

# ALTERNATIVE DISPUTE RESOLUTION COMMISSION

*Continuing Mediation Education,  
Continuing Legal Education and  
Training Programs Catalog*



# 2020



*“Supporting Courts, Ensuring Justice”*



On behalf of the Arkansas Alternative Dispute Resolution Commission, I'm pleased to present the 2020 Mediation Training and Continuing Mediation Education Catalog. This catalog contains information about certification, mediation training courses and continuing mediation education opportunities.

Each year, the Commission sponsors a series of courses that serve as the building blocks of mediation training. While anyone may take the courses, they are specifically designed to satisfy the training requirements for mediator certification. We are fortunate to work with nationally recognized faculty and to have a staff that strives to create a learning environment that is second to none.

For mediators who are certified, we offer a variety of continuing education opportunities. On odd-numbered years, we offer continuing mediation education (CME) programs in locations throughout the state. These regional programs utilize local mediators, attorneys and other professionals as faculty to present on topics tailored to meet the needs of that area, as well as the state as a whole. On even-numbered years, we offer a statewide conference in which national speakers are invited to our state to share their experience and expertise.

While one of the Commission's goals is to serve the needs of certified mediators with high-quality education programs, it is also our goal to educate attorneys, judges and the general public on the uses and benefits of mediation. To that end, anyone is welcome to attend our continuing education programs or training courses.

I hope that you find this catalog helpful, and that you are able to attend one of these engaging educational programs.

Sincerely,

Cheryl Anderson

Chair

Arkansas Alternative Dispute Resolution Commission

## ADR COMMISSION STAFF

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Mediation Program

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## ARKANSAS ADR COMMISSION

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Little Rock, AR 72201

(501) 682-9400

arcourts.gov/administration/adr

# 2020 PROGRAM DATES

**JANUARY 9, 2020 - LITTLE ROCK**  
**ACCESS AND VISITATION MEDIATION PROGRAM**  
**ORIENTATION SESSION**

**JANUARY 30, 2020 - LITTLE ROCK**  
**ADR COMMISSION MEETING**

**MARCH 12, 2020**  
**MEDIATOR ETHICS, LAW AND GENERAL PRACTICES**  
**IN ARKANSAS**

**APRIL 10, 2020 - LITTLE ROCK**  
**ADR CONFERENCE**

**APRIL 30, 2020 - LITTLE ROCK**  
**ADR COMMISSION MEETING**

**JUNE 11, 2020**  
**MEDIATOR ETHICS, LAW AND GENERAL PRACTICES**  
**IN ARKANSAS**

**JULY 20-24, 2020 - LITTLE ROCK**  
**40-HOUR CIVIL TRIAL COURT MEDIATION TRAINING**

**JULY 30, 2020 - LITTLE ROCK**  
**ADR COMMISSION MEETING**

**AUGUST 6, 2020**  
**LAST CHANCE CME PROGRAM**

**AUGUST 13, 2020 - LITTLE ROCK**  
**ACCESS AND VISITATION MEDIATION PROGRAM**  
**ORIENTATION SESSION**

**AUGUST 27, 2020**  
**LAST CHANCE CME PROGRAM**

**SEPTEMBER 18, 2020 - LITTLE ROCK**  
**ACCESS AND VISITATION ADVANCED CME PROGRAM**

**SEPTEMBER 21-25, 2020 - LITTLE ROCK**  
**40-HOUR FAMILY MEDIATION TRAINING**

**OCTOBER 29, 2020 - LITTLE ROCK**  
**ADR COMMISSION MEETING**

**NOVEMBER 3, 2020**  
**MEDIATOR ETHICS, LAW AND GENERAL PRACTICES**  
**IN ARKANSAS**

**NOVEMBER 4-6, 2020 - LITTLE ROCK**  
**20-HOUR FAMILY MEDIATION TRAINING**



# CERTIFICATION

Mediators eligible to mediate cases from the Arkansas Circuit Courts for compensation must be certified by the Arkansas ADR Commission. The Commission has established standards for mediator certification, professional conduct and discipline with which applicants must comply in order to be included on the Roster of Certified Mediators. The Roster is provided to every circuit court judge in the state, posted to our website and made available to anyone who contacts our office seeking a mediator.

There are four categories of certification: civil, probate, domestic relations and juvenile. The education, training and practical experience requirements vary for each of the categories, and the specifics are set out in the *Requirements for the Certification of Mediators for Circuit Courts*.

Certified mediators are required to adhere to ethical standards and are subject to a disciplinary process. The Commission has no authority over mediators who are not certified.

# CONTINUING MEDIATION EDUCATION

In order to maintain good standing, certified mediators must complete six hours of continuing mediation education (CME) each reporting period. The reporting period begins on September 1 and ends on August 31. On even years, the Commission hosts a statewide ADR conference. On odd years, the Commission conducts regional CME programs. These regional programs are held in Central, Southeast, Southwest, Northeast and Northwest Arkansas.

*\*Duplicate attendance of regionals is not available for CME credit.\**

Additionally, programs conducted by other organizations and individuals may be approved by the Commission for CME credit. The application for CME course approval can be found on the Commission's website at: [arcourts.gov/administration/adr/training](http://arcourts.gov/administration/adr/training).



# ARKANSAS ADR COMMISSION

## REQUIREMENTS FOR THE CERTIFICATION OF MEDIATORS FOR CIRCUIT COURT OVERVIEW

	CIVIL	PROBATE	DOMESTIC RELATIONS	JUVENILE
EDUCATION	Juris Doctorate or equivalent; or Master's Degree or higher		Juris Doctorate or equivalent; or Master's Degree or higher; or Bachelor's Degree with two years work experience in family and marriage issues*	Juris Doctorate or equivalent; or Master's Degree or higher; or Bachelor's Degree with two years work experience in family and juvenile issues*
TRAINING	40-Hour Mediation Training	If the applicant meets the qualifications for certification in the civil or domestic relations category, they qualify for certification in the probate category	40-Hour Basic Mediation Training <b>and</b> 20-Hour Family Mediation Training <b>or</b> 40-Hour Family Mediation Training	40-Hour Mediation Training <b>and</b> 20-Hour Family Mediation Training <b>and</b> Juvenile Court Overview for Mediators <b>or</b> 40-Hour Family Mediation Training; and Juvenile Court Overview for Mediators
PRACTICAL EXPERIENCE	Observe, co-mediate or mediate two cases from the civil division of the Arkansas Circuit Court		Observe, co-mediate or mediate two cases from the domestic relations division of the Arkansas Circuit Court	Complete the Juvenile Mediation Mentor Program ( <i>contact the Commission Coordinator</i> )

\*Qualifying work experience is determined by the ADR Commission.

The *Requirements for the Certification of Mediators for Circuit Courts*, as well as all other rules pertaining to certified mediators, and the application for certification are available online at [arcourts.gov/administration/adr](http://arcourts.gov/administration/adr).

# 2020 ARKANSAS ALTERNATIVE DISPUTE RESOLUTION CONFERENCE

## WHEN

April 10, 2020

## WHERE

Little Rock, Arkansas

## LOCATION

Crowne Plaza Hotel  
201 S. Shackelford Road  
Little Rock, Arkansas 72211

## CME/CLE HOURS

6 hours of Continuing Mediation Education and  
6 hours of Continuing Legal Education

## COST

\$25 for Certified Mediators, Judges, and Law Students  
\$50 for Attorneys and All Others

## REGISTRATION

Registration Opens: February 10, 2020  
Registration Closes: April 3, 2020



MEGAN HUNTER

**Megan Hunter, MBA,** is an expert educator in the area of high-conflict legal disputes and high-conflict relationships. She is CEO and co-founder of the High Conflict Institute with Bill Eddy, LCSW, Esq., who developed the

high-conflict personality theory. She is also the founder and publisher at Unhooked Media, a media company focused on high-conflict disputes and complicated relationships. Megan has trained legal, mental health, business, leadership groups, universities and other professionals across the United States, Canada, South Africa, Israel and Australia. She had strong policy and judicial training experience during her tenure at the Arizona Supreme Court, Administrative Office of the Courts, as Family Law Specialist and Child Support Specialist, and five years of service to the Arizona Board of Psychologist Examiners. She is co-author of *The High-Conflict Co-Parenting Survival Guide* (2019); co-author of *Dating Radar: Why Your Brain Says Yes to "The One" Who Will Make Your Life Hell* (2017); and author of *Bait & Switch: Saving Your Relationship When Incredible Romance Turns Into Exhausting Chaos* (2015). Originally from Nebraska, she lives with her husband in Arizona.



STEVE JOINER

**Dr. Steve Joiner** is the Dean of the College of Leadership and Public Service and the Executive Director for the Institute for Conflict Management at Lipscomb University. Dr. Joiner is also a

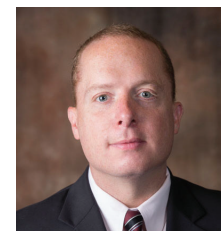
nationally recognized trainer, consultant, mediator and educator in corporate leadership and conflict management. He has a particular interest in facilitation of challenging moments in corporate and public life, including facilitating the passage of ordinances to manage Hillside and Ridgetop Development in Eastern Tennessee; facilitating multiple consulting firms to develop recommendations for managing the funding challenges for public schools and helping corporations work through conflict; and training NASA, Federal Energy Regulatory Commission, Microsoft, a Korean University, etc. Additionally, Dr. Joiner trained at Vanderbilt University Medical Center, coached faculty and residents in the VU Medical School, and helped a large public utility address mutual respect and harassment issues. Finally, Dr. Joiner is an adjunct professor at Southern Methodist University, teaching a masters in dispute resolution course in generational conflict management, and he is a member of the board for Siloam Health and former board member of Blijlski Institut in Zagreb, Croatia.



MARK LEHOCKY

**Mark LeHocky** is a mediator and arbitrator with ADR Services, Inc. and works throughout the United States. Prior to becoming a full-time neutral, Mark served as general counsel and a senior executive to Nestlé / Dreyer's Grand Ice Cream, Inc. and Ross Stores, Inc., where he managed all litigation, including intellectual property, antitrust, product liability, contract, insurance coverage, class and individual claims. As general counsel, Mark crafted and tested company-wide early dispute resolution

programs. Mark also helped design and execute Dreyer's multi-stage merger transaction with Nestlé, S.A., the world's largest food company, and subsequently developed ADR and litigation management training for Nestlé attorneys around the world. Prior to his general counsel work, Mark spent two decades litigating complex antitrust, commercial, IP and employment disputes for individual and corporate clients ranging from small businesses to Fortune 100 companies. Since retiring as general counsel in 2012, his private ADR practice encompasses business, IP, insurance, employment, mass and individual torts, and malpractice disputes. Mark has taught Mediation Advocacy at U.C. Davis School of Law and currently teaches at U.C. Berkeley Haas Graduate School of Business on the intersection of law and business decision making. Mark earned his BA from U.C.L.A. and his JD from U.C. Berkeley. He has repeatedly been voted a Best Lawyer in America for Mediation by *Best Lawyers*®.



MATT MILLIGAN

**Matt Milligan** has worked as an attorney since 2006 and served as a Williamson County Commissioner from 2014-2017. In addition, Matt is the Academic Director for the Lipscomb University Institute

for Conflict Management, training master's candidates in the arts of negotiation and collaborative problem-solving. Matt and his wife, Rachael, were named Harding University's Young Alumni of the Year in 2016. They have three children, Louisa, Harding and Neely. When Matt is not in the courtroom or the classroom, he spends time competing in jiu-jitsu.

# 2020 ARKANSAS ADR CONFERENCE AGENDA

- 8:30 a.m. – 8:45 a.m. Welcome, Announcements and Introductions
- 8:45 a.m. – 9:45 a.m. Opening Plenary  
***Leading Difficult People***  
Steve Joiner, Dean of the College of Leadership and Public Service
- 9:45 a.m. – 10:00 a.m. Break
- 10:00 a.m. – 11:30 a.m. Breakout Sessions  
Session 1  
***Challenging Moments, Challenging People***  
Steve Joiner, Dean of the College of Leadership and Public Service  
Session 2  
***Practical Mediation Strategies: Lessons from the Behavioral Sciences***  
Mark LeHocky, Esq., Mediator – Arbitrator
- 11:30 a.m. – 12:15 p.m. Lunch (Provided)
- 12:15 p.m. – 1:15 p.m. General Plenary  
***Flipping Your Script to Get High Conflict Personalities to Settlement: It's All About Opposites (& the Brain)***  
Megan Hunter, CEO, High Conflict Institute
- 1:15 p.m. – 1:30 p.m. Break
- 1:30 p.m. – 3:00 p.m. Breakout Sessions  
Session 1  
***5 High Conflict Personality Types & 5 Necessary New Skills to Mediate High Conflict Disputes***  
Megan Hunter, CEO, High Conflict Institute  
Session 2  
***Negotiating with Difficult People***  
Matt Milligan, Assistant Professor, Academic Director for the Institute for Conflict Management
- 3:00 p.m. – 3:15 p.m. Break
- 3:15 p.m. – 4:15 p.m. Closing Plenary  
***How to Make Your Mediation Advocacy More Effective***  
Mark LeHocky, Esq., Mediator – Arbitrator



# ARKANSAS ADR CONFERENCE AND MEDIATION TRAININGS

To register for the ADR Conference or Mediation Training, please visit [arcourts.gov/administration/adrtrainingprograms](http://arcourts.gov/administration/adrtrainingprograms). Registrations must be paid by credit card.

## **Arkansas ADR Conference, Little Rock** April 10, 2020

*Cost: \$25 for Judges, Law Students and Certified Mediators*

*Cost: \$50 for Attorneys and All Others*

Registration Opens: February 10, 2020

Registration Closes: April 3, 2020

## **40-Hour Civil Trial Court Mediation Training, Little Rock** July 20-24, 2020

*Cost: \$975*

Registration Opens: May 20, 2020

Registration Closes: July 13, 2020

## **40-Hour Family Mediation Training, Little Rock** September 21-25, 2020

*Cost: \$975*

Registration Opens: July 21, 2020

Registration Closes: September 14, 2020

## **20-Hour Family Mediation Training, Little Rock** November 4-6, 2020

*Cost: \$700*

Registration Opens: September 4, 2020

Registration Closes: October 28, 2020

## OTHER PROGRAMS

To register for a program listed below, please email [Stephanie.Copeland@arcourts.gov](mailto:Stephanie.Copeland@arcourts.gov).

## **Access and Visitation Mediation Orientation, Little Rock** January 9, 2020

*This program is open to individuals certified in domestic relations.*

Registration Opens: November 9, 2019

Registration Closes: January 2, 2020

## **Access and Visitation Mediation Orientation, Little Rock** August 13, 2020

*This program is open to individuals certified in domestic relations.*

Registration Opens: June 13, 2020

Registration Closes: August 4, 2020

## **Access and Visitation Mediation Advanced CME, Little Rock** September 18, 2020

*This FREE program is open to Certified Access and Visitation mediators ONLY.*

Registration Opens: July 18, 2020

Registration Closes: September 11, 2020

## **Mediator Ethics, Law and General Practices in Arkansas** March 12, June 11 or November 3, 2020

*Applicants who complete basic or family mediation training outside of Arkansas must also complete the Commission's course Mediator Ethics, Law and General Practices in Arkansas.*

## **Last Chance CME Program** August 6 or August 27, 2020



# 40-HOUR CIVIL TRIAL COURT MEDIATION TRAINING

The focus of this training is mediating the litigated civil case. Participants will be introduced to mediation as an alternative way to resolve conflicts. Participants are taught skills used in the mediation process through lecture, discussion and role play. The goal of this course is to assist participants in gaining the skills needed to be an effective mediator.

This course satisfies the 40-hour basic or civil mediation training set forth in the *Requirements for the Certification of Mediators for Circuit Courts*. However, participants who complete this course are not automatically certified by the Arkansas ADR Commission. Certification can only be achieved by successfully completing the certification application process, which includes meeting additional education, practical experience and ethical standards.

*This course is limited to 20 people.*

## **40-HOUR CIVIL TRIAL COURT MEDIATION TRAINING** COST \$975

**July 20-24, 2020**

**Justice Building, Room 101  
625 Marshall Street  
Little Rock, AR 72201**

- **Registration Opens: May 20, 2020**
- **Registration Closes: July 13, 2020**

# 40-HOUR FAMILY MEDIATION TRAINING

Family Mediation Training is a highly interactive course that provides grounding in the elements of divorce mediation. Through lecture, discussion and simulation, participants will learn the mediation process and develop the skills and knowledge necessary for mediation of property division, custody, visitation and support issues.

This course satisfies the 40-hour family mediation training standard set forth in the *Requirements for the Certification of Mediators for Circuit Courts*. However, participants who complete this course are not automatically certified by the Arkansas ADR Commission. Certification can only be achieved by successfully completing the certification application process, which includes meeting additional education, practical experience and ethical standards.

*This course is limited to 18 people.*

## **40-HOUR FAMILY MEDIATION TRAINING** COST \$975

**September 21-25, 2020**

**Justice Building, Room 101  
625 Marshall Street  
Little Rock, AR 72201**

- **Registration Opens: July 21, 2020**
- **Registration Closes: September 14, 2020**

# 20-HOUR FAMILY MEDIATION TRAINING

Family Mediation Training is a highly interactive course that provides grounding in the elements of divorce mediation to develop the skills and knowledge necessary for mediation of property division, custody, visitation and support issues. Other topics include ethics and screening for domestic violence or abuse.

Completion of a Commission-approved 40-hour basic or civil mediation training course is a pre-requisite to registering for this course.

*This course is limited to 18 people.*

## **20-HOUR FAMILY MEDIATION TRAINING** COST \$700

**November 4-6, 2020**

**Justice Building, Room 101**

**625 Marshall Street**

**Little Rock, AR 72201**

- **Registration Opens: September 4, 2020**
- **Registration Closes: October 28, 2020**

# JUVENILE MEDIATION MENTOR PROGRAM

Mediators who wish to be certified in the juvenile category must complete the Juvenile Mediation Mentor Program. In order to qualify for entry into the mentor program, the applicant must meet all education, training and ethical requirements for certification, and have a completed certification application submitted to the Commission. Once the applicant's information has been verified and background checks are complete, the applicant will be accepted into the mentor program.

Once in the program, the applicant must co-mediate three cases from the juvenile division of the circuit court with a mentor mediator. One of the three mediations must be a dependency/neglect case. At the conclusion of each case, the mentor mediator will complete an evaluation of the mentee and submit it to the Commission. When all three cases are completed, the Commission will review the evaluations, along with the completed application for certification, and make a determination as to whether or not juvenile certification will be granted.

# SAVE-THE-DATES: ADR 2021 REGIONAL CME/CLE PROGRAMS

**March 2021 – Southwest Regional CME/CLE Program – Hot Springs**

**April 2021 – Central Regional CME/CLE Program – Little Rock**

**May 2021 – Northeast Regional CME/CLE Program – Jonesboro**

**June 2021 – Northwest Regional CME/CLE Program – Rogers**

**August 2021 – Southeast Regional CME/CLE Program – Pine Bluff**

# COMMISSION MEMBERS



**CHERYL ANDERSON, *Chair***  
Van Buren



**TIM BOE**  
Little Rock



**CHASE DUGGER**  
Beebe



**EDWARD NELSON**  
North Little Rock



**DON TAYLOR**  
Fayetteville



**JAMES W. TILLEY**  
Little Rock



**LORIE L. WHITBY**  
Paragould

The Arkansas Alternative Dispute Resolution Commission was created by Act 673 of 1995 and consists of seven volunteer members who have demonstrated prior interest or involvement in alternative dispute resolution. Members are appointed by the Chief Justice of the Supreme Court of Arkansas, Governor, President Pro Tempore of the Senate and Speaker of the House of Representatives.

The primary mission of the Commission is to encourage, promote and develop the voluntary use of alternative dispute resolution processes to resolve disputes, cases and controversies of all kinds.

The Administrative Offices of the Courts (AOC) provides general staff support, facilities and operating assistance for the Commission. The AOC is an agency within the judicial branch of government that works to support the state courts on behalf of the Arkansas Supreme Court.

The mission of the Administrative Offices of the Courts is to support the Arkansas Judiciary and employees of the judicial branch and to assist attorneys and members of the public who rely upon an independent state court system that is efficient, accessible and fair to all.

