



**Mark C. Travis,**  
**J.D., LL.M.**

**P.O. Box 2460**  
**Cookeville, TN 38502**  
**mtravis@travisadr.com**  
**Tel: 931-252-9123**  
**Fax: 931-520-9123**

## **EDUCATION**

Master of Laws in Dispute Resolution, 2007  
Straus Institute for 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**

Mediator & Arbitrator, Travis ADR Services, LLC, 2009-Present  
Cookeville, TN

- Provide alternative dispute resolution services in labor relations, employment, and public policy disputes, including mediation, arbitration, facilitation, and fact-finding.

Director, Tennessee Labor-Management Center, 2009-2013  
Murfreesboro, TN

- Design and deliver workplace training programs and services to organizations relating to legal compliance and alternative dispute resolution, including mediation, arbitration, investigations, facilitation, and workplace conflict management systems.
- Responsible for design, implementation and administration of state government employee mediation program.
- Responsible for administration of \$265,000 annual budget.

Attorney, Wimberly Lawson Seale Wright & Daves, PLLC (Associate, 1988-1994;  
Regional Managing Member, 1994-2007; Of Counsel, 2008)  
Knoxville, TN

- Employment law practice involving litigation, arbitration and administrative proceedings under federal and state employment discrimination and related employment and civil right statutes.
- Specialized labor relations practice involving collective bargaining negotiations, contract administration, grievance arbitration hearings, and administrative proceedings before National Labor Relations Board.
- Established ADR practice section to provide mediation and arbitration services to private firms, organizations, government and neutral service providers.
- Consistent 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; 1999-2013

Tennessee Technological University, Cookeville, TN

Adjunct Professor; Employment Dispute Resolution; Selected Issues in Dispute Resolution: Employment Disputes; 2008-Present

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

Adjunct Professor; Administrative Law in Employment Practice; 2011-Present

John Marshall Law School, Atlanta, GA

Adjunct Professor; Dispute Resolution Systems; 2013

University of Tennessee College of Law, Knoxville, TN

## 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)

Wyoming Bar Association

Tennessee Association of Professional Mediators, Founding Member

Labor and Employment Relations Association

Society of Federal Labor and Employment Relations Professionals

National Academy of Distinguished Neutrals

Distinguished Fellow, International Academy of Mediators

## PUBLICATIONS

### Books:

Tennessee Workers' Compensation Handbook, M. Lee Smith Publishers (1st ed. 2001; 2nd ed. 2002; 3rd 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 – 2011)

### Articles and Papers:

*Workplace Investigations by Outside Counsel: What Do You Have to Lose?*; Nashville Bar Journal, Nashville Bar Association (March, 2016)

*Tennessee Federal District Court Update*; Tennessee Bar Association, Labor and Employment Law Section Newsletter (March, 2015)

*Tennessee's "T.E.A.M." Act: A New Day in Public Sector Employment Law*; Tennessee Bar Journal, Tennessee Bar Association, Vol. 48, No. 10 (October, 2012)

*A Change in Focus: Mediation of Claims under the ADA Amendments Act; Dispute Resolution Magazine, American Bar Association, Vol. 18, No. 3 (April, 2012)*

*Mandatory Employment Arbitration Plans – Are They Right for Your Client? Tennessee Bar Association, Labor and Employment Law Section Newsletter (October, 2011)*

*A Snapshot of ADA Amendments Act and Its Effect on Future Cases; Tennessee Bar Association, Labor and Employment Law Section Newsletter (September, 2011)*

*A New Direction: Amendments Put Americans with Disabilities Act Back on Path of Tackling Discrimination; Tennessee Bar Journal, Tennessee Bar Association, Vol. 47, No. 6 (June, 2011)*

*The Top Ten Things You Need to Ask Yourself Before Going to Mediation; Dicta, Knoxville Bar Association (December, 2010)*

*Workers' Comp Issues in the Unionized Workplace: Traps for the Unwary; Tennessee Workers' Comp Reporter, Vol. 11, No. 6 (June, 2010); Tennessee Workers' Comp Service, Vol. 14, No. 5 (May, 2010)*

*Under the Radar? The Public Safety Employer-Employee Cooperation Act; Labor and Employment Relations Association, Perspectives on Work, Online Companion (Spring, 2010)*

*If You Build It, Will They Come? A New Model for Bargaining in Federal Sector Labor Relations, Association for Conflict Resolution, Workplace Section Newsletter (Summer, 2010)*

*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)*

## ADVANCED TRAINING

Advanced Mediation Institute; American Bar Association, Dispute Resolution Section, October, 2005

Employment Law Mediator Training; Scheinman Institute on Conflict Resolution, Cornell University, October, 2006

Employment Law Arbitrator Training; Scheinman Institute on Conflict Resolution, Cornell University, December 2006

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

Advanced Issues in Mediation; Scheinman Institute on Conflict Resolution, Cornell University, February, 2007

National Grievance Mediation Workshop; Mediation Research and Education Project, Northwestern University, May, 2007

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

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

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

Labor Arbitration; Federal Mediation and Conciliation Service, September, 2008

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

Facilitating Negotiations; Scheinman Institute on Conflict Resolution, Cornell University, March, 2011

Ethics in ADR; Scheinman Institute on Conflict Resolution, Cornell University, February, 2012

## PRESENTATIONS

“Mediation and Arbitration in Federal Practice”; Tennessee Bar Association, Federal Practice Section Annual Forum; July, 2016

“Psychological Barriers to Settlement in Employment Mediation”, Tennessee Bar Association, Labor and Employment Section Annual Forum; April, 2014

“Workplace Conflict Management as a Strategic HR Initiative,” Society for Human Resource Management, Tennessee State Conference; October, 2013

“The Top Ten Keys to Mediation Success - and its Failure”, University of Tennessee College of Law; October, 2013

“A Road Less-Traveled: Implementation and Administration of State Government Employment Mediation Programs”, American Bar Association, 15<sup>th</sup> Annual Dispute Resolution Conference; April, 2013

“Where Are We Now? Employment Arbitration Post-*Concepcion*”, Tennessee Bar Association, Labor and Employment Law Section Annual Forum; April, 2013

“Effectively Mediating Employment Disputes”, Tennessee Human Rights Commission, Employment Law Seminar; March, 2013

“Changing Focus: Complying With the New ADA”, Tennessee School Boards’ Association; March, 2012

“Employment Law: 2011 Year-In-Review”, Tennessee Bar Association; March, 2012

“Special Considerations in Employment Mediation Advocacy”, Tennessee Bar Association; March, 2012

“Negotiation, Mediation, and Resolution of Cases under the New ADA”, Tennessee Bar Association; April, 2011

“Employment Arbitration Agreements: Evaluating Enforceability and Navigating the Arbitration Process”, Tennessee Bar Association; April, 2011

“The Top 10 Pitfalls to Success in Collective Bargaining”, Tennessee School Boards’ Association, Negotiator’s Workshop; August, 2010

“Workers’ Compensation Issues in the Unionized Workplace”, 13<sup>th</sup> Annual Workers’ Compensation Educational Conference; June, 2010

“Conflict Resolution: Employer Challenges and Best Practices” Tennessee Human Rights Commission, Employment Discrimination Law Seminar; June, 2010

“Reversal of Fortune: What to Expect from the New NLRB”, International Brotherhood of Electrical Workers, 10<sup>th</sup> District Progress Meeting; May, 2010

“Effective Advocacy: 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

“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, CERTIFICATIONS AND PANELS

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; United States District Court, Western District of Tennessee, 2015

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

Roster of Neutrals, 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/Employment Panel, American Arbitration Association, 2008  
Mediation Panel, American Arbitration Association, 2008  
Contract Mediator, U.S. Equal Employment Opportunity Commission, 2009  
Arbitrator, Labor Panel, American Arbitration Association, 2009  
Certified Mediator, International Mediation Institute, 2009  
Administrative Law Judge, Office of Federal Operations, U.S. Equal Employment Opportunity Commission, 2009  
Roster of Labor Arbitrators, Federal Mediation and Conciliation Service, 2010  
Roster of Arbitrators, National Mediation Board, 2012  
Advanced Certificate, Workplace Conflict Management and Alternative Dispute Resolution, Scheinman Institute on Conflict Resolution, Cornell University School of Industrial and Labor Relations, 2013  
Hearing Officer, Administrative Office of the United States Courts, 2013  
General Civil Mediator, Kentucky Court of Justice, 2014  
Roster of Neutrals, American Health Lawyers Association, 2014  
Certified EEO Investigator, EEOC Training Institute, 2015  
Arbitrator Panel, U.S. Virgin Islands, Public Employee Relations Board, 2015  
Arbitrator Panel, Social Security Administration (Region 9) and American Federation of Government Employees  
Arbitrator Panel, U.S. Air Force (Elgin AFB) and American Federation of Government Employees