

JAY ROTHMAN

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EDUCATION

Ph.D. 1988, International Relations	University of Maryland
M.A. 1985, International Relations	University of Maryland
B.A. 1980, Social History	Antioch College

ACADEMIC AND APPLIED POSITIONS

Visiting Distinguished Professor and Senior Consultant, The College of Education, Human Services and Criminology, University of Cincinnati (initial appointment from 2008–2011).

President The ARIA Group, Inc. (an action research, strategic visioning and conflict resolution consulting company) **1998 – Present**

Fulbright Fellow, Distinguished Visiting College Professor and Senior Associate, The Action Research Center, at The Jezreel Valley College, Israel – **2006–2007**

Founder and Director – The Action Evaluation Research Institute, **1992–2004**

Scholar-in-Residence and Associate Professor – The McGregor School of Antioch University (in conflict resolution and management programs), **1998–2001**

Visiting Professor of Political Science – Haverford and Bryn Mawr Colleges, **1991–1998**

Director, Peace and Conflict Studies Program – Haverford and Bryn Mawr Colleges, **1991–1998**

Director and Principle Investigator – Conflict Resolution Programs, The Leonard Davis Institute for International Relations, The Hebrew University of Jerusalem, **1989–1994**

Adjunct Lecturer – School for Overseas Students, The Hebrew University of Jerusalem, **1987–1991**

Coordinator, The Raoul Wallenberg Graduate Studies Program in Human Rights and Conflict Resolution, The Hebrew University of Jerusalem, **1989–1990**

Visiting Scholar-in-Residence at Peace and Conflict Studies Programs at:

University of Denver, 2005, 2006
Syracuse University, 1998
Colgate College, 1995

Swarthmore College, 1991

KEY PROFESSIONAL ACCOMPLISHMENTS

- **2006–2007**, Fulbright Teaching and Research Fellowship to Israel.
- **2006**, Provided policy advice to Israeli Prime Minister's office on minority affairs.
- **2001–2002**, Facilitated massive participatory democracy project and collaborative police reform agreement following riots in Cincinnati, Ohio.
- **1998**, Helped to establish a certification Program in Conflict Resolution at School of Social Work, Bryn Mawr College
- **1993 – Present**, Developed, taught and applied "Action Evaluation" methodology for evaluating conflict resolution and community development programs in six countries and more than 200 programs (see: <http://www.ariagroup.com/vision.html>).
- **1987– Present**, Developed, taught and applied "ARIA" model for analysis and intervention in Identity-Based Conflict in nearly a dozen countries (see: [ariagroup.com/conflict.html](http://www.ariagroup.com/conflict.html)).
- **1981 – Present**, Established and directed a variety of applied and educational programs devoted to conflict resolution, action research and evaluation (and raised over three million dollars from multiple foundations).

SELECTED GRANTS AND FELLOWSHIPS (Principal Investigator)

Action Evaluation Research Institute: Defining, Monitoring and Fostering Success in Community Reconciliation (The Pew Charitable Trusts, The Flora and William Hewlett Foundation, and the Andrus Family Fund) – **1992–2004**

Program on Managing Political Disputes (The Adenauer Foundation), **1992–1996**

Project on Pre-negotiation, (The MacArthur Foundation), **1990–1992**

Jerusalem Peace Initiative (US Institute for Peace), **1988–1990**

Fulbright–Hays Group Study Project to Sri Lanka, **1983**

PUBLICATIONS

Books

With Marc Ross (eds.) Theory and Practice in Ethnic Conflict Management: Conceptualizing Success and Failure, London: Macmillan Press, 1999.

Resolving Identity-Based Conflicts in Nations, Organizations and Communities, San Francisco: Jossey-Bass, 1997.

From Confrontation to Cooperation: Resolving Ethnic and Regional Conflict, Newbury Park, Ca.: Sage Publications, 1992.

Selected Articles

Klein, G. and Rothman, J. "Staying the Course When Your Destination Keeps Changing, Conference Board Review, November-December: 24-27, 2008.
"Identity and Conflict: Collaboratively Addressing Police-Community Conflict in Cincinnati, Ohio," *Ohio State Journal on Dispute Resolution* Vol. 22:1 2006

With Friedman, Victor and Withers, Bill, "The Power of Why: Engaging the Goal Paradox in Program Evaluation" *American Journal of Evaluation*, 1-18 Vol. 27 No. 2, June 2006.

With Eck, John, "Police Community Conflict and Crime Prevention in Cincinnati, Ohio: The Collaborative Agreement." in Bailey, John (ed.), Public Security and Police Reform in the Americas, University of Pittsburgh Press, 2006.

With Land, Randi, "Cincinnati Police-Community Relations Collaborative." *Criminal Justice*, 35-42. Vol. 18 No. 4, Winter 2004.

"Action Evaluation" in Austin A., Fischer, M. and Wilson, O, (eds.). Peace and Conflict Impact Assessment Critical Views on Theory and Practice Berghof Dialogue Series, 2003.

With Victor Friedman, "Action Evaluation for Conflict Management Organizations and Projects." In Davies, J. and Kaufman, E., Second Track/Citizen's Diplomacy: Concepts and Techniques for Conflict Transformation, New York: Rowan and Littlefield Pub., 2002.

With Marie Olson, "From Interests to Identities: Towards a New Emphasis in Interactive Conflict Resolution." *Journal of Peace Research*, Vol. 38, #3, May 2001.

"Resolving Identity-Based Conflict in Organizations: A Strategy for Organizational Learning," in Dierkes, M. (ed.) Handbook of Organizational Learning, Oxford University Press, 2001.

With Land, Randi, and Schwoebel, Mary Hope "Creative Marginality: Exploring the Links between Conflict Resolution and Social Work," *Peace and Conflict Studies Journal*, 8:1, May 2001.

“Articulating Goals and Monitoring Progress in a Cyprus Conflict Resolution Training Workshop.” In With Marc Ross (eds.) Theory and Practice in Ethnic Conflict Management: Conceptualizing Success and Failure, London: Macmillan Press, 1999. Pp. 176–194

With Marc Ross, “Integrating Evaluation into the Intervention Process.” “Articulating Goals and Monitoring Progress in a Cyprus Conflict Resolution Training Workshop.” In With Marc Ross (eds.) Theory and Practice in Ethnic Conflict Management: Conceptualizing Success and Failure, London: Macmillan Press, 1999. Pp. 240–253

“Dialogue in Conflict: Past and Future,” in Weiner, E. (ed.) The Handbook of Interethnic Coexistence, New York: Continuum Press, 1998.

“Action Evaluation and Conflict Resolution in Theory and Practice”, *Mediation Quarterly*, 15: 2, Winter, 1997.

“Action Evaluation and Conflict Resolution Training: Theory, Method and Case Study,” *International Negotiation*, 2:451–470, 1997.

“Reflexive Dialogue as Transformation.” *Mediation Quarterly*, 13, #4, 1996.

“Pre–Negotiation in Water Disputes Where Culture is Core.” In *Cultural Survival Quarterly*. Issue 19.3, October, 1995.

With Lowi, Miriam, “Arabs and Israelis: The Jordan River.” In Faure, G., and Rubin, J. (eds). Culture and Negotiation, Newbury Park, Ca.: Sage Publications, 1993

With Klein, Gary, “The Role of Pre–Negotiation in Addressing ‘Intransigent Conflicts,’” *The International Journal of Group Tensions*, 23:3, 1993.

“The Human Dimension in Israeli–Palestinian Negotiations,” *The Jerusalem Journal of International Relations*, Vol. 14, #3, Sept. 1992.

“Conflict Research and Resolution: Cyprus,” *The Annals*, vol. 518, 1991

“Negotiation as Consolidation: Prenegotiation in the Israeli–Palestinian Conflict.” *The Jerusalem Journal of International Relations*, Vol. 13, #1, March, 1991.

“Supplementing Tradition: A Theoretical and Practical Typology for International Conflict Management,” *Negotiation Journal*, July 1989.

Monographs

Improving Police–Community Relations in Cincinnati: A Collaborative Approach. Andrus Family Fund, 2003.

The Jerusalem Peace Initiative, Project on Managing Political Disputes, The Leonard Davis Institute for International Relations, Hebrew University, Jerusalem, 1994.

Practicing Conflict Resolution in Divided Societies, Policy Studies, #46, The Leonard Davis Institute for International Relations, Hebrew University, Jerusalem, 1992.

Guest Editor, Special Issue on Pre-Negotiation, *The Jerusalem Journal of International Relations*, Vol. 13, #1, 1991.

A Guide to Arab-Jewish Peacemaking Efforts in Israel, The New Israel Fund, 1984.

Curricula

“The Collaborative Change Approach to Social Change.” The Andrus Family Fund, NY. 2005.

“Making Conflict Work” (leadership development training). The Strategic Management Group, Philadelphia, Pa., 1998.

“Organizational Conflict Management: A Course for Managers.” United States Nuclear Regulatory Commission, Washington, D.C., 1986.

Educational Films

Produced training film for Andrus Foundation on the “Collaborative Change Approach,” 2005.

With Flinker, Ohad CD Archive on The Cincinnati Police-Community Relations Collaborative New York, The Andrus Family Fund (2003).

Assisted Search for Common Ground Productions, in “Assessment of Cincinnati Collaboration” and “Words for Peace.”

Assisted in production of training film: “Conflict Management in the Board Room,” Strategic Management Group, 1998.

Featured in and assisted BBC/Open University film crew, “Driving While Black.” 2002.

Scripted and produced training film, “From Confrontation to Cooperation: Resolving Conflicts between Jews and Arabs in Israel,” 1993.

PRESENTATIONS

Lectures and Workshops in Academic and Public Institutions in North America

Antioch College, Bowling Green University, Colgate College, Depauw University, Harvard University, Ohio State University, Rutgers University, Swarthmore College, Syracuse University, U.S. Air-War College, United States Institute of Peace, University of California at Irvine, University of Cincinnati, University of Dayton, University of Denver, University of

Pittsburgh, University of Massachusetts at Amherst, Villanova University, Wayne State University, Wright Patterson Air Force Base, Wright State University

Lectures and workshops in Academic and Public Institutions Abroad

Romania: The Project on Ethnic Relations; Government Ministry on Ethnic Minorities (2007).

Cyprus: University of Cyprus Program on International Relations (2006)

Germany: The Daimler-Benz *Kolleg* for Organization Learning; The 4000 Facilitators Project; German Mediation Association; University of Hamburg Mediation Program (1993, 1994, 2005, 2006)

Israel: The Hebrew University, Tel Aviv University, Jezreel Valley College, Ben Gurion University of the Negev, The Arava Institute (1995, 1997, 2005, 2006)

Caucasus Region of the Former Soviet Union: International Alert (1998)

Bulgaria: Conflict Resolution Center (1997)

The Netherlands: The Clingendael Institute for International Relations (1995)

England: The Young Presidents Organization (1993)

Japan: Kyoto University (1992)

Sri Lanka: The Institute for Ethnic Studies and Conflict Management (1985)

Community Reconciliation and Conflict Resolution Evaluations

2000–2007 – Conducted or supervised 25 Action Evaluation projects for the Andrus Family Fund (in community reconciliation projects in the US).

1998 – Conducted Action Evaluation of the Cyprus Peace Initiative, US–AID.

1996 – Assessment of conflict resolution programs for McKnight Foundation

1994 – Assessment of conflict resolution programs for Pew Charitable Trusts

Organizer of Conferences and Workshops:

2000: “Action Evaluation in Theory and Practice” – The Action Evaluation Research Institute Yellow Springs and the Andrus Family Fund, New York.

1996: “Roundtable on Conflict Resolution and Evaluation” – The European Conference on Peacemaking and Conflict Resolution, Spain.

1995: “Conflict Resolution and Education for Democracy,” The Adam Institute for Democracy and Conflict Resolution, Jerusalem, Israel.

1994: “Evaluating Evaluation in Ethnic Conflict Resolution,” Haverford and Bryn Mawr Colleges

1993: “The Role of Track Two Diplomacy in Jerusalem Peacemaking,” Project on Conflict Resolution, Hebrew University.

1992: “Pre–negotiation: Theory and Cases, “ Program on Negotiation, Harvard University.

1991: “Practicing Conflict Resolution in Divided Societies – Methods and Cases,” Project on Conflict Resolution, Hebrew University.

Workshops Presented

For students and professionals in the US and Abroad – dozens of training workshops in Identity–based conflict resolution and in Action Evaluation, 1997–2007

For ANC leaders preparing for service in South African Foreign Ministry, Clingendael Institute for Foreign Affairs, The Hague, March, 1993 and 1994.

For Israeli and Palestinian professionals in Jerusalem, sponsored by the Project on Managing Political Disputes, Leonard Davis Institute for International Relations, Hebrew University of Jerusalem, summer, 1993.

For educators from Greek and Turkish sides of the Island of Cyprus, sponsored by the Canadian Institute for International Affairs, June 1993.

For International diplomats and scholars, sponsored by the United States Institute for Peace, Washington, D.C., June 1993.

For community leaders from the Northern Caucasus, the former Soviet Union, Sponsored by International Alert, Nalchik, November, 1993.

For catholic and Protestant leaders in interparty talks from Northern Ireland, sponsored by the Young President’s Organization, London, February, 1992.

For International diplomats serving in Israel, January–April (10 sessions), sponsored by the Project on Pre–Negotiation, Hebrew University, Jerusalem.

Keynote Presentations

2007 – “Envisioning the Future for Arabs and Jews in Israel” (at the Annual Meeting of the Inter–religious Coordinating Council in Israel).

2006 – “The Power of Why: Engaging Conflict and Envisioning new Futures” (at German Mediation Association Annual Conference, University of Hamburg, Germany).

2005 – “Self, Other and Relationship: Constructing Identity through Evaluation” (at the annual conference of the Israel Evaluation Association, Jezreel Valley College, Israel).

2003 – “Conflict Resolution and Police–Community Relations” (at The Annual Conference of the Association of Conflict Resolution).

2002 – “Creatively Engaging Identity Based Conflicts in our Communities” (at Annual Unitarian Universalist Minister’s Convention).

2002: "The Opportunity of Conflict: Improving Police–Community Relation In Cincinnati" (at the Annual Conference on Community Oriented Justice, sponsored by The Virginia Department of Criminal Justice Services, Richmond, Va.).

2002: "What we did in Cincinnati, Why and How" (at the annual meeting of the Black Lawyers Association of Cincinnati, Cincinnati, Ohio).

2001: " Conflict Resolution and Diplomacy" (at the Annual meeting of Federation International Corps of Consular Associations, Cancun, Mexico).

2000: "The Role of Action Evaluation in Conflict Transformation" (sponsored by The Program in Citizen Peace–building, University of Irvine, Ca.).

1998: "The ARIA Process and the `Vernacular' of Conflict" (Sponsored by the Wayne State University Program on Mediating Theory and Democratic Systems at their conference "Mediation Theory and Identity Disputes").