

Profession:

Attorney, Mediator, Arbitrator, Hearing Officer & Adjunct Law Professor

Work History:

Partner and Co-founder, Associates in Dispute Resolution LLC, 1999-present; Adjunct Professor, Alternative Dispute Resolution (Interviewing & Counseling, Negotiation, Mediation and Arbitration) Washburn University School of Law, Spring Semesters 2007-2010; Special General Counsel/Legislative Liaison, Midland Group, 1990-03; General Counsel/Litigation Director, Kansas Legal Services, Inc., 1973-01; Litigation Director, Farmer Assistance Counseling and Training Service (FACTS), 1984-01; Director/Mediation Coordinator, Midland Mediation & Settlement Services, 1995-01; Officer, United States Air Force, 1966-70.

Alternative Dispute Resolution Experience:

Has mediated/arbitrated hundreds of federal, state, and administrative agency matters. These matters include civil rights, 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, FSLA, insurance claims/bad faith, international, material and latent defects, malpractice, labor law, lemon law, personal injury, public policy residential construction, real estate, truth-in-lending, workers' compensation, Section 1981 and 1983, toxic tort, regular education/special education disputes, securities, water law issues, wills, trusts and estates, zoning disputes, and design and development of internal dispute resolution systems.

Has served as a mediator/arbitrator in over 2,225 employment discrimination matters; over 500 personal injury and/or malpractice matters; over 75 regular education/special education disputes; over 100 consumer law disputes; over 30 commercial construction disputes and over 700 family law disputes relating to parenting time and/or division of assets. 125 collective/class actions. Settlements have ranged from a few thousand dollars to several million dollars. Approved by the Kansas Supreme Court as a mediator and mediator trainer in all categories. Certified by the Kansas Department of Education as an approved special education mediator and due process hearing officer.

Multi-Party Dispute Resolution Experience:

Resolved more than 125 collective/class actions involving consumer/merchandising practices act violations, employment discrimination; FSLA; multi-party cases involving asbestos contaminants, personal injury, toxic tort, product liability and contract/construction disputes.

Litigation 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. 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.

Professional Licenses:

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

Professional Associations:

American Bar Association (Dispute Resolution, Labor & Employment, Family Law Sections; Immediate Past-Chair ADR Committee)
American Arbitration Association (Commercial & Employment Panels);
FINRA Dispute Resolution;
International Academy of Mediators (Distinguished Fellow & Governor)
International Mediation Institute
Kansas Appleseed (Board of Directors)
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)
National Arbitration Forum;

Education:

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

Recent Publications:

Author, *The Evolution of Commercial Mediation in the Midwest: Best Practices, Confidentiality and Good Faith*, Journal of the Kansas Bar Association, January 2010;
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

Recent Awards:

Has received the Governors Award for Exemplary and Distinguished Service to Children and Families.
He has twice received the Kansas Bar Association's Outstanding Service Award.
He is a 2009-2010 *Super Lawyer* in Kansas and Missouri.

Speaking Engagements (2005-2010):

Adjunct Professor, Alternative Dispute Resolution (3-hour Course), Washburn University School of Law, Winter-Spring, 2007, 2008, 2009, 2010.

2010

Labor & Employment Relations Association Annual Meeting, Atlanta, Georgia, January 3, 2010. Presented: *The Potential Role of Presidential Executive Orders to Provide Early Access to ADR: The Proposed (2010 continued)*

National Employment Dispute Resolution Act. Panelists: Lamont E. Stallworth, Ph.D., David Bruce Lipsky, Ph.D., Antonia Robinson and Larry Rute

Washburn Law School, Topeka, Kansas, January 8, 2010. Annual Child Advocacy Seminar, Presented: *Alternative Dispute Resolution and Child Advocacy*

2009

KCMBA Bench Bar & Board Room Conference, Osage Beach Missouri, May 1, 2009. Presented: *Preparing for and Surviving a Reduction in Force with Expert Tips Better than Cryptonite.* Panelists: Victoria Schartz, Charlie J. Harris, Jr., Dennis Egan, Kara Dorssom, and Larry Rute.

Kansas Water Office, Topeka, Kansas, May 7, 2009, *Kansas Water Office Dispute Resolution Services: Resolving Water and Natural Resource Disputes for Kansan's.* Presented: *Utilization of Arbitration in Public Policy Disputes*

KCMBA Headquarters, Kansas City, Missouri, May 20, 2009. Presented: *When the Attorney-Client Relationship is Tested: Proactive Solutions,* Larry Rute and Patrick Nichols

Lawrence SHRM, Lawrence Country Club, June 9, 2009. Presented: *Developing Effective Internal Dispute Resolution Programs,* Michelle Minor and Larry Rute

KCMBA 23rd Annual Corporate Counsel Institute, Overland Park, Kansas, June 17, 2009. *Preparing for & Surviving a Reduction in Force with Tips from the Experts.* Panelists: James A. Heeter, Charlie J. Harris, Jr., Bert Braud, Kara Dorssom, & Larry Rute

KCMBA Annual Labor & Employment Law Seminar, Kansas City, Missouri, June 18, 200. Presented: *Effective Trial Strategies & Tips From the Bench...and an Impartial View.* Panelists: Hon. Ann Mesle, Hon. W. Brent Powell and Larry Rute

Associates in Dispute Resolution LLC, Topeka, Kansas, September 25, 2009. *Creativity in Mediation,* Presented: *Co-Mediation as a Valuable Technique* and *Best Practices in Commercial Mediation*

Kansas Bar Association, Wichita, Kansas, November 20, 2009. *Breaking the Gridlock: ADR for Public Policy and Land Use.* Presented: *Confidentiality and Bad Faith in Mediation.*

2008

Heartland Mediation Seminar, Topeka, Kansas, February 28, 2008
Mediation in The Workplace as a Component of System Design (Presenter)

American Bar Association Family Law Section, Chicago, Illinois, May 1, 2008
Effective Family Law Mediation (Presenter)

American Arbitration Association Annual Seminar, Kansas City, Missouri, May 29, 2008
Emerging Trends in Arbitrability of Arbitration (Presenter)

AAA Code of Ethics and Affirmative Duty to Disclose (Presenter)
Kansas Association for Justice, Overland Park, Kansas, June 27, 2008
Arbitration Ethics (Presenter)

Governors Conference on Juvenile Justice, Topeka, Kansas, July 22, 2008
What is "Restorative Justice" (Co-Presenter)

Kansas Coalition Against Sexual and Domestic Violence, Lawrence, Kansas, October 3, 2008
Mediation in Cases Where there is Domestic Violence (Co-Presenter)

Associates in Dispute Resolution, Kansas City, Missouri, October 24, 2008
Emerging Strategies for Managing Business & Workplace Conflict (Co-Presenter)
Preparing & Planning for EEOC Mediation (Co-presenter)

Kansas Bar Association, Topeka, Kansas, November 21, 2008
In the Trenches: Best Practices in Commercial & Domestic Mediation (Presenter)

2007

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)

Equal Opportunity Commission, Kansas City, Missouri, August 22, 2007
Technical Assistance Program Seminar (Co-Presenter)

Washburn University School of Law, Topeka, Kansas, September 10, 2007
Techniques in Interviewing Emotionally Abused Children (Presenter)

Kansas City Metropolitan Bar Association, Kansas City, Missouri, September 27, 2007
Mediation Ethics & Practice Dilemmas (Co-Presenter)

Associates in Dispute Resolution, LLC, Topeka, Kansas, September 28, 2007
Innovation and Best Practices in Mediation (Presenter)

Blackwell Sanders, LLP, Kansas City, Missouri, October 9, 2007
2007 Labor & Employment Law Symposium (Co-Presenter)

International Academy of Mediators, Portland, Oregon, October 19, 2007
Dealing with Personality Disorders & Dysfunctional Emotions in Mediation: Who Are These People and Why Won't They Behave? (Co-Presenter)

Kansas Bar Association, ADR Buffet, Wichita, Kansas, November 16, 2007
(Co-Presenter)

2006

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)

2005 and Prior Years

For additional speaking engagement events, please visit our web site at www.adrmediate.com

Advanced Dispute Resolution Training:

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).

Other advanced dispute resolution training events in which he has participated:

2009

International Academy of Mediators Spring Meeting, *Powerful People in Powerful Places*

New York, New York, April 15, 2009

American Bar Association Dispute Resolution 2009 Spring Conference, New York, NY, April 16-17, 2009

International Academy of Mediators Fall Conference, London England, *What Can We Learn From Each Other?*
September 10-12, 2009

American Arbitration Association Advanced Mediator Training, Dallas, Texas, October 23, 2009

Kansas Bar Association Legislative Committee Conference, *Legal Ethics*, Topeka, Kansas, November 4, 2009

2008

Kansas/Nebraska Regional Special Education Conference, Omaha, Nebraska, November 6-7, 2008

International Academy of Mediators Training, Fall Conference, San Diego, California, November 13-14, 2008

International Academy of Mediators Training, Coral Gables, Florida, May 14-17-, 2008

Kansas City Metropolitan Bar Association, June 4, 2008, *Mindfulness in Mediation*

FINRA (call-in workshop), *What FINRA Neutrals Should Know*, March 13, 2008

2007

National Arbitration Forum, Minneapolis, Minnesota, *FORUM Fall Conference*, October 5, 2007

NASD Dispute Resolution Revised Rules (Internet Mandatory Training), March 25, 2007

Kansas Department of Education Special Education Conference, Lawrence, KS, March 7, 2007

American Bar Association Arbitration Training Institute, New York, NY, February 22-24, 2007

2006

American Arbitration Association (Internet Training), November 14, 2006

Chairing & Arbitration Panel—Managing Procedures, Process and Dynamics

International Academy of Mediators Training, San Antonio, Texas, November 9-11, 2006

Washburn University School of Law, Topeka, Kansas, February 20, 2006

Issues in Domestic Violence for the Litigator

2005 and Prior Years

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