

## CURRICULUM VITAE

**EARLENE R. BAGGETT-HAYES**  
**Attorney, Arbitrator, Mediator, Trainer**  
**THE LAW AND MEDIATION CENTER, PLLC**  
**110 North Perry Street, Pontiac, MI 48342**

(248) 454-9660, (248) 454-9661 Fax; [erbhayes@sbcglobal.net](mailto:erbhayes@sbcglobal.net); www.premi.us

### **PROFESSIONAL EXPERIENCE**

- 1985-Present            The Law and Mediation Center, PLLC. (Founder)  
Formerly, Law Office of Earlene R. Baggett-Hayes  
ADR practice includes mediation, facilitation, arbitration, fact-finding and training.
- 1989-1994                Barden Cablevision - Detroit, MI, Title: Human Resources Manager.
- 1977-1988                General Motors Corp. Title: Supv./Senior Labor Rel. Rep. .  
Title: Equal Employment Opportunity/Affirmative Action Specialist, and  
Labor Relations Representative.

### **EDUCATION**

- J.D.                        Law, Creighton University, Omaha, Nebraska. Certified to practice in Michigan and Illinois.
- M.P.A.                    Public Administration, Roosevelt University, Chicago, Illinois.
- B.A.                        Political Science, Creighton University, Omaha, NE

### **ALTERNATIVE DISPUTE RESOLUTION EXPERIENCE AND TRAINING**

#### **Arbitration, Mediation, Training, Fact-finding Experience**

- The Law and Mediation Center-Private Mediations (1997-Present)
- American Federation of State and Municipal Workers Arbitrator (2009-Present)
- Roster Employment Mediator – Darden Corporation (2008-Present)
- Coal Arbitration Service – (2010- Present)
- Federal Mediation Conciliation Service
- Michigan Employment Relations Commission
- Oakland County Sixth Circuit Court Volunteer Facilitator Program – (2010)
- United States Postal Service Transformative Mediation – (2007-Present)
- National Arbitration Forum - Arbitrator        (2006-Present)

Financial Industry Regulatory Agency (FINRA) formerly NASD -Arbitrator (2003-Present)

Oakland County Circuit Court (Domestic, Civil, Probate Facilitative Mediator)

Oakland County Circuit Court (Early Intervention Facilitator)

State of Michigan, 50<sup>th</sup> Judicial District Court-Mediator (2001-Present)

State of Michigan, 46<sup>th</sup> Judicial District Court-Mediator (1999)

State of Michigan, 48<sup>th</sup> Judicial District Court-Mediator (2000)

Mediation Coach for Peer Mediation (2008-2010)

Volunteer Mediator at various Dispute Resolution Centers throughout the state

**Alternative Dispute Resolution Training, Certifications/Certificates**

2013 St. John's Law School Sports Arbitration Seminar (8 Hrs.)

2013 Professional Resolution Experts of MI – Med/Arb Trng. (8 Hrs.)

2013 Advanced Negotiations and Dispute Resolution Panelist (8 Hrs.)

2012 American Arbitration Association – “Just Cause” (2 Hours)

2011 Michigan Employment Relations Commission Fact-finder Training (8 Hours)

2011 Med/Arb Training, Professional Resolution Experts of Michigan (8 Hours)

2011 Annual Negotiation and Dispute Resolution Institute (6.5 Hours)

2010 National Association of Railway Referees (16 Hours)

2010 Multi-Party Mediation and Facilitation (16 Hours)

2010 Annual Negotiation and Dispute Resolution Institute, Conflict Coaching ( 8 Hours)

2009 Ohio State Employment Relations Board Arbitrator Certificate (16 Hours)

2009 American Arbitration Association Arbitrator Certification (16 Hours)

2009 American Bar Association Dispute Resolution Conference, New York (24 Hours)

2009 Mortgage and Foreclosure Training, University of Toledo (6 Hours)

2009 State Bar of Michigan Annual Meeting, Mediating Money Matters (6.5 Hours)

2008 Foreclosure Mediation Training, U.S. District Court, Eastern Dist. (16 Hours)

2008 E.E.O.C. Mediation Certification Program- Capital Law School, Columbus, OH

2008 Ohio State Employment Relations Board Fact-finder Training (8 Hours)

2008 Engineering Society of Detroit, Construction Issues in ADR (4 Hours)

2007 Divorce & Custody Mediation (40-Hour Training) Oakland Mediation Center

2007 Domestic Violence Protocol Training (4 Hours)

2007 National Arbitration Forum (Certified Arbitrator Training) (20 Hours)

2007 Communication Skills for Mediators (3 Hours)

2007 State Bar of Michigan Annual Meeting, Cultural Competency in Mediation (6.5 Hrs.)

2007 Advanced Negotiations & Dispute Resolution Institute (Michigan, ICLE) (8 Hrs.)

2006 Federal Mediation Conciliation Service ( 40 Hour Arbitrator Training)

2006 Advanced Mediation Course, Pepperdine University, Malibu, California (24 Hrs.)

2006 United States Postal Service Transformative Mediation Training (20 Hours)

2006 National Bar Association-Arbitration Seminar-(Planning Group) (2 Hours)

2005 National Bar Association-Arbitration Seminar (2 Hours)

2006 Ohio Conference for Minority Professionals in ADR (24 Hours)

2006 Advanced Mediation Training – Business to Business (8 Hours)

2004 Advanced Negotiations and Dispute Resolution (Also 2005 & 2006) (16 Hours)

2005 National Association of Securities Dealers Arbitration Training (4 Hours)

2003 National Conference for Minority Professionals in Dispute Resolution (24 Hours)

2002 Ohio Conference on Minority Professionals in ADR (24 Hours)

2003 1<sup>st</sup> Annual Advanced Negotiations Training-Michigan State Bar (8 Hours)

2000 Advanced Mediation Training-American Arbitration Assn /OCBA (8 Hours)

1996 Civil Mediation Training (40 Hours)

**ADR Training Programs Developed and/or Facilitated**

Mediating Community and Workplace Disputes – Little River Band of Ottawa Indians, Manistee, MI ( 20 Hrs.)

“Fifty Ways to Leave Impasse” for Dispute Resolution Centers

“Basic Mediation (R.E.S.O.L.V.E.) Training” for Alternatives for Girls; Capital Law School

Certified 40-Hour Domestic Relations Mediation trainer for Wayne Mediation Center (2012)

Lead Trainer for State Court Administrators Office Domestic Relations Mediation 40-hour Training Program (2008-2010) Assigned to train 12 courses

Cooley Law School, Auburn Hills, MI; 14-wk. Civil Mediation (2008-10). Conducted 6 full sessions.

“Conflict Resolution Training”-Focus Hope, Detroit, MI (2007-8)

“ How Mediation Works” – Richton Park, South Suburban College (2008), Eastern Michigan University (2007), Wayne State University (2007)

“Peer Mediation for Students”- Oakland and Wayne County Schools (2007-09)

“Effectively Dealing With Lawyers in Mediation” – Oakland Mediation Center, 2009

“Effective Agreement Writing”– Oakland Mediation Center (2007)

“The Mediator’s Tool Kit” – Presented to Law School Students and Externs (2007-10)

“Revelations from the Mediator’s Bag of Tricks”–Capital Law School; &Ann Arbor, MI

“ADR and Real Estate Matters” – Wayne State University

“What is Mediation?” Seminars for Kiwanis, Lions Club, Rotary Club & Chamber

“On the Road to Mutual Respect” Focus Hope, Detroit

“10 Biggest Roadblocks to a Successful Mediation” (Co-developer and trainer)

### **Publications**

“Promoting Diversity in Alternative Dispute Resolution,” Michigan State Bar Journal  
ADR Newsletter

Oakland County Bar Association “Laches,” How to Develop Your Mediation Practice  
(Co-authored) Michigan State Bar ADR and Oakland County Bar Association Laches

“Top Ten Reasons to Mediate Business Disputes,” Pontiac-Oakland Commerce Chamber

“Cross-Cultural Legal Counseling,” Creighton Law Review .

“What is Mediation?”, “What is Arbitration?” - Citizen Post News, 1999-2008.

### **Other ADR Activities**

**Television Talk Show Host** -“It’s All About Law” Includes various ADR topics

2008 State Bar of Michigan – Access to Justice Initiative

2009 State Bar of Michigan – Special Committee on Mediation Confidentiality

2010 State Bar of Michigan – Special Committee on Mediation Rules

### **AWARDS AND ACHIEVEMENTS**

2009 National Association of Business and Professional Women Sojourner Truth Award; American Business Women’s Assn. Professionalism Award, Oakland County Bar Assn, Leon Hubbard Community Service Award, NANBPW Negro Business & Professional Women Professionalism Award, Law Review, Moot Court Board, Client Counseling Board Pres., Black Law Students Pres., Black Alumni Scholarship, Law School Leadership Award, Family Law Jurisprudence Award, Mayor Daley Scholarship, Providence-St. Mel Scholarship, Appointed to work on 3 mayoral transition teams in the City of Pontiac.

### **MEMBERSHIPS AND ASSOCIATIONS (former and current)**

American Bar Association, Dispute Resolution Section; State Bar of Michigan ADR Council, Detroit Metropolitan Bar Assn ADR Committee; Association for Conflict Resolution; National, Oakland County Bar Association ADR Chairperson; Professional Resolution Experts of Michigan; Wolverine Bar Associations; Pontiac Area Urban League Board of Directors; Oakland Bar Labor Law, Diversity, Inns of Court; Straker Bar Association; President, Black Women Lawyers Association; Pro Bono Litigation Panel; Bar Association; Women’s Survival Center; Pontiac Chamber of Commerce; National Congress of Black Women; Metro Minority Chamber of Commerce; Pontiac Downtown Development Association; Tax Increment Finance Committee; Loan Review Committee; Committee of 50; Kiwanis of Pontiac. Also serve as Special Counsel to Pontiac Minority Contractors’ Association, Greater Pontiac Community Coalition and served as Special Counsel to Pontiac Police Trial Board; Downtown Development Association Economic Restructuring Committee and Cities of Promise Committee.