

JAMES W. REEVES
Curriculum Vitae

EDUCATION

University of Missouri-Columbia School of Law, Columbia, Missouri, LL.M. (Masters of Law), Dispute Resolution, with emphasis in organizational leadership and conflict management (2004)

St. Louis University School of Law, St. Louis, Missouri, J.D. (1984)

University of Central Missouri, Warrensburg, Missouri, B.S, *Magna cum laude* (1980)

TEACHING AND ACADEMIC EXPERIENCE

Washington University School of Law

Adjunct Professor

2005-2019

Lecturer in Law

2019-Present

- Teaching courses in Mediation Theory & Practice, Multi-Party & Public Policy Dispute Resolution, Business Negotiation, Introduction to Negotiation & Dispute Resolution, Comparative Business Negotiation, Cross-Cultural Dispute Resolution
- Small group Advising Professor in the Introduction to U.S. Law & Methods course, mentoring international LL.M. students in American legal concepts and improving legal writing and research
- Co-developed and co-wrote the syllabus for the Multi-Party & Public Policy Dispute Resolution course to meet the needs of LL.M. and J.D. students
- Developed and wrote the syllabus for the Comparative Business Negotiation course designed for the needs of international LL.M. candidates
- Served on dissertation committees for J.S.D. students
- Co-Coach of the ABA Representation in Mediation Team
- Faculty Advisor for the Law & Business Society

University of the Western Cape, Cape Town, S. Africa/University of Missouri School of Law, Visiting Professor 2021

- Taught an intensive 10-day course in Comparative Dispute Resolution in Cape Town, South Africa to students from the University of the Western Cape and the University of Missouri School of Law

St. Louis University School of Law, Adjunct Professor

1995-2019

- Taught courses in Civil Practice and Negotiation

Fontbonne University, Communications Department, Visiting Professor 2008

- Taught a Capstone course in “Conflict Communication”

Webster University, Guest Lecturer, Science Leadership Program

- Taught workplace conflict management

MEDIATION AND CONFLICT MANAGEMENT TRAINING

CDR Associates. Boulder, Colorado. “Basic Mediation Training,” a 40-hour course in the theory and practice of mediation. (1991)

CDR Associates. Boulder, Colorado. “Designing Dispute Resolution Systems,” a 32-hour course focused on the design and implementation of dispute resolution systems within organizations (1995)

United States Arbitration and Mediation. “Advanced Mediation,” a one-day course with a focus on advanced mediation techniques (1996, 2001, 2002, 2004, 2005, 2015, 2018)

MEDIATION AND CONFLICT MANAGEMENT EXPERIENCE

Conflict management and dispute resolution services through various mediation panels and Clearbridge Consulting, LLC. Services include mediation, facilitation, and conflict management coaching.

Over thirty years of experience in mediation, mediating cases in legal, community, organizational, and workplace disputes.

Served as a facilitator since 1981 for businesses and not-for-profit organizations facilitating a broad variety of meetings and seminars, including strategic planning, organizational assessment, conflict management, and conflict resolution. Has worked with organizations in the arts, education, health care, law, manufacturing, government agencies, fraternal organizations, and public organizations.

MEDIATION PANEL MEMBERSHIP

Served on the mediation panels of United States Arbitration and Mediation; the Equal Employment Opportunity Commission; the United States Veterans Administration; the National Archives and Records Administration; Title IX Solutions; the Missouri Department of Elementary and Secondary Education; the United States District Court, Eastern District of Missouri; St. Louis Volunteer Lawyers and Accountants for the Arts; and various state courts. Served as a volunteer facilitator in the Victim-Offender Dialogue Program in the St. Louis County (Missouri) Family Court, Juvenile Division.

MEDIATION HONORS

Selected for membership in the National Academy of Distinguished Neutrals

Best Lawyers, Alternative Dispute Resolution

LAW PRACTICE EXPERIENCE

Worked as a litigation attorney for 19 years with a focus on professional malpractice, general tort liability, commercial litigation, employment, and product liability cases. Worked in management capacities including responsibility for litigation management, employee development, human resource issues, strategic planning, and client relations. Left the trial practice to focus on teaching, consulting, and conflict management and resolution.

SEMINARS AND PRESENTATIONS

Panelist, “Ethics of Mediation,” sponsored by the Association of Missouri Mediators (2023)

Co-presented “Fundamentals of Mediating an Employment Case,” ADR Court-Certified Neutrals Seminar, sponsored by the United States District Court, Eastern District of Missouri ((2022)

“10 Things Guaranteed to Escalate Conflict, and How to Avoid Them,” sponsored by the North American Steel Conference (2022)

“The Theory & Practice of Handling Tough Negotiations,” sponsored by the North American Steel Conference (2022)

“PLATFORM” Speaker, The Ethical Society of St. Louis, “Every Person Deserves to be Treated with Kindness and Fairness” (2021)

Keynote Speaker, Gateway Hemophilia Association Family Education Weekend, “I’m OK, You’re OK: Managing Relationships in the Post-Pandemic World” (2021)

“10 Tips to Manage Conflict,” sponsored by the North American Steel Conference (2021)

“The Theory & Practice of Handling Tough Negotiations,” sponsored by the North American Steel Conference (2021)

“Opening Sessions in Mediation,” sponsored by the United States District Court, Eastern District of Missouri (2020)

“Negotiating with Confidence,” sponsored by the North American Steel Conference (2020)

“Don’t Be Scared! How to Manage Conflict,” sponsored by the North American Steel Conference (2020)

15-Hour Review of the Law, “ADR Update,” sponsored by the University of Missouri School of Law (2019)

“What Every Lawyer Needs to Know About Arbitration, including recent Supreme Court Decisions,” sponsored by Washington University in St. Louis School of Law (2019)

“ADR in the Eastern District: Nuts, Bolts, Procedure and Law,” sponsored by the United States District Court, Eastern District of Missouri (2019)

“Pro Bono Limited Scope Representation in a Mediation Setting,” sponsored by the United States District Court, Eastern District of Missouri (2019)

“Techniques in Multi-Party Negotiation,” sponsored by United States Arbitration & Mediation (2018)

“ADR Practice Tips, Client Counseling, and Update of the Law,” sponsored by University of Missouri-Kansas City School of Law (2018)

“Best Practices and Ethical Considerations for a Successful Negotiation, Mediation, and Arbitration,” sponsored by The Missouri Bar (2018)

“Ethical Considerations in ADR Processes,” sponsored by The Missouri Bar (2017)

“Legal Update: Negotiation Strategies,” sponsored by the Illinois Education Association” (2017)

“Cutting the Costs of Conflict,” sponsored by the Association of Missouri Mediators (2017)

“ADR: Updates and Practice Tips,” sponsored by University of Missouri-Kansas City School of Law (2016)

“Mediation Advocacy Clinic,” sponsored by the Metropolitan Bar Association of St. Louis (2016)

“Negotiation Ethics,” sponsored by the Bar Association of Metropolitan St. Louis (2015)

“Fundamentals of Federal Practice: ADR in Federal Court,” sponsored by the United States District Court, Eastern District of Missouri (2015)

“Ethics in Negotiations,” sponsored by United States Arbitration & Mediation (2015)

“Mediating Multi-Party Cases,” sponsored by the Association of Missouri Mediators (2014)

“15-Hour Review of the Law – ADR Update and Practice Tips,” sponsored by the University of Missouri – Kansas City School of Law (2012, 2013, 2014, 2015, 2016)

“Ethical Issues for Mediators & Attorneys,” sponsored by the Association of Missouri Mediators (2012)

“Designing the Mediation Process,” sponsored by the Missouri Bar (2012)

“Managing Conflict Resolution During Economically Driven Organizational Change,” sponsored by the Human Resource Management Association (HRMA) of Greater St. Louis (2010)

“Mudslinging, Manners, and Mediators,” at the American Bar Association Dispute Resolution Section Annual Meeting (2010)

“A Clash of Ethics: The Ethical Obligations of Advocates and Mediators,” sponsored by United States Arbitration & Mediation Midwest, Inc. and Washington University School of Law (2010)

"Conflict Management," a workshop series for Human Resource Managers sponsored by AAIM-St. Louis (2009)

"Psychological Foundations for Mediation Advocacy," sponsored by the Bar Association of Metropolitan St. Louis (2009)

"Ethics in Negotiation," sponsored by United States Arbitration & Mediation Midwest (2009)

"Roles, Reality, and Perceptions: The Psychology of Effective Mediation Advocacy," sponsored by the Bar Association of Metropolitan St. Louis (2009)

"Workplace Conflict Management," guest lecturer in the Science Professional Science and Leadership Program, Webster University (2009)

"Mediating in the EEOC," sponsored by the Equal Employment Opportunity Commission (2009)

"Scribbler or Scrivener: Mediator Ethics of Drafting Agreements," sponsored by the American Bar Association (2009)

"Using Negotiation and Settlement Skills to your Tactical Advantage," Stepping Up and Stepping Out Program, sponsored by the Missouri Bar Association (2009)

"Using ADR in Federal Court," sponsored by the United States District Court, Eastern District of Missouri (2009)

"Challenges and Opportunities of Pre-Litigation Mediation," sponsored by United States Arbitration and Mediation Midwest and Washington University School of Law (2009)

"Satisfying All Around the Table: The Case for Pro Bono Mediation," sponsored by the Bar Association of Metropolitan St. Louis (2009)

"The Art of Mediation Advocacy," sponsored by the St. Louis County Bar Association (2009)

"Contract Negotiations for Artists," sponsored by the Volunteer Lawyers and Accountants for the Arts (2009)

"Update of the Law – ADR," sponsored by University of Missouri-Kansas City (2009)

"Organizational Conflict Management," by the International Institute of St. Louis (2008)

"Deals and Disputes: Negotiation Strategies for Corporate Counsel," sponsored by Association of Corporate Counsel (2008)

"Workplace Conflict Management," guest lecturer in the Science Professional Management and Leadership Program, Webster University (2008)

"Using Negotiation and Settlement Skills to your Tactical Advantage," Stepping Up and Stepping Out Program, sponsored by the Missouri Bar Association (2008)

"Mediation Advocacy," sponsored by Union Pacific Railroad and United States Arbitration & Mediation Midwest (2008)

"Update of the Law-ADR," sponsored by the University of Missouri-Kansas City (2008)

"Contract Negotiations for Artists," sponsored by the Volunteer Lawyers and Accountants for the Arts (2008)

"Mediating Workers Compensation Cases," a workshop for administrative law judges, Missouri Department of Labor, Division of Workers Compensation (2008)

"Organizational Conflict: Good vs. Evil," sponsored by the St. Louis Organizational Development Network (2007)

"Wielding the Velvet Hammer: Active Mediator Interventions that Respect Self-Determination," Association of Conflict Resolution (2007)

"ADR Strategies," sponsored by Federated Department Stores (2007)

"Conflict Management in Law Firms," sponsored by United States Arbitration & Mediation Midwest (2007)

"Update of the Law-ADR," sponsored by the University of Missouri-Kansas City (2007)

"Resolving Organizational Conflict to Create a 'Learning' Organization," sponsored by the St. Louis Organizational Development Network (2006)

"Illusion, Deceit, Transparency, and Trust: The Ethics of Negotiation," sponsored by United States Arbitration & Mediation Midwest and Washington University School of Law (2006)

"Strategic Decisions in Negotiation," sponsored by United States Arbitration & Mediation Midwest and Washington University School of Law (2006)

"Customer Conflict Management: Creating a Problem-Solving Environment," sponsored by the Mobile Self-Storage Association (2006)

"Resolving Disputes to Build Better Relationships, Programs, and Organizations," sponsored by the Missouri Parks and Recreation Association (2006)

Trainer/Coach, "Community Mediation Program: Finding Peace and Security in a New Land," sponsored by the International Institute of St. Louis and Washington University in St. Louis (2005, 2006)

Speaker/Moderator, "Ethical Considerations," Federal ADR Fundamentals for Neutrals, sponsored by the United States District Court, Eastern District of Missouri (2005)

Moderator, "To Arbitrate or Not to Arbitrate: That is the Question," sponsored by Washington University School of Law and United States Arbitration & Mediation Midwest (2005)

Speaker, "Teaching Negotiation Skills," Volunteer Lawyers for the Arts National Conference, sponsored by the St. Louis Volunteer Lawyers and Accountants for the Arts (2005)

Speaker, "Handling Customer Complaints: Turning Anger into Loyalty," sponsored by The Alternative Board (2005)

Speaker/Moderator, "Getting the Most Bang for Your Buck: Effective Use of Mediation," CLE Potpourri, sponsored by the Bar Association of Metropolitan St. Louis (2005)

Speaker, "Mediation in Family Law," Bench & Bar Conference, sponsored by the Bar Association of Metropolitan St. Louis (2005)

Speaker, "Business Organizations and Structures," sponsored by the Service Corp of Retired Executives (SCORE) (2005)

Speaker, "Neighborhood Disputes: From Problems to Opportunities," The Neighborhood Summit, sponsored by the University City (MO) Residential Service (2005)

Moderator, "Recent Developments in Recognizing and Resolving the Business Dispute: The Employee View," sponsored by United States Arbitration & Mediation Midwest, Inc. and Washington University School of Law (2005)

Speaker, "Ethics in Business Negotiations," sponsored by the Boeing Company (2004)

Speaker, "Recent Developments in Recognizing and Resolving the Business Dispute: The Company View," sponsored by United States Arbitration & Mediation Midwest and Washington University School of Law (2004)

Guest Lecturer, "Using ADR in Business," sponsored by St. Louis University School of Business (2004)

"Taking Mediation to the Next Level: Searching for Creative and Interest-Based Solutions to Resolving Workers' Compensation Cases," sponsored by the Missouri Department of Labor & Industrial Relations (2004)

"Negotiation Techniques," sponsored by the American Insurance Association and United States Arbitration & Mediation NE, (2004)

Speaker, "Handling Special Interest Groups in an Interest-Based Manner," sponsored by the Missouri Parks and Recreation Association (2003)

Speaker, CLE Potpourri for the General Practitioner, "Settlement, Negotiation, and Mediation Techniques," sponsored by the Bar Association of Metropolitan St. Louis (2002)

Appeared on KWMU (National Public Radio affiliate) "CityScape", to discuss the mediation program offered by the St. Louis Volunteer Lawyers and Accounts for the Arts (2001).

Facilitator, Community Based Conflict Resolution, "First Dispute Resolution Day Conference," sponsored by the Bar Association of Metropolitan St. Louis (1998)

Speaker, Community Artists Institute, "Contract Negotiations, Dispute Resolution, and Tort Liability," sponsored by the Volunteer Lawyers and Accounts for the Arts (1997, 1999)

Speaker, "Alternative Dispute Resolution: Resolving Business Disputes in a Timely and Cost-Effective Manner," sponsored by the Bar Association of Metropolitan St. Louis and the St. Louis Regional Commerce and Growth Association (1997)

Facilitator, Case Selection and Preparation for Mediation, "EEO Mediation & Mediation Advocacy Skills Building Conference," sponsored by the Bar Association of Metropolitan St. Louis. (1997)

Facilitator, Alternative Dispute Resolution break-out session, "The Bench and Bar Conference," sponsored by the Bar Association of Metropolitan St. Louis (1994)

Appeared on local television segments of In Your Interest, a public information series, on the topic of "Alternatives to Litigation" (1994)

Speaker, "Case Evaluation/Trial/Mediation," sponsored by the University of Missouri - Kansas City School of Law. (1994)

PUBLICATIONS

"The Arbitration Wave", *Missouri Lawyers Weekly* (2009)

"*Litigation Settlements*", a Missouri Bar Association Continuing Legal Education publication. Rewrote and updated the Mediation section of Chapter 15 (2008)

"Joint Sessions in Mediation: Are They Really Necessary?" Missouri Lawyers Weekly (2006)

"Resolving Workplace Conflict through Employment Dispute Resolution Programs", St. Louis Bar Journal, (2006)

"The Power of Presence in Mediation", Missouri Lawyers Weekly (2005)

"Revealed: The Mysteries of the Caucus in Mediation", Missouri Lawyers Weekly (2005)

"Representing Clients in Mediation: A Practical Guide", Missouri Lawyers Weekly (2004)

"ADR Preserving Valued Relations for Businesses", St. Louis Business Journal and Kansas City Business Journal (1998)

"Other Side of the Mountain", The St. Louis Lawyer, The Bar Association of Metropolitan St. Louis (1995)

"ADR Relieves Pain of Health Care Disputes", Dispute Resolution Journal, American Arbitration Association (1994)

PROFESSIONAL ASSOCIATIONS

- Missouri Bar Association (1984 – present)
Alternative Dispute Resolution Committee (1992 – present)
Co-Chair (1995-1996)
- Bar Association of Metropolitan St. Louis (1984 – 2015)
Fee Dispute Committee (1996-2010)
Alternative Dispute Resolution Committee (1993 - 2015)
Chair (1993 – 1995, 2004-2009)
Alternative Resolutions to the Courthouse (ARCH) Committee
(1993-1995)
Bench and Bar Conference Committee (1993 - 2008).
Public Information Task Force (1993)
- Association for Conflict Resolution (2002-2011)
- Association of Missouri Mediators (1995 – present)
President (2013 – 2015)
- Human Resource Management Association (2010-2016)
- Organizational Development Network, St. Louis Chapter (2005-2017)
Treasurer (2007-2009)
Annual Conference Chair (2015 – 2016)

COMMUNITY ACTIVITIES

- Board of Directors, Ozark Land Trust (2015 – 2024)
Board President (2018-2022)
- Commissioner, Community Access and Local Original Programming (CALOP) (2007-2012)
- Board of Directors, Community Conflict Services (2006-2010)
Board President (2006-2009)
- Board of Directors, St. Louis Volunteer Lawyers and Accountants for the Arts. (2000-present)
Board President (2006-2008)
Volunteer (2000 – present)
- Duo Dogs, Inc, Volunteer Puppy Raiser (2003-present)
- Board of Directors, The Magic House, St. Louis' Children's Museum (1985-1990)

ADMISSIONS TO THE BAR

Missouri Bar, 1984

United States District Court, Eastern District of Missouri, 1985

Illinois Bar, 1986 (Inactive)

United States Court of Appeals, Eighth Circuit, 1994

Colorado Bar, 2011 (Inactive)