

Larry R. Rute

Associates in Dispute Resolution LLC

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Profession: Attorney, Arbitrator, Mediator

Work History: Partner and co-founder Associates in Dispute Resolution LLC, 1999 to present; Special General Counsel/ Legislative Liaison, Midland Group, 1990 to 2003; General Counsel/Litigation Director, Kansas Legal Services, Inc., 1984-2001; Litigation Director, Farmer Assistance Counseling and Training Service (FACTS), 1984-2001; Director/Mediation Coordinator, Midland Mediation & Settlement Services, 1995-2001; Officer, United States Air Force, 1966-1970 (Bronze Star/Other Awards). Adjunct Professor, Alternative Dispute Resolution, Washburn University School of Law, Spring, 2007.

Experience: More than 27 years civil litigation experience in state and federal courts. Primary areas of practice include civil rights, constitutional law and general civil litigation. Has successfully litigated several class action civil rights matters in both state and federal court, including the establishment of due process rights for individuals facing mental health commitment, and conditions-of-confinement in state and local institutions. He has served as lead trial counsel in hundreds of federal and state trial proceedings and administrative law matters including: civil rights, contract law, consumer fraud, consumer protection violations, corporate liability issues, constitutional law, domestic relations, fair debt collection practices, fair housing, material and latent defects, lemon law, Native American law, residential contract and construction, real estate law, truth-in-lending, Section 1983 and special education disputes.

Alternative Dispute Resolution Experience Received initial 40-hour mediation training(s) in the mid-1980's and 40 hours arbitration training in 1989. In 1989, as Chair of the Topeka Bar Association's Alternative Dispute Resolution Committee, established the first Kansas Court-Annexed Arbitration Panel "Topeka Early Settlement." In 1997 and 1998, served as a mediator for USDA resolving Forest Service EEO discrimination claims. Served as first Director and Mediation Coordinator of Midland Mediation & Settlement Services, providing mediation and arbitration services to individuals throughout the State of Kansas and western Missouri. Under his direction, Midland Mediation & Settlement Services contracted with the Kansas Human Rights Commission to provide the first statewide voluntary employment discrimination mediation service in Kansas. In 1988 established the first statewide voluntary family law mediation program for low-income people through the Kansas Supreme Court's "Access to Justice" program. Program Administrator (1988-2001) for the U.S. Equal Employment Opportunity Commission's, voluntary employment discrimination mediation program in Kansas and western Missouri.

Has mediated and/or arbitrated hundreds of federal, state and administrative agency matters. These matters include, but are not limited to: civil rights, contract law, commercial law, consumer fraud, consumer protection violations, constitutional law, construction law, corporate dissolution, domestic relations, employment law, environmental law, fair debt collection practices, fair housing, material and latent defects, malpractice, labor law, lemon law, personal injury, real estate, truth-in-lending, workers' compensation, Section 1981 and 1983, regular education/special education disputes, water law issues and zoning disputes. Has developed and assisted in development of organizational dispute resolution design systems.

Certified by the Kansas Supreme Court as an approved mediator and mediation trainer in all categories. Certified by the Kansas Department of Education as an approved Due-Process Hearing Officer and special education mediator.

Multi-Party Dispute Resolution Experience: Has arbitrated and successfully mediated many complex commercial, contract, construction, constitutional law, employment discrimination, malpractice, personal injury and Section 1983 multi-party matters (including class action and punitive class action cases).

Advanced Dispute Resolution Training: Advanced dispute resolution training events in which he has participated, include:

- American Arbitration Association Arbitrator Training, Denver, Colorado, January 2002;
- International Academy of Mediators Conference, Boulder, Colorado, May, 2002;
- Center for Employment Dispute Resolution Annual Conference, Chicago, Illinois, May 2002;
- Kansas Department of Education, Special Education Mediation and Due Process Hearing Training, Topeka, Kansas, August, 2002;
- American Arbitration Association Arbitrator II Training, Kansas City, MO, August, 2002;
- NASD Dispute Resolution Training, Denver, CO, October, 2002;
- National Arbitration Forum Arbitration Training, Minneapolis, MN, November, 2002;
- International Academy of Mediators Training, Naples, FL, November, 2002.

Advanced Dispute Resolution Training continued:

Providence, Rhode Island, August 21-23, 2003
American Arbitration Neutral Conference
William Mitchell College of Law, St. Paul Minnesota, October 10, 2003
National Arbitration Forum Neutrals Conference
Pepperdine University, Malibu, California, October 16, 2003
International Academy of Mediators Fall Conference
Pepperdine University, Malibu, California, October 17-18, 2003
The Masters Forum
NASD Arbitrator Chairperson Arbitration Course (Internet Exam), February 4, 2004
American Bar Association Tort Trial & Insurance Practice, Santa Monica, CA, February, 2004
American Bar Association, New York, New York, April, 2004
Dispute Resolution Conference
University of Missouri—Kansas City, Missouri, June, 2004
Cutting Edge Human Resources Issues
NASD Dispute Resolution Arbitrator Training (Expungement, Internet Mandatory Training Course for Arbitrators, October, 2004
NASD Dispute Resolution Arbitrator Chairperson Training (Internet Mandatory Training for Panel Chairpersons), February, 2005
Kansas Department of Education, Topeka, Kansas, March 9, 2005
Due-Process Hearing Officer Training
American Arbitration Association, Kansas City, Missouri, April 6, 2005
Dealing with Delay Tactics
Kansas Department of Education, Topeka, Kansas, June 10, 2005
Special Education Law Seminar
Straus Institute (Pepperdine University) Dispute Resolution Summer Professional Skills Program, Malibu, California, June 16, 17, 18, 2005
Advanced Mediation Techniques
National Arbitration Forum, Minneapolis, Minnesota, November 17, 2005
Advanced Arbitration Techniques
Washburn University School of Law, Topeka, Kansas, February 20, 2006
Issues in Domestic Violence for the Litigator
International Academy of Mediators Training, San Antonio, Texas, November 9-11, 2006
American Arbitration Association (Internet Training), , November 14, 2006
Chairing & Arbitration Panel—Managing Procedures, Process and Dynamics
American Bar Association Arbitration Training Institute, New York, NY, February 22-24, 2007
Kansas Department of Education Special Education Conference, Lawrence, KS, March 7, 2007
NASD Dispute Resolution Revised Rules (Internet Mandatory Training), March 25, 2007

Has completed three separate 40-hour civil mediation training programs provided by the Kansas Bar Association; Kansas Department of Education, Special Education Mediation Training and Due Process Hearing Officer Training. U.S. Postal Service “Redress” Mediation Training, St. Louis, Missouri; U.S. Department of Justice, ADA Mediation Training, St. Louis, Missouri; U.S. District Court, Western District of Missouri, Advanced Mediation Training; and, Topeka Bar Association, Arbitration Training (40-hour).

Professional Licenses:

Admitted to the Bar: Kansas, 1973;
U.S. Court of Appeals, Tenth Circuit, 1973;
U.S. District Court: District of Kansas, 1973;
Western District of Missouri, 2000;
Kickapoo Tribal Court, 2000.

Professional Associations:

National Arbitration Forum;
American Arbitration Association (Commercial & Employment Panels);
NASD Dispute Resolution;
International Academy of Mediators (Fellow)
Kansas Appleseed Association
Kansas Bar Association (Alternative Dispute Resolution Section, Past-President);
Kansas Association of Counsel for Children (Past-President);
Kansas Trial Lawyers Association;
Topeka Bar Association (Alternative Dispute Resolution Committee, Past-Chair);
Kansas Supreme Court Advisory Committee on Dispute Resolution
Kansas Supreme Court Advisory Committee on Child Support Guidelines
Kansas Supreme Court Advisory Committee on High-Conflict Dispute Resolution
Kansas City Metropolitan Bar Association;
Heartland Mediators Association
Mediators Without Borders (Founding Member)

Education:

Washburn University (BBA, 1966);
Washburn University School of Law (JD, 1973);
University of Washington School of Law (LLM, 1976).

2003 Speaking Engagements & Training Events:

University of Kansas School of Law, February 6, 2003
Employment Mediation – (Presenter)
Washburn University School of Law, February 18, 2003
Family Law Mediation – (Presenter)
Kansas Paralegal Association (Washburn University), February 21, 2003
Domestic Mediation & Case Management - (Presenter)
Washburn University School of Law, March 4, 2003
Mediation of Children's Issues – (Presenter)
Kansas Trial Lawyers Association (Overland Park), March 7, 2003
Collaborative Law & Case Management –(Presenter)
Rockhurst University, Kansas City, Missouri, April 1, 2003
"Alternative Dispute Resolution of the Work Place" (Presenter)
2003 Ellis County Bar Association Seminar, Hays, Kansas, May 2, 2003
"Collaborative Law & Case Management" (Presenter)
"Proposed Kansas Child Support Guidelines" (Facilitator)
Washington University School of Law, St. Louis, Missouri, May 8, 2003
Mediation of Employment Disputes: Beyond the Basics (Presenter)
Women Attorney's Association, Lindsborg, Kansas, July 18, 2003
Mediation of Federal Court Employment Discrimination Matters (Presenter)
University of Kansas School of Law, Lawrence, Kansas, September 11, 2003
Mediation of Employment Disputes in Federal Court (Presenter)
SHRM, Topeka, Kansas, September 12, 2003
When Should the Witch Doctor Step In: Mediation & Arbitration in the Work Place (Presenter)
Washburn University School of Law, Topeka, Kansas, September 12, 2003
Breaking Impasse: Strategies for Working With High Conflict Personalities In Mediation (Presenter)
Associates in Dispute Resolution LLC, Topeka, Kansas, September 26, 2003
Advanced Mediation Training: Techniques for Resolution (Presenter)
Missouri Bar Association, Columbia, Missouri, October 2, 2003
Arbitrating Business Disputes (Presenter)
Kansas Bar Association, Topeka, Kansas, October 3, 2003
Kansas 2003 Domestic ADR Conference (Presenter)
Associates in Dispute Resolution, Topeka, Kansas, October 24, 2003
Advanced Civil Mediation Training (Presenter)

2004 Speaking Engagements & Training Events:

Wichita Bar Association, Wichita, Kansas, January, 2004
Collaborative Law
Kansas Bar Association, Topeka, Kansas, April, 2004
Child Support Issues Panel (Presenter)
Kansas Bar Association, Kansas City, Missouri, May 2004
Alternative Dispute Resolution in Federal Litigation: A Mediator's Perspective On What is Effective and What is Not (Presenter)
EEOC Technical Assistance Program Seminar (Presenter), September, 2004
Office of Judicial Administration, Topeka, Kansas, September, 2004
Mediation for the HR Professional (Presenter)

2005 Speaking Engagements & Training Events:

Missouri Bar Association, Columbia, Missouri, October, 2004
Being an Effective Participant in the Mediation: The Employer, Employee And Mediator Perspectives (Presenter)
Heartland Mediation Association, Topeka, Kansas, February 25, 2005
Mediation of Public Policy Disputes (Presenter)
Kansas Association of Council for Children, Topeka, Kansas, March 4, 2005
Dependency Mediation (Presenter)
Kansas Trial Lawyers Association, Lawrence, Kansas, May 13, 2005
Mediation Case Management of High-Conflict Cases (Presenter)
American Bar Association Family Law Section, San Diego, California, September 28-October 1, 2005
Dehorning the Roses: Successful Mediation in High Conflict Divorce (Presenter)
Kansas Bar Association, Topeka, Kansas, December 2, 2005
Mediation of Civil Disputes: Beyond the Basics (Facilitator/Presenter)

2006 Speaking Engagements & Training Events:

- American Bar Association, ABA Section of Dispute Resolution, Atlanta, Georgia, April 7, 2006.
Mediating With the Insurance Industry: Techniques for Successful Negotiation (Presenter)
- Harvard University, Cambridge, Massachusetts, April 29, 2006.
Dialogue at Harvard: Master Thinkers Meet Master Practitioners (Small Group Discussion Leader)
- Washburn University School of Law, Topeka, Kansas, February 20, 2006
Issues in Domestic Violence for the Litigator (Presenter)
- Kansas Bar Association Annual Meeting, Overland Park, Kansas, June 10, 2006.
Successful Mediation Advocacy: How to Get Results for your Client in Mediation. (Presenter)
- Kansas Legal Services, Manhattan, Kansas, June 9, 2006.
Successful Mediation Advocacy: Mediation Preparation. (Presenter)
- Washburn University School of Law, Topeka, Kansas, June 17, 2006.
Professional Issues Facing Case Management and Case Managers in High-Conflict Situations. (Presenter)
- Kansas Trial Lawyers Association, Topeka, Kansas, June 30, 2006.
When Your Case Goes to Mediation. (Presenter)
- Associates in Dispute Resolution, Topeka, Kansas, November 3, 2006
All Mediations are Alike—Aren't They? (Presenter)

2007 Speaking Engagements & Training Events:

- Kansas Supreme Court, Topeka, Kansas, April 12, 2007.
Settlement Conference Training for Judges (Presenter)
- Heartland Mediators, Overland Park, Kansas, April 20, 2007
Using the Power of Emotion Behavior in Mediation (Presenter)
- American Bar Association, ABA Section of Dispute Resolution Spring Conference, Washington, D.C., April 25-28, 2007
Riding the Tiger, Using the Power of Emotion Behavior in Mediation (Presenter)
Techniques in Overcoming Psychological Barriers to Resolution (Presenter)
- American Arbitration Association Regional Training, Kansas City, Missouri, June 5, 2007
What Clients Need to Know About Construction Arbitration (Presenter)
- Kansas Bar Association Annual Meeting, Wichita, Kansas, June 8, 2007
Alternative Dispute Resolution—What the Trial Practitioner Needs to Know About Mediation Ethics (Presenter)
- Kansas Trial Lawyers Association, Overland Park, Kansas, June 29, 2007
Negotiation, Mediation & Arbitration Ethics 101 (Presenter)
- Washburn University School of Law, Topeka, Kansas, September 10, 2007
Techniques in Interviewing Emotionally Abused Children (Presenter)

Taught Alternative Dispute Resolution (3-hour Course), Washburn University School of Law, Winter-Spring, 2007

Recent Publications:

- Co-author, *Discrimination in the Workplace: How Mediation Can Help* American Arbitration Association Journal, February-April, 2000.
- Co-author, *Mediation Round Table: Improving the Quality and Effectiveness of Mediation*, Kansas Trial Lawyers Association Journal, Volume 26, Number 4, March 2003.
- Co-author, *The Changing Face of Arbitration: What Once Was Old is New Again*, Journal of the Kansas Bar Association, August, 2003