

ADR Quarterly - Fall 2019

We are excited to welcome our new classes of on campus LLM in Alternative Dispute Resolution, Master of Dispute Resolution and ADR certificate students to USC Gould School of Law!

This year, our ADR class represents one of the most diverse group of students we have enrolled to date. Our graduate program students hail from forty countries across the globe spanning six continents.

Meet one of our ADR students, Tuba Bilecik Antonelos, from Istanbul, a pioneer of commercial mediation in Turkey and a Weinstein International Foundation Senior Fellow. In our video, she shares what made her choose to expand her knowledge of ADR at USC Gould.



[Meet Tuba \(LLM in ADR, '20\)](#)

Expanding the Dialogue

Mediation Success with the LA City Fire Department

USC Gould Mediation Fellows, Greg Luden (MDR '19) and Michael Karagozian (LLM in ADR '19), successfully mediated a difficult and emotional dispute within the Los Angeles City Fire Department this July. Together, they were able to resolve a dispute that had been ongoing for more than a year by putting into practice what they learned at USC Gould.



Recommending Neutrality for LAUSD

As the Office of the Inspector General (OIG) for the Los Angeles Unified School District (LAUSD) faces allegations of misconduct among its leadership and investigators, questions on the handling of complaints have led to mistrust of its people and its process. USC Gould Professor and Director of the USC Gould Mediation Clinic, Lisa Klerman, recommends third-party investigators to resolve the conflict for LAUSD. [Read more](#)

Among the Top LLM Programs in California

As featured on *LLM-Guide*, USC Gould's LLM in ADR course was recognized among the world-class LLM programs offered on the West Coast.

"USC Law offers one-year LL.M. programs in fields like International Business and Economic Law and Alternative Dispute Resolution, encouraging students to expand their specialization through the pursuance of certificates." [Read more here.](#)



Faculty Profile: Jason Harper

USC Gould Lecturer in Law and former President of the Southern California Mediation Association, Jason Harper, is also a co-lead of The Western Justice Center's "ABC's of Conflict," a program that empowers school leaders to provide conflict resolution and mediation skills to young people.

As co-lead, Harper spends 3 days teaching participants from the perspective of the professional mediator and showing practical applications of the concepts that are introduced. The participants then teach their students how to address and manage conflict in a healthy and positive way. With a background in teaching Algebra and working in Special Education, Harper uses his time and experience in education to inform the way he operates professionally.

"As teachers," Harper shares, "we are taught to model the behavior we want to see, and as a mediator, that is one of the many mindsets I impart to the parties in dispute."

In addition to mediation, he is an ADR consultant, teacher, and trainer. Currently consulting for 18 school districts and 27 charter schools on how to manage conflict between families and staff, he also teaches Cross-Cultural Dispute Resolution at USC Gould and provides mediation and conflict resolution training to a number of organizations. His biggest motivation for leading training sessions like the ABC's of Conflict is knowing the positive impact these skills will have on the next generation.



Read more about Jason Harper's work in mediation [here.](#)

Furthering Career Development

ADR Career Spotlight: Organizational Ombuds

Proactively approaching career development conversations with our ADR students, Andrew Culberson, Assistant Director of Career



Development for ADR, wrote the first in a series of ADR career-oriented posts. This article, focused on the role of ombuds, clearly explains the role to our students while offering a value proposition for applicable engagement with our program's teachings across industries that utilize ombuds. [Read the article here.](#)

ADR Externship Workshop

On Sept. 3, our ADR students were invited to attend our annual Externship Workshop, which covered the logistics of arranging externships and the many benefits students derive from these experiential learning opportunities.

Among those in attendance were guest speakers, Leila Azari, Associate Counsel at Writers Guild of America West, with many years of experience in labor and employment law, as well as ADR proceedings related to collective bargaining agreements, and Sean Galliher (USC Gould LLM in ADR, 2018), Associate General Counsel at Skechers, who has decades of experience with all phases of litigation. Both speakers shared insights into their fields and unique career paths, described the externships they've hosted, and encouraged students to get out and meet people in the field through externships and networking.



In their interactions with the speakers, our students not only learned how to arrange for externships during their time at USC Gould but also benefited from advice gleaned from many years of practice in the field.



Upcoming ADR Program Events

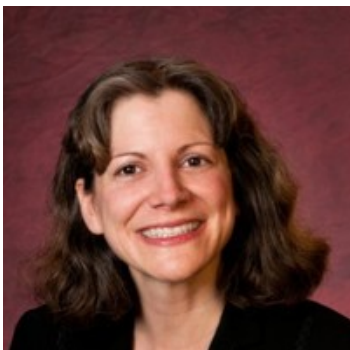
Launching Your Career in Arbitration | Oct. 28

Beyond Private Practice: Alternative Careers in ADR | Nov. 4

Building Your Mediation Practice: Primer | Nov. 11

SCMA Nuts & Bolts Legal Training for Non-Attorney Mediators | Nov. 16

Alumni Spotlight



Lydia Liberio (LLM in ADR, '18)

After earning her LLM in ADR from USC Gould, Lydia Liberio was appointed to the State Bar of California CAPA Committee and became the Associate Dean of Academic Affairs at Abraham Lincoln University. She was also recently selected as one of 32 global project managers for the 2020 Project Management Institute leadership program! We celebrate Lydia's many accomplishments and are proud to count her in our Trojan Family! Read an interview with Lydia on our blog [here.](#)

Chuntae Mathis (MDR, '18)

Chuntae Mathis recently began a new position as program coordinator with a local ADR service provider. Her role includes mediating and coordinating special projects within the community mediation program, as well as coordinating youth peer mediation programs and offering restorative justice trainings in several LA-area schools. According to Chuntae, she is happy to make this pivot to a career in which she can apply her MDR degree in creative ways.



Additionally, she was recently appointed Graduate Teaching Assistant for Fall 2019 and will work with Professor Richard Peterson to teach ADR Law and Policy, furthering her career goals in education and mediation. Chuntae looks forward to leveraging her ADR research, teaching and practical experience towards a PhD program in the future.

From the Director

What is an Elephant?

Richard Peterson, Director of Alternative Dispute Resolution Programs at USC Gould School of Law

Before class began last week, a student asked me: "Our course text talks about 'subjective perception.' Is there such a thing as 'objective perception?'" With a smile on my face I responded, "Ask me that question again after class tonight."

This was week two and most of my students were just beginning their dispute resolution program here at USC. The topics for the week included cognitive biases, emotions, and other frequent obstacles to rational decision making. I especially love this material because it creates one of the most important teaching opportunities of the course and introduces students to some of the most important foundational dispute resolution principles they need to learn. It often marks the beginning of a paradigm shift in student thinking, as they are transformed by learning new concepts and applying newly acquired skills that facilitate deeper understanding of these ideas.



With respect to my student's question regarding perception, I introduced a poem written by John Godfrey Saxe in the 19th century in which he retold an ancient Indian fable:

*It was six men of Indostan, to learning much inclined
who went to see the elephant (Though all of them were blind),
that each by observation, might satisfy his mind.*

*The first approached the elephant, and, happening to fall,
against his broad and sturdy side, at once began to bawl:
'God bless me! but the elephant, is nothing but a wall!'*

*The second feeling of the tusk, cried: 'Ho! what have we here,
so very round and smooth and sharp? To me tis mighty clear,
this wonder of an elephant, is very like a spear!'*

*The third approached the animal, and, happening to take,
the squirming trunk within his hands, 'I see,' quoth he,*

the elephant is very like a snake!

*The fourth reached out his eager hand, and felt about the knee:
'What most this wondrous beast is like, is mighty plain,' quoth he;
'Tis clear enough the elephant is very like a tree.'*

*The fifth, who chanced to touch the ear, Said; 'E'en the blindest man
can tell what this resembles most; Deny the fact who can,
This marvel of an elephant, is very like a fan!'*

*The sixth no sooner had begun, about the beast to grope,
than, seizing on the swinging tail, that fell within his scope,
'I see,' quoth he, 'the elephant is very like a rope!'*

*And so these men of Indostan, disputed loud and long,
each in his own opinion, exceeding stiff and strong,
Though each was partly in the right, and all were in the wrong...!*

Since first published, Saxe's poem has been applied in a variety of philosophical contexts. I believe it is an ideal illustration of the subjective nature of perception and begins to provide the answer to my student's question. That many people think of perception as an "objective" concept illuminates why people so often become entrenched in their positions and why disputes are frequently so difficult to resolve. The study of dispute resolution delves deeper into cognitive biases, and how they regularly influence perception and obstruct rational decision making.

Following class my student was able to answer his earlier question by citing an article from our course text,

"...Your perception is subjective and personal. Reality does not draw its picture on a clean slate – your mind. Nor is your mind a passive movie screen on which sensory stimuli impact, to create a moving picture of the world. Rather your mind is an active agent of perception, creating and transforming reality, while at the same time being disciplined and sometimes dominated by it..."

Our course of study now moves on to consider how cognitive biases and strong emotions influence the canvas upon which each person's reality is drawn; and the transformation will continue. I look forward to another wonderful and productive year for USC Gould's ADR program and our students.

WHY ADR at USC?

Renowned influencers in dispute resolution on faculty

Recognized Course Provider in the U.S. for CIArb

Curriculum based in real-life application

Scholarships that drive diversity & dedication

CURIOUS? LEARN MORE: [ADR AT USC](#)

QUESTIONS? CONTACT US AT

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