



Saturday, October 26, 2024

8:25 am to 5:00 pm

Live via Zoom*

By holding our Symposium via Zoom (only) at least every other year, TMCA's goal is both affordability and accessibility for all participants. Also, this venue allows more flexibility around the choice of presenters. You will definitely see some fresh faces this year!

Veteran mediator and engaging presenter Eric Galton starts the day, taking us through the "time machine" of mediation from its origins to what lies ahead. Four of the sessions focus on trends in "early" dispute resolution (EDR)—with a morning session from dynamic duo Eric English and Pat O'Malley and two concurrent breakout sessions in the afternoon followed by a panel discussion. One of the breakout sessions will focus on early dispute resolution in family law and the other on the same within the civil law landscape. The panel will elicit important and timely discourse about social-emotional learning (SEL) and how it is shaping the future of mediation. Justice Debra Lehrmann returns for her welcomed update from the Supreme Court of Texas and our ethics hour will focus on the ethical implications of AI for mediators. We will learn a lot together! See you on Zoom!

6.5 hours CLE, incl. 3 hours ethics
CLE Course No. 174245017

**To get the most out of our Symposium, we encourage live and interactive participation. We will also provide a recorded version for paid registrants which will be available through 4/30/25.*



**TEXAS MEDIATOR
CREDENTIALING
ASSOCIATION**

*Promoting Quality Mediation
Throughout Texas*
WWW.TXMCA.ORG

8:25 am – 8:30 am **WELCOME**
John P. Palmer

8:30 am – 9:30 am **REFLECTING ON THE ORIGINS OF THE MODERN MEDIATION MOVEMENT, THE SEISMIC TRANSFORMATIONS UNDERWAY, AND AN OPTIMISTIC PEEK INTO OUR FUTURE** (1 hour; .25 ethics)
Eric Galton
The session will take the audience into a “time machine” to see the dramatic growth of mediation from its humble early origins, the seismic transformations of the mediation process, the rise of virtual mediation, the advent of AI, and what the future holds for mediators in the next five years.

9:30 am – 9:45 am **15-MINUTE BREAK**

9:45 am – 11:00 am **EMPOWERING INFORMED DECISIONS: MASTERING EFFECTIVE DISPUTE RESOLUTION FOR EARLY SETTLEMENTS** (1.25 hours; .5 ethics)
Eric O. English and Pat O’Malley
Early Dispute Resolution (EDR) is not a new concept, yet its effectiveness has been questioned until recently. The effectiveness of mediation at any point in a dispute’s life cycle can be enhanced with the right approach—pre-session communications, exchanging information the parties need to make decisions, and focusing on risk assessments. These tools not only enhance the effectiveness of mediation, they are the cornerstones for mediators (and lawyers) ethically demonstrating to their clients how best to engage in early mediated settlement discussions.

11:00 am – 11:15 am **15-MINUTE BREAK**

11:15 am – 12:15 pm **THE DELICATE BALANCE OF ARTIFICIAL INTELLIGENCE: ETHICAL IMPLICATIONS FOR MEDIATORS** (1 hour; 1 ethics)
Mary Ann Wymore
The use of AI comes with ethical and privacy challenges and many mediators are trying to find the balance between using data in an ethically sound manner while also remaining within the bounds of professional conduct. How do you draw a line in the sand as we all seek to formalize “just because we can, doesn’t mean we should”?

12:15 pm – 1:00 pm **45-MINUTE LUNCH BREAK**

1:00 pm – 1:15 pm **PRESENTATION OF TMCA’S OUTSTANDING CREDENTIALLED MEDIATOR AWARD AND JAMES GIBSON SCHOLARSHIP**

1:15 pm – 2:00 pm **LATEST FROM “THE SUPREMES”** (.75 hours; .25 ethics)
Justice Debra H. Lehrmann and Hon. John Coselli
Learn about the latest Texas cases affecting your mediation practice from Supreme Court Justice Debra Lehrmann and her devoted side-kick, Judge John Coselli.

2:00 pm – 2:15 pm **15-MINUTE BREAK**

2:15 pm – 3:30 pm **EARLY DISPUTE RESOLUTION TRENDS IN FAMILY LAW MEDIATION** (1.25 hours; .5 ethics)
CONCURRENT BREAKOUT SESSION 1
Denise Coggiola and Melanie E. Grimes
There is, undoubtedly, an ever-growing trend toward parties seeking to resolve their divorce (and other types of discord) as amicably and cost-effectively as possible, without attorneys—mediating, more than ever, prior to filing for divorce. Learn how these two mediators work with pro se parties from start to finish and how each offers a different approach to the first steps in the process. Both will also share “lessons learned” mediating with pro se parties.

2:15 pm – 3:30 pm **SUCCESSFUL EARLY MEDIATIONS: EFFECTIVE TIPS, STRATEGIES, AND BEST PRACTICES** (1.25 hours; .5 ethics)
CONCURRENT BREAKOUT SESSION 2
Panelists: Mary Cullen, Noah Hanft, and Chris Pappas
Moderator: Felicia Harris Hoss
Through early mediation, parties can effectively resolve almost any dispute no matter the size or complexity. These veteran mediators and practitioners will discuss effective strategies mediators use to help parties open (and keep open) lines of communication to enhance the prospects of a successful early mediation. Join them in a discussion highlighting best practices mediators use to effectively assist parties in resolving even the most complicated disputes at an early stage.

3:30 pm – 3:45 pm **15-MINUTE BREAK**

3:45 pm – 5:00 pm **BUILDING BRIDGES AND FOSTERING UNDERSTANDING: HOW SOCIAL-EMOTIONAL LEARNING INFORMS THE FUTURE OF MEDIATION** (1.25 hours; .5 ethics)
Panelists: Donna Black, Ondine Gross, Darcy Thompson, and Judy Wells
Moderator: Angela Downes
This session explores the transformative power of social-emotional learning (SEL) in shaping the future of mediation. SEL is the process through which children and adults acquire and effectively apply the knowledge, attitudes, and skills necessary to understand and manage emotions. As Texas school districts integrate SEL, character principles, and other conflict resolution strategies as part of mandatory curriculum, K-12 students are exposed to the tenets of mediation as a sustainable conflict resolution approach.

5:00 pm **ADJOURN**



SYMPOSIUM FEES:
EARLY BIRD DISCOUNT (paid by 9/30/24)
\$100 (current Credential holders [CH])
\$125 (non-Credential holders [NCH])
AFTER 9/30/24 \$125 (CH) • \$150 (NCH)
***Please register by Friday, October 11th**

2024 TMCA SYMPOSIUM SPEAKERS

DONNA BLACK

Published author, school practitioner, policy leader, and education advocate, Donna is the President for the Social-Emotional Learning Alliance for Texas (SEL4TX) and has been promoting and advancing SEL in schools for more than 16 years. Her leadership of a state-level project for the Texas Education Agency culminated in a state model for social-emotional wellness in schools. Donna has spent more than 30 years in education as a specialist in school psychology and has been appointed twice to the Texas State Board of Examiners of Psychologists. She is the author of *Essentials of Social Emotional Learning (SEL): The Complete Guide for Schools and Practitioners*, which is considered a groundbreaking publication on the subject.



DENISE COGGIOLA

Denise graduated with her Masters in Dispute Resolution from SMU in 2008 and was named the Distinguished Student of the Year. She began her private family mediation practice called It Takes Three Mediation LLC in May 2008. She has served her clients over 16 years full time in Collin, Denton, and Dallas counties. Each year, more than 95% of Denise's clients are pro se and she has helped over 600 clients complete their divorce with her peaceful process.



HON. JOHN COSELLI

John has been a State District Judge for over 20 years. He served as the presiding Judge of the 125th Civil District Court of the State of Texas for 10 years, and continues to serve as an assigned State District Court Judge. Prior to taking the Bench, he was in private practice with the law firm of Carl, Lee, & Coselli from 1977 until appointed to the Court by the Governor in 1999. John now also mediates and arbitrates.



MARY CULLEN

Mary is an experienced trial lawyer having tried cases for a top-tier international law firm and as Associate GC at a Fortune 100 science company, where she managed global litigation, dispute resolution, and enterprise risks. She has litigated, mediated, and arbitrated hundreds of disputes around the world and managed teams and projects of all sizes. As a neutral, Mary mediates and arbitrates disputes for the AAA, private parties, and the courts. Mary founded The Cullen Group, LLC, a law and consulting firm, providing practical, strategic, collaborative and outcome-driven solutions to complex business challenges.



ANGELA DOWNES

Angela is a professor at UNT Dallas College of Law in Dallas, where she is Assistant Director of Experiential Education. Prof. Downes teaches clinical courses and the 40-hour basic mediation course, as well as "Domestic Violence and the Law: An Innovative Approach to Interpersonal Violence." Her



scholarship focuses on mediation, ADR, vicarious trauma, diversity, cultural responsiveness, and issues of interpersonal violence including domestic violence, human trafficking, and child abuse. Prof. Downes is a former felony prosecutor for the Dallas County District Attorney's office and an active member of numerous boards and organizations. She was recently appointed by the Texas Governor to serve on the Texas Medical Board as a disciplinary specialist. Prof. Downes is a JAMS neutral on the Dallas panel.

ERIC O. ENGLISH

Eric has focused his practice on serving as settlement counsel since 2003, representing individuals, corporate clients, religious organizations, class action parties, and public entities in a wide variety of complex disputes and litigation. Eric also mediates complex business disputes. Eric's background includes experience as a trial lawyer in private practice, as chief litigation counsel, and as general counsel, as well as roles in senior management and the board of directors for private and publicly held companies. Eric graduated from the University of Texas at Austin (Plan II Honors Program). Following law school at The University of Texas School of Law, Eric studied at Melbourne University School of Law in Australia on a Rotary Fellowship.



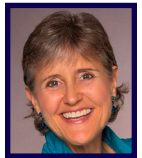
ERIC GALTON

Eric began mediating full time in 1988 and has mediated over 7500 cases throughout and outside the United States. Eric is a co-founder of the Lakeside Mediation Center in Austin. Eric is a past President of the International Academy and served on the faculties of Pepperdine Law School and University of Texas Law School teaching mediation. Eric's last book, co-authored with Professor Lela Love, *Stories Mediators Tell*, was published by the ABA. Eric's true mediation legacy is being married to the true and iconic mediation pioneer, trainer, educator, neutral as well as mom of twins and dog mom, Kimberlee Kovach. Eric is proudly a TMCA Credentialed Distinguished Mediator.



MELANIE E. GRIMES

Melanie has been a mediator in private practice in Dallas for more than 20 years, focusing primarily on family law as well as a variety of civil matters. Melanie is a TMCA Credentialed Distinguished Mediator and has been recognized with the Susanne C. Adams Award by the Texas Association of Mediators (TAM) and the Louis Weber Award for "Outstanding Volunteer Mediator of the Year." Currently, she serves as TAM's representative and as Vice-Chair, Credentialing, on TMCA's Board of Directors. For seven years, Melanie was a Court-Appointed Special Advocate for children in foster care and has served past Board of Director roles for a county-funded mediation service, two churches, a cooperative parish, a nonprofit LGBT private school, and a rape crisis center.



Speaker bios continued on the next page.

2024 TMCA SYMPOSIUM SPEAKERS

ONDINE GROSS

Ondine Gross, M.S., Ed.M., is a nationally certified school psychologist, licensed therapist, and author of *Restore the Respect: How to Mediate School Conflicts and Keep Students Learning*. For over 30 years, she was a school psychologist in diverse California and Illinois public schools. Mid-career, Ondine earned a master's degree in educational policy, organization, and leadership as well as school administrator certification. Trained in mediation in 2011, Ondine piloted a teacher-student mediation intervention at her diverse public high school. The results were positive and immediate and inspired Ondine to write her book and train others. Now an educational consultant and public speaker, Ondine provides workshops on trauma-informed practices and school-based mediation and conflict resolution practices.



NOAH J. HANFT

Noah is an independent mediator and arbitrator and ADR advisor at AcumenADR LLC globally recognized for his ability to find the most effective and efficient ways to resolve all manner of disputes. His experiences as an advocate, a neutral, and the President and CEO of a leading global dispute resolution organization provide him with a unique perspective and deep understanding of dispute resolution. In his over 13 years with MasterCard Worldwide, Noah served as: General Counsel—overseeing legal and regulatory matters, having global responsibility for public policy, compliance, and government regulations; as Corporate Secretary; and as Chief Franchise Officer—overseeing several business functions, including licensing, franchise rules, fraud prevention and detection, security (information and physical), diversity, and philanthropy.



FELICIA HARRIS HOSS

With over 25 years of combined legal experience as a mediator, arbitrator, and former commercial litigator, Felicia now focuses solely on the private resolution of disputes fairly, efficiently, and cost-effectively. She is an independent neutral and member of the national rosters for mediators and arbitrators for the American Arbitration Association and American Health Law Association and is also Co-Chair of the ABA Section of Dispute Resolution EDR Committee and Vice-Chair of the ABA Mediation Committee, Chair of the HBA ADR Council, a TMCA Credential Advanced Mediator, and the AAM representative on the TMCA Board. Felicia been recognized by her peers for inclusion among the Best Lawyers in America® in Commercial Litigation and as a Texas Super Lawyer® in ADR.



JUSTICE DEBRA H. LEHRMANN

Debra H. Lehrmann is the Senior Justice on the Supreme Court of Texas and the Court's longest serving woman Justice in Texas history. She was a trial judge in Tarrant County for 23 years prior to her appellate service and has been an active leader in the legal community on a state and national level throughout her career, including serving as chair of the ABA Family Law Section, inaugural chair of the SBOT Child Protection Law Section, chair of the Texas Chapter of the Association of Family and



Conciliation Courts, chair of the Lloyd Lochridge Inn of Court, a commissioner on the ULC, and a member of the ALI. A strong advocate of mediation for many years, she served on the Advisory Board of and as a mediator for Tarrant County Dispute Resolution Services.

J. PATRICK O'MALLEY

Pat's deep background includes over 15 years in private practice trying cases and handling complex business and real estate matters, followed by seven years of in-house senior management work heading a number of legal and business departments. As resolution counsel, Pat has been engaged in a broad range of legal disputes, including complex commercial disputes, patent licensing, consumer class actions, and institutional abuse cases—and has represented state and local public entities. Pat attended the University of Oregon, Honors College Program, and graduated in 1972 with a B.A. in Economics. Pat was an Associate Editor of the Law Review at the University of Oregon Law School and received his JD in 1978.



CHRISTOPHER C. PAPPAS

Chris is a Director in Kane Russell Coleman Logan's Houston office who, for more than 30 years, has participated as lead counsel in jury trials throughout Texas, involving a broad spectrum of claims. From an esteemed trial lawyer's perspective, for more than a decade, Chris has been making presentations as to the kinds of strategies and tools that advance and foster mediated resolutions. Over his accomplished career, Chris has been earned the respect of his peers, has been honored with the highest professional and ethical rating of AV "Preeminent" by Martindale-Hubbell, as a Texas Super Lawyer (2005-2020), as one of Houston's Top Lawyers by *H TEXAS Magazine* (2005-2020) and as a Best Lawyer in America® (2019-2021).



DARCY THOMPSON

Darcy Thompson, M.Ed., is a retired educator who worked in public schools for 30 years. Darcy is a TMCA Credentialed Distinguished Mediator and conflict resolution educator. She's on the board of the Association for Conflict Resolution Houston and is a member of the Texas Association of Mediators. She has mediated high-conflict civil, community, school, and faith-based disputes. Darcy coordinates the ACR Houston "Our Peacebuilding Community" peer mediation training program and the Power Up educational program for Peace Peddlers, Inc. Darcy mediates private cases and is a volunteer mediator for community disputes on behalf of the Harris and Fort Bend County Dispute Resolution Centers. Darcy has presented on conflict resolution topics for a variety of audiences.



Speaker bios continued on the next page.

2024 TMCA SYMPOSIUM SPEAKERS

JUDY WELLS

Judy, mediator and child education advocate says, "The most significant learning opportunities have taken place in my home." As a mother of five and grandmother of sixteen, her family experiences drive the programs she champions. A TMCA Credentialed Distinguished Mediator and new Texas Association of Mediators board member, Judy offers mediation services in education, family, civil, and child welfare. She also trains mediators through the Brazos Valley and Harris County DRCs and will teach a fall class for aspiring education advocates through Kreider Mediation. She was named Mediator of the Year in Brazos County, and she has served as a board member for the Odyssey Charter School and the Northern Nevada Literacy Council.



MARY ANN WYMORE

Mary Ann is a Partner at UB Greensfelder LLP. She has been a mediator since 2015 and is a panel mediator for United States Arbitration & Mediation/Miles Mediation, the International Trademark Association, and several state and federal court mediation panels. In her law practice, Mary Ann guides clients who create and disseminate content across traditional and emerging platforms as they navigate complex laws and regulatory schemes. She advises clients in all facets of media, advertising, and intellectual property law, including constitutional, artificial intelligence, and privacy. She is a former journalist and instructor of journalism and communications at UCLA, and adjunct professor of media and electronic media law at St. Louis University School of Law.



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