

Cornell University's Scheinman Institute on Conflict Resolution



**Educating the next
generation of neutrals
and practitioners.**

Newsletter

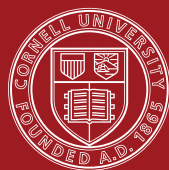
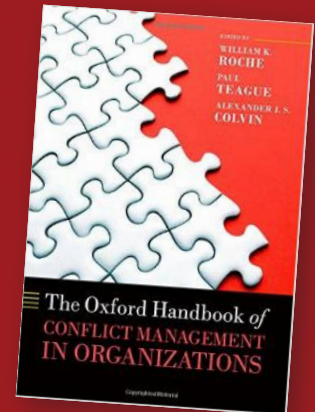
IN THIS ISSUE

- Highlighted Publication: The Oxford Handbook of Conflict Management in Organizations
- Cornell Pioneers the “ADR Scrimmage”
- Program Showcase: Public Sector Programs
- Scheinman Scholars: The Dispute Resolution Journal showcases Cornell students
- Global Service Learning (GSL) in Vietnam

Highlighted Publication

Roche, William, Paul Teague, and Alexander J.S. Colvin, eds. 2014. *The Oxford Handbook of Conflict Management in Organizations*. Oxford University Press.

This handbook, including chapters from a range of international experts on alternative dispute resolution, examines the theory and practice of conflict management in organizations. It includes case studies of leading exemplars and innovators in the field, as well as covering developments in conflict management in various countries around the world. Chapter authors include Scheinman Institute faculty Alexander Colvin, David Lipsky and Ariel Avgar, as well as ILR PhD alumni Ryan Lamare, Martin Behrens and Mingwei Liu.



Cornell University
ILR School

CORNELL PIONEERS THE ADR SCRIMMAGE

Leading law and graduate schools embrace the concept

In 2011, the Scheinman Institute began experimenting with a new model for engaging Cornell students in mediation and arbitration exercises with their counterparts from other academic institutions. The result is the Alternative Dispute Resolution Scrimmage or ADR Scrimmage.

The 'scrimmage' is an informal competition between teams from two schools and, unlike official competitions such as those sponsored by the American Bar Association, the format used encourages students who are currently taking mediation or arbitration courses to represent a party in either type of case. Cornell's teams receive coaching from outstanding alumni who work in the field, and are all regionally or nationally respected neutrals.

Using video-streaming technology, participants never have to leave their respective locations, allowing the teams to interact and neutrals to conduct the case as they normally see fit. This makes for an exciting, educational and very-cost-effective way for students from across the country to compete, work and learn from one another. Marquette University's Jay Grenig and Cornell ILR's Rocco Scanza, David Lipsky and Katrina Nobles developed the first video-streamed ADR scrimmages involving their respective students.

Participants have embraced the concept, allowing Cornell to expand its scrimmage schedule to include eight to ten mediation and arbitration exercises per academic year.

See our website for this year's schedule:

www.ilr.cornell.edu/scheinman-institute/courses-and-programs

Scheinman Institute Advisory Board member, Barry Hartstein, coaches student group via videoconference in preparation of Spring '15 mediation exercise.



Program Showcase: Public Sector Programs

Included in the Scheinman Institute's public sector work are two longstanding grants with the New York State Office of Temporary Disability Assistance (NYS OTDA) and the New York State Office of Children and Family Services (NYS OCFS).

The grants provide for a wide array of organizational development services to New York State and local governments responsible for administering programs for the most at risk population living in the state, a number of over five million.

Programs include consulting services to assist in delivering assistance more effectively and efficiently. This comprises of conflict resolution, labor relations, process analysis, executive coaching, facilitation, and technical assistance with restructuring and performance measurement. This further includes the identification of promising practices from work with other agencies around the country.

Incorporated into the Scheinman Institute's work for NYS OTDA is collaboration with the Human Services Leadership Institute, which provides training for managers and union leaders state-wide in a variety of areas, including leadership, performance measures and skills for organizational consulting, facilitation,

preventing toxic workplaces, and emotional intelligence. In a joint effort with faculty from the Scheinman Institute, ILR and Harvard's Kennedy School, a new course in Strategic Decision Making will be offered soon.

Cornell's work in these areas has been recognized, and materials made available to human services agencies around the country by a variety of organizations including Governing Magazine, the Kennedy School, the Annie E. Casey Foundation, the AFL-CIO, and the Rockefeller Foundation.

Interviews with management and labor will be conducted over the next six months for case studies to be included in the new Strategic Decision Making course. Experience in human services is not necessary and those who are interested in participating, or wish to obtain further information about Scheinman Institute's public sector programs, are invited to contact Marica Calicchia, Director of Public Sector Programs at the Scheinman Institute at mc64@cornell.edu.

SCHEINMAN SCHOLARS

Cornell ILR's Partnership with the Dispute Resolution Journal

In the ILR course "Advanced Issues in Mediation," each student is required to select a topic of professional or personal interest and examine the role of mediation and its impact on how parties resolve their disputes through a research paper assignment.



The top papers from the assignment are forwarded to the editors of the American Arbitration Association's (AAA) Dispute Resolution Journal who then determine which papers are published within a special section entitled "Scheinman Scholars."

Since the inception of the Scheinman Scholars feature, every quarterly issue of the Journal includes at least one Cornell student paper. Last fall, the Journal dedicated a feature issue to the Scheinman Scholars and published six student papers. The AAA and Juris Publications have demonstrated their historic commitment to encouraging and supporting innovative and creative writing on dispute resolution procedures.

For more information regarding the Dispute Resolution Journal and how to view the Scheinman Scholars section, visit www.jurispub.com.

GLOBAL SERVICE LEARNING (GSL) IN VIETNAM AND THE ASIAN LABOR ARBITRATION PROJECT (ALAP)

This spring, the Scheinman Institute is hosting its first international scrimmage, an informal mediation competition between teams from two schools, with the students of Ton Duc Thang University (TDT) in Ho Chi Minh City, Vietnam. Similar to Cornell's ILR School, TDT's Faculty of Labor Relations and Trade Unions provides its students with the knowledge and skills necessary to participate in business and help build a harmonious relationship between employees, management and stakeholders.

Adjunct lecturer Richard Fincher is teaching in Vietnam for the spring semester as a Fulbright Scholar in Labor Law and Dispute Resolution. His primary class is conflict management, and will also run a lab workshop that allows students to build their skills in mediation and arbitration through simulations.

In January 2015, Scheinman Institute with ILR's International Program and Student Services, sponsored a Global Service Learning (GSL) experience for four ILR students (two men and two women) at TDT. Each student was paired with a Vietnamese student and conducted research in labor relations focused around the themes of worker strikes, international HR strategy, social dialogue and capability of the VGCL trade union – Vietnam's sole national trade union center.

In March 2015, TDT, ILR and the International Labor Organization (ILO) are hosting a three day conference in labor relations in Ho

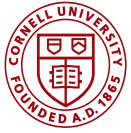


ILR students participate in January '15 Vietnam GSL.

Chi Minh City. Over 25 academics and practitioners from across the U.S. will attend, including several Solidarity Center staff from the AFL-CIO, and officers from the U.S. Embassy. Key aspects of the conference will be live streamed in the Scheinman Conference room at ILR's Research Building.

To learn more, contact Katrina Nobles, Scheinman Institute's Education and Communications Manager, at kn64@cornell.edu.

To learn more about ILR in Vietnam and its work within the Asian Labor Arbitration Project, visit www.ilr.cornell.edu/alap.



Cornell University
ILR School
450 Research Building
Ithaca, NY 14853-3901

Non-Profit Org.
U.S. Postage
PAID
Ithaca, New York
Permit No. 780

The ILR School: Advancing the World of Work

Founded in 1945 as the New York State School of Industrial and Labor Relations and known today as ILR, we help people around the globe to work better and live better. We prepare leaders. We inform policy. We improve workplace practice. We impact working lives.

Extension and Outreach are where theory and practice come together. Part of ILR's broad mandate includes translating what we learn through research and what we teach in the classroom into resources for the workplace. Through a range of outreach programs, services, and activities, ILR expertise on workplace issues is readily accessible to organizations, managers and practitioners, union leaders and members, policy makers, and working adults.

The Scheinman Institute on Conflict Resolution

The Institute combines the academic depth of an Ivy-league Institution with the practical knowledge of leading practitioners to create permanent capacity in organizations and deep, lasting skills in individuals. The Institute operates under the principle that conflict is an inevitable part of human interaction, and its resolution is an essential tool to learn larger lessons and promote organizational reform.

www.ilr.cornell.edu/scheinman-institute