

THE SCHEINMAN INSTITUTE ON CONFLICT RESOLUTION

Educating the Next Generation of Neutrals and Practitioners

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Advancing The Scheinman Institute's Mission through ADR Scrimmages and Competitions

Professor Rocco Scanza, professional neutrals, ILR coaches and students practice ADR strategies

In addition to lecturing on alternative dispute resolution, Rocco M. Scanza has served as an Executive Director for the Scheinman Institute on Conflict Resolution and currently serves as Co-Chair of the University's Hearing Board. His commitment to campus justice led him to develop the University's first-ever student mediation program.

Professor Scanza has also led the Scheinman Institute's Arbitration and Mediation Scrimmages and Competitions for which he develops all materials, basing these on his own practice as a professional arbitrator/mediator.

The ADR scrimmages and competitions that Professor Scanza organizes includes professional neutrals who are prominent and accomplished arbitrators and mediators. The scrimmage team coaches are ILR alums or friends of the school who see this as a way to give back to the Scheinman Institute. For example, Andrew D. Bobrek, a labor and employment attorney at Bond, Schoeneck and King PLLC, served as a coach for the team representing the Syracuse College of Law in a recent competition with Cornell students. Bobrek stated that "the scrimmage provides a valuable hands-on, skills-building experience. These skills are widely applicable to the practice of law, including the pursuit of ADR".

Finally, students such as Alana Cunningham (MILR) and Hannah Lorenc (BSILR), who participated in the arbitration and mediation scrimmages, have found these events to be highly educational in allowing them to put into practice the theories they are exposed to in the classroom. As Cunningham explained, "Professor Scanza's Dispute Resolution Practicum allows students to engage in a hands-on learning experience that is unique. We learned about theory and then used our knowledge to present our cases in a series of mock arbitrations. The mock arbitrations connected us with skilled coaches who provided feedback on our preparation and execution. We were able to connect with well-known arbitrators and other students interested in dispute resolution, allowing us to gain real time and valuable feedback. I viewed my other mediation and arbitration courses differently after participating in these scrimmages. I highly recommend his courses to anyone looking to gain experience in the dispute resolution field."

Research



Michael Maffie, Ph.D. Candidate, researchers the digital economy through examining how conflict shapes rideshare drivers

Mr. Maffie's research examines how the relationship between rideshare drivers and platforms (Uber, Lyft, etc.) is shaped by conflict, such as wage reductions, passenger arguments, or de-activations. Drawing on survey data from 488 rideshare drivers and 75 in-depth interviews, his research suggests that the relationship between workers in the gig economy and their platforms has manifest impact on their work behaviors. Drivers who report higher levels of conflict are less likely to spend time on platforms, often recruit passengers (and other drivers) to their preferred services, and "drop" platforms that are unable (or unwilling) to resolve their workplace disputes. This research demonstrates that, while gig work lacks the directive control found in a traditional workplace, management of conflict and workplace disputes plays a central role in cultivating dense platform network effects. This result blends the theoretical work of platform economics with the organizational dispute resolution literature. In doing so, his work extends existing industrial relations research into the digital economy and suggests that the interplay between labor and management is a central concern for platform workers and developers.

People



Harry C. Katz | Jack Sheinkman Professor of Collective Bargaining, Director of the Scheinman Institute & President of LERA

In addition to his duties as the Director of the Scheinman Institute, Professor Katz is currently serving as the President of the Labor and Employment Relations Association (LERA). As part of his role as president, Professor Katz is overseeing LERA's 2018 national annual meeting program, which will be held this June in Baltimore, MD. The national annual meeting will center around the theme "Shaping the Future of Work: Challenges, Opportunities and New Models". As President, Professor Katz chairs the LERA executive board and is responsible for all major strategic decisions. He is especially focused on promoting closer coordination between the national level of LERA and its 53 local chapters. This year, Professor Katz has visited and spoken at meetings of 12 local LERA chapters around the country.



Traci L. Morse | US. Nuclear Regulatory Commission ADR Program Manager

Widely viewed as one of the most innovative dispute resolution programs in the federal sector, the Nuclear Regulatory Commission's (NRC) mediation program relies on the Scheinman Institute for two important services: (1) The Institute serves as the Neutral Administrator for the program; (2) Cornell's National Roster of Neutrals serves as the exclusive source for all NRC mediations. Traci L. Morse, ADR Program Manager, has been with Cornell University since 1990 and is responsible for the NRC Mediation Program. Ms. Morse states that "the Scheinman Institute is proud of its 15 year history in assisting the NRC, employers, and employees in resolving important and complex issues impacting the nuclear power industry." For more information about the NRC-Cornell ADR Program, please contact Traci Morse at tlm6@cornell.edu.



Susan Brecher | Director of HR Dispute Management & Resolution Certificate

Susan W. Brecher, Esq. is the Director of Legal, Employee Relations and Diversity and Inclusion at Cornell ILR, managing [professional workshops](#) and [customized programs](#) in those areas. She is also an attorney who specializes in the fields of employment practices, neutral investigations, and dispute resolution. Currently, Susan is working with a number of external organizations to provide specialized employee investigations and diversity and inclusion joint certificates. These custom certificate programs build on content from the Scheinman Institute's [public workshops](#), tailoring the material to the specific, requested needs of each organization. In addition, Ms. Brecher is collaborating with Professor Alex Colvin to create a U.S. and global employment law program for eCornell. Recently, Ms. Brecher has also worked with in-house marketing and multimedia staff to create content videos related to employee relations, maintaining confidentiality, conducting internal investigations, and [harassment prevention](#). These videos will be used both for marketing and to demonstrate the content of Scheinman programs.

Professional Programs at The Scheinman Institute



Scheinman Institute Professional Programs Offer A Variety of Opportunities for Skill Development

A recent participant at one of the Scheinman Institute's professional programs asked about the benefits of completing a certificate? Each Scheinman certificate program offers a set of classes designed by Cornell and is taught by leading industry practitioners. Through a blend of discussion, interactive exercises, and group work with peers, participants expand the job-related skills that they can apply to their own organizations. The Scheinman Institute's certificates recognize the effort put forth by participants in developing professional skills in areas such as [Diversity and Inclusion](#), [Advanced Employee Relations and Investigations](#), and [Advanced Collective Bargaining](#).

Scheinman Conflict Resolution Club at Cornell



Panel with ADR Professionals Becky Bell and Chris Kwok

On Wednesday, April 18th from 4:30-5:30 p.m., the SCRC hosted two nationally recognized ADR professionals, Dr. Becky Bell and Chris Kwok, J.D and Cornell alumnus (B.A. 1996). Dr. Bell and Mr. Kwok provided a host of insights about the dispute resolution field, the practice of ADR, and the job market for neutrals. MILR student and club member, Michaela Tarpey, moderated a lively and informative discussion about the benefits and challenges of mediation. After the formal discussion, students continued the conversation with the club and the speakers over dinner. Students expressed their appreciation for the opportunity to meet and engage with two dynamic practitioners which complemented classroom discussions. The club is grateful to Dr. Bell and Mr. Kwok for their fantastic visit.



Establishing an SCRC Mentor Database

The SCRC is in the process of creating a database of employers and dispute resolution practitioners interested in providing internships, mentoring or other developmental opportunities to interested ILR students. Please contact the club at scrc@cornell.edu if you are interested in helping with the database.

Club Members to Know



Ethan Anderson | Graduating Senior, BSILR

Q: What is your role in the club?

A: I'm the founding member and current undergraduate president of the club. Along with the graduate president, my role is to help the club move forward with setting and achieving group goals. My aim is to empower the club's members to take initiative with their goals.

Q: What skills do you bring to the club?

A: Generally speaking, I have brought an open communication line between the club members and the rest of the institution, and assistance in contacting outside speakers to the club.

Q: What is a fun fact about yourself?

A: In addition to the club, I am also a research assistant for the Scheinman Institute, doing research on collective bargaining agreements for public school teachers in NY state.

Q: How has the Scheinman Institute contributed to your conflict resolution knowledge and skills?

A: The club gave me a really good sense of how to make a career in conflict resolution outside of the legal field. It was also great to learn several skills about crafting arguments during the opening speech of an arbitration session. I am thankful to all the members for the initiative they took in starting the club. I look forward to all the things the club will accomplish in the future.



Michaela Tarpey | Graduating 2nd Year, MILR

Q: What is your role in the club?

A: My role is to act as a liaison between dispute resolution professionals and our club. In addition, the roles in our club are very fluid, and it's been a wonderful experience to work with both the undergrads and fellow grad students to plan events and further our knowledge of conflict resolution.

Q: What skills do you bring to the club?

A: While taking a Professor Avgar's mediation course, I was able to hone in on both my listening skills and the ability to demonstrate empathy for others, ensuring they feel heard while simultaneously moving our conversation forward. This has enabled me to have fruitful conversations in many aspects of life, particularly when conflict arises.

Q: What is a fun fact about yourself?

A: My current passion project is learning about Artificial Intelligence in HR and delving more into the algorithms that guide these programs. I am currently in an independent study class where I have further explored the ethical considerations behind these algorithms, the lack of understanding of current practitioners, and how using these algorithms can further increase the opportunity for bias.

Q: How has the Scheinman Institute contributed to your conflict resolution knowledge and skills?

A: Through my learnings in the SCRC and from our guest speakers, I am much more comfortable diffusing heated situations.

Events



Taylor Law @ 50: Bright Spots and Pressure Points

Partnering with the New York State Public Employment Relations Board (PERB), the Scheinman Institute is co-sponsoring a conference celebrating Taylor Law's 50th Anniversary. The conference will recognize Taylor Law's substantial influence on public sector labor relations. It will be held in Albany, NY on May 10-11, 2017. Among the many public labor relations issues discussed, the conference will address consequences associated with the pending Janus v. AFSCME ruling. The link to register for this conference can be found [here](#).