



Noll Associates

peacemaking: resolving business conflicts

Douglas E. Noll, Esq., Peacemaker

RESUME

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

Work History Noll & Associates (peacemaking, mediation, arbitration) 2000-present; Senior Consultant, Onyx International Dispute Services (construction dispute services in the United Arab Emirates) 2008-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 and crisis management) 2006-present;; 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 and peacemaker, Mr. Noll has worked on over 1,500 conflicts, both litigated and non-litigated. Mr. Noll specializes in difficult, complex and intractable conflicts where relationships are involved. He is former trial lawyer with demonstrated success in complex, difficult or unique cases in state and federal trial and appellate courts. Experience in AAA commercial and construction arbitration. Broad range of knowledge, including business, financial, construction, 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; particular expertise and experience in 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.

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Teaching Positions

Adjunct Professor of Law, San Joaquin College of Law, 1987-present, teaching 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

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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

National Arbitration Forum, panelist since 2003

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

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

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

American Arbitration Association Arbitrator Training Program, Sacramento, July
1986

Lectures, Workshops, and Presentations

Mississippi Juvenile Justice Symposium, Keynote Speech, *Introduction to
Restorative Justice*, July 2008

Southern California Edison Company, *Decision Making*, February 2008

American Board of Hypnotherapy Annual Conference, *The Neuropsychology of
Conflict*, January 2008

Florida Dispute Resolution Conference, *The Neuropsychology of Conflict*, August
2007

Ojai, California, *Mastery of Mediation Workshop* (with Lee Jay Berman),
February 2007

Harvard Law School, *Consciousness and Mediation*, December 2006

Southern California Mediation Association Annual Conference, Pepperdine Law
School, Malibu, California, *The Neuropsychology of Conflict*, November
2006

California State Bar Conference, Monterey, California, *Science and Mediation*,
October 2006

International Public Management Association for Human Resources, Bass Lake,
California *Peacemaking 101*, September, 2006

Center for Alternative Dispute Resolution 18th Annual Conference, Greenbelt,
MD and *The Neuropsychology of Conflict* June 2006

Ventura Dispute Resolution Center and Ventura County Superior Court, *Art of
Peacemaking*, April 2006

Southern California Mediation Association Round Table, *Religion, Spirituality
and Mediation*, March 2006

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- Southern California Mediation Association Round Table, *Principles of No-Caucus Mediation*, November 2005
- International Academy of Mediators, *The Mind of the Mediator*, Dana Point CA, November 2005
- International Academy of Mediators, *Tai Chi for Mediators*, Dana Point, CA, November 2005
- Art of Peacemaking*, Pasadena CA, May 2005
- Gruter Institute for Law and the Brain, *Human Conflict and Mediation*, Squaw Valley CA, April 2005
- American Bar Association Section of Dispute Resolution Annual Conference, *Mediating Clergy Sexual Abuse Cases*, Los Angeles, April 2005
- California Bankers Association Annual Conference, *Principles of Interest-Based Negotiation*, Rancho Mirage CA, March 2005
- Art of Peacemaking*, Bloomfield Hills MI, February 2005
- California School Administrators Association Conference on Negotiation, *Introduction to Interest-Based Negotiation*, San Diego CA, January 2005
- Association of Conflict Resolution Annual Conference, *Restorative Justice: Clergy Sexual Abuse Cases*, Sacramento CA, September 2004
- Southern California Mediation Association Annual Conference, *Tai Chi for Mediators*, November 2004,
- Association of Conflict Resolution Annual Conference, *Restorative Justice: Clergy Sexual Abuse*, Sacramento CA, October, 2004
- Art of Peacemaking*, May 2004, Pasadena California
- Friends University, First Annual Garvey Lecture, *The Evolution of Peacemaking*, March 2004, Wichita KS
- Fresno Pacific University 10th Annual Restorative Justice Conference, *Statutory Reform in Restorative Justice*, November 2003
- Southern California Mediation Association Annual Conference, *Restorative Mediation*, November 2003,

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Association of Conflict Resolution Annual Conference, *Ethics of Restorative Justice*, Orlando FL, August 2003

Understanding and Managing Difficult Conflicts, August 2003, Bloomfield Hills, MI

American Bar Association National Institute on Advanced Mediation and Advocacy (Faculty Member), San Francisco CA, December 2002

Southern California Mediation Association Annual Conference, *Principles of Peacemaking*, November 2002

Fresno Pacific University 9th Annual Restorative Justice Conference, *Restorative Justice in Public Policy Disputes*, October 2002

Association for Conflict Resolution Annual Conference, *Restorative Justice: The Fresno Model*, San Diego, CA August 2002

Fresno Pacific University 8th Annual Restorative Justice Conference, *Apology and Forgiveness: Evidentiary Issues*, October 2002

Fresno County Mandatory Mediation Project, Mediation Training (Faculty Member) 2001-2006

Fresno County Victim-Offender Reconciliation Program Mediation Training (Faculty Member) 2001-present

Conflict Management for Lawyers, MCLE course offered by San Joaquin College of Law, Fall 1999

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

Member, California State Bar, Committee on Alternative Dispute Resolution

Fellow, International Academy of Mediators,

Fellow, American College of Civil Trial Mediators,

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American Bar Association,
California Bar Association,
Fresno County Bar Association,
Former attorney delegate to the Judicial Conference of the 9th Circuit Court of Appeals,
Association of Conflict Resolution (formerly SPIDR),
California Dispute Resolution Council.

Community Service

Chair, Board of Trustees, San Joaquin College of Law (1995-present)
Chair, Board of Directors, Valley Public Television (2004-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

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

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Columnist, "Peacemaking," THE FRESNO BUSINESS JOURNAL, and WWW.MEDIATE.COM, -present,

"Deeper Dimensions," ABA DISPUTE RESOLUTION MAGAZINE, (September 2007)

"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,

"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),

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Resume

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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 harp player.

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