

JAY ROTHMAN, PhD

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6 Hagai St., Jerusalem, Israel 96262, and
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45387

EDUCATION

PhD: University of Maryland, International Relations 1989

Dissertation Title: "Thinking and Acting for Peace: Applying the Problem-Solving Workshop Approach to Improving Intergroup Relations between Jews and Arabs in Israel."

Committee: Edward Azar, Davis Bobrow, Herbert Kelman, Catherine Kelleher, Jonathan Wilkenfeld

MA University of Maryland, Government & Politics 1986

BA Antioch College, History 1980

PROFESSIONAL TRAINING

Mediation Certifications, Lincoln Associates; Givim Group 1981 & 2013

Graduate Student Professional Training in Small Group Dynamics at the National Training Labs (NTL), Bethel, Maine 1985-1986

Apprenticeship in Organizational Consulting and Facilitation, Interaction Associates, Boston, Ma. 1982-1994

Graduate Studies in Conflict Resolution, George Mason University, Fairfax, Va. 1981-1982

GRANTS & FELLOWSHIPS

Israel Kamea Faculty Award Received 3-year Teaching and Research Fellowship, \$150,000 2012-2015

PI and Director, Action Evaluation Research Institute, The Catherine T. MacArthur Foundation, \$345,000 1997-2000

PI, Action Evaluation Research and Development, The Pew Charitable Trusts, \$250,000	1995-1997
Co-PI, "Theorizing Success and Failure" (for book research) The Pew Charitable Trusts, \$100,000	1993-1994
PI and Director, The Jerusalem Peace Initiative, The Adenauer Foundation, \$375,000; USIP, \$80,000	1993-1995
Dissertation Research Fellowships at The Harry S. Truman Institute for the Advancement of Peace and the Leonard Davis Institute for International Relations, Hebrew University, \$25,000	1987-1989
Misc. grants and fellowships (including Chatterjee Peace Fellowship, Antioch College, Social Justice Junior Fellow, Martin Luther King Jr. Center for Non-Violent Social Change, Peace Fellowship, World Without War Council, Internship, Fellowship of Reconciliation, Roothbert Fellow)	1978-1985

RESEARCH EXPERIENCE

Researched and developed "Action Evaluation" for defining, promoting and assessing success in Conflict Engagement. Designed and commissioned database system. Authored 20 articles and two books about methodology. Used in dozen countries with over 7000 participants. Hold and research extensive database of goals, narratives and action ideas stakeholders in conflict resolution and development projects.	1993-Current
Innovator of ARIA method of multi-track diplomacy and mediation of Identity-based conflicts. Wrote over dozen essays and three books on this methodology. Research for continuous improvement.	1989-Current
Research Fellow , The Leonard Davis Institute for International Relations, Hebrew University of Jerusalem, Israel	2017-Current
Fulbright Research and Teaching Fellow , Jezreel Valley College, Israel	2006- 2007
Action Evaluator , The Andrus Family Fund, NY, New York	1999-2005
Distinguished Scholar-in-Residence Masters of Arts in Conflict Resolution, Antioch University, Yellow Springs, Ohio	1998-2002

Founder and Director, The Action Evaluation Research Institute
Haverford, PA. and Yellow Springs, Ohio 1995-2005

Founder & Director, Jerusalem Peace Initiative, The Leonard Davis
Institute for International Relations, The Hebrew University of
Jerusalem, Israel 1989-1995

TEACHING AND ADMINISTRATIVE EXPERIENCE

Participatory and student-centered educator. Held academic positions at four Universities and two Colleges. Taught guest seminars and delivered lectures at over 30 Universities world-wide. Examples of courses developed and delivered:

- International Conflict and Creative Conflict Engagement
- From Identity-Based Conflict to Identity-Based Cooperation
- Conflict Coaching
- Introduction to Peace and Conflict Studies
- From Intragroup Conflict to Intergroup Peacemaking
- Israeli-Palestinian Peacemaking
- Research Seminar in Action Research/Science
- Mediation and Facilitation in Identity-Based Conflict

Associate Professor, Program on Conflict Resolution, Management and Negotiation,
Bar Ilan University, Israel, 2012-2018

Academic Director, International Summer School on Identity-Based Conflict and
Cooperation, Bar Ilan University, Israel, 2014-2016

Visiting Distinguished Professor, College of Education, Criminal Justice, and Human Services
(CECH), Cincinnati, Ohio, 2008-2011

Associate Professor, Antioch University Masters of Arts in Conflict Resolution, 1998-2002

Assistant Professor and Director, Peace & Conflict Studies Program, and Political Science,
Haverford and Bryn Mawr Colleges, 1991-1998

Adjunct Professor and Founding Coordinator, The Graduate Studies Wallenberg
Program in Human Rights and taught Middle East and Conflict Studies at The
Rothberg School for Overseas Students, Hebrew University of Jerusalem, 1989-1992

OTHER PROFESSIONAL POSITIONS

President, the ARIA Group, Inc. www.ariagroup.com (provides mediation, conflict coaching and an action-research framework to support public and private sector actors and leaders to forge creative approaches to complex conflicts, and collaboratively envision shared futures), Yellow Springs, Ohio, Founder & Conductor, 1999-Current.

Special Master to US Federal Judge (Appointed to mediate conflicts that led to riots between police and minority communities), Cincinnati, Ohio, 2000-2001.

PROFESSIONAL SERVICE

Board member: The Herbert Kelman Institute for Interactive Conflict Transformation, Vienna, Austria; Yad Ellie Foundation for Food Justice, Jerusalem, Israel; Challenge, An Organization for Conflict Transformation, Jerusalem, Israel, Current

Co-established and served as **Executive Editor**, *International Journal of Conflict Engagement and Resolution*, published by Eleven Publishers 2013-2018

Fulbright Specialist, Selected to Serve as Middle East Peace Specialist, 2010- 2015

Advisor on Intergroup relations, The Israeli Prime Minister's National Security Council Jerusalem, 2007

Advisor to *Action Research Center for Social Justice*, Jezreel Valley College, Israel, 2006- 2007

University Mediator, Office of the Provost, University of Cincinnati, 2009

Advisor to Dean on the establishment of Conflict Resolution Certificate Program at the Bryn Mawr School of Social Work, 1997-1998

Advisory Board Committee member, INCORE – International Conflict Research Institute (N. Ireland), 1991-1993

Advisory Board Committee member, Antioch University Masters of Arts in Conflict Resolution, 1990-1993

PUBLICATIONS

(Note * next to publications that are specifically relevant to multi-track diplomacy and negotiation)

Books

***Re-Envisioning Conflict Resolution: Visioning, Action and Evaluation in Conflict Engagement** (2018). London: Routledge.

Executive Editor and Co-Founder of *International Journal on Conflict Engagement and Resolution*, Eleven Publications, 2018-2018.

*Editor and Author (5 chapters of 12), *From Identity-Based Conflict to Identity-Based Cooperation*. New York: Springer Publications, 2012.

*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.

*Special Issue Editor on "Pre-Negotiation in Theory and Practice" of *The Jerusalem Journal of International Relations*, Vol 13, #1, March 1991.

Journal Publications

"Contingency Approach to Creative Conflict Engagement" *Peace and Conflict Studies Journal*, Vol. 21, No. 2, Fall, 2014.

"The Reflexive Mediator," *Negotiation Journal*, fall, 2014.

"Reflexively Teaching and Learning about Peace and Conflict" *Conflict Resolution Quarterly*, Fall, 2014.

*"From Intragroup Conflict to Intergroup Cooperation," *Research in Social Movements, Conflicts and Change*, Fall, 2014.

"Reflexivity and the State of Success and Failure in our Field " *International Journal of Conflict Engagement and Resolution*, Vol. 2, Issue #1, June, 2014.

*With Michal Alberstein, "Individuals, Groups and Intergroups: Understanding The Role of Identity in Conflict and its Creative Engagement." the *Ohio State Journal on Dispute Resolution*, Vol 28:3 2013.

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

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

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

*"The ARIA Approach to Conflict Engagement," *The Systems Thinker*, Vol. 11, #10, 2000.

"Integrating Evaluation into the Intervention Process." Ross, Marc and Rothman, Jay (eds.) Theory and Practice in Ethnic Conflict Management: Conceptualizing Success and Failure, London: Macmillan Press, 1999.

*"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.

*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: Pre-negotiation in the Israeli-Palestinian Conflict." *The Jerusalem Journal of International Relations*, Vol. 13, #1, March, 1991.

*"The Art and Science of Getting to the Table." *The Jerusalem Journal of International Relations*, Vol. 13, #1, March, 1991. Vol. 13, #1, March, 1991.

*"A Pre-Negotiation Model: Theory and Training" Policy Studies, #40. The Leonard David Institute for International Relations, The Hebrew University of Jerusalem.

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

*"Developing Pre-Negotiation Theory and Practice" Policy Studies, #46, The Leonard Davis Institute for International Relations, Hebrew University, Jerusalem, 1989.

Book chapters

*With Sachare, D., "Action Evaluation: Research towards Building "Islands of Theory" about Success in the Field" in d'Estrée, T.P. (Ed.). (Forthcoming, Fall, 2019). *New directions in peacebuilding evaluation*. London: Rowman & Littlefield.

"Conflict intervention and reflexive evaluation." In Byrne, S. (Ed). (Forthcoming, Spring, 2019). *Companion to the Peace and Conflict Studies Handbook*. London: Routledge.

*"The ARIA Approach in Theory and Practice." (2015). In Ramsbotham, O. and Woodhouse. T. (Eds) Conflict Resolution Reader. Polity Press, New York.

With Victor Friedman (2014). "Action Evaluation: A Method for the Participative Definition, Monitoring, and Assessment of Success in Social Innovation and Conflict Engagement." In *Handbook on Action Research*. London: Sage Publications.

"Conflict Management and Action Research," (2014). In Coghlan, D. & Brydon-Miller, M. Encyclopedia of Action Research. London: Sage Publications.

"Action Evaluation," (2014). In Coghlan, D. & Brydon-Miller, M. Encyclopedia of Action Research. London: Sage Publications.

"Engaging the Painful Past and Forging a Promising Future" In Rothman, J. (ed.), *From Identity-Based Conflict to Identity-Based Cooperation*. New York: Springer Publications, 2012.

*"Action Evaluation in Theory and Practice." In Rothman, J. (ed.). *From Identity-Based Conflict to Identity-Based Cooperation*. New York: Springer Publications, 2012.

With Chrobot-Mason, "Intrapersonal and Interpersonal ARIA Process." In Rothman, J. (ed.). *From Identity-Based Conflict to Identity-Based Cooperation*. New York: Springer Publications, 2012.

With Miller, S. Ciaravolo, C., Haney, S. "Embedding Action Evaluation in an Interfaith Program for Youth." In Rothman, J. (ed.). *From Identity-Based Conflict to Identity-Based Cooperation*. New York: Springer Publications, 2012.

With Friedman, V and Withers, B. "The Power of Why." In Rothman, J. (ed.). *From Identity-Based Conflict to Identity-Based Cooperation*. New York: Springer Publications, 2012.

"Intrapersonal and Interpersonal Identity-Based Conflict Resolution - the ARIA Process" In Rothman, J. (ed.). *From Identity-Based Conflict to Identity-Based Cooperation*. New York: Springer Publications, 2012.

*"The ARIA Approach to Creative Conflict Engagement," *The Encyclopedia of Peace Psychology*, Malden: Ma.: Wiley-Blackwell Press, 2012.

*"The Insides of Intragroup Prenegotiation." In Zartman, B., et al, (eds). *The Slippery Slope: Negotiating Identity and Preventing Genocide*, Oxford University Press, 2011.

Friedman, V., Friedman, N, Rothman, J., Elal-Anglert, P., Birnbaum, S., "Action Research/C3 in Israel" In Leon-Rozlim, M, and Suya R. (eds.), *Types of Action Research*, University of Ben Gurion Press, Beer Sheva, Israel (in Hebrew), 2010.

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.

"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 Friedman, F., "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 Soderquist, C. (2002). "From Riots to Resolution: Engaging Conflict for Reconciliation," *The Systems Thinker*, Pegasus Communications, *The Systems Thinker*.

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

*"Articulating Goals and Monitoring Progress in a Cyprus Conflict Resolution Training Workshop." In Ross, Marc and Rothman, Jay (eds.) Theory and Practice in Ethnic Conflict Management: Conceptualizing Success and Failure, London: Macmillan Press, 1999.

"Integrating Evaluation into the Intervention Process." Ross, Marc and Rothman, Jay (eds.) Theory and Practice in Ethnic Conflict Management: Conceptualizing Success and Failure, London: Macmillan Press, 1999.

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

*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.

"Bringing Conflict Resolution to Israel: Model Building, Training and Institutionalization." In Rothman, Jay (ed). Practicing Conflict Resolution in Divided Societies Policy Studies Monograph #46, Leonard David Institute for International Relations, Hebrew University of Jerusalem, 1992.

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, (ed.), Policy Studies, #46, The Leonard Davis Institute for International Relations, Hebrew University, Jerusalem, 1992.

Rothman, J. (ed). Practicing Conflict Resolution in Divided Societies Policy Studies Monograph #46, Leonard David Institute for International Relations, Hebrew University of 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 and 1988.

Conference Papers

“After Israel-Palestinian Peace: An Interactive Workshop Defining Future Vision for Conflict Resolution Professionals,” Innovations in Conflict Management and Mediation, Tel Aviv University, November, 2018.

“Distinguishing Antagonism and Agonism in Intransigent Conflict” Conflict Research Society Annual Conference, Dublin, Ireland, September, 2016.

“From the Power of Why to Metaphor Analysis – Analyzing Practices Designed to Improve Arab-Jewish Relations in Israel,” Israel Studies Association panel on “The Israeli Campus as a Natural Space of Arab-Jewish Encounter: From Identity-based Conflict to Identity-based Cooperation” June, 2016.

“Defining, Promoting and Assessing Success in Intergroup Conflict Resolution,” Second Annual Workshop on The Transformation of Intractable Conflicts: Perspectives and Challenges for Interactive Problem Solving. Weatherhead Center for International Affairs, Harvard University, September 18, 2015.

“Identity-Based Conflict and Cooperation,” Second International Roundtable of Researchers, Academics, and Practitioners: “Building Shared Society in Sustainable Democracies,” Citizens Accord Forum, Jerusalem, November 2015.

“Critically and Personally Engaging with Conflicts in Teaching and Learning,” Conference: “Bridging Theory and Practice of Creative Conflict Engagement,” Program on Conflict Management and Negotiation, Bar-Ilan University, January, 12, 2015.

“Identity-Security: A new emphasis on peacemaking from the inside-out,” Israel Institute for National Security Studies, Tel Aviv, February 26, 2015.

“Interests, Goals and Identity: A Contingency Approach to Conflict Resolution,” Faculty Colloquium, Ohio State University, July 26, 2014.

“Between Pragmatic and Transformative Mediation - A Synthesis,” at Conference on Mediation sponsored by Bar-Ilan University, Law School. June, 2, 2014.

“Promoting Intra-national Dialogue and Internal Mediation to Overcome Resistance to Change within Societies in Conflict. The Cases of Israel-Palestine and the Middle-East,” at Workshop on “The Transformation of Intractable Conflicts: Perspectives and Challenges for Interactive Problem Solving.” Weatherhead Center for International Affairs, Harvard University, March 27, 2014.

"The Art and Science of Peacemaking," Annual Conference of the German Mediation Association, University of Hamburg, Germany, 2012.

"From Intra-group Pre-Negotiation to Intergroup Peace," Presented at Panel: "Transforming Identities: Methods and Processes for Conflict Transformation." International Political Science Association (IPSA) XXII World Congress, Madrid, Spain, July, 2012.

"Individuals, Groups and Intergroups: Theorizing about Identity in Conflict and Its Creative Engagement," at Works in Progress Conference, Sponsored by the Ohio State University Law School Journal on Alternative Dispute Resolution. Columbus, Ohio, USA. November 9-11, 2012.

"Toward a Theory-Practice Contingency Model of Conflict Engagement." Presented at Bar-Ilan Program on Conflict Management and Negotiation, May 14, 2012.

"Towards a Grand Theory of Conflict Engagement: A Contingency Model in Theory and Practice," Prepared for Conference "Practice in the Academy - Academic Settings: Prospect and Problems" School of Conflict Analysis and Resolution, George Mason University, April, 20-21, 2012.

"Why, What and How: Conflict and its Creative Engagement," at the Annual Conference of Israel Mediation Association, 2011.

"Reflexivity and Resolution - From Conflict to Cooperation," at the University of Hamburg Summer University, Hamburg, Germany, 2009.

"Defining, Promoting and Assessing Success in Ethnic Conflict Engagement," at conference on conflict resolution, University of Cyprus Program on International Relations, Cyprus, 2006.

"Action Evaluation and Conflict Resolution," at Israeli Evaluation Association Conference, Ben Gurion University, Israel, 2006.

"Evaluation and Peacemaking", at the Action Research Center, Jezreel Valley College, Israel, 2004.

"Evaluating Conflict Resolution" at conference, "Roundtable on Conflict Resolution and Evaluation," The European Conference on Peacemaking and Conflict Resolution, Spain, 1996.

"Pre-Negotiation in the Israeli-Palestinian Conflict," at conference, "The Role of Track Two Diplomacy in Jerusalem Peacemaking," Project on Conflict Resolution, Hebrew University, 1993.

"Conflict Resolution in Israel," International Peace Studies Association, Kyoto University, Japan, 1992.

PRESENTATIONS AND INVITED LECTURES

Presentations:

"Creative Conflict Engagement from the Inside-Out: Self, Relationship and Society."
A day-long training seminar for professional mediators in Berlin, May 8, 2015.

"Peacemaking at Home and Abroad," at the Annual Summer Symposium of the International Institute for Transformative Conflict Resolution, Bern, Switzerland, 2008.

"Reflexivity and Resolution - From Conflict to Cooperation," at the University of Hamburg Summer University, Hamburg, Germany. 2009.

Keynote Addresses

"Bottom Up, Top Down and Middle out in Transforming Policing Community Relations in Cincinnati, Ohio," conference: "Renewal and Reconciliation in Urban Contexts." Wayne State University, USA, 2015.

"What is Success and Failure? Defining the Field of Play," Success and Failure in International Conflict Engagement Conference, Program on Conflict Management, Resolution and Negotiation, Bar Ilan University, 2013.

"The Art and Science of Peacemaking," Annual Conference of the German Mediation Association, University of Hamburg, Germany, 2006.

"From Identity-Based Conflict to Identity-Based Cooperation" Menno-Simons/University of Winnipeg, Canada. June 20, 2013.

"The Power of Why in Domestic and International Conflict Resolution," at the Annual Conference of Mediators Beyond Borders, Los Angeles. USA. 2010.

"Reflexivity and Resolution - From Conflict to Cooperation," at the University of Hamburg Summer University, Hamburg, Germany. 2009.

"Peacemaking at Home and Abroad," at the Annual Summer Symposium of the International Institute for Transformative Conflict Resolution, Bern, Switzerland, 2008.

"The Art and Science of Peacemaking," Annual Conference of the German Mediation Association, University of Hamburg, Germany, 2006.

Organizer of Conferences and Workshops

2015: **Co-Chair**, International Conference, Conflict Engagement, Past, Present and Future." Organizer and presenter of plenary panel on "Education for Conflict Transformation," Bar Ilan University.

2013: **Co-Chair**, International Conference, "Success and Failure in Conflict Engagement." Presenter at opening plenary session, "What is Success and Failure? Defining the Field of Play." Program on Conflict Management, Resolution and Negotiation, Bar Ilan University.

2011: **Seminar Leader** "Identity-Based Conflict and Cooperation" - at The College of Education, Criminal Justice and Human Services, University of Cincinnati.

2009: **Panel Organizer and Presenter** "Identity and Conflict" - at the Association for Conflict Resolution, Chicago, Ill.

2002: **Panel Chair and Presenter** "From Riots to Resolution - Cincinnati Police-Community Relations Collaborative - at the Association for Conflict Resolution, Atlanta, GA.

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

1996: **Panelist** "Roundtable on Conflict Resolution and Evaluation" - The European Conference on Peacemaking and Conflict Resolution, Spain.

1994: **Co-Organizer and Panelist** "Evaluating Evaluation in Ethnic Conflict Resolution," Haverford and Bryn Mawr Colleges.

1993: **Organizer** "The Role of Track Two Diplomacy in Jerusalem Peacemaking," Jerusalem Peace Initiative, Hebrew University.

1992: **Co-Organizer** "Pre-negotiation: Theory and Cases," Program on Negotiation, Harvard University.

1991: **Organizer**, "Practicing Conflict Resolution in Divided Societies - Methods and Cases," Project on Conflict Resolution, Hebrew University

For **international human service professionals** co-conducting an online training workshop "Leaning in to Conflict" (held for 20 participants from a dozen countries over 4 consecutive weeks), 2018.

For Mediators in Israel and in the U.S. "Master-Class for Mediators." 2010, 2012.

For students and professionals in the US and Abroad – dozens of training workshops in Identity-based conflict resolution and in Action Evaluation, 1997-2010.

For Lawyers and mediators, Identity Issues in Family Conflict, Center for Principled Family Advocacy, Cleveland, Ohio, 2005.

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

For educators from Greek and Turkish Cypriots, sponsored by the Canadian Institute for International Affairs, 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, 1993.

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

For International diplomats serving in Israel, extended sponsored by the Project on Pre-Negotiation, Hebrew University, Jerusalem, 1991.

Workshops and Lectures in Conflict Resolution in N. 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

Conflict Resolution 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)

REFERENCES

Professor Tamra d'Estree
Professor Peter Coleman
Professor Marc Gopin
