*Curriculum Vitae*

**Academic Career**

Carnegie Mellon University, Part-time Instructor, Department of Philosophy, Spring 2004,

2007-Spring 2010

Clark University, Part-time Instructor, (COPACE) 1985-1992, 2011

Duquesne University, Part-time Instructor,

School of Leadership and Professional Advancement Spring 1998, 2003 - 2014

Emerson College, Affiliated Faculty, Department of Communications Fall 2014, Fall 2016

Northeastern University, College of Professional Studies, Part-time Instructor 2011 - Present

Suffolk University, Paralegal Studies Program, Lecturer II 1987-1991

**Other Academic Related Employment**

Instructional Development Ambassador

*Emerson College, “Center for Innovative Teaching and Learning”* Fall 2014 – Spring 2017

Member of a three-member team who design and deliver workshops specifically tailored to the needs of faculty; consult one-on-one with faculty about teaching, learning, course and syllabus design, and student feedback, consult on Iwasaki Library sponsored projects, and present workshops at full- and part-time faculty orientations

Course Author for the Lowell Institute Innovation Incubator (Li3) Project

*Northeastern University, the College of Professional Studies*  February – June 2016

Developed adaptive curriculum for Introduction to Business course

Academic Consultant - Appointment

*Northeastern University, the College of Professional Studies*  2013 - 2016

Completed review of designated amount of assignments for two courses regarding students’ understanding of ethics and research methods using established rubrics.

Member of the 2013 NEASC accreditation effort

*Northeastern University, the College of Professional Studies* June – July 2015

Wrote responses to NEASC accreditation questions regarding CPS’s undergraduate degree program regarding the program’s mission, program level student learning outcomes, and program objectives including course mapping, defining direct program assessments, setting of goals for these direct assessments and provide written recommendations to correct any identified weaknesses

**Education**

Clark University (Worcester, MA) 1984

M.P.A. in Public Administration

Western New England University School of Law (Springfield, MA) 1976

J.D. in Law

Assumption College (Worcester, MA) 1973

B.A. *Magna Cum Laude* in Political Science

**Professional License**

Commonwealth of Massachusetts Board of Bar Overseers 1977-Present Admitted to Practice of Law (January 1977) Status: Retired

**Certificates, Trainings and Workshops**

Re-envisioning Lectures 2016

Developing Rubrics Workshop 2016

Fostering Intellectual Agility Through Mindfulness in the Classroom 2017

Planning and Facilitating Engaging Online Discussions 2017

Designing Effective In-class Group Activities 2017

Center for Advanced Teaching and Learning, Northeastern University

*Transformative Teaching and Training* - Pratt Bennett, Faculty at Berkley School of Music Spring 2015

Emerson College - Sponsor

*Collaborative Practice Interdisciplinary Training: A Respectful Approach to Conflict Resolution*

Massachusetts Collaborative Law Council 2012

*Blackboard Service Pack 9*

Recertification for Blackboard 9.1 Northeastern and Duquesne Universities 2011, 2012

*Advanced Mediation Training in Elder Mediation by K. Mariani & B. Foxman*

Sponsored by the Conflict Resolution, Mediation and Training Services of CVVC 2008

*Intercultural Conflict Style Inventory Seminar, Train the Trainer*

Hammer Consulting, LLC conducted by Mitchell Hammer, Ph.D. 2007

*Adaptation of Transformative Mediation Training*

Pittsburgh Mediation Center, by Ellen DeBendetti 2000 – 2003

*HR Effectiveness - Managing Organizational Issues and Disputes*

Program on Negotiation - Harvard Law School 2000

*Multi-Party Mediation Training*

PennAccord 1995

*The Pittsburgh Mediation Center’s Conflict Resolution Traini*ng

The Pittsburgh Mediation Center 1995

*Face-to-Face Mediation Program, Public Protection Bureau*

Department of the Attorney General, Commonwealth of Massachusetts 1987

**Master Thesis:**

“A Study of The Task Structure of The Massachusetts Office For Children As Presented In Its Budgets”

Chief Instructor: Charles Coleman 1984

**Publications Professional Journals**

*A Dozen Tips for Lawyer Success in Collaborative Practice,* ***Just Resolutions E-NEWS***, American Bar Association, Dispute Resolution Section Collaborative Law, June 2015, Jeffrey Fink and Robert Kubacki

*Communication Reduces Cultural Barriers for LTC*, ***Provider Magazine****,* a national monthly publication for assisted living facility owners and directors, August 2011

*Workplace Conflict – A Hidden Cost: A Guide for HR Leaders*, ***Perspectives***, bi-monthly magazine of the Pittsburgh, Human Resources Association, September 2008.

**Courses Taught**

*Carnegie Mellon University*

*On ground*

Conflict and Dispute Resolution 2007 – 2010

Conflict and Alternative Dispute Resolution 2004

*Clark University – COPACE - MPA Program*

*On ground*

Issues and Cases 1990, 1991

Legal Aspects of Public Management 1985, 1988, 1998

*Clark University – COPACE – Master in Communication – Taught in Astrakhan, Russia*

Intercultural Communication 2011

*Duquesne University – School of Leadership and Professional Advancement*

*Online and on ground*

Business Ethics 2010

Conflict Resolution 1998, 2003-2014

Leading People and Managing Relationships 2007 – 2010; 2012, 2013

*Emerson College – Department of Communication Studies*

On ground

Conflict and Negotiation, 2014

Interpersonal Communications 2015

Argumentation and Advocacy 2017

*Northeastern University – College of Professional Studies*

*On ground, blended, hybrid or online courses:*

Business Strategy Intensive – hybrid course (Two weeks on ground in Singapore) 2013

Business Strategy Intensive – 2015-2016

Business Strategy 2016-2017

Dynamics of Business 2013-2016

Introduction to Business 2016-2017

Intercultural Communications 2013-2014

Managing in a Diverse and Changing World 2011-2016

Organizational Behavior 2012, 2014-2015

Principles of Management 2017

*Suffolk University – Para-legal Studies Program*

*On ground*

Administration Law 1987, 1989

Contract Law 1988, 1991

Contract Law co-taught with C. Kirschner, J.D. 1989

Legal Research and Writing 1990

**Educational Institution Affiliated Delivered Seminars/Workshops/Trainings**

*Emerson College: Designed and delivered workshops on teaching with Nelson, B. and Kukrechtova, D. for Emerson’s Center for Innovative Teaching & Learning. Workshop topics – Assessment, Diversity, Group Work, Multiple Intelligences, Assessment & the Teacher’s Role*

*Berkley College of Music – Berklee Teacher on Teaching 2016 Widening Our Circle* Conference panel presenter for Session – “Killing It Across the Curriculum: Pro Arts Teachers Share Their Teaching Breakthrough Techniques” panel presenter “Get Your Metaphor On. Why use a metaphor when teaching course content?” January 2016

*University of Massachusetts-Boston, Conflict Studies Department, Pre-Conference Skill Building Workshop for International Conference on The New Generation of Ideas*

“Developing Intercultural Conflict Style Awareness Using the Intercultural Conflict Style Inventory Developed by Mitchell Hammer, PhD” October 2012

*Carnegie Mellon University – Graduate Programs Office - Professional Development Seminars*

“Project Management: From Failures to Successes” (R. Champney and R. Kubacki) 2004

“Leadership and Mentoring: It’s Hard to be the Boss” (R. Champney and R. Kubacki) 2003-2004

“Project Management in the Academy and in Industry” (R. Champney and R. Kubacki) 2002-2003

*University of Pittsburgh, Learning Solutions, College of General Studies,*

*Professional Enhancement Program*

“Negotiating Successfully” 2003

“Enhancing Your Style of Negotiation” 2004

“Understanding Gender Preferences in Business Communication” 2004

*University of Pittsburgh, College of General Studies, Learning Solutions*

*Professional Communications Skills Noncredit Certificate taught face-to-face, and via Interactive Television to a company located in Islamabad, Pakistan*

“Negotiating, Effectively” 2004-2006

“Managing Conflict in the Workplace” 2006

“Effectively Handling Uncomfortable Situations and Difficult People” 2005

“Leading People and Managing Relationships”

“Capstone Class” 2007

*Community College of Allegheny County - Black Contractor’s Association*

“Human Resources/Hiring/Termination/Tips on Employee Management” 2002

*University of Pittsburgh, Katz School of Business*

“Negotiation” – Teaching Assistant to Professor M. Master 2000

*California University of Pennsylvania, Superintendent Letter of Eligibility Program,*

*Business / Industry Education Seminar*

“Negotiation Dynamics” 1996 and 1998

*Holyoke Community College – Title XX Foster Parent Training May –July 1980*

“Legal Issues of Foster Care” (Curriculum Design)

*Holyoke Community College – Title XX Program*

“Legal Issues of Foster Care” 1980

*Mercer County Community College-James Kerney Campus 1977*

*Community Services Non-credit course* “Law for the Layman”

**Education General Service**

*Emerson College* 2014 - Present

Table facilitator Fall 2015 Faculty Institute

Facilitated discussion for CC100 Program staff meeting

Guest Speaker for Communication Studies Department courses

Speaker at college’s memorial service of deceased student

*Northeastern University, College of Professional Studies* 2012 - Present

Contributor to article “Teaching: Changing, Changing Self,” published in the College of Professional Studies, *The Faculty Exchange, Quarterly Publication by Faculty and Staff, Winter 2014, Volume 2, Issue 4*

Participant contributor to meetings regarding curriculum redesign, course rubrics,

and course related issues for CPS’s undergraduate degree in management hosted by the Lead Instructor, Francesca Grippa

Contributor to team that developedrubric template to evaluate student work assessing the ethical issues in a management case study to comply with AACSB requirements for measuring student’s knowledge level of ethics and their ability to apply that knowledge

Presenter for Management of Science Degree Program at College of Professional Studies

*Behind the Scenes: All About the Fast-Track* event for Community College Transfer Agents 2013

Lead for developing documentation for Bachelor of Science in Management Degree Program NEASC accreditation submission 2013

Evaluator for AACSB Assurance of Learning (AoL) assessment application of ethics and

adherence to APA reference guidelines 2013

*University of Massachusetts at Boston, Graduate Program in Dispute Resolution*

Evaluator for Cathleen Finn’s Masters Project – “Creation of Experiential Team-Based

Learning Modules to Develop Competence in Managing Intercultural Team Conflict” 2012

*Clark University – MPA Program*

Member of MPA Advisor Board 1989-1991

Member of MPA Admissions Committee 1990

Liaison for the Master of Public Administration Program in COPACE Fall 1991-Spring 1992

*Suffolk University – Paralegal Studies Program*

Member of Paralegal Studies Advisory Committee 1991

*Duquesne University – School of Leadership and Professional Advancement*

Member of Student Engagement Task Force for the School of Leadership and Professional Advancement 2014

Video interview for Center for Teaching Excellence and the Educational Technology Center, *Strategies to Manage Time Teaching Online*, featured in the online series, “Creating a Powerful Online Learning Experience” 2013

Guest Faculty eCoaching Tip 102 Fall 2012: *Teaching with Learning Partners and Open and Direct Discussion Forums* Edited by Judith Boettcher 2012

Member of Course Design Committee for Leading People and Managing Relationships 2007

One of Two Featured Interviewees in Prezi presentation on *Tips for Balancing Your Time Teaching Online* created by Steven Hanson, Ph.D., Associate Director for Faculty Development Center for Teaching Excellence 2013

**Lectures and Speaking Engagements**

*Emerson College, Department of Communication Studies*

Guest Speaker - “Conflict and Negotiation” course 2013-2017

Guest Speaker – “Documentary for Social Action” course Spring 2015

Guest Speaker – “Radio Journalism” Spring 2016

*University of Pittsburgh, College of General Studies, Class for CGS 1900 Internship* “Workplace Conflict and It’s Resolution” July/November 2006, March 2007

*West Penn and Forbes Hospital, Ethics Discussion*

“Ethicist or Mediator: Exploring the Fine Line” (Presenters: A. Begler and R. Kubacki) 2007

*University of Pittsburgh, Katz School of Business*

Guest Speaker for course on “Human Resources Planning & Strategy II” 2001

*Pittsburgh Mediation Center*

“Lessons from a Harvard Negotiation Project Training” 2000

“A Case Study” K.Pressley, G. Schillo and R. Kubacki 1999

“Negotiation Theory for Mediators” 1996

*University of Pittsburgh, Graduate School of Public and International Affairs*

Guest Speaker for course on ‘Negotiation and Conflict Resolution” 1997

*The Carnegie Science Center*

“Conflict in the Workplace” 1995

*Worcester Memorial Hospital* 1984

“Legal Aspects of Child Abuse”

*Cape Code Community College, Title XX Foster Parent Training Program – Guest Speaker* 1980

*American International College – Juvenile Justice Workshop – Guest Speaker* 1979-1984

**Workbooks**

“Communication and Culture” 2012

“Mediating with Cultural Awareness” 2012

“Workplace Magic: Turning Conflict into Collaboration” S. Cimini, A. Begler, and R. Kubacki 2008

“Negotiating Successfully” 2003

“Enhancing Your Style of Negotiation” 2004

“Understanding Gender Preferences in Business Communication” 2004

“Negotiating, Effectively” 2004-2006

“Managing Conflict in the Workplace” 2006

“Effectively Handling Uncomfortable Situations and Difficult People” 2005

“Leading People and Managing Relationships” 2007

*University of Pittsburgh, College of General Studies, Learning Solutions -Professional Communications Skills Noncredit Certificate* 2006

“Handling Uncomfortable Situations and Difficult People in the Workplace

“Conflict Management and Resolution”

“Leading People and Handling Difficult Relationships” ~ Communicating for Results and Motivating Individual Contributors”

**Professional Presentations/Workshops/Trainings**

*International Coaching Federation Teleseminar*

*“*Culturally Savvy Coaching in Workplace Disputes*” 2013*

*Association for Conflict Resolution Section’s Conflict Coaching Committee Teleseminar*

*“*Culturally Savvy Coaching in Workplace Disputes*”*  2013

*Massachusetts Collaborative Council-Civil Committee and Practice Group*

“Culture and Conflict” 2012

*Massachusetts Senior Care Association: Strategies for Success Building Nurse Leadership*

“Communication and Culture” 2012

*Community Dispute Settlement Center: Culture and Conflict Seminar*

“Mediating with Cultural Awareness” 2012

*TRAC/FDR Diversity Conference: Diversity – It’s not just Black and White*

“The Conflict Style – Cultural Influence Connection” 2010

*Pittsburgh Human Resources Association (PHRA) PHRA 60th Annual Conference and Exhibition* 2008

*Managing Partner Development Institute®, LLC What You Didn’t Learn in Law School®*

“Conflict and Conflict Resolution in Small to Mid-sized Law Firms” 2008

*4th Annual ADR Institute – Pittsburgh, Pennsylvania Bar Institute*

“Mediation as a Tool for Elder Care Planning” A. Begler and R. Kubacki 2008

*Alpern Rosenthal, Inc.*

“Handling Uncomfortable Situations and Difficult People in the Workplace 2007

*Diakon/FDR-Statewide Adoption and Permanency Network (Pennsylvania)*

“Conflict Management and Resolution 2007

*Allegheny and West Penn Hospital*

“Adverse Outcomes: Restoring the Human Connection” 2006

*Leadership Pittsburgh, Inc. Leadership Development Initiative IX Organizations in Change Session*

“Organizational Change – An Overview” 2002

*Executive Service Corps of Western Pennsylvania – Professional Development Program*

“Guiding the Change Process: A Road Map” 2002

*The Pittsburgh Mediation Center (G. McGloin and R. Kubacki)*

“Mediation Training” 1996

*The Mon Valley Initiative Board Training Seminars, Local Initiative Support Corporation*

“Bargaining and Negotiation” 1996

*Licensing Institute – Williamsburg Virginia*

“Licensing Adoption Placement Agencies” 1984

**Board Memberships**

Community Dispute Settlement Center 2012- 2013

The Pittsburgh Mediation Center 2001-2003

The Massachusetts Children’s Lobby 1980

**Community Service - Facilitation**

*The Center for Victims of Violence and Crime*

Facilitator for Lawrenceville Dialogue Project - Somali Bantu Refugees 2009-2010

*The Southwestern Pennsylvania Program on Deliberative Democracy*

Table Moderator for Citizen Forum on Healthcare 2005

Table Moderator for Citizen Forum on Marriage

*Robert Morris University, Bayer Center for Nonprofit Management*

Drucker Coach for The Program for Female Offenders – Pittsburgh, Pennsylvania 2004

*America Speaks -Listening to the City: Remember and Rebuild*

Table Facilitator for Public Deliberations on Ground Zero Building Proposal 2002

*The Warhol Museum – Pittsburgh, Pennsylvania*

Facilitator for public discussion of WITHOUT SANCTUARY:

Lynching Photography in America 2001

*Southwestern Pennsylvania Financial Services Workforce Summit*

Facilitator for Breakout Session

The Right Choice: Image of the Industry & Its Effect on Career Choice in Finance 2001

**Community Service**

*NVA Hospice, Cambridge, MA* 2011

*Family Hospice and Palliative Care, Pittsburgh, PA*

Hospice Volunteer-Music Therapy 2005 - 2009

*The Pittsburgh Mediation Center*

Volunteer Mediator, Coach for Mediation Training Sessions 1996-2010

*Allegheny County Jail, Educational Department, Chaplaincy Services*

Workshops on Conflict and Male Maturation 2007

*Allegheny County’s New Idea Factory*

Member of the Human Capital Committee 2000

*Strategy ’95 A Plan to End Violence in Pittsburgh – Pittsburgh Branch NAACP Initiative*

Member of Working Group 1995

*City of Boston, Massachusetts, Consumer Services, Face-to-Face Mediation Program*

Volunteer Mediator 1987-1990

*Massachusetts Office for Children*

Member Committee to Rewrite Massachusetts Standards for the Licensure or Approval

Of Agencies Placing Children into Family Foster and Group Care 1979-1981

*Massachusetts Statewide Foster Care Committee*

Chair of Legislative Task Force and Steering Committee Member 1978-1981

**Honors and Distinctions**

Hospice Volunteer Award - Family Hospice and Palliative Care, Pittsburgh, PA 2007

Certificate of Meritorious Service from the Motor Vehicle Insurance – Merit Rating Board 1995

Nominee for Commonwealth of Massachusetts Eugene H. Rooney, Jr. Public Service Award 1994

Massachusetts State Senate Citation for “personal and professional commitment” to the

children of the Commonwealth of Massachusetts while serving as Assistant General Counsel

for the Office for Children.” 1986

Biography included in *20th Edition of Marquis’ Who’s Who in the East* 1984

**Consulting Career**

Alignment Management Consulting – Principal 2004 to Present

The Begler Group, Pittsburgh, Pennsylvania 2002 to 2014

Senior Associate

**Corporate Career**

Marconi Communications, Inc., Global Managed Services, Warrendale, Pennsylvania 2000-2001

Director, Change Management and Organizational Effectiveness

PNC Financial Services, Pittsburgh, Pennsylvania 1995-2000

Vice-President, Director of Human Resources Innovation (1999-2000)

Assistant Vice-President, Process Management Consultant (1998-1999)

Personnel Officer, Employee Relations Representative II (1995-1998)

**Public and Non-profit Career**

The Southwestern Pennsylvania Program on Deliberative Democracy October 2009 – May 2012

### Carnegie Mellon University

### Project Manager for the deliberative poll on

### “The Future of Local Government in Allegheny County”

The Pittsburgh Mediation Center, Pittsburgh, Pennsylvania March – November 1995

Director of Dispute Resolution Services

The Merit Rating Board, Boston, Massachusetts 1990-1995

Assistant Director and General Counsel

Rent Control Board, The Town of Brookline, Massachusetts

Hearing Examiner 1987-1990

Office for Children, Boston, Massachusetts 1982-1986 Deputy General Counsel (1983-1986)

Counsel (1982-1983)

Downey Side, Inc. Springfield, Massachusetts 1978-1982

Staff Attorney

New Jersey Department of Community Services, State Office of Poverty and Law 1977-1978

Legal Counsel – VISTA Volunteer (Volunteers In Service To America)

**Military Experience**

United States Marine Corps – Honorable Discharge 1975

Certificate of Completion of USMC Officer Candidate School – Declined Commission 1975

**Professional Association Affiliation**

Massachusetts Collaborative Law Council 2012 – 2014

Co-chair of Massachusetts Collaborative Law Council-Civil Committee and Practice Group 2013 – 2014

Association for Conflict Resolution 2004 – 2015

Membership Category: Practitioner/Educator/Researcher