential buyers. The idea behind Community Court is simple. If a merchant receives feedback which they believe to be unfair, the user can file a case on the Community Court website. A pool of volunteer jurors comprised of peers in the eBay community review the case and cast a vote. The consequence is either the feedback stays on the user's eBay account or is removed completely as if it were never there.

I was tasked to help design this project, and perhaps find ways to incorporate aspects of it into PayPal's ODR process. Colin put me in touch with some high level personnel at eBay and PayPal as well as a group of developers in Chennai, India. I was able to teleconference with these people from my desk in Omaha. Another Werner Institute student, Tom Freeman, joined me and we brainstormed system designs with the group in India. Then we wrote user agreements, legal agreements, privacy policies, FAQ pages, and process flow charts to be published on the website. The Community Court product is currently live for eBay India and the users seem to be very happy with it.

The Community Court idea may gain more momentum with PayPal in the future. Colin and I pitched the idea during a product development contest for employees of PayPal. The Community Court won first place out of hundreds of submissions. Colin and I were surprised at the reaction. We were ecstatic with the first place vote and my associations with Colin Rule have been extremely rewarding. Colin was more than a practicum site supervisor for me. He was a great mentor and has helped me to open up some potential career opportunities in the field of ODR and at eBay.

Eric Tang completed the MS in Negotiation and Dispute Resolution in December 2008 and a current employee at PayPal.

Werner Alumni Updates - Joan Kathol MS '08

A little over a year ago, I ventured to Boulder, Colorado with my Masters from the Werner Institute being sent in the mail. Shortly after arriving in Colorado, I began working with a small organizational development firm that strives to connect peers so that they can learn and benefit from each others' experiences. My work was dedicated to facilitating peer dialogues within the community healthcare system and improving communication within a group that manages logistics for Arctic science projects. I thoroughly enjoyed the clients, particularly when they learned a new way to make their work more efficient, effective, and meaningful. During my stint there, the strongest impact that I had was the direct result of Werner philosophy. That is, one of the most important services we as intermediaries can provide is to connect people and their stories. Ultimately, these busy and under-compensated individuals wanted to share their experiences with others and learn ways to improve their work. Unfortunately (for me and my professional desires), there were no disputes that needed resolving during these conference calls and meetings.



After nine months in that position, the call (that I not-so-patiently waited for) finally came. CDR Associates, a world-recognized leader in conflict management, resolution, and training, asked me to join their team. Dr. Bernie Mayer, a founding partner with CDR Associates, opened the door and the Werner Institute enabled me to have the confidence and skills-set to walk through that door. CDR is affording me great opportunities in the field. Our work in conflict management is focused in the practice areas of water, transportation, peace building, and sustainable development. They also reinstituted their training program, the very one

that has influenced so many aspects of the Werner program. The learning curve at CDR is steep, but I am climbing as fiercely as I can. Note taking, logistics coordination, facilitation, and traveling take up most of my days.

A great fiancé and my consistent thinking that “there has got to be a better way” brought me to the Werner Institute. Prior to moving to Boulder, I taught at an all-girls parochial school. There, I recognized three important things about myself and school systems: 1) to be a teacher and eat, I needed my masters’, 2) I had zero interest in pursuing a masters’ that would put me into an administrative role in the school or assume the role of textbook author, and 3) problems within school systems often are handled in a way that does not promote positive citizenship or valuable learning to occur. My long-time search for a program ended when I came upon Werner. After viewing the course descriptions online, it was clear that I was at the crossroads of my interests, talents, and a masters’ degree.

Soon after, I met the professors who not only served as outstanding tour guides into the world of conflict resolution, but would become mentors and even friends. The old adage, “you get what you give” rings true when it comes to the curriculum and experience at Werner. Each class, I was prepared. During discussions, I was engaged and excited. After class, I visited with teachers and fellow students, did research and contacted experienced professionals in the field. It was consuming in such a wonderful way. Without persistence and a fierce work ethic, you may trudge through the program. With these qualities, you might find yourself excited about topics that you never thought would have you reading past midnight. Also, you will become aware of just how supportive the professors and your fellow classmates can be as you maneuver your way through this fascinating field.

(Continued on page 9)

Werner Alumni Updates - Continued

I also learned the power of asking, not waiting, for experience and mentoring. Each professor, if you make an effort, will spend time talking and developing your skills. Additionally, they are open to learning from the students. Never before had I experienced quite that level of concern and care as a student.

A light bulb went off for me when I joined Werner... something I had never known academically before then. I loved and love learning.

What has developing relationships and asking for work gotten me? Amazing experiences. While at Werner, Dr. Mayer responded to my many requests for practical experience by allowing me to be his research assistant for a Child Protection Conflict Resolution Think Tank. He, by many standards considered the “father of child protection conflict resolution”, facilitated a Think Tank to assess the current state of the field and articulate ways program administrators can improve their work on a national, possibly international, level. Not only did I get to interview and work with child protection professionals from all over the U.S. and Canada, I authored my first published article in the Family Court Review – the Association of Family and Conciliation Court’s journal. In May 2009, I will serve as facilitator for the third Think Tank meeting. While many times a new mediator or facilitator is relegated to the role of observer or note-taker, the opportunities to facilitate are starting to come my way.

When working at a firm as established as CDR Associates, the desire to learn and the willingness to ask for opportunities is essential to success. Each day, I find myself requesting information that will help me understand our clients better and signing up for projects that take me into meetings I never imagined. With each new experience, I find that Werner taught me (and my peers) well. The work of intermediaries is important and necessary. Our work helps people find commonalities and enables critical actions to occur. Ultimately, Werner provides opportunities for its graduates to make real the principles of St. Ignatius. We do have the obligation and the privilege to create a better world.

As transparently amorous as I have already been with Werner in this article, I could go on for pages. If you want to talk more about Werner, CDR Associates, the weather in Boulder, or my new dog Blue, feel free to follow-up at jkathol@mediate.org

Werner Alumni Updates - James Hillis MS '08



As I was poised to graduate from Creighton with my degrees in History and Latin, I was excited and anxiously curious to begin my graduate studies at Creighton’s Werner Institute. I felt a strong inclination that I had made decision which would help me further develop the skills, insights, and understanding to help serve our leaders in managing the world’s many conflicts. Admittedly, I was a bit concerned I might be out of place as a former history and Latin student. I found that the interdisciplinary nature of the program and the strong faculty adherence to the Jesuit motto of “cura personalis” provided me with an opportune environment, allowing me to study the issues which interested me most.

(Continued on page 10)

Werner Alumni Updates - Continued

Besides developing a strong foundation set by the program's core curriculum, I was able to study familiar topics in a new light: multiculturalism, identity and conflict, conflicts surrounding history and national identity, and that funny sounding field of complex adaptive systems. The new light I found myself studying these topics in was also more familiar than my first impression; throughout my undergraduate years at Creighton, I felt a compulsion to engage the Jesuit mission of the university. When I selected the Werner Institute it became more as if it had selected me; there was a strong focus on understanding the many manifestations of conflict, what "conflict" really was, and developing conflict management tools—all of which would enable students and future practitioners to become more able in that Jesuit mission: "the service of the faith and the promotion of Justice."

There were two clear aspects of the Werner Institute that I loved most: how there was a practical development in key skills and how there was academic development to understand conflict along scientific, philosophical, and ethical dimensions. The program created a greater awareness of multicultural issues, effective communication patterns, critical inquiry, and academic development. Of course, the challenge for all the students in the program is not to simply meet the requirements the program puts before you. Without a willingness to challenge yourself, or to imbue your passions within your studies, or even to seek out practical opportunities to explore and investigate the concepts found within the classroom, study becomes redundant and unsatisfying. For me, however, the mission of the university and the vision of the Werner Institute, with its hands-on faculty and ability to stimulate intellectual curiosity, again left me feeling compelled to further pursue my studies, to further engage how we understand conflict and manage it on socio-economic levels.

As a graduate of the program, I will be continuing to involve the skills and lessons from the Institute in my studies at Saint Louis University, where I will be working on my doctoral degree in Public Policy Analysis and Administration. It is with little doubt that the studies I undertake will be directly impacted, and motivated, by the key lessons I experienced during my graduate studies at the Institute. I look to continue to explore the theory which upholds the field and to practically apply it social settings. I look forward to linking my understanding of conflict with the policy making process. I also look forward to assisting in integrating the topics of study in conflict resolution with the study of public policy and decision making processes. As I see it, there is a great opportunity for new scholars to contribute to the burgeoning field in which the Werner Institute finds itself. And it is my hope that I can participate in any opportunity that will allow me to contribute to policies that will build a more peaceful and less violent society.

The Werner Institute is proud to highlight the accomplishments of our Alumni and students. Please check out the Alumni section of our website at <http://law.creighton.edu/wernerinstitute> for additional information on the contributions our Alumni have made to the field. If you are a member of the Werner Institute Alumni and would like to share your current profile for the website or an upcoming newsletter, please contact Bryan Hanson at bryanhanson@creighton.edu.

Werner Student Association

The Werner Student Association provides students the opportunity to actively engage and enrich their experience at the Werner Institute

by Bryan Hanson

The Werner Institute is proud to announce the establishment of the Werner Student Association (WSA). This winter the Graduate Student Government approved the WSA as a recognized student association. As a completely student driven association, the WSA is able to access the funds each graduate student pays in with their tuition, and will be able to utilize these funds to provide Werner students some wonderful opportunities to make use of these funds! Among the various options are social activities, program related discussion forums, alumni/student networking events and any other activity the Werner student body feels will enhance their academic experience.

We call all current students to get involved and help design these activities. We encourage the students to be active and shape their extra-curricular academic environment in the most beneficiary and enjoyable way. Involvement with the WSA will not only enhance the academic program experience, but will also provide professional experience through the planning and coordinating of events. There are a couple of next steps in realizing the potential of this student run association. These steps include the

ratification of the constitution, followed by the election of the officers for the fall semester. Once these steps are completed the WSA will be official and begin working towards fulfilling its purpose. The purpose as stated in the WSA constitution is to:

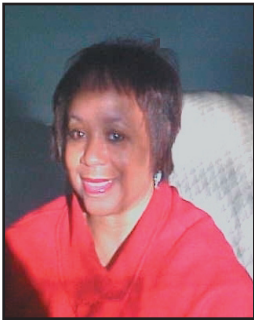
- (1) Encourage and provide for the free dissemination of ideas, information, and experience in regard to alternative dispute resolution and the Werner Institute.
- (2) Provide and support education and research in the theory and practice of alternative dispute resolution.
- (3) Provide a forum for Werner students to contact and meet fellow students, professionals, organizations, and alumni related to the greater Werner community.
- (4) Encourage students to pursue interests in the area of alternative dispute resolution that enhances the Creighton Community and its student's development.

If you have any questions as to how you can get involved with the Werner Student Association please contact Bryan Hanson at bryanhanson@creighton.edu.

Bryan Hanson is the Assistant Director of the Werner Institute for Negotiation and Dispute Resolution

(Online Instructors continued from Page 4)

Joan Kathol is one of the first graduates of the Werner Institute's campus-based program. Her expanded alumni profile is also included in this newsletter. She brings six years of experience in facilitation and education to our program. She currently works as a program associate for CDR Associates in Boulder, Colorado, which is a world renowned leader in conflict management, resolution and training. Joan has extensive volunteer experience, regionally and internationally, and has chaired fundraisers for the Nebraska Affiliate of Susan G. Komen for the Cure. From years of teaching in a private high school, Joan is able to quickly learn about and adapt to new surroundings and situations. She will be our instructor for the Collaborative Practice and Conflict Resolution in Education specialization course.



Janice McRae has a broad spectrum of expertise encompassing extensive teaching, research, training and presentation in the areas of conflict analysis and resolution in the public and private sectors. In addition she has conducted substantial research in the areas of international conflict and development of successful interventions. Janice has also trained community leaders in developing capacity building through understanding conflict and its impact; taught courses encompassing global public policy, cross cultural management, global leadership and conflict resolution in international organizations. She is currently pursuing a Ph.D. (ABD-May 2009 Graduation) from George Mason University from the Institute of Conflict Analysis and Resolution. Janice has completed two Masters Degrees, one in Comparative Politics and Development from American University and the other in Counseling Psychology from The University of Michigan. Janice will be teaching the International Negotiation and Conflict Resolution specialization course.

*Joseph Selde is a current student in the campus-based
M.S. in Negotiation & Dispute Resolution program and a work study in the Werner Institute office.*



Creighton
UNIVERSITY
School of Law

The Werner Institute for Negotiation & Dispute Resolution
Creighton University - School of Law
2500 California Plaza
Omaha, NE 68178
<http://law.creighton.edu/wernerinstitute>

Non-Profit Org.
U.S. Postage
PAID
Permit No. 227
Omaha, NE 68178

**The Werner Institute would like to thank all
who have contributed to this newsletter.**