

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

P.O. Box 2460
Cookeville, TN 38502
mtravis@travisadr.com
(931) 252-9123

Louisville, KY

Boone, NC

Charleston, SC

PROFESSIONAL EXPERIENCE

Labor relations and employment discrimination law attorney for twenty-five years before becoming full-time independent neutral in 2009. Neutral practice devoted exclusively to resolution of employment law and labor relations disputes in the public and private sectors in both arbitrations, mediations, and administrative hearings.

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

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

Cookeville, TN

- Provide alternative dispute resolution services in labor relations and employment 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 labor and management organizations relating to alternative dispute resolution, including mediation, arbitration, and facilitation.
- Responsible for design, implementation and administration of state government employee mediation program.

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 statutes.

- Specialized labor relations practice involving collective bargaining negotiations, contract administration, grievance arbitration hearings, and administrative proceedings before National Labor Relations Board.

ACADEMIC TEACHING EXPERIENCE

Adjunct Professor; Employment Dispute Resolution; Labor Disputes

2008-2020

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

Adjunct Professor; Conflict Management and Negotiation, Labor and Employment Law;

1999-2013

Tennessee Technological University, Cookeville, TN

Adjunct Professor; Administrative Law in Employment Practice; 2011-2015

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)

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

Wyoming Bar Association

National Academy of Arbitrators

Tennessee Academy of Mediators and Arbitrators

Labor and Employment Relations Association

Society of Federal Labor and Employment Relations Professionals

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)

Articles:

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

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)

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)

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)

LICENSURES, CERTIFICATIONS & 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

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

Roster of Neutrals, Cornell University School of Industrial and Labor Relations, 2006

Panel Mediator, U.S. Nuclear Regulatory Commission ADR Program, 2006

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

Arbitrator, 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, 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

Arbitrator Panel, U.S. Virgin Islands, Public Employee Relations Board, 2015

Arbitrator Panel, Social Security Administration (Region 9) and American Federation of Government Employees, 2015

Arbitrator Panel, U.S. Air Force (Elgin AFB) and American Federation of Government Employees, 2015

Member, National Academy of Arbitrators, 2020