

**Douglas E. Noll, Esq.**

**Curriculum Vitae**

**Profession** Full-time Neutral providing Mediation, Peacemaking, Arbitration Facilitation, and Training services; keynote speaker, author, and talk show radio host.

**Work History** Noll & Associates (mediation, arbitration, facilitation, and peacemaking) 2000-present; Talk Show Talk Show Radio Host, The Doug Noll Show, The Advice Radio Network – ws Radio.com 2007-present; Mobius Executive Leadership (transformative leadership training and development) 2007-present; Principal, Boogaert & Noll, LLC (strategic consulting, leadership development, problem solving, and crisis management) 2006-2011; Shareholder/Associate, Lang, Richert & Patch, P.C. 1978-2000, Law Clerk, Hon. George A. Hopper, California Court of Appeal, Fifth District, 1977-78.

**Experience** As a mediator, Mr. Noll has worked on over 1,500 conflicts, both litigated and non-litigated. Mr. Noll specializes in difficult, complex, and intractable conflicts. He is former trial lawyer with demonstrated success in complex, difficult or unique cases in state and federal trial and appellate courts. He has a broad range of knowledge and experience, including business, financial, construction, secured transactions, bankruptcy, commercial, agricultural, employment, constitutional law, insurance law and government contracts.

Areas of Particular Expertise: Employment, construction, commercial, agricultural, financial, corporate, partnership, insurance, and water conflicts; difficult and intractable conflicts, including congregational disputes, clergy sexual abuse, criminal mediations between victims and offenders, and family business conflicts, especially where on-going relationships are critical.

AV-rated.

International Mediation Institute (IMI), certified

2012 California Lawyer Magazine Attorney of the Year (CLAY Award) for Pro Bono Service

**Teaching Positions**

Adjunct Professor of Law, San Joaquin College of Law, 1987-present, courses include Remedies, Critical Thinking, Peacemaking and the Law, and Restorative Justice.

Adjunct Professor of Forensic Psychology, Alliant International University, 2001-2004, Introduction to Mediation and Human Conflict

### **Alternative Dispute Resolution Experience**

American Arbitration Association, panelist since 1981

Private full-time arbitrator and mediator since 1999, Part-time mediator and arbitrator 1981-1999

Early Neutral Evaluator panelist for the U.S. District Court, Eastern District of California

Judge Pro Temp, Fresno County Superior Court

Discovery referee and special master, Fresno County Superior Court

Fresno County Mandatory Mediation Project, panelist and mediation trainer

Mediator and Trainer, Fresno County Victim-Offender Reconciliation Program,

### **Alternative Dispute Resolution Training**

Master Mediation Institute, 2008-2011

American Arbitration Association, Chairing the Three Person Panel, December 2005

National Arbitration Forum, Construction Defect Course, August 2005

American Arbitration Association, Writing Awards, December 2004

Strauss Institute, Pepperdine School of Law, Master Mediator Workshop, June 2002

M.A., Fresno Pacific University, Peacemaking and Conflict Studies, 2001

American Arbitration Association Advanced Construction Arbitration Workshop, December 2001

Victim-Offender Mediation Training, October 1998

Basic Institute in Conflict Management, Center for Peacemaking and Conflict Studies, Fresno Pacific University, August 1998

American Arbitration Association Construction Industry Arbitrator Training Workshop, Fresno, November 1996

American Arbitration Association Arbitrator Training Program, Sacramento, July 1986

**Lectures, Workshops, and Presentations (2009-2012)**

Valley State Prison for Women, Chowchilla, California, *Prison of Peace*, on-going pro-bono training of life inmates incarcerated for murder in peacemaking skills to be utilized to transform the prison into a prison of peace, 2010-2012

Orange County Mediation Conference, Tustin CA, *On Becoming a Peacemaker* Keynote Speaker, March 17, 2012

American Academy of ADR Attorneys, *Micro-Interventions in Mediation*, Des Moines IA, November 3, 2011

American Institute of Mediation, *Impasse is a Fallacy* workshop, Riverside CA, October 21-22, 2011

Advanced Commercial Mediation Institute, Keynote Talk, *From Peace in Prisons to World Peace*, San Diego CA, October 12, 2011

American Arbitration Association Mediation Training, Guest Lecturer, *From Peace in Prisons to World Peace*, San Francisco, CA October 7, 2011

Arizona State Bar Association, *Micro-Interventions in Mediation*, Phoenix AZ, September 16, 2011

National Academy of Distinguished Neutrals Annual Conference, *Micro-Interventions in Conflict Mediation*, Amelia Island, FL August 12-13, 2011.

Strauss Institute, Pepperdine School of Law, Advanced Practitioners Program, Lead Faculty, *Avoiding Bad Settlement Decisions and Impasse*, Malibu, CA June 21-24, 2011

American Academy of ADR Attorneys, *This is Your Brain on Mediation*, Dubuque IA, June 2011

*Getting Unstuck: Understanding Emotions in the Settlement Process*, Sacramento, California, April 2011

American Bar Association Dispute Resolution Section Teleconference, *Understanding Beliefs in Mediation*, March, 2011

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- Lipscombe University, Southeastern Conflict Management Conference, *The Neuropsychology of Peace and Conflict*, February 2011
- Texas State Bar, ADR CLE, Houston TX *Micro-Interventions in Mediation*, January 2011
- American Arbitration Association, 2010 Neutrals Conference, Orlando FL, *Myths of the Mediator as Settlement Broker*, November 2010
- Minnesota Continuing Legal Education Annual ADR Institute, Minneapolis, MN, *The Neuropsychology of Peace and Conflict, Elusive Peace-The Status of International Mediation, Prison of Peace*, October 2010
- International Academy of Mediators, Fall Conference, Nashville TN, *High Maintenance Personalities in Mediation*, October 2010
- National Academy of Distinguished Neutrals, Orlando FL *Harnessing the Power of the Master Mediator*, August 2010
- American Institute of Mediation, Los Angeles, CA, *Mediating the Non-Litigated Dispute*, March 2010
- American Institute of Mediation, Los Angeles CA, *Negotiation and Settlement Terms of Art*, November 2009
- Southern California Mediation Association Annual Conference, Malibu CA, *Mediating the Non-Litigated Dispute 2009*
- California Dispute Resolution Council Annual Conference, San Francisco CA, *This is Your Brain on Mediation*, October 2009
- Advanced Commercial Mediation Institute, Atlanta GA, *This is Your Brain on Mediation*, 2009
- The Center for Alternative Dispute Resolution, Greenbelt, MD, Annual Conference, Plenary Speaker, *The Fear of Intimacy: Exploring the Heart of Darkness in Mediation*, 2009
- ABA Section of Alternative Dispute Resolution Annual Conference, New York City, NY, *The Myth of the Mediator as Settlement Broker*, 2009
- Mediators Beyond Borders 2<sup>nd</sup> Annual Congress, New Orleans, LA, *Truth and Reconciliation Commissions: The Potential Roles of Mediators Beyond Borders*, 2009

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**Professional Licenses** Admitted to the Bar, California Supreme Court, 1977; U.S. District Court, various districts, U.S. Courts of Appeal, various, United States Supreme Court, 1989.

### **Professional Associations**

International Meditation Institute, certified

Founding Member, Mediators Beyond Borders

Fellow, International Academy of Mediators,

Fellow, American College of Civil Trial Mediators,

California Bar Association,

Fresno County Bar Association,

California Dispute Resolution Council.

### **Community Service**

Member, Board of Directors, California Dispute Resolution Council (2009-present) President, 2012

Chair, Board of Trustees, San Joaquin College of Law (1995-present)

Board of Directors, Valley Public Television (2004-present, Chair 2005-2009)

Member, Board of Directors, Mediators Beyond Borders (2008-2010, 2011-present)

### **Education**

Dartmouth College, (BA English, 1973);

University of the Pacific (J.D., 1977);

Fresno Pacific University (2001, M.A. Peacemaking and Conflict Studies).

### **Books**

ELUSIVE PEACE: HOW MODERN DIPLOMATIC STRATEGIES CAN SOLVE WORLD CONFLICTS Prometheus Books (Amherst NY 2011)

*Chapter 2: A Theory of Mediation* in HANDBOOK ON MEDIATION 2D EDITION  
(American Arbitration Association) JurisNet (Huntington NY 2010)

SEX, POLITICS & RELIGION AT THE OFFICE: THE NEW COMPETITIVE ADVANTAGE,  
co-authored with John Boogaert, Auberry Press (Fresno CA 2006).

*Chapter 3: The Neuropsychology of Conflict* in THE PSYCHOLOGY OF RESOLVING  
GLOBAL CONFLICTS: FROM WAR TO PEACE, (M. Fitzduff & C.E. Stout,  
eds.) vol.1, Praeger Security International (Wesport CN 2006).

PEACEMAKING: PRACTICING AT THE INTERSECTION OF LAW AND HUMAN  
CONFLICT Cascadia Publishing House, (Telford PA 2003)

## Articles

“Dealing with Biases in Settlement Decisions,” ADVOCATE, (September 2010)

“The Myth of the Mediator as Settlement Broker,” DISPUTE RESOLUTION  
JOURNAL, (June-July 2009)

“Deeper Dimensions,” ABA DISPUTE RESOLUTION MAGAZINE, (September 2007)

Columnist, “Peacemaking,” THE FRESNO BUSINESS JOURNAL, and [WWW.MEDIATE.COM](http://WWW.MEDIATE.COM), 2000-2006

“Breach of Faith: Mediating Clergy Sexual Abuse Cases,” ACRESOLUTION  
MAGAZINE (Summer 2004),

“Interest-Based Negotiation,” THE SUCCESSFUL CALIFORNIA ACCOUNTANT, v.57,  
Summer, 2002,

“Warrior to Peacemaker: One Lawyer’s Journey,” CONCILIATION QUARTERLY,  
vol. 20, no. 4 pp. 9-10, Fall 2001,

“A Theory of Mediation,” DISPUTE RESOLUTION JOURNAL (Feb. 2001),

“Restorative Justice: A Framework for Fresno,”  
<http://www.fresno.edu/pacs/docs/rjframe0201.pdf>,

“Rules of Engagement,” THE SUCCESSFUL CALIFORNIA ACCOUNTANT, v.55,  
Winter, 2001,

“Peacemaking and Conflict Management,” THE SUCCESSFUL CALIFORNIA  
ACCOUNTANT, v.55, Fall, 2000,

“Conflict Escalation: A Five Phase Model,” [WWW.MEDIATE.COM](http://WWW.MEDIATE.COM),

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“Conflict Dynamics,” LOS ANGELES DAILY JOURNAL VERDICTS AND SETTLEMENTS, October 20, 2000,

Numerous CLE and MCLE courses for CPA’s and lawyers on conflict management, conflict theory, mediation, and peacemaking,

“Finding the Zone of Reasonableness,” 8 SAN JOAQUIN AGRICULTURAL LAW REVIEW (1998)

“Analysis of the Central Valley Project Improvement Act,” 3 SAN JOAQUIN COLLEGE AGRICULTURAL LAW REV., 1993,

“Professional Negligence of the Ski Instructor,” JOURNAL OF PROFESSIONAL SKI INSTRUCTION (Sept., 1983),

Comment, “California's New General Corporation Law: Quasi-Foreign Corporations,” 7 PACIFIC LAW JOURNAL 673 (July, 1976),

“Review of Selected 1975 California Legislation”, 7 PACIFIC LAW JOURNAL 237, 258, 503 (January, 1976)

## **Interests**

2d degree black belt, tai chi instructor, fly fishing (steelhead, trout, surf), PSIA Level III certified ski instructor (Alpine), Alpine tele-skiing, private pilot, instrument rated, multi-engine land and helicopter, rock climbing, whitewater rafting/kayaking, Irish fiddle, and jazz violin.