

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

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Cookeville, TN 38502
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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 and mediations. Also serve as Administrative Judge for Office of Federal Operations, Equal Employment Opportunity Commission.

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; Arbitration; 2022-Present

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

Fellow, College of Labor and Employment Lawyers

Fellow, American College of Civil Trial Mediators

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)

Articles:

Drafting the Arbitration Clause: Identifying Terms and Traps; Tennessee Bar Journal, Tennessee Bar Association, Vol. 59, No. 6 (November/December 2023) (co-author with Matt Sweeney)

So Where Are We Now? Developments Under the "Ending Forced Arbitration of Sexual Assault and Sexual Harassment", Labor and Employment Law Connect, Tennessee Bar Association, Labor and Employment Law Section (October 2023)

Supreme Court Limits Federal Court Jurisdiction in Review of Arbitration Awards; Labor and Employment Law Connect, Tennessee Bar Association, Labor and Employment Law Section (Spring 2022)

When One Door Closes: New Law Ends Arbitration of Sexual Harassment Claims; Tennessee Bar Journal, Tennessee Bar Association, Vol. 58, No. 3 (May/June 2022)

Employment Arbitration in the Wide, Wide World of Sports; Labor and Employment News, American Bar Association, Labor and Employment Law Section, Vol. 50, No. 1 (Spring 2022)

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 Law 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