

Jonathan S. Rosenthal, Director

Jonathan S. Rosenthal, Esquire, is the Director of the Maryland Judiciary's Mediation and Conflict Resolution Office (MACRO). MACRO's mission is to collaborate with stakeholders statewide to develop, expand, evaluate, and improve high quality alternative dispute resolution (ADR) services in courts, communities, criminal and juvenile justice programs, state and local government agencies, schools and universities, and for the general public. He is responsible for increasing the profile and understanding of ADR in Maryland courts, educating those within the Judiciary and the general public on the benefits and uses of ADR, creating and supporting ADR programs with grants, and working with other stakeholders to improve access to, and the quality of, ADR in Maryland.

Prior to returning to MACRO, Jonathan was the Executive Director of Alternative Dispute Resolution (ADR) Programs for the District Court of Maryland. There, he was responsible for increasing the profile and understanding of ADR in the District Court, educating those within the Judiciary and the general public on the benefits of ADR, and ensuring access to high quality ADR programs. Jonathan started his work in the Maryland Judiciary as MACRO's first Court ADR Resources Director, where he worked with all 24 Circuit Courts, helping to create, expand, improve and/or evaluate ADR programs. He is an adjunct professor teaching negotiation, arbitration and mediation at Anne Arundel Community College, and he has taught mediation at the Mediation Clinic at the University of Maryland Francis King Carey School of Law.

Jonathan started practicing law in 1991, and in 1994 he opened his own law office concentrating in family law, personal injury defense, and consumer bankruptcy. Mediation was added to his practice in 1997. Jonathan serves the field through leadership positions within local and national ADR organizations, including: the MSBA's ADR Section (Council member 2000-2006, Section Chair 2004-05); the Maryland Council for Dispute Resolution (MCDR) Executive Council (2002-2005); the Maryland Chapter of the Association for Conflict Resolution (ACR); the international Association for Conflict Resolution (Board of Directors 2011 to 2014, Courts Section Chair 2005-2009); and the ABA's Section of Dispute Resolution. Jonathan is a member of the ADR Subcommittee of the Rules Committee, and he is a founding member and former Chair of the Maryland Mediator Excellence Council. He has also served on a number of ADR rosters, including the District Court of Maryland and several circuit courts around the Baltimore metropolitan area.

Jonathan has created and presented numerous courses, workshops, and trainings under the umbrella of ADR, including among others, Strategies for Conducting Settlement Conferences, Effective Attorney Advocacy in Mediation, Strategic Negotiation for Success, and Working with Attorneys in Mediation. He has presented on a wide variety of other ADR-related topics with the Maryland Judicial Institute, and numerous organizations, law schools, and others, both nationally and locally.

In 2015, Jonathan was honored to be the recipient of the Robert M. Bell Award for Outstanding Contribution to ADR in Maryland, presented by the Maryland State Bar Association Alternative Dispute Resolution Section. In addition to being an MCDR performance-based certified mediator, Jonathan is trained in facilitative and transformative mediation, collaborative law, arbitration, large group and public policy facilitation, sociocratic decision making, and other collaborative processes, and he has experience practicing in all of these areas.

Heather V. Fogg, Quality Assistance Director

Heather V. Fogg serves as Quality Assistance Director for the Maryland Judiciary's Mediation and Conflict Resolution Office (MACRO). She is an experienced conflict resolution practitioner in a variety of

practices, including circle-keeping, community conferencing, mediating and facilitating dialogue. Heather is an adjunct faculty member of Howard Community College where she teaches Introduction to Conflict Resolution and Introduction to Restorative Justice. She also serves as a founding board member and current Secretary for the Circle of Restorative Initiatives (CRI) for Maryland. Heather earned her Master's and Bachelor's degrees in Psychology from the College of William and Mary and the Ohio State University respectively.

Alexandra L. Johnson, Administrative Assistant IV

Alexandra has worked for the State of Maryland since 2011, with both the Department of Transportation and the Judiciary. She has worked as a Teacher's Assistant for Anne Arundel County Public Schools, and Business Manager for the Girl Scouts of Central Maryland. She is excited to be a part of the MACRO staff and to continue advancing her mediation skills.

Tracy Culbreath King, Alternative Dispute Resolution (ADR) Resources Coordinator

Tracy Culbreath King is the Alternative Dispute Resolution (ADR) Resources Coordinator for the Maryland Judiciary's Mediation and Conflict Resolution Office (MACRO). As the ADR Resources Coordinator, Tracy's responsibilities include advancing ADR through public awareness campaigns, assisting in professional mediator development, outreach events, and collaborative initiatives. She also works closely with her colleagues at MACRO to provide assistance in the management of MACRO's grant programs and the Maryland Program for Mediator Excellence (MPME).

Tracy is a conflict resolution practitioner with a focus on a variety of ADR processes such as mediation, conflict coaching, and facilitation. Tracy mediates civil cases for the District Court of Maryland Day of Trial program, promotes mediator quality assurance, and encourages the use of mediation throughout Maryland. As a conflict coach, Tracy enjoys working with people one-on-one to discuss their goals that relate to resolving a dispute, preventing an unnecessary one, or generally managing conflicts more effectively. Tracy also serves as a guest host for the Texas Conflict Coach, a Blog Talk Radio program providing listeners with the opportunity to learn from special guests how to effectively manage conflicts in their everyday lives.

Tracy holds a Bachelor's of Science in Interpersonal and Organization Communication from the University of Central Florida, and a Master's of Science in Negotiation and Conflict Management from the University of Baltimore.

Alecia Parker, Budget and Grants Director

Alecia is responsible for managing MACRO's grant programs, including reviewing grant applications and reports, providing advice and technical assistance to community mediation grantees, managing the post-award process and all grant payments. In addition to grants, Alecia is also responsible for managing MACRO's budget and expenditures. She develops MACRO's annual operating budget request. She also advises the Director on budgetary issues.

Alecia is also involved in Judiciary wide activities, participating on committees and workgroups. She also staffs the Grants Advisory Workgroup of the Judicial Council's Operations Committee, and co-staffs the Research and Grants Subcommittee of the Judicial Council's ADR Committee.

In addition to budget and grants work, Alecia also runs the annual Conflict Resolution Day Bookmark Art Contest. This contest is open to all Maryland students in grades K-8, and regularly attracts between 1,500 and 2,000 bookmark entries each year.

Alecia is a graduate of both the University of Maryland, where she received her Master's degree, and Michigan State University, where she received her B.A. She is an avid reader, and loves to visit state and national parks.

Emmett J. Ward, Alternative Dispute Resolution (ADR) Resources Coordinator

Emmett is an Alternative Dispute Resolution Resources Coordinator for the Maryland Judiciary's Mediation and Conflict Resolution Office (MACRO). In that capacity, he assists in managing the Alternative Dispute Resolution Evaluation Support System; a web-based data collection and reporting system, designed to help courts assess and improve the quality of their ADR processes. In addition, he is responsible for a wide variety of projects designed to advance conflict resolution programs in courts, communities, state and local government agencies, criminal and juvenile justice programs, and in schools. Emmett came to MACRO from the Circuit Court in Baltimore County, where he served as a staff mediator, conducting over five hundred family related mediations and taught a monthly communication skills workshop for families in transition.

Prior to working for the Circuit Court, Emmett was part of a statewide research project that examined the costs, benefits, and effectiveness of ADR options offered within the Maryland court system. As a research assistant, he observed and behavior coded live mediations, surveyed participants before their mediation, directly after their mediation, and again six to twelve months following the conclusion of their case.

Emmett holds a Master's Degree in Conflict Analysis and Dispute Resolution from Salisbury University. While a graduate student, Emmett worked as an AmeriCorps member with the Community Mediation Initiative at the Bosserman Center for Conflict Resolution. He was responsible for outreach and partnership building with local prison facilities, in an effort to offer reentry mediation to people exiting the correctional system. He is a past member of the Board of Directors for Community Mediation Maryland, and a current volunteer mediator for the District Court in Baltimore City. He resides in Baltimore City, Maryland with his wife and two dogs.

Nick White, Ph.D., Evaluations and Research Director

Nick White, Ph.D., Evaluations and Research Director for Maryland Judiciary's Mediation and Conflict Resolution Office (MACRO), works collaboratively with dispute resolution program managers in the courts as well as in community-based programs, schools, criminal and juvenile justice programs, and state and local government agencies to help develop assessment tools and procedures to evaluate conflict resolution initiatives. Nick is leading a team to finalize and implement the Alternative Dispute

Resolution Evaluation Support System (ADRESS). The first of its kind database in the nation that allows the Maryland Judiciary to administer statewide surveys while providing courts with ongoing, real time performance information and reports. Conflict Resolution Change is another area of focus, drawing on research and change models to foster positive conflict resolution decision making in Maryland.

Nick is both a practitioner and scholar of ADR. Trained in mediation in 1996, Nick has mediated and facilitated a broad range of issues, including real estate, multi-party, U.S. Postal Service, domestic and international public policy and natural resource, parent-child, community, inter-governmental and court-referred cases. Nick's doctoral work at the University of Michigan focused on issues of institutionalization of ADR. Additionally, Nick has taught negotiation and mediation to undergraduate and graduate students, managers, attorneys and retired judges at a variety of universities. He currently holds an adjunct professor appointment with Johns Hopkins University and serves as a Core Instructor for the Academy for Excellence in Local Governance, School of Public Policy, University of Maryland. Nick also serves as a consultant to multiple federal agencies interested in evaluation options for their ADR initiatives.

One of Nick's favorite conflict resolution book is, *Settling Things: Six Case Studies in Environmental Mediation* by Allan R .Talbot (1983). This is one of the earliest books on environmental mediation. When he stumbled upon an old and worn copy in Michigan State University's library in the 1990's, reading the book helped him crystalize his interest in public policy and environmental conflict resolution.

Alan Wiener, Esq., Court Alternative Dispute Resolution (ADR) Resources Director

Alan Wiener is MACRO's Court ADR Resources Director and his primary responsibility is to promote and support ADR programs in Maryland's circuit courts. Alan consults with circuit courts and helps them utilize best practices to plan, implement, administer and improve ADR programs. He also designs, organizes and presents trainings for judges, court staff, and ADR practitioners. Alan is also one of the staff to the Judicial Council ADR Committee, and helps the committee develop statewide rules, standards of conduct, policies and forms to promote the availability, use and quality of court-connected ADR programs throughout Maryland. He also coordinates and participates in a variety of other projects to advance ADR in and beyond Maryland.

Alan previously worked for the California Administrative Office of the Courts for 12 years, where he had similar responsibilities for promoting and supporting court-connected ADR programs throughout that state and participated in the development of ethical standards for ADR providers. He is currently a member of the California State Bar ADR Committee and chairs its Legislation, Ethics and Standards of Practice Subcommittee. He previously served as president of the San Diego Chapter of the Association for Conflict Resolution (ACR), as a co-chair of the ACR Online Dispute Resolution Section, and as a co-chair of the San Diego County Bar Association ADR Committee. Alan received an L.L.M. in Dispute

Resolution from Pepperdine University School of Law in 2003 (subsuming a Masters in Dispute Resolution received from Pepperdine in 2000) and a Juris Doctorate from the University of San Diego School of Law in 1979. Before becoming fully engaged in ADR, he practiced law in San Diego, California for 20 years. Alan can be reached at 410-260-3552 or alan.wiener@mdcourts.gov.