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Academic Experience

- 2002 – present Associate Professor of Conflict Management (2007-present), Assistant Professor of Conflict Management (2002-2007), Department of Political Science and International Affairs, *Kennesaw State University*, Kennesaw, GA
- 2005 – present Visiting professor, Dispute Resolution Institute, *Hamline University School of Law*, Saint Paul, MN
- 1998 – 2000 Adjunct faculty, Department of Communication, *Metropolitan State University*, Saint Paul, MN
- 1999 Adjunct faculty, Department of Human Resources and Industrial Relations, Carlson School of Management, *University of Minnesota*, Minneapolis, MN
- 1991 – 1994 Teaching assistant, Maxwell School of Citizenship and Public Affairs, *Syracuse University*, Syracuse, NY

Professional Experience

- 1996 – present Mediator, researcher and trainer in private practice, Marietta, GA
- 2000 – present Senior consultant, *Consortium on Appropriate Dispute Resolution in Special Education*, Eugene, OR
- 2004 – present Mediator, facilitator and trainer, *Consortium on Negotiation and Conflict Resolution*, University System of Georgia, Atlanta, GA
- 1996 – 1998 Executive director, *Dispute Resolution Center*, Saint Paul, MN
- 1994 – 1996 Director, *Onondaga County Dispute Resolution Center*, Syracuse, NY
- 1993 – 1994 Organizational development consultant, *Henneberry Hill Consultants*, Pompey, NY
- 1992 – 1993 Program coordinator, *Syracuse University Campus Mediation Center*, Syracuse, NY

Education

- Ph.D., 2001 Social Science (awarded with distinction), Maxwell School of Citizenship and Public Affairs, Syracuse University. Dissertation: “The Influence of Referral Source Coerciveness on Mediation Participation and Outcomes”
- M.A., 1993 Sociology, Maxwell School of Citizenship and Public Affairs, Syracuse University
- B.A., 1991 Nonviolent Conflict and Change, Maxwell School of Citizenship and Public Affairs, Syracuse University

Journal articles

- in review Timothy Hedeem, "Challenging conventions in challenging conditions: Thirty-minute mediations at Burning Man (an interview with Ron Kelly)"
- in review Timothy Hedeem, Susan Raines and Ansley Barton, "Foundations of Mediation Training: A Literature Review of Adult Education and Training Design"
- in review Susan S. Raines, Ansley Barton and Timothy Hedeem, "Best Practices for Mediation Training and Regulation: Preliminary Findings"
- 2006 Timothy Hedeem, "Constructive Conflict Engagement as Leadership: Principles and Methods for Effective Resolution," *Journal of Ethics in Leadership* 2(1):7-17
- 2006 Timothy Hedeem and Linda Baron, "Editor's Introduction," *Review of Policy Research* symposium on community conflict resolution and collaborative governance, 23(4):813-814
- 2006 Timothy Hedeem and Peter Salem, "What Should Family Lawyers Know? Results of a Survey of Practitioners and Students," *Family Court Review* 44(4):601-611
- 2005 Timothy Hedeem, "Dialogue and Democracy, Community and Capacity: Lessons for Conflict Resolution Education from Montessori, Dewey, and Freire," *Conflict Resolution Quarterly* 23(2):185-202
- 2005 Timothy Hedeem, "Coercion and Self-Determination in Court-Connected Mediation: All Mediations are Voluntary, But Some Mediations are More Voluntary than Others," *Justice System Journal* 26(3):273-291
- 2005 Patrick G. Coy and Timothy Hedeem, "A Stage Model of Social Movement Co-optation: Community Mediation in the United States," *The Sociological Quarterly* 46(3):405-435
- 2004 Timothy Hedeem, "The Evolution and Evaluation of Community Mediation: Limited Research Suggests Unlimited Promise," *Conflict Resolution Quarterly* 22(1&2):101-133
- 2003 Timothy Hedeem, "The Institutionalization of Community Mediation: Can Dispute Resolution 'of, by, for the People' Long Endure?" *Penn State Law Review* 108(1):265-276
- 2003 Timothy Hedeem, "The Reverse Jigsaw: A Process of Cooperative Learning and Discussion," *Teaching Sociology* 31(3):325-332; reprinted in Howard, editor, *Discussion in the College Classroom*, 2/e, American Sociological Association Teaching Resources Center, 2004
- 2000 Timothy Hedeem and Patrick G. Coy, "Community Mediation and the Court System: The Ties that Bind," *Mediation Quarterly* 17(4):351-367; reprinted in Bonsignore, Pipkin, Arons, Rifkin, Katsh, D'Errico, editors, *Before the Law*, 7/e, Houghton Mifflin, 2002
- 1998 Patrick G. Coy and Timothy Hedeem, "Disabilities and Mediation Readiness in Court-Referred Cases: Developing Screening Criteria and Service Networks," *Mediation Quarterly* 16(2):113-127

Book chapter

- 1997 Timothy Hedeem, "Future Progress in Dispute Resolution: Linking Practice and Academic Research" epilogue to Gleason, Sandra, editor, *Workplace Dispute Resolution: Directions for the Twenty-First Century*, Lansing, Michigan: Michigan State University Press

Edited book

- 2000 Patrick Coy and Lynne Woehrl, editors; Bruce Dayton, Michael Hovey, Timothy Hedeem, and Anna Snyder, associate editors, *Social Conflicts and Collective Identities*, Lanham, Maryland: Rowman and Littlefield

Editorial affiliations

- 2001 – present Editorial Board member, *Conflict Resolution Quarterly* (formerly *Mediation Quarterly*)
- 2002 – present Reviewer, *Research in Social Movements, Conflicts and Change*
- 2008 – present Editorial Board member, *Family Court Review*
- 2008 Manuscript reviewer (article), *Journal of Peacebuilding and Development*
- 2007 Manuscript reviewer (article), *Polity*
- 2006 Guest editor, *Review of Policy Research* symposium on community conflict resolution and collaborative governance, 23(4)
- 2002 – 2006 Editor, Community Mediation Section, *Mediation Information and Resource Center* (www.mediate.com/community)
- 2007 Manuscript reviewer (article), *Nonprofit Management and Leadership*
- 2005 Manuscript reviewer (article), *The Sociological Quarterly*
- 2005 Manuscript reviewer (book chapters), *Pearson/Prentice Hall Publishers*
- 2004 Manuscript reviewer (book), *University of British Columbia Press*
- 1992 – 1993 Editor, *PARC News, Program on the Analysis and Resolution of Conflicts*

Professional references

- 2004 Timothy Hedeem and Mark Collins, "Community Mediation" chapter in *ADR Handbook for Judges*, Donna Stienstra and Susan Yates, editors, American Bar Association
- 2002 Timothy Hedeem, *Using Participant Feedback to Evaluate and Improve Quality in Mediation*, prepared for the Consortium for Appropriate Dispute Resolution in Special Education in fulfillment of Cooperative Agreement CFDA H326D98002 with the Office of Special Education Programs, United States Department of Education
- 2001 Mediation Outcomes and Impact Module, Program Evaluation Kit, *Conflict Management in Higher Education Resource Center* in fulfillment of a cooperative agreement with the Fund for the Improvement of Post Secondary Education, Department of Education

1998 Timothy Hedeem, "Community Alternative Dispute Resolution" chapter in *Alternative Dispute Resolution Deskbook*, Gary A. Weissman, editor, Minnesota State Bar Association

Publications in professional newsletters, and conference proceedings

- in review Timothy Hedeem, "Mediation as Contact Sport? Issues of Fitness and "Fit" Arising from Georgia's *Wilson v. Wilson*"
- 2008 Ansley Barton, Susan Raines and Timothy Hedeem, "Improving Mediation Training and Regulation Through Collaborative Assessment," *Dispute Resolution Magazine*, 14(3&4)
- 2006 Timothy Hedeem and Brian Polkinghorn, "The Evolution of Community Mediation in the United States: A Continuing Process of Adaptation," *ACResolution Magazine*, 5(2)
- 2003 Timothy Hedeem, "Ensuring Self-Determination Through Mediation Readiness: Ethical Considerations," *Americans with Disabilities Act Mediation Section, Mediation Information and Resource Center*
- 2002 Timothy Hedeem, "Does the Journey Change the Destination? The Influence of Referral Source on Mediation Participation and Outcomes," *The New York Mediator* 20(1)
- 2001 Timothy Hedeem, "Dispute Resolvers Working Together to Bridge the Gulf between Theory and Practice," *PARC News, Program on the Analysis and Resolution of Conflicts*
- 1999 Timothy Hedeem, "From Intake to Mediation: Where Do All the Cases Go?" *The Community Mediator, Newsletter of the National Association for Community Mediation*
- 1998 Timothy Hedeem, "Neighborhood-Based Restorative Justice in Saint Paul, Minnesota," *NIDR News, National Institute for Dispute Resolution* 5(2)
- 1996 Timothy Hedeem, "Linking Research and Practice in Dispute Resolution" in the proceedings of *New York State National Conference on Dispute Resolution*
- 1996 Timothy Hedeem, "Mediation: The Journey from Advocacy to Practitioner," *The Fourth R: Newsletter of the National Association for Mediation in Education* 73
- 1996 Timothy Hedeem, "Growing Field, Growing Pains," *The Snapshot: Newsletter of the New York State Dispute Resolution Association* 1(3)
- 1995 Timothy Hedeem, "Coordinating Community Mediation: Paradoxes and Issues in Program Development" in the proceedings of the *Society of Professionals in Dispute Resolution conference*
- 1995 Timothy Hedeem, "Points of Intersection: Academics and Practitioners in Conflict Resolution" in the proceedings of the *Society of Professionals in Dispute Resolution conference*
- 1995 Timothy Hedeem, "Praxis: Intersections and Conflicts Between Academic, Practitioner, and Researcher" closing plenary, proceedings of the *Symposium on Conflict Resolution*, Carleton University

- 1993 Timothy Hedeem, “Alternative Dispute Resolution Participation: Preliminary Analysis of the New York State Community Dispute Resolution Centers Program” in the proceedings of the *Society of Professionals in Dispute Resolution conference*

Unpublished research reports

- 2008 “Georgia Legal Needs Survey” with Carol Pierannunzi, prepared for the *Commission on Civil Justice of the Georgia Supreme Court*
- 2007 Ansley Barton, Timothy Hedeem and Susan Raines, “Assessment of Mediation Training for the Florida Courts System” with Ansley Barton and Susan Raines, prepared for the *Florida Dispute Resolution Center and Office of the State Courts Administrator*
- 2006 Harry Mika and Timothy Hedeem, “National Research Project on Community Mediation” prepared for the *National Association for Community Mediation*, Washington, DC
- 2005 Timothy Hedeem, “Family Law Education Reform Project - Practitioner Survey,” prepared for the *Association of Family and Conciliation Courts*
- 2003 Lisa Bingham, Timothy Hedeem and Susan Raines, “An Analysis of the US Postal Service REDRESS Program” prepared for the *Indiana Conflict Resolution Institute*
- 1997 Timothy Hedeem, “Final Report on National Case Management Software Survey,” prepared for the *National Association for Community Mediation*, Washington, DC
- 1991 William Warters and Timothy Hedeem, “Campus-Based Mediation Programs Survey,” Syracuse University, Syracuse, New York

Selected Academic and Professional Conference Presentations (since 2001)

- 2008 “Mediation with Clients with Mental Impairments” with Connie Beck and Lynda Frost, *Association for Conflict Resolution* annual conference, Austin, Texas [forthcoming]
- 2008 “How Does Mediator Orientation Influence Application of the Model Standards of Conduct?” with Roger Wolf and Ellen Waldman, *American Bar Association Section of Dispute Resolution* annual conference, Seattle
- 2008 Plenary panel on “Cultural Competency from Differing Perspectives” at the *NYC Advanced Training for CDRC Mediators*, New York City
- 2007 “The Education and Training of Mediators” plenary session with Christopher Honeyman, Nina Meierding, and Marilyn McKnight, *Emerging Issues in Mediation conference of the Wisconsin Association of Mediators*, Madison
- 2007 “Community Mediation: News and Views from Programs on the Cutting Edge” with Cathy Warmington and Jeanne Zimmer, *Emerging Issues in Mediation conference of the Wisconsin Association of Mediators*, Madison
- 2007 “Collaboration in Statewide Water Policymaking: A Study of Georgia’s 25-year Water Management Plan,” Cutting Edge Theories and Recent Developments in Conflict Resolution, *Program on the Analysis and Resolution of Conflicts*, Syracuse University, Syracuse
- 2007 “Ethical Codes and Frameworks for Mediation: (How) Does Form Follow Function?” with Ellen Waldman, Charlie Pou, and Paula Young, *American Bar Association Section of Dispute Resolution* annual conference, Washington, DC
- 2007 “Comparing Law School ADR Certificate and Degree Programs to the Broader Graduate and Undergraduate Field of Conflict Resolution” with Brian Polkinghorn, *American Bar Association Section of Dispute Resolution* annual conference, Washington, DC
- 2007 “Capacity to Mediate: Ensuring a Fit between Parties and Process,” *First National Symposium on Ethical Standards for Elder Mediation*, Philadelphia, Pennsylvania
- 2006 “Core Constructs and Coherence? Whither Peace and Conflict Studies in the US and Canada?” *American Sociological Association* annual meeting, Montreal, Quebec
- 2006 “Please Tell Me You Don’t Teach that Book! Analyzing the State of Peace and Conflict Studies Undergraduate Degree Programs in North America” with Patrick G. Coy, *International Peace Research Association* conference, Calgary, Alberta
- 2006 “Reforming Family Law Education: Integrating ADR Into the Curriculum” with Peter Salem, J. Herbie DiFonzo and Mary O’Connell at the *American Bar Association Section of Dispute Resolution* conference, Atlanta
- 2006 “Classroom Conversations about Race, Poverty, and Social Status in the Aftermath of Katrina” with Lela P. Love and Homer LaRue at the *American Bar Association Section of Dispute Resolution* conference, Atlanta
- 2006 “One Mediator’s Floor is Another’s Ceiling: When Does Encouragement become Coercion?” at the *Arizona Chapter of the Association of Family and Conciliation Courts* conference, Sedona

- 2006 “What I Wish I’d Learned in Law School about Family Law” at the *Arizona Chapter of the Association of Family and Conciliation Courts* conference, Sedona
- 2005 “Rigor and Relevance in Family Mediation Research” mini-plenary with Connie Beck at the *Association for Conflict Resolution* conference, Minneapolis, Minnesota
- 2005 “My Toolbox is Bigger Than Yours: Should Mediators Practice Within a Prescribed Framework or Draw on Whatever Tools They Feel Would Be Helpful?” with John Bickerman, Lorig Charkoudian, Lou Gieszl and Homer LaRue at the *Association for Conflict Resolution* conference, Minneapolis, Minnesota
- 2005 “Teacher-Trainer’s Roundtable: Sharing Experiences, Exercises and Advice” with Nan Stager at the *Association for Conflict Resolution* conference, Minneapolis, Minnesota
- 2005 “Defining Coercion in Mediation: Can We Do Better than ‘I Know It When I See It?’” with James J. Alfini and John Lande at the *American Bar Association Section of Dispute Resolution* conference, Los Angeles
- 2004 “When Does Encouragement Become Coercion?” at *Georgia Neutrals Conference and ADR Institute*, Lake Lanier Islands, November 2004 and to the *Georgia Commission on Dispute Resolution Mediation Study Group*
- 2004 “A Stage Model of Co-optation and the Community Mediation Movement” paper with Patrick G. Coy at the *Peace and Justice Studies Association* conference, San Francisco
- 2004 “Community Mediation Research: Building Knowledge, Building Capacity” panel with Linda Baron and Harry Mika at the *Association for Conflict Resolution* conference, Sacramento, California
- 2004 “The Case for the Field” panel with Tricia Jones and Lisa Bingham at the *Association for Conflict Resolution* conference, Sacramento, California
- 2004 “Community Mediation Research: Lessons, Questions, and Possibilities” poster session with Amber Hardin at the *Association for Conflict Resolution* conference, Sacramento, California
- 2004 “Delivering Quality Mediation: What’s Ethics Got to Do with It?” panel with Timothy Germany, Brad Honoroff, Mary Thompson, and Roger Wolf at the *American Bar Association Section of Dispute Resolution* conference, New York City
- 2004 “Can Community Mediation Survive Its Own Success?” panel moderator with Mark Collins, Linda Baron, and Andrew Thomas at the *American Bar Association Section of Dispute Resolution* conference, New York City
- 2003 “Mediator Credentialing—The National Discussion” panel with Rita Callahan and Margaret Herrman at *Georgia Neutrals Conference and ADR Institute*, Lake Lanier Islands
- 2003 “Coercion: Can Four Ethical Mediators Define It?” panel with Terrence Lee Croft, Sharon Press, and Wayne Thorpe at *Georgia Neutrals Conference and ADR Institute*, Lake Lanier Islands

- 2003 “Models of Conflict Management Education” panel with Sean Byrne and Brian Polkinghorn at *National Conference on Current Trends in Conflict Resolution in Higher Education*, Greenbelt, Maryland
- 2003 “Innovations in Teaching Conflict Theory and Practice: Tales from the Front (of the Room)” with E. Franklin Dukes and Susan Summers Raines at the *Association for Conflict Resolution* conference, Orlando
- 2003 “Quality Assurance in Mediation: What’s Ethics Got to Do with It?” panel with Timothy Germany, Brad Honoroff, John Lande, Homer Larue, Charles Pou, Jr., Mary Thompson, Ellen Waldman, and Roger Wolf at the *Association for Conflict Resolution* conference, Orlando
- 2003 “The Community Mediation Movement and Political Co-optation: A Theoretical Analysis” with Patrick G. Coy at *Annual Meeting of the Law and Society Association*, Pittsburgh
- 2003 “Paradise Regained? Can Dispute Resolution Restore its Principles?” panel with Deborah Hensler, Jonathan Cohen, Charles Pou, Jr., and Leo Smyth, *Dispute Resolution and Capitulation to the Routine: Is There a Way Out?*, Carlisle, Pennsylvania
- 2003 “A Funny Thing Happened Outside the Forum” panel with Ansley Barton, Tricia S. Jones, and Susan Raines at the *Network of Communities of Peacemaking and Conflict Resolution* conference, Atlanta
- 2003 “Options for Mutual Gain: Effective Partnerships between Courts and Community Mediation” with Kris Donley, Joyce Jones, and Rachel Wohl at the *American Bar Association Section of Dispute Resolution* conference, San Antonio
- 2003 “Coercion In/Into Mediation: Ethical, Theoretical and Practical Dimensions” at the *American Bar Association Section of Dispute Resolution* conference, San Antonio
- 2002 “How to Conduct Evaluation (and What to Do with the Findings),” *Second National Symposium on Dispute Resolution in Special Education*, Washington, DC
- 2002 “Hot Topics in Community Mediation” with Ben Carroll and Joyce Jones at the *Association for Conflict Resolution* conference, San Diego
- 2002 “The Effects of Coercive Referrals to Dispute Resolution,” *Annual Meeting of the Law and Society Association*, Vancouver, British Columbia
- 2002 “Building an Effective Court ADR Program” with Frank Laney and Sheila Purcell at the *American Bar Association Section of Dispute Resolution* conference, Seattle, Washington
- 2001 “Contested Ground or Common Ground: Should Community Mediators Serve in Courts of Unlimited Jurisdiction?” with David Michael, Robert Scott, Melinda Smith, and Susan Yates at the *American Bar Association Section of Dispute Resolution* conference, Washington, DC