

Gary L. Branham

509 West High Street
Pendleton, Indiana 46064
Tel: (765) 620-7193
Email: glbranha@indiana.edu

EDUCATION

Masters in Dispute Resolution (MDR) **Pepperdine University School of Law**
May, 2015 Straus Institute for Dispute Resolution Fellow
Malibu, CA

B.S. in Business **Indiana University – Kelley School of Business**
May, 1986 Major: Accounting
Bloomington, IN

WORK EXPERIENCE

Internal Revenue Service (IRS), September 29, 1986 – present
Organizational Ombudsman – Designed and implemented the first IRS Organizational Ombudsman Program which provides dispute resolution services such as mediation, facilitation and conflict coaching to all 98,000 employees of the IRS. Drafted the founding documents including the charter, implementation plan, and operations manual. Duties include conducting mediations to assist other employees in negotiating resolution to disputes, facilitating group conflicts and conducting Climate Assessments, conducting conflict coaching to assist individuals in managing conflict strategically. Work with all levels of employees from executives to front line employees to assist them in managing conflict. Work with large-scale campus environments to develop strategies to implement cultural change, manage conflict and implement inclusion strategies.

Assist leadership in designing and enhancing diversity and inclusion initiatives, through conflict intervention, to help managers and employees understand and embrace diversity and inclusion by recognizing the added value diversity in experiences, world views and culture bring to the organization.

Develop and deliver training relating to conflict resolution and diversity and inclusion.

Lead Certified Mediator in the U.S. Treasury Shared Neutrals Program mediating discrimination complaints filed by U.S. Treasury employees. Trained and evaluated other program mediators.

**WORK
EXPERIENCE
(CONTINUED)**

Previously, worked as an Internal Revenue Agent conducting examinations of federal income tax returns.

Indiana University, Bloomington, IN, Spring, 2012–present – Adjunct Faculty Member at the School of Public and Environmental Affairs (SPEA). Teach the following undergraduate courses:

- ***V435, Negotiation and Alternative Dispute Resolution*** (3 credit hours) – The primary objectives of the course are: to familiarize students with basic conflict resolution, negotiation and mediation skills that they can use in their personal and professional lives; to become familiar with the various alternative dispute resolution processes and their uses; and to critically assess the implementation issues concerning the field of Alternative Dispute Resolution. The course material is presented using lectures, in-class simulations, case studies and readings.
- ***V263, Public Management*** (3 credit hours) – This course is designed to expose students to management in the public sector. Students learn about the unique political, structural, and institutional context of public management. The course material is presented using lectures, case studies and readings.
- ***Director, SPEA in Ireland Study Abroad Program – V482, Cross-cultural Conflict and Dispute Resolution*** (3 credit hours) I designed and implemented this program which I teach in Dublin, Ireland and Belfast, Northern Ireland. The course explores the way cultural differences can impact dispute resolution processes including communication, negotiations, mediation and the reconciliation process. This course is designed to equip the student with an analytical framework within which he or she may engage in communication, negotiations and dispute resolution processes involving cross cultural influences.
- ***Honors Thesis Advisor*** – I serve as a Thesis Advisor where I assist honors students in the preparation and delivery of their thesis paper.
- ***Overseas Education Committee*** – As a member of this committee, I help provide policy direction to all SPEA overseas programs.

**WORK
EXPERIENCE
(CONTINUED)**

Mediation Solutions, LLC, June, 2000 – present. Private mediation practice – clients include federal and state government agencies and private individuals. Mediate disputes including teacher contract negotiations, defaulted loans and employment disputes.

**PRO BONO
ACTIVITIES**

National Advocacy Committee, American Diabetes Association (ADA) – 2010 and 2011. As a member of this committee, I help develop, implement and provide policy direction to all of ADA's advocacy efforts on both federal and state levels and provide leadership to diabetes advocates throughout the country.

Indiana Community Leadership Board Member, American Diabetes Association – 2010 and 2011. As a member of this board, I provide overall leadership of the Association's fund raising, program, public awareness and advocacy activities. I help recruit volunteers for projects and connect with local resources and/or constituents to fulfil the mission of the Association.

Mediator for the Better Business Bureau since 2001. Mediate various consumer disputes involving member organizations.

Marion County Family Court Project – Mediation Days pro bono mediator of low income and indigent litigants in domestic relations cases.

**DISPUTE
RESOLUTION
TRAINING**

Harvard Law School – Program on Negotiation, Cambridge, MA – *Teaching Negotiations in the Organization*, May, 2009

Harvard Law School – Program on Negotiation, Cambridge, MA – *Negotiating Labor Agreements*, October, 2009

University of Notre Dame – Executive Certificate in Negotiation, Program requirements completed March, 2010.

Facilitation Skills for EEO, Treasury Shared Neutrals Program – Completed 9/14/2000, Atlanta, GA

Basic Mediation, Treasury Shared Neutrals Program – Completed 10/19/2000, Dallas, TX

Advanced Mediation, Treasury Shared Neutrals Program – Completed 7/31/2003, Dallas, TX

**DISPUTE
RESOLUTION
TRAINING
(CONTINUED)**

Mediation Practicum, Treasury Shared Neutrals Program - Completed 8/1/2003, Dallas, TX
Mediator CPE, Treasury Shared Neutrals Program - Completed 9/21/2004, Dallas, TX
Mediator CPE, Treasury Shared Neutrals Program - Completed 4/24/2009, Dallas, TX
Transformative Mediation, United States Postal Service - Completed 8/29/2007, Lansing, MI
Domestic Relations Mediation training, Indiana Supreme Court - Completed 4/12/2008, Indianapolis, IN

**SPECIAL
ASSIGNMENTS
IN DISPUTE
RESOLUTION**

Assignment to IRS Organizational Ombudsman Program, Internal Revenue Service - Designed and implemented the first employee organizational ombudsman program at the IRS. Drafted the Charter, Implementation Plan and Operations Manual. Developed training, presentations and collaborated with stakeholders to identify needed services and program responsibilities. Negotiated with union officials regarding implementation of the new program. Established the Ombudsman Externship Program in collaboration the Straus Institute for Dispute Resolution at Pepperdine University School of Law. October 10, 2010 - present.

Assignment to IRS ADR Mediation Program, Internal Revenue Service - Designed and implemented the Mediation Planning Instrument (MPI) to assist EEO Counselors in preparing parties for mediation, led team of EEO Counselors in designing and delivering training on the MPI. Redesigned mediation website. Designed and implemented updated ADR program marketing strategies. Designed and implemented electronic media to capture mediation debriefs for analysis. Planned and coordinated Mediator Continuing Professional Education program. Recommended policy changes for IRS ADR Program and implemented change in Treasury Department policy requiring management to participate in ADR. Conducted workgroup facilitations and consulted with employees and management regarding workgroup conflict resolution. June 28, 2010 - October 9, 2010.

**OTHER
TEACHING
ASSIGNMENTS**

Mediator CPE, Treasury Shared Neutrals Program – Taught advanced mediation techniques and transformative mediation. April 22, 2009, Dallas, TX.

Mediation Planning Instrument (MPI), Train-the-trainer Course – Developed MPI and the training material and taught negotiation and mediation principles to EEO Counsellors having responsibility for preparing disputants for mediation. October, 2010, Washington, D.C.

Alternative Dispute Resolution course, Ball State University – Presentation to undergraduate class on ADR in the federal government and assisted the professor and students in simulations debriefings, March 25, 2010, Muncie, IN.

Introduction to Accounting Principles – Ivy Tech State College – Classroom Instructor for this undergraduate course in accounting. Spring semester, 1992, South Bend, IN.

Advanced Financial Accounting – Ivy Tech State College – Classroom Instructor for this undergraduate course in accounting. Summer, 1994, Indianapolis, IN.

**HONORS AND
AWARDS**

Straus Institute for Dispute Resolution Fellowship – Pepperdine University School of Law – Received in recognition of outstanding academic accomplishments in the Master of Dispute Resolution Program and providing the opportunity, as a Fellow, to partner with Institute faculty on projects which advance the field of dispute resolution. 2011–2012 academic year.

Adjunct Teaching Award – Indiana University School of Public and Environmental Affairs – Received in recognition of outstanding teaching as an Adjunct Professor at Indiana University, April 29, 2015.

Workplace Hero Award – National Employment Lawyers Association Received at their national convention in Palm Springs, CA June 26, 2009 for “making a difference in the evolution of employee rights and advancing equality and justice in the American workplace.”

**HONORS AND
AWARDS
(CONTINUED)**

Manager's Award From Treasury Shared Neutrals, May, 2010 – Received for collateral duty work as a mediator of Equal Employment Opportunity cases.

IRS Performance Award, November, 2011 – Received an Exceeding Expectation Annual Performance Appraisal.

IRS Performance Award, December, 2012 – Received an Outstanding Annual Performance Appraisal.

IRS Performance Award, March, 2014 – Received an Outstanding Annual Performance Appraisal.

IRS Performance Award, March, 2015 – Received an Outstanding Annual Performance Appraisal.

Federal Employee Education and Assistance Scholarship – Federal Employee Education and Assistance Fund – Awarded a \$500 scholarship August, 2013 for outstanding scholarship in pursuit of my Masters in Dispute Resolution.

Witkin Award For Academic Excellence – Witkin Legal Institute Received in recognition of attaining the highest grade in Mediation Theory and Practice in the Spring, 2011 semester at Pepperdine University School of Law.

Excellence For The Future Award – The Center for Computer-Assisted Legal Instruction – Received in recognition of attaining the highest grade in Mediation Theory and Practice in the Spring, 2011 semester at Pepperdine University School of Law.

Excellence For The Future Award – The Center for Computer-Assisted Legal Instruction – Received in recognition of attaining the highest grade in Negotiation Theory and Practice in the Summer, 2010 semester at Pepperdine University School of Law.

**LICENSURE
AND
CERTIFICATION**

Certified Family Mediator, Indiana registry of approved court mediators, Indiana Commission for Continuing Legal Education, July, 2007–present.

Certified Mediator, United States Treasury Department, Treasury Shared Neutrals Program, June, 2000–present.