

CHRISTOPHER M. SHULMAN
CURRICULUM VITAE

EDUCATION

Stetson University College of Law, St. Petersburg, FL Juris Doctor *cum laude*, May 1991
Honors and Activities: Research Editor, STETSON LAW REVIEW
 Published Law Review Case Note; won Leeman Award for best student writing
 Public Service Fellow
 Judicial Intern to Hon. Elizabeth A. Jenkins, U.S. Magistrate Judge

Rutgers University, New Brunswick, NJ Bachelor of Arts in Political Science, May 1987

PROFESSIONAL

Appointed: Florida Supreme Court Mediator Ethics Advisory Committee (2000-2008)
 Hearing Officer, Hillsborough County Childcare Licensing Board (October 2001 - date)
 Florida Bar Clients' Security Fund Committee (1994 - 2003; Chair, 1998 - 99)

Admitted: The Florida Bar (#955980)
 United States Circuit Court of Appeals for the Eleventh Circuit
 United States District Court, Middle and Southern Districts of Florida

Member: Florida Bar, Labor & Employment Law Section (1992 - date)
 Florida Academy of Professional Mediators, Inc. (2002 - date; *Diplomate* as of April 2005)
 Association for Conflict Resolution ("ACR") (2002 - date)
 Florida Chapter, ACR (2003 - date; President-Elect 2004-05; President 2005-06)
 West Central Florida Chapter, Industrial Relations Research Association (1992 - date)
 Hillsborough County Bar Association (1999 - date; ADR Committee Co-Chair, 2004-06)

Certified: Florida Circuit and County Court Mediator (#8542CR)
 Florida Court-Appointed Arbitrator
 Florida Dispute Resolution Center Primary Mediator Trainer (County; Circuit);
 Approved Circuit Civil Mediation Training Provider
 Florida Dispute Resolution Center Primary Arbitrator Trainer
 EEOC MD-110 Certified Federal-Sector EEO Investigator and EEO Counselor
 Volunteer Juvenile Arbitrator (Pasco) and Teen Court Judge (Hillsborough)
 Florida Department of Financial Services Neutral Evaluator Training Provider

Panels: FINRA (NASD) Dispute Resolution, Inc. (Mediator and Arbitrator (#A30651))
 Federal Mediation and Conciliation Service (Labor Arbitrator) (#3892)
 American Arbitration Association (Large and Complex Case (LCC) Panel: Arbitrator;
 Commercial/Employment Panel: Mediator; Arbitrator) (#152785)
 U.S. District Court, Middle District of Florida (Mediator and Arbitrator)
 Collins Center for Public Policy, Inc. (DFS Hurricane Mediator)
 Coca-Cola Enterprises Inc. Solutions Program (External Mediator)
 Resolute Systems, Inc. (Mediator)
 Florida Conflict Resolution Consortium (Mediator)
 Florida Div. of Land Sales, Condominiums and Mobile Homes (HOA Mediator Panel)

MEDIATION EXPERIENCE

Equal Employment Opportunity claims (1998 - date)

112 mediations of employment discrimination claims before EEOC or local FEP Agency (includes 2 Fair Housing act claims); EEO matters mediated pre-suit or during litigation are listed below

Florida Circuit and County Courts (1996 - date)

714 mediations of various circuit civil court cases (principally 5th, 6th, 9th, 10th, 12th, and 13th Judicial Circuits; including employment, breach of contract, injunctive relief, consumer protection, personal injury, liability and casualty, etc.) and county civil disputes (principally Hillsborough, Pinellas and Pasco Counties; including collections, consumer protection, personal injury, liability and casualty, etc.)

United States District Court (M.D. Fla.) (2002 – date)

43 mediations of employment or consumer statutory claims

NASD Dispute Resolution, Inc. (2001 – date)

6 mediations of securities industry disputes

Private Party (Pre-Suit) Disputes (2002 – date)

106 mediations of private, pre-suit disputes – including employment, breach of contract, consumer protection, business dispute, and personal injury, and mandatory mediations of Homeowners Association Disputes

Florida Department of Financial Services (Insurance, Hurricane, Continuing Care) (2003 – date)

83 mediations of first-party, presuit homeowner insurance or automobile collision claims – continuing care contract disputes

American Arbitration Association

8 Commercial Panel (employment) disputes mediated (2005 – date)

Hillsborough County Community Mediation Program (1995 - 1997)

61 mediations of community disputes

EEO/EMPLOYEE RELATIONS INVESTIGATION EXPERIENCE

MD-110 Federal Agency EEO Investigations (2000 – date)

72 Complaints investigated; reviewed 146 matters investigated by others

Private Sector and Local Government (EEO/Employee Relations Complaints) (1994 – date)

56 matters investigated and resolved

ARBITRATION/ADJUDICATION EXPERIENCE

American Arbitration Association

35 Commercial Panel (employment & CAP) disputes in arbitration or heard (2005 – date)

Florida Circuit and County Courts

341 arbitrations of various county civil and circuit civil court cases (1997 - date)

NASD Dispute Resolution, Inc./FINRA

46 arbitrations of securities industry disputes (including 10 employment cases) (1999 - date)

Hillsborough County Childcare Licensing Board

12 evidentiary hearings with preparation of Hearing Officer's Recommended Orders (2002 - date)

Federal Agencies (subcontractor)

238 recommended Final Agency Decisions (FADs) on federal-employee EEO Complaints prepared; reviewed 128 FADs written by others (2000 – date)

Federal Mediation and Conciliation Service

9 Labor Arbitration Cases in arbitration or heard (2004 – date)

Juvenile Arbitrations/Teen Court Proceedings

23 Circuit and County-Court Diversion Juvenile Arbitrations (1994, 2006 – date)

Private Party Arbitrations

19 presuit or escrow arbitration matters in arbitration or heard (2006 – date)

EMPLOYMENT

Christopher M. Shulman, P.A., Tampa, FL

February 2003 – present

President – Providing alternative dispute resolution services (mediation, arbitration, and facilitation) in substantive areas other than labor and employment law; also providing mediation training.

EEO Solutions, Inc., Tampa, FL

July 1999 - present

Principal – Providing alternative dispute resolution services (mediation, arbitration, and facilitation) in the substantive areas of labor and employment law. Also providing training in EEO investigation (initial EEOC 32-hour course and annual refresher), Negotiations, and Harassment Prevention.

JDG Associates, Inc., Tampa, FL

March 2001 – January 2005 (employee & subcontractor)

Investigator/Reviewer – Conducting private-sector and federal-sector investigations of EEO complaints; drafting proposed Final Agency Decisions for federal-sector EEO complaints; preparing and conducting annual MD-110 required EEO refresher course; reviewing 75 other investigators' reports of investigation and Final Agency Decisions for legal sufficiency and high-quality work product.

Eckerd Youth Alternatives, Inc., Clearwater, FL September 2000 – August 2002
Director of Employee Relations - Responsible for employer's compliance with federal and state employment laws; resolution of employee grievances; oversight of outside counsel on employment and other matters; and advising management team as to proper employee coaching and discipline, for a 1400-employee organization with 36 work sites across eight states.

Frank Hamilton & Associates, P.A., Tampa, FL March 1998 - August 2000
Associate Attorney - Representing individual, union, and management clients in labor and employment, civil rights, and personal injury matters in federal and state courts as well as administrative fora; mediation and arbitration as neutral.

Law Office of Christopher M. Shulman, Tampa, FL June 1995 - March 1998
Sole Practitioner - Representing individual and management clients in labor and employment; civil rights; general contract and corporate matters; mediation of disputes as neutral.

Labor Attorney, City of Lake Worth, Lake Worth, FL April 1994 - May 1995
In-house labor counsel - Representing management in collective bargaining, EEO and wage investigations, administrative and civil litigation.

Frank Hamilton & Associates, P.A., Tampa, FL November 1991- March 1994
Associate (law clerk until 9/92 Bar Admission) - labor and employment law; civil rights.

SCHOLASTIC AFFILIATIONS

Stetson University College of Law, St. Petersburg, FL August 2006 – present
Adjunct Faculty – Teaching “Alternative Dispute Resolution” and “Negotiation and Mediation” to law students.

Keller Graduate School of Management, Tampa, FL November 1999 – present
Senior Adjunct Faculty Member - Teaching graduate-level Business Law, Employment Law, and Business Negotiation; revised curriculum nationwide for Keller's Employment Law class; teaching under-graduate Business Law; Employment Law; and Ethics.

National-Louis University, Tampa, FL June 1996 – December 2001
Adjunct Faculty Member - Teaching graduate-level Labor Law; Employment Law; Business Law and Ethics.

PUBLICATIONS

“Circuit Civil Mediation Is Not Just for Lawyers Anymore”, Hillsborough County Bar Association *Lawyer*, Vol. 18, No. 6, at 43 (February 2008)

“Having Your ADR Cake & Eating It, Too: MED-ARB & ARB-MED”, Hillsborough County Bar Association *Lawyer*, Vol. 16, No. 7, at 42-43 (April 2006)

“Circuit Mediator Certification: Not Just for Lawyers Anymore?”, Hillsborough County Bar Association *Lawyer*, Vol. 16, No. 4, at 16-17 (December 2005)

“Mandatory and Voluntary ADR of Homeowner Association Disputes”, Hillsborough County Bar Association *Lawyer*, Vol. 16, No. 2, at 12-13 (October 2005)

“Advancing Successful Mediation: The Mediation Confidentiality and Privilege Act”, Hillsborough County Bar Association *Lawyer*, Vol. 15, No. 2, at 22-23 (October 2004)

“Voluntary Trial Resolution: Tailor-Made for Employment Claims”, *The Checkoff*, Vol. XLII, No. 3, at 5 (Florida Bar Labor and Employment Section May 2004)

“Voluntary Trial Resolution: Revision 7 Relief?”, Hillsborough County Bar Association *Lawyer*, Vol. 14, No. 7, at 40-41 (April 2004)

“Non-Binding Arbitration: a Primer and a Proposal”, Hillsborough County Bar Association *Lawyer*, Vol. 14, No. 3, at 44-45 (November 2003)

Cave Canem - Police Department Liability and Equitable Standing Under 42 U.S.C. § 1983, 19 STETSON L. REV. 973 (1990)

PRESENTATIONS, TRAININGS & EXPERT TESTIMONY

“The Hearing from an Arbitrator’s Perspective”, NPELRA Labor Relations Academy II, April 13, 2008, Clearwater, FL

Primary Mediation Trainer, “Circuit Civil Mediator Certification Training”, March 26 - 31, 2008, Jacksonville, FL

Primary Mediation Trainer, “Circuit Civil Mediator Certification Training”, February 14 – 18, 2008, Tampa, FL

Primary Mediation Trainer, “County Mediator Certification Training”, October 12 – 16, 2007, Tampa, FL

Panelist, “The Shape of Things to Come: Legal and Ethical Trends in Mediation,” Florida Association of Family and Conciliation Courts (AFCC), Annual Conference, November 2-3, 2007, Orlando, FL

Primary Mediation Trainer, “Circuit Civil Mediator Certification Training”, October 12 – 16, 2007, Tampa, FL

Panelist, “The Search for Truth: How Arbitrators Determine Witness Credibility,” National Academy of Arbitrators, Southeast Regional Conference, February 23-24, 2007, Atlanta, GA

Panelist, Ethics Plenary, and Lecturer, “Nuts and Bolts of Running a Successful ADR Practice”, Florida Supreme Court’s Dispute Resolution Center’s Annual Conference for Mediators and Arbitrators, August 25-26, 2006, Orlando, FL

Guest Lecturer/Assistant Trainer, “Guardianship Mediation Training”, Stetson University College of Law, January 12-13, 2006, St. Petersburg, FL

Panelist, Ethics Plenary, and Lecturer, “Mediating Cases under Challenging Circumstances” and “Mandatory ADR of Homeowner Association Disputes”, Florida Supreme Court’s Dispute Resolution Center’s Annual Conference for Mediators and Arbitrators, August 26-27, 2005, Orlando, FL

Guest Lecturer, “LAW 3120 – ALTERNATIVE DISPUTE RESOLUTION”, Stetson University College of Law, June 18, 2005, St. Petersburg, FL

Panelist, “Advocacy in Mediation”, Hillsborough County Bar Association Young Lawyers’ Division State Trial Court Seminar, June 17, 2005, Tampa, FL

Guest Lecturer/Assistant Trainer, “Guardianship Mediation Training”, Stetson University College of Law, June 1 & 4, 2005, St. Petersburg, FL

Panelist/Training Coordinator, “Alternative Dispute Resolution 2005 Update”, Hillsborough County Bar Association Alternative Dispute Resolution Committee, May 20, 2005, Tampa, FL

Expert Witness, Mediator Qualifications Board Proceeding MQB 2003-003, accepted as expert on Mediator Ethics by Hon. Dee Anna Farnell, Circuit Judge, Sixth Judicial Circuit, April 21, 2005, Clearwater, FL

Panelist, “Homeowner Association Dispute Resolution – New Mandatory Processes” as part of *Seminar on Homeowner Associations and Community Development Districts*, Council of Neighborhood Associations (CONA), East Pasco Chapter, April 16, 2005, Wesley Chapel, FL

Panelist/Mock Arbitrator, “Labor Arbitration Advocacy”, Labor Arbitration Services, Inc., March 17-18, 2005, Clearwater Beach, FL

“Mediating County and Circuit Cases Under Challenging Circumstances”, Florida Academy of Professional Mediators, Inc., Advanced Mediation Seminar, February 12, 2005, Orlando, FL

Panelist/Training Coordinator, “The 2004 Mediation Confidentiality and Privilege Act: What Every Mediator and Attorney Needs to Know”, Hillsborough County Bar Association Alternative Dispute Resolution Committee, November 9, 2004, Tampa, FL

“Recent Developments in County and Circuit Mediator Ethics”, Florida Supreme Court’s Dispute Resolution Center’s Annual County Mediator Summit and Annual Conference for Mediators and Arbitrators, August 26 – 28, 2004, Orlando, FL

Mediator, "Mediation: An Examination of Management's Opportunities for Early Charge Resolution", U.S. Equal Employment Opportunity Commission Technical Assistance Program Seminar (TAPS), July 26, 2004, Tampa, FL

Panelist/Training Coordinator, "Voluntary Trial Resolution and Arbitration: Cure for Revision 7 Woes?", Hillsborough County Bar Association Alternative Dispute Resolution Committee, May 28, 2004, Tampa, FL

"HR Law Update", at Eckerd Youth Alternatives, Inc., May 18, 2004, Clearwater, FL

"Recent Developments in County and Circuit Mediator Ethics", Florida Academy of Professional Mediators, Inc., Advanced Mediation Seminar, April 17, 2004, Orlando, FL

"Wrapping Up the Investigation", as part of *Public Sector EEO Investigations*, Council on Education in Management, December 12, 2003, Orlando, FL

"EEO Law Update", as part of EEO Investigator 8-hour Refresher Course, JDG Associates, Inc., October 24, 2003, San Antonio, TX

"Career Advisors' Training – HR Hiring Law Update", at Eckerd Youth Alternatives, Inc., May 1, 2002 and July 2, 2003, Clearwater, FL

"ADR for HR Professionals", at Mid-Florida Chapter of the Society for Human Resource Management, May 8, 2003, Lakeland, FL

"Sexual Harassment Prevention Train-the-Trainer Training", at Eckerd Youth Alternatives, Inc., since February 2003, Tampa, FL

"ADA/Rehab Act Update", as part of EEO Investigator 8-hour Refresher Course, JDG Associates, Inc., November 8, 2002, San Antonio, TX

"Inside the Mediator Ethics Advisory Committee", at the 2002 Dispute Resolution Center County Mediator Summit, August 21, 2002, Orlando, FL

"Sexual Harassment Prevention", at Eckerd Youth Alternatives, Inc., (more than 50 times at various locations throughout Florida, North Carolina, Georgia, and New England; since January 2001 (updated as recently as August 2002))

"Diversity in Mediation", at Dispute Resolution Center Annual Conference for Mediators and Arbitrators, August 23 – 25, 2001, Orlando, FL

"HR Generalist Training: Employment Law and Investigation", at Eckerd Youth Alternatives, Inc., April 23, 2001, Clearwater, FL

"Legal Implications of Internet Recruiting", at the Institute of International Research's Internet Recruiting Strategy Conference, February 26 - 28, 2001, San Diego, CA