

# STEPHANIE Bell Blondell, J.D.

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## CURRICULUM VITAE

### EDUCATION

**University of Washington School of Law, Juris Doctor Degree, June 1996**

- Moot Court Honor Board, Public Interest Law Association, Commencement Speaker.

**Brown University, Bachelor of Arts, American Civilization, With Honors, May 1992**

- Senate Youth Scholarship recipient, Presidential Public Service Fellowship, Excerpt of Honors Thesis published in national journal.

### PROFESSIONAL TEACHING EXPERIENCE:

**Pepperdine School of Law, Straus Institute of Dispute Resolution** **January 2016 to present**  
**Assistant Professor of Law and Practice**  
**Associate Director Straus Institute of Dispute Resolution.**  
**Director of Clinic and Master of Dispute Resolution Program**

**Pepperdine School of Law, Straus Institute of Dispute Resolution** **August 2012 to Jan. 2016**  
**Assistant Professor and**  
**Assistant Director Straus Institute of Dispute Resolution**

**Pepperdine School of Law, Straus Institute of Dispute Resolution** **February 2010 to Fall 2012**  
**Adjunct Faculty, Mediation Theory and Practice**  
**Faculty, Mediating the Litigated Case**

**University of Washington Executive Masters in Public Affairs, Evans School** **2003 - present**  
**Lead Faculty, Negotiations**

- Negotiations and Conflict Resolution (4 credit course): lead faculty (2005 to present); contract Instructor (2003-2004).
- Leadership & Integrity: contract instructor, (2003-2005, 2011).
- Organizational Culture: contract instructor, (2006-2008).

**University of California at Santa Barbara** **Spring 2010**  
**Mediation and Dispute Resolution Certificate Program Lead Faculty, Negotiations**

- Dispute Resolution Certificate (3-credit course) in Extension Program.

**Seattle University School of Law** **Summer 2006 – Fall 2007**  
**Adjunct Faculty, Alternative Dispute Resolution**

- ADR topics included Role of the Lawyer, Client Counseling, Negotiations, Mediation and Arbitration.

**Cascade Center for Public Service, 2005-2009 University of Washington, Evans School of Public Affairs  
Instructor, Conflict Resolution**

- Leadership Academy instructor for mid-career professional students.

**PROFESSIONAL PRACTICUM/SUPERVISION EXPERIENCE:**

**King County Alternative Dispute Resolution Program      2003-2012 Inter-Local Conflict Resolution  
Group, Seattle Assistant Manager and Mediator**

- **Clinical Supervisor:** Supervised over one hundred volunteers (lawyers, law students and non-lawyers) in supervised clinical mediation practicum (6 observations, 6 co-mediations, mock mediations). Practicum approved by Washington Mediation Association.
- **Externship Advisor:** Externship advisor for law students at University of Washington and Seattle University School of Law in clinical mediation skills.
- **Trainer:** Served as designer, trainer and Lead of 48-hour Basic Mediation Training. Delivered over 15 basic mediation courses. Guest lecturer at UW and SU Clinical Mediation Programs.

**King County Dispute Resolution Program, Seattle      March 1998-September 1999  
Program Manager**

- **Clinical Supervisor:** Supervised 150 volunteer mediators serving 14,000 people a year in small claims court and community mediation. Supervised 25-30 office conciliators and mediators weekly on case development and conflict resolution skills. Supervised Court Leads who convened over 25 small claims court mediators weekly. Provided feedback to mediators-in-training; advised on ethical practice issues.

**PROFESSIONAL MEDIATION AND PROGRAM MANAGEMENT EXPERIENCE:**

**King County Alternative Dispute Resolution Program Manager:      July 2006-May 2012  
Inter-Local Conflict Resolution Group, Seattle**

**Assistant Manager:      May 2003-July 2006 Manager and Mediator**

- **Administrator:** Supervised six employees and over one hundred volunteers in dynamic Tri-County Intergovernmental labor/employment/ public policy mediation program. Developed marketing plan, performed budget function & control, recruited mediators. Served as liaison to municipalities, larger mediation community, labor community, County Council, and Executive Office.
- **Labor Management Relations:** Mediated labor/management disputes including grievance, contract, collective bargaining and impasse. Chartered and facilitated interest based labor/management committees and Employee Involvement Committees. Facilitated contract negotiations.
- **Trainer:** Served as designer, trainer and lead of 48-hour Basic Mediation Training. Designed and executed over 30 other training curriculums for employees, managers, unions, and mediators. Consistently invited to present at local, regional, and national mediation organizations.
- **Mediator/Facilitator/Coach:** Mediated range of disputes including entrenched personality conflicts, complex discrimination cases, grievances, wage and working conditions, unfair labor practices, impact bargaining, collective bargaining agreements, citizen-government disputes, and complex multi-party public processes (e.g. annexation, permit and use, resource allocation, Inter-Local Agreements). Coached Executives and employees in conflict resolution and change management.
- **Legislation:** Lobbied for & provided input to Washington's State's adaptation of the Uniform Mediation Act.

**City of Seattle Alternative Dispute Resolution Program****October 1999 – May 2003****Alternative Dispute Resolution Coordinator**

- **Dispute Systems Design:** Designed and delivered from concept to completion City's interest-based ADR Program. Established, lead, and managed 3 day Labor/Management Design Team Workshop to model collaborative processes, educate stakeholders, and develop specifics of Program.
- **Labor Management Partnership:** Advised Citywide Labor/Management (L/M) Committee in conflict resolution. Successfully guided effort to incorporate mediation into collective bargaining contracts. Administered mediation contract language. Convened grievance mediation.
- **Administrator:** Managed City's ADR Program. Grew Program from 0- 400 employees served in mediation and coaching in two years. Maintained records and statistical database; performed analysis for reporting. Developed program goals, mission, objectives & marketing plan.
- **Legislation:** Crafted enabling ordinance legislation establishing ADR Program and successfully lobbied City Council for adoption. Lobbied at state level for changes to Public Disclosure Act and Record Retention Act.

**King County Dispute Resolution Center, Seattle****March 1998 - September 1999****Program Manager**

- **Manager:** Managed day-to-day operations and caseload of a large community conflict resolution program with 150 volunteer mediators serving 14,000 people a year. Supervised 25-30 office conciliators and mediators weekly on case development and conflict resolution skills.
- **Court Program:** Administered dynamic court mediation program serving nine divisions of the King County District Court. Acted as liaison to district court judges. Advised court mediators on ethical practice issues.
- **Records and Statistics:** Maintained program records, prepared monthly Program Reports, performed statistical analysis for annual reporting to funding sources.

**Federal Public Defender, Seattle      June 1995 – March 1998 Research and Writing Specialist; Law Clerk**

- **Appellate Attorney:** Prepared appellate briefs, trial briefs, motions and sentencing memoranda. Researched federal practice issues. Developed case preparation and strategy.

**AWARDS AND HONORS:**

- International Academy of Mediators, Honorary Fellow

**SELECTED PRESENTATIONS, LECTURES AND PUBLICATIONS:**

- Presenter, "Playing to Win: The Art and Power of Negotiation," Cohn Reznick Executive Women's Leadership Forum, Los Angeles, CA, June 2, 2016.
- Presenter, Women's Life Long Leadership Form, "Gender Intelligence: The Male and Female Brain," Graduate School of Education and Psychology, Pepperdine University, May 2016.
- Presenter, Los Angeles Fire Department, "Conflict Resolution for Supervisors," Los Angeles, May 2016.

- Lead Trainer, “Conflict Resolution for Law Enforcement,” Los Angeles Police Department, December 2015, March 2016, June 2016, ongoing to present.
- Trainer, “Public Sector Dispute Resolution: Skills and Drills,” Professional Skills Training, Maryland and Malibu, March 2015, June 2016.
- Presenter, “Negotiations: 101: Salary Negotiations” Graduate School of Business, Graduate School of Education and Psychology, and School of Law Alumni event, May 2016.
- Presenter, “Gender Intelligence: The Male and Female Brain,” Women’s Life Long Leadership Form, Graduate School of Education and Psychology, Pepperdine University, May 2016.
- Presenter, “Negotiation Skills and Advancing Your Worth,” Women in Leadership in Higher Education Conference, March 7, 2016.
- Trainer, “Conflict Resolution for Law Enforcement Listening Session” Los Angeles Police Department, January 2016.
- Presenter, “Interest Based Negotiations in Bargaining,” Teamsters 177, Seattle WA. October 2015.
- Presenter, “Conflict Resolution for Supervisors,” Department of State, Public Health Division, Long Beach, CA, October 2015.
- Lead Trainer, Designer, “Women’s Negotiation Academy,” Malibu and West LA 2014- to present.
- Lead Trainer, Mediating the Litigated Case, Sections, Washington D.C. 2013-15, Malibu 2014-2015.
- Trainer, “Negotiation Skills in Collective Bargaining,” Southwest Airlines, Dallas, TX, January 2015 & 2016.
- Presenter, American Bar Association Women in Litigation Section, Salary Negotiations Break Outs, Chicago, Illinois, Oct. 2015.
- Presenter, “Conflict Management Leadership,” Command Development Academy, Los Angeles Police Department, Oxnard, CA, June, 2015.
- Presenter, “Not Gender Neutral: Mediation Advocacy and Gender,” American Bar Association, Section on Dispute Resolution Conference, Seattle, WA, March 2015.
- Lead Trainer, Mediating the Litigated Case for the State Administrative Tribunal Administrative Law Judges, Perth, Australia, March 2015.
- Presenter, “Reality Testing: The Micro and the Macro,” King County Bar Association, ADR Section, Seattle, WA, March 2015.
- Presenter, “Public Sector Negotiations Skills” (National University Program) & Presenter “Providing Common Ground: Promoting Civil Discourse on Divisive Issues,” National League of Cities, Congress of Cities Conference, Austin, TX, November 2014.
- Presenter, International Academy of Mediators, “Women Are Crazy Because Men are Stupid and Other Gender Issues,” Chicago, IL, October 2014.

- Plenary Presenter, “An Opening Plenary on Closing the Deal,” King County ADR Negotiations Nuts and Bolts Conference, October 17, 2013. Additional Presentation, “Women and Negotiations.”
- Trainer, “Workplace Conflict Resolution Skills,” Department of Labor, San Francisco, CA, September 25-26, 2014.
- Presenter, “Advanced Negotiations: Skills, Strategies, and Ethics,” Federal Dispute Resolution Conference, San Francisco, CA July 2014.
- Lead Trainer, “Conflict Resolution for Supervisors,” Seattle Fire Department, June 12, 2014.
- Presenter, International Academy of Mediators, “Stealth Empathy for the Commercial Mediator,” Santa Monica, May 2014.
- Presenter, “Storytelling as a Mediator Intervention,” American Bar Association, Section of Dispute Resolution Annual Spring Conference, Miami, Florida, April 2014.
- Presenter and Moderator, “Resolution Techniques for Discrimination Matters,” Southern California Mediations Association Employment Institute, May 20, 2014.
- Presenter, “He Sai, She Said: A Mediator’s Approach to Memory Errors,” and Moderator of Panel, “The Scrivener’s Dilemma: Mediators Who Draft Settlement Agreements (WSBA Advisory Opinion 2223),” Northwest Alternative Dispute Resolution Conference, Seattle, WA, April 2014.
- Lead Trainer, Mediating the Litigated Case, Kampala, Uganda, March 2014
- Presenter, “Women and Negotiations: Skills of Effective Negotiators,” Women Lawyers Association of Los Angeles, Luncheon Speaker Series, July 2013.
- Presenter, “Negotiating a Compensation Package,” Women in Hollywood: 100 Years Negotiating the System, Straus Institute for Dispute Resolution, November 2013.
- Plenary Speaker, “Workplace Mediation: Where Are We Now?” Federal Executive Board Annual Conference, Seattle, WA, April 30, 2013.
- Lead Trainer, “Mediating Advocacy,” Univeristy of Tblisi, three day training, Tblisi, Republic of Georgia, March 2013.
- Lead Trainer, “Conflict Resolution and Emotional Intelligence,” King County, Seattle WA, multiple trainings 2010-2012
- Lead Trainer, “FrontRunners: Conflict Resolution, Change Management and Leadership,” King County, 2 day training, 800 employees trained 2010-2012.
- Lead Trainer and Designer, “Mediation Training,” (48 Hour Training co-sponsored King County ADR Program and Federal Mediation and Conciliation Service), Yearly, or twice a year, 2003 through 2011.
- Plenary Moderator and Presenter, “The Changing Landscape of Labor Relations Law,” Washington Public Employees Labor Relations Association Annual Conference, September, 2011.
- Presenter, “Apology in Negotiations,” 4<sup>th</sup> Annual Negotiations Nuts and Bolts Conference—Influencing Our New Normal, King County ADR Program, October, 2011.

- Presenter, "The Art and Science of Apology," Mediation as a Cost Savings Technique, CLE presented by The Seminar Group, September, 2011.
- Presenter, "Confidentiality and Mediation Ethics," Bellevue Neighborhood Mediation Program, Parent Teen Basic Mediation Training, 2010. (Annually, 2000-2010.)
- Contract Trainer, "Conflict Resolution and Emotional Intelligence," Association of Public Sector Management Training Series, 2010.
- Presenter, "A Decade of Success: How We Built Labor Management Cooperation in Seattle on a Shoestring," 14<sup>th</sup> Annual Labor Management Conference, Federal Mediation and Conciliation Service, Washington, D.C., June, 2008.
- Judge, Mediation Advocacy Competition, ABA Dispute Resolution Conference, Seattle WA, 2008.
- Presenter, "Systems Design for Conflict in the Workplace," American Society for Training and Development, Seattle Chapter Meeting, June, 2008.
- Presenter, "When Race IS the Issue," King County ADR Program/ Interlocal Conflict Resolution Group Advanced Mediation Training, 2008.
- Presenter, "Interest Based Mediation in the Workplace," Pierce County Supervisors Conference, 2008.
- Author, "Mediation Settlement Options," RESOLVE, Interlocal Conflict Resolution Group Newsletter, September, 2008.
- Presenter, "Stages of Spiritual Growth: A Paradigm for Conflict Resolution," 21<sup>st</sup> Annual Oregon Mediation Association Conference, Portland, OR, & 16<sup>th</sup> Annual Northwest ADR Conference, Seattle, WA, 2007.
- Presenter, "Interest-Based Mediation," Fee Based Mediation Program, Washington State Bar Association sponsored CLE, Seattle, WA, 2006.
- Author, "Uniform Mediation Act: Washington Enacts New Mediation Statute," RESOLVE, Interlocal Conflict Resolution Group Newsletter, January, 2006.
- Contract Trainer, "Discursive Meditation in Mediation," Federal Executive Board Annual Conference, Portland, Oregon, 2006.
- Presenter, "Co-Mediation," CLE presented by Washington State Trail Lawyers Association Legal Education Seminars, 2006.
- Trainer, "Skillful Negotiations," & "Interest-Based Negotiations" for over twenty joint labor/management bargaining teams including SEIU, Teamsters, IFPTE & AFSCME, 2003-current.
- Presenter, "The Power of Apology," King County Bar Association, Alternative Dispute Resolution Section CLE, 2006.

- Presenter, "Intent-Impact Grids," King County Bar Association, Alternative Dispute Resolution Section CLE, April, 2005.
- Contract Instructor, "Conflict Resolution," Hubert Humphrey Fellows Lecture Series, University of Washington, Evans School of Public Affairs, 2006-2007.
- Presenter, "Mediator Emotions," & "Institutional Interests; Labor and Management," Federal Mediation & Conciliation Institute, 40-Hour Mediation Training, June, 2005.
- Presenter, "Labor Mediation," University of Washington School of Law, Alternative Dispute Resolution Student Organization, March, 2004.
- Presenter, "Dealing with Difficult Parties at the Table," Annual Seattle Federal Executive Board ADR Conference, April, 2004.
- Author, "Writing Durable Agreements," RESOLVE, Interlocal Conflict Resolution Group Newsletter, September, 2003.
- Presenter, "Thinking Outside the Box: Creative Mediation Strategies," The Power of Negotiation and Mediation CLE, presented by Washington Trial Lawyers Association Legal Education Seminars, November, 2003.
- Presenter, "Interest-Based Mediation," King County Bar Association, Dispute Resolution Section CLE, 2003.
- Keynote Presenter, "Convening Mediation," Federal Executive Board Annual Conference, Portland, Oregon, 2003.
- Keynote Presenter, "Designing Dispute Resolution Systems," Puget Sound Chapter International Auditors Association, 2003.
- Presenter, "Employment Mediation," King County Dispute Resolution Center, 2002.
- Author, "Intent Impact Grids," City of Seattle ADR Program Newsletter, 2002.
- Presenter, "Discursive Meditation in Mediation," Washington Mediation Association Chapter Meeting, November 2002.
- Presenter, "Designing a Labor Management Mediation Program for the City of Seattle," Association of Conflict Resolution International Conference, Toronto, CA. 2001.
- Keynote Speaker, "Difficult Conversations," City of Seattle Administrative Support Conference, June, 2001.
- Author, "Ultimatums: A Mediation Show Stopper," Bellevue Neighborhood Mediation Program Newsletter, September, 2001.
- Presenter, "Designing Dispute Resolution Systems" 10<sup>th</sup> Annual NW Alternative Dispute Resolution Conference, April, 2001.

- Presenter, "Employment Mediation Programs," Starbucks Corporation, Human Resources Forum, Seattle, WA, 2001.

## **SIGNIFICANT CONTINUING EDUCATION:**

- International Academy of Mediator Conferences, Cambridge, 2013, Paris 2013, Santa Monica, 2014, Chicago, 2014.
- "A Conversation with Ken Feinberg," Pepperdine School of Law, Straus Institute of Dispute Resolution, November, 2011.
- "Teaching Law Schools ADR Classes," Conference sponsored by JAMS, Pepperdine School of Law, Straus Institute of Dispute Resolution, June, 2011.
- "Neuro-Collaboration: New Perspectives from the Neurosciences," Thomas Lewis, M.D. and Pauline Tesler, J.D., Professional Skills Program, Pepperdine School of Law, Straus Institute of Dispute Resolution, June 2010, (24 hours).
- "Transforming Distressed Systems: Tools to Manage Conflict and Resolve Disputes," Cathy Costantino, J.D., and Sean Nolon, J.D., East Coast Professional Skills Program, Straus Institute of Dispute Resolution, October 2010, (24 hours).
- "Taking it Upstream: Collaboration, Consensus Building and Sustainability—A Green UnConference," Pepperdine School of Law, Straus Institute of Dispute Resolution, October 2009.
- "Crossroads of Conflict: Advanced Mediation Training," Kenneth Cloke, Antioch University Center for Continuing Education, 2007.
- "EEOC Training for Mediators," Sponsored by Seattle EEOC Office, 2005 and 2007.
- "Interest Based Negotiation" Federal Mediation and Conciliation Service, Training Institute, Seattle, WA, 2005, (40 hours.)
- "Multiparty Mediation Skills Training Program," Federal Mediation and Conciliation Service, Training Institute, November 2002, (24 hours.)
- "Facilitating Multi-Party Dispute Resolution," Sound Options Group, Bainbridge, WA, 2001 (24 hours.)
- "The Power of Dialogue: Constructive Conversations on Divisive Issues," Public Conversations Project, Watertown, MASS, held in Bellevue, WA, June, 2001, (24 hours.)
- "Designing Dispute Resolution Systems," Presented by Stratum Associates Ltd., University of Miami and CADRE (Collaboration in Advanced Dispute Resolution Education), Miami, FL, October, 1999. (24 hours.)

## **BAR ADMISSIONS:**

- Washington State Bar Association.

**PROFESSIONAL/COMMUNITY ACCOMPLISHMENTS:**

- **Memberships:** Washington State Bar Association, Dispute Resolution Section; Association for Conflict Resolution; Washington Mediation Association--Certified Member and Mentor.
- **Certification:** Strategic Leadership Institute Certification Program, Antioch University (5 credit hours) (2008.)
- **Volunteer:** Volunteer Mediator in District Court, Ventura County Dispute Settlement Center (2009), King County Dispute Resolution Center (1999-present), Bellevue Neighborhood Parent Teen Mediation Program (2002-2008).