
MARJORIE CORMAN AARON

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PROFESSIONAL EXPERIENCE

- 1998 - Current VISITING ASSISTANT PROFESSOR (1998-99 VISITING SCHOLAR), UNIVERSITY OF CINCINNATI, COLLEGE OF LAW;
MEDIATOR, ARBITRATOR, AND TRAINER in Mediation, Negotiation and Dispute Resolution;
REGIONAL PANELIST AND TRAINING FACULTY, CPR INSTITUTE FOR DISPUTE RESOLUTION;
MEDIATOR PANEL MEMBER AND TRAINER, JAMS-ENDISPUTE.
- 1994-1998 EXECUTIVE DIRECTOR, Program on Negotiation at Harvard Law School (PON).
Responsibilities included: central operations; graduate courses in negotiation and mediation; case clearinghouse (published materials); *Negotiation Journal* and other publications; nineteen annual executive seminars on topics in negotiation; academic conferences; monthly faculty seminar series; dispute resolution community forum series; budget planning and implementation; negotiation of financial contracts; representation of PON within Harvard Law School, Harvard University and externally; budgetary oversight of nine research projects; management of all PON staff; working with Executive and Steering Committees to establish and achieve PON objectives.
- 1994-98 MEDIATOR, in private practice in the Boston area.
- 1989-1998 MEDIATOR, Middlesex (MA) Multi-Door Court-House mediator's panel.
- 1993-1994 SENIOR RESEARCH ASSOCIATE, Harvard University Business School.
Served on the faculty team which designed the negotiation curriculum for first-year MBA students; authored and presented course materials on alternative dispute resolution and gender issues in negotiation.
- 1988-1994 VICE PRESIDENT AND DIRECTOR OF PROFESSIONAL DEVELOPMENT, Endispute, Inc. (Boston). Mediated federal and state legal disputes including commercial contracts; business torts; corporate partnership; employment; securities; complex construction, engineering and design-related claims; real estate and business valuation; real estate trusts; personal injury and product liability; legal and other professional malpractice; age and gender discrimination; consumer protection statutes; allocation of superfund liabilities.
- Developed tailored dispute resolution processes for complex, multi-party cases and for the large numbers of related claims.
- Designed and taught workshops on mediation, negotiation, alternative dispute resolution, and litigation decision analysis for law firms, corporations, judicial groups, and universities.
- Developed training programs and materials for new judicial panelists; worked with Boston panelists to assist their achievement of the highest levels of mediation practice.

- 1985-1987 ASSISTANT DISTRICT ATTORNEY, Plymouth County, Massachusetts. Prosecuted criminal defendants in jury and non-jury trials.
- 1981-1985 LITIGATION ASSOCIATE, Goodwin, Procter & Hoar, Boston. Drafted pleadings and legal research memoranda, argued motions, defended and took depositions and conducted all other aspects of discovery; some trial practice.

FACULTY / TEACHING APPOINTMENTS

- 1999- VISITING ASSISTANT PROFESSOR, University of Cincinnati, College of Law
- 1998-99 VISITING SCHOLAR, University of Cincinnati, College of Law.
- 1996 & 1998 LECTURER ON LAW, Winter Negotiation Workshop, Harvard University Law School.
- June, 1997 INSTRUCTOR, Advanced Mediation Workshop, Program of Instruction for Lawyers, Harvard Univ. Law School, with Professor Robert Mnookin (HLS) and Gary Friedman, Esq.
- Spring, 1995 INSTRUCTOR, Radcliffe Seminars Graduate Courses: Mediation and Other Facilitative Roles, with Dr. Eileen Babbitt (Tufts University) (course offered in conjunction with PON).
- Spring, 1989 INSTRUCTOR, Massachusetts Institute of Technology, House Courses: Introduction to Negotiation, with Prof. Michael Wheeler (Harvard University Business School).
- 1986-87 CLINICAL INSTRUCTOR AND SUPERVISOR, Suffolk University Law School: Prosecutor's Course.

PROFESSIONAL ORGANIZATIONS/COMMITTEE APPOINTMENTS

- 1999- current MEMBER, Ohio Commission on Dispute Resolution and Conflict Management.
- 1999 - current MEMBER, Publications Committee of the American Bar Association Section on Dispute Resolution.
- 1997- current SUSTAINING ACADEMIC MEMBER, CPR Institute for Dispute Resolution.
- 1998 - current MEMBER, Ethics Commission of the CPR Institute for Dispute Resolution (Provider Principles Drafting Subcommittee).
- 1999 - current ACADEMIC ADVISOR, CPR Institute for Dispute Resolution Academic/Theory to Practice Project (Funded by the William and Flora Hewlett Foundation).
- 1999- current ACADEMIC-HONORARY MEMBER, American College of Civil Trial Mediators.

EXECUTIVE SEMINARS (selected examples)

Advanced Negotiation Seminar, three day program presented to the Ministry of Foreign Affairs and Trade, New Zealand, (March, 1999)

Effective Negotiation Strategies, a one-day workshop offered through Radcliffe Seminars (Spring, 1996 and 1997).

Evaluation in Mediation and Mediators' Introduction to Decision Analysis, two curriculum segments within a JAMS/Endispute workshop on mediating legal disputes (June 1996).

Mediation within an Organizational Context, a curriculum segment of a training course for Returning Alumni of the Kennedy School of Government, April 1995 (also served on faculty design team).

Mediation and Alternative Dispute Resolution, curriculum segment of two-day training program: International Business Negotiation, offered periodically by the PON Project on International Compliance and Dispute Settlement.

Facilitation, a curriculum segment within a two-day training program on Negotiation for Human Resource Professionals, offered periodically by the PON Project on Negotiating in the Workplace.

AWARDS

American College of Civil Trial Mediators, 1998 Education/Training Achievement Award.

Center for Public Resources (CPR) Institute for Dispute Resolution, 1995 Second Prize for Excellence, Articles, "The Value of Decision Analysis in Mediation Practice," *Negotiation Journal* 11.2: 123-134 (1995).

PUBLICATIONS

- Sept. 1999 "The Right Frame: Managing Meaning and Making Proposals," *Harvard Management Communication Letter*, Vol. 2, No. 9:1-4 (1999).
- Jan. 1999 "Negotiating," on-line article featured in the *Harvard Management*, of Harvard Business School Publishing. (Author and Subject Matter Expert).
- 1997 "Using Evaluations in Mediation," co-authored with Dwight Golann, *Dispute Resolution Journal* 52.2: 26-34.
- 1996 "Evaluation in Mediation." In *Mediating Legal Disputes*, Dwight Golann, editor (Boston: Little, Brown & Company) 267-305.
- 1996 "Decision Analysis as a Method of Evaluating the Trial Alternative," co-authored with David P. Hoffer, Esq. In *Mediating Legal Disputes*, Dwight Golann, editor (Boston: Little, Brown and Company) 307-334.
- 1995 "The Value of Decision Analysis in Mediation Practice," *Negotiation Journal* 11.2: 123-134. Awarded *Second Prize for Excellence* by the Center for Public Resources (CPR) Institute for Dispute Resolution.
- 1993 *Alternative Dispute Resolution Notebook*, for Aetna Insurance Corporation, Copyright, Endispute Inc., Boston.
- 1991 *Judicial Panel Notebook*, Copyright, Endispute Inc., Boston.

PROFESSIONAL PRESENTATIONS (selected examples)

- June, 1999 *Psychological Hardwiring: Tips for the Sophisticated Negotiator*, Harvard Law School Association of Cincinnati.
- May, 1999 *Mediation - The Chosen Process: Some Process Choices*, program for the ADR Committee of the Ohio State Bar Association, Annual Conference.
- Nov., 1998 *Ethical Issues in Mediation*, Panel Presentation, Harvard Law School Alumni Day Program.
- June, 1998 *Mediation Ethics, Mediation Advocacy, and Evaluation*, Ohio State University College of Law, for Ohio Dispute Resolution Institute Program.
- June, 1998 *What's in a Frame? Frames, Stories, Visions, Anchors and other Elements of Meaning*, Center for Public Resources (CPR) Institute for Dispute Resolution.
- May, 1998 *Grievance Mediation*, 16th Annual Conference Labor Management Conference, sponsored by the Federal Mediation and Conciliation Service, Northern Kentucky University, and the Kentucky Labor Cabinet.
- Sept., 1998 *Mediation Workshop*, 4 day program offered by JAMS-Endispute, with Professor Dwight Golann (also presented in Feb, 1998 and June, 1996)
- June, 1997 *Advanced Mediation Workshop*, week long workshop offered by the Program of Instruction for Lawyers, Harvard Univ. Law School, co-instructor with Professor Robert Mnookin (HLS) and Gary Friedman, Esq.
- Jan. 1996 *Evaluation in Mediation*, lecture and demonstration with Dwight Golann, Center for Public Resources (CPR) Institute for Dispute Resolution.
- June 1996 *Decision Analysis for Mediators*, lecture and teaching session at the Spring Meeting of the CPR Institute for Dispute Resolution.
- Oct. 1996 *Negotiation Research for Mediation Practice*, plenary lecture, Virginia Mediation Network.
- Oct. 1995 *Manipulation, Evaluation, and Other Practical Strategies for Mediators Here on Earth*, New England Society of Professionals in Dispute Resolution.
- Oct. 1994 *Gender Issues in Negotiation*, lecture and workshop, New Hampshire Women's Bar Association.

EDUCATION

- 1981 J.D., Harvard Law School, *cum laude*.
- 1978 B. A., Princeton University, *cum laude*, Woodrow Wilson School of Public and International Affairs.

OTHER ACTIVITIES

- 1995-96 BOARD MEMBER, Congregation Or Atid, Wayland, Massachusetts.
- 1988 PRINCETON ALUMNI COUNCIL'S NATIONAL SERVICE AWARD.
- 1983-88 PRINCETON UNIVERSITY NATIONAL ALUMNI COUNCIL, Executive Committee, appointed (1983-85); National Alumni Schools Committee (1983-86); Committee to Nominate Alumni Trustees (1985-88).
- 1981-87 PRINCETON ALUMNI ASSOCIATION of New England, Board Member (1981-84), secretary (1984-86), Vice President (1986-87); Schools Committee Regional Vice Chair (1981-87).
- 1978-81 PRESIDENT, Harvard Law School Council, (1980-81), OFFICER (1978-80).

PERSONAL

Married: David H. Aaron, Professor, Hebrew Union College (Cincinnati).
Children: Joshua Samuel Aaron (November, 1990) and Elisha Meir Aaron (January, 1997).