

# **MARK C. TRAVIS, J.D., LL.M.**

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## **EDUCATION**

### **Master of Laws in Dispute Resolution, 2007**

Straus Institute of Dispute Resolution, Pepperdine University School of Law, Malibu, CA

### **Juris Doctor, 1984**

Brandeis School of Law, University of Louisville, Louisville, KY

### **Bachelor Science in Business Administration, 1981**

University of Tennessee, Knoxville, TN

## **PROFESSIONAL WORK EXPERIENCE**

### **Director, Tennessee Labor-Management Center, 2009-Present**

Murfreesboro, TN

- Provide education, training and research services to labor and management organizations relating to labor relations, collective bargaining, and employment law
- Design and deliver alternative dispute resolution programs and consulting services to labor and management, pertaining to labor-management committees, mediation, arbitration skills, negotiation and workplace conflict management.

### **President, Travis ADR Services, LLC, 2009-Present**

Cookeville, TN

- Supply alternative dispute resolution services in labor relations, employment, and civil rights disputes, including mediation, arbitration, fact-finding and facilitation.
- Provide consultation and training in negotiation and alternative dispute resolution processes to public and private sector organizations.

### **Attorney, Wimberly Lawson Seale Wright & Daves, PLLC (Associate, 1988-1994; Member, 1994-2007; Of Counsel, 2008)**

Knoxville, TN

- Employment law practice involving litigation of claims under Title VII of the Civil Rights Act of 1964; Age Discrimination in Employment Act; Americans with Disabilities Act; Fair Labor Standards Act; Family and Medical Leave Act; Tennessee Workers' Compensation Law; and Tennessee Human Rights Act.
- Labor relations practice involving collective bargaining negotiations, contract administration, grievance arbitration hearings, and administrative proceedings before National Labor Relations Board.
- Individual attorney rating of "AV"<sup>®</sup> (Very High to Preeminent) by Martindale-Hubbell Attorney Peer Review Rating System<sup>™</sup>.

## **ACADEMIC TEACHING EXPERIENCE**

**Adjunct Professor, Conflict Management and Negotiation; Labor and Employment Law for Human Resource Practice;** 1999-Present  
Tennessee Technological University, Cookeville, TN

**Adjunct Professor, Employment Dispute Resolution;** 2008-Present  
Straus Institute for Dispute Resolution, Pepperdine University School of Law, Malibu, CA

## **ADDITIONAL RELEVANT SPECIALIZED TRAINING**

Labor Arbitration in a Time of Economic Crisis, American Arbitration Association; April, 2009

Resolution of Employment Disputes Pre-Arbitration, American Arbitration Association; April, 2009

Mediations Involving High Conflict Personalities, Tennessee Association of Professional Mediators; March, 2009

Labor Arbitrator Training, Federal Mediation and Conciliation Service; September, 2008

Mediation and Conflict Coaching, Peacemaker Ministries; August, 2008

Specialized Mediation, Straus Institute for Dispute Resolution, Pepperdine University School of Law; June, 2008

Managing Conflict and Litigation in Corporations and Organizations, Straus Institute for Dispute Resolution, Pepperdine University School of Law; June, 2008

Arbitration Fundamentals and Best Practices, American Arbitration Association; March, 2008

Workplace Dispute Resolution Systems, Straus Institute for Dispute Resolution, Pepperdine University School of Law; June 2007

National Grievance Mediation Conference, Mediation Research and Education Project, Northwestern University School of Law; May, 2007

Advanced Mediation, Center for Dispute Resolution and Conflict Management, Southern Methodist University; January, 2007

Neutral Investigation and Fact-Finding, Scheinman Institute on Conflict Resolution, Cornell University School of Industrial and Labor Relations; December, 2006

Employment Law Arbitrator Training, Scheinman Institute on Conflict Resolution, Cornell University School of Industrial and Labor Relations; December, 2006

Selected Issues in Dispute Resolution – Ombudsmen, Straus Institute for Dispute Resolution, Pepperdine University School of Law; October, 2006

Selected Issues in Dispute Resolution – Labor Disputes, Straus Institute for Dispute Resolution, Pepperdine University School of Law; March, 2006

Environmental and Public Policy Dispute Resolution, Straus Institute for Dispute Resolution, Pepperdine University School of Law; November, 2005

Mediating the Litigated Case, Straus Institute for Dispute Resolution, Pepperdine University School of Law; March, 2005

## **PROFESSIONAL AFFILIATIONS**

Tennessee Bar Association (Practice Sections: Labor and Employment Law; Dispute Resolution, Chair 2008-2009)

American Bar Association (Practice Sections: Labor and Employment Law; Dispute Resolution)

Tennessee Association of Professional Mediators, Founding Member (Board of Directors)

Association for Conflict Resolution (Practice Section: Workplace)

Society of Federal Labor and Employment Relations Professionals

Labor and Employment Relations Association

Tennessee Labor and Employment Relations Association (Board of Directors)

Tennessee Labor-Management Foundation (Board of Directors)

Tennessee Academy of Mediators and Arbitrators (Charter Member)

## **PUBLICATIONS**

### **Books:**

Tennessee Workers' Compensation Handbook, M. Lee Smith Publishers (1<sup>st</sup> ed. 2001; 2<sup>nd</sup> ed. 2002; 3<sup>rd</sup> ed. 2005)

### **Periodicals:**

Tennessee Workers' Comp Reporter, Editorial Advisory Board, M. Lee Smith Publishers (2001-2010)

Dispute Resolutions, Newsletter Editor, Tennessee Bar Association, Dispute Resolution Section (2009 – Present)

### **Articles and Papers:**

*Have a Smart Strategy: Successful Mediations of Employment Litigation*; Tennessee Bar Journal Tennessee Bar Association, Vol. 46, No. 5 (May, 2010)

*“Are We There Yet?” Collaborative Processes under NEPA*; Natural Resources & Environment, American Bar Association, Vol. 23, No. 4 (Spring, 2009)

*Mediation Offers Practical Alternatives to Business Disputes*; Association Connection, Tennessee Society of Association Executives (Winter, 2008)

*Using Dispute Resolution Programs to Avoid Employment Litigation*; Association Connection, Tennessee Society of Association Executives (Winter, 2008)

*The Expanding Use of Workplace Conflict Management Systems: Causative Factors, Current Usage, and Prospects for Success*; Proceedings of Thirtieth Annual International Industrial Relations and Human Resources Conference, Louisville, Kentucky (November 6-7, 2009)

*Improving the Grievance Process: Grievance Mediation as an Alternative to Arbitration; Proceedings of Thirtieth Annual International Industrial Relations and Human Resources Conference*, Louisville, Kentucky (November 6-7, 2009)

*"Back to the Future": The Historical Development and Current Challenges of Interest - Based Bargaining in Labor Relations*; Unpublished LL.M. Thesis, Straus Institute for Dispute Resolution, Pepperdine University School of Law (April 12, 2007)

## **PRESENTATIONS**

"Effective Advocacy: From Mediation to the Courtroom", Knoxville Bar Association; April, 2010

"Fact-Finding as a Dispute Resolution Tool", Wyoming Mediation Program; December, 2009

"Alternative Dispute Resolution: Novel Mediation Issues", EEOC Training Institute; August, 2009

"The Expanding Use of Workplace Conflict Management Systems: Causative Factors, Current Usage, and Prospects for Success", Thirtieth Annual International Industrial Relations and Human Resources Conference; November, 2009

"Improving the Grievance Process: Grievance Mediation as an Alternative to Arbitration", Thirtieth Annual International Industrial Relations and Human Resources Conference; November, 2009

"Analyzing Your Case for Arbitration", International Brotherhood of Electrical Workers - Broadcasting, Telecommunications, and Manufacturing Conference; June, 2009

"New Approaches to Dispute Resolution: Mediation and Arbitration Strategies for Neutrals and Advocates", Tennessee Bar Association; April, 2009

"Special Topics in Arbitration: Understanding Past Practice", Tennessee Labor-Management Conference; March, 2009

"Creative Ways to Resolve Discrimination Claims from an Experienced Advocate-Mediator's Perspective", Tennessee Human Rights Commission, Employment Discrimination Law Conference; March, 2009

"Strategic Negotiation Skills: Negotiation Styles and Tactics", International Association of Heat and Frost Insulators and Allied Workers, Annual Convention; August, 2008

"ADR Systems for Litigation Avoidance", Society for Human Resource Management, Tennessee State Conference; October, 2007

"Conflict Management Systems in the Unionized Workplace", Tennessee Employment Relations Association Conference; October, 2007

"Collaborative Approaches to Workers' Compensation", Tennessee Labor-Management Conference; March, 2007

“Mediator Ethics Under Tennessee Supreme Court Rule 31”, Institute for Conflict Management, Lipscomb University; March, 2007

“Using Past Practice to Support Your Case in Arbitration”, Tennessee Labor-Management Conference; March, 2007

“Negotiation Skills in the Mediation Process”, Society for Human Resource Management, Tennessee State Conference; October, 2006

“Grievance Mediation: An Alternative to Arbitration”, Tennessee Labor-Management Conference; March, 2006

## **LICENSURES AND CERTIFICATIONS**

Admitted to Practice Law: Tennessee Supreme Court, 1984; United States District Court, Eastern District of Tennessee, 1986; United States District Court, Eastern District of Kentucky, 1986; United States Court of Appeals, Sixth Circuit, 1988; United States District Court, Middle District of Tennessee, 1991; United States District Court, Western District of Tennessee, 1999; Wyoming Supreme Court, 2009

Listed General Civil Mediator, Tennessee Supreme Court, 2004

Panel Mediator, United States District Court, Eastern District of Tennessee, 2004; United States District Court, Middle District of Tennessee, 2004

Certificate, Labor Relations and Collective Bargaining Studies, Cornell University School of Industrial and Labor Relations, 2000

Pro Bono Mediator, U.S. Equal Employment Opportunity Commission, 2005

Pro Bono Mediator, Tennessee Human Rights Commission, 2007

Listed Mediator/Arbitrator, Scheinman Institute on Conflict Resolution, Cornell University School of Industrial and Labor Relations, 2006

Roster Mediator, Financial Industry Regulatory Authority, 2007

Panel of Arbitrators and Mediators, National Arbitration Forum, 2007

Panel of Distinguished Neutrals, Employment Panel, International Institute of Conflict Prevention and Resolution, 2007

Arbitrator, Commercial Panel, American Arbitration Association, 2008

Mediation Panel, American Arbitration Association, 2008

Dispute Resolver, American Health Lawyers Association, 2008

Certified Mediator, Wyoming Agriculture and Natural Resource Mediation Program, 2008

Contract Mediator, U.S. Equal Employment Opportunity Commission, 2009

Arbitrator, Labor Panel, American Arbitration Association, 2009

Administrative Law Judge, Office of Federal Operations, U.S. Equal Employment Opportunity Commission, 2009

## **COMMUNITY ACTIVITIES**

Board of Trustees, College of Business Foundation, Tennessee Technological University

Board of Directors, Putnam Family YMCA

Board of Trustees, Cookeville First United Methodist Church

Board of Directors, Mediation Services of Putnam County

Board of Directors, Cookeville Area – Putnam County Chamber of Commerce

Vice Chair, Tennessee Department of Labor and Workforce Development, Putnam County Workforce Employer Outreach Committee