

## MICHAEL D. RUST

### SELECTED EXPERIENCE:

***Winnebago County Circuit Court***, Oshkosh, Wisconsin  
*Circuit Court Commissioner*, July 2022 to *present*

***Resolution Center, Inc.***, Oshkosh, Wisconsin (d/b/a the Winnebago Conflict Resolution Center)  
*Chief Executive Officer*, January 2013 to July 2022

Has personally mediated more than 2,000 cases over my career consisting of small claims, civil, landlord-tenant, divorce, criminal restitution and diversion, restraining orders, guardianships, probates, foreclosure, bankruptcy, and special education disputes. Serve as mediator for disputes on court-referred cases and on privately retained matters. Operate non-profit, court-connected and community mediation center overseeing a roster of roughly 45 volunteer mediators and between 300-500 mediations per year. Directed sustained revenue growth over a three-year period resulting in revenues over two and a half times original levels. Manage all aspects of business performance. Provide consulting, trainings, and professional speaking at request of business and organizational leaders. Train, mentor, and update the training of mediators, including providing virtual mediations.

***Fond du Lac Conflict Resolution Center, Inc.***, Fond du Lac, Wisconsin  
*Managing Director*, August 2021 to July 2022

Simultaneously operate a second non-profit, court-connected and community mediation center and perform additional mediations connected therewith. Brokered successful merger of the WCRC and FdLCRC to create the Resolution Center, Inc.

***Wisconsin Special Education Mediation System***, Statewide, Wisconsin  
*Roster Mediator*, April 2018 to July 2019 and June 2021 to July 2022

As roster mediator, serve as mediator and facilitator between parents of children with special needs and school districts for complaints and creation of Individualized Education Plans.

*Mediation Partner*, July 2019 to June 2020

As mediation partner, serve as mediation trainer and resource. Serve co-equal oversight function of statewide system for disputes between parents of children with special needs and school districts.

***TEDxOshkosh***, Oshkosh, Wisconsin  
*Licensee & Co-Organizer*, March 2016 to *present*

Received a license from globally recognized TED organization to independently develop a local version of their event for Wisconsin. Oversee all aspects of non-profit organization, speaker selection, and event production for annual event. This is a purely volunteer position.

***Strategic Conflict Resolution Services, LLC***, De Pere, Wisconsin  
*Founder*, January 2011 to January 2013

Provided negotiation support, mediation, business consulting, and training on conflict and communication. Drafted settlement contracts for resolution of disputes.

***Mediation Center of Greater Green Bay***, Green Bay, Wisconsin  
*Volunteer Mediator*, January 2010 to January 2013

***Gerbers Law, S.C.***, Green Bay, Wisconsin  
*Senior Associate Attorney*, August 2007 to February 2010

Litigated over 150 cases in state and federal courts throughout Wisconsin, including authoring the successful appeal of a \$6.3 million commercial real estate transaction and prevailing in an adversary proceeding in bankruptcy court. Advised clients concerning risk management techniques. Managed all aspects of cases from inception through completion. Oversaw litigation and transactional teams; reviewed and coordinated work of attorneys and staff.

***Marquette University Law School***, Milwaukee, Wisconsin  
*Adjunct Special Instructor*, January 2006 to May 2008

Instructed law students on negotiation and alternative dispute resolution techniques and coached students participating in national and international mediation advocacy competitions.

**Marquette University Center for Dispute Resolution Education**, Milwaukee, Wisconsin  
*Office Staff*, April 2006 to September 2007

**Justice Janine Geske (ret.), Restorative Justice Initiative**, Milwaukee, Wisconsin  
*Graduate Assistant*, August 2004 to May 2006

Assisted Justice Geske (ret.) in the creation and support of the nation's first restorative justice program operated by an accredited law school. Conducted community rehabilitation activities with inmates in three maximum-security prisons.

**Professor Andrea K. Schneider, Marquette University Law School**, Milwaukee, Wisconsin  
*Graduate Assistant*, April 2005 to May 2006

Edited dispute resolution articles and books for publication (including serving as lead student editor of *The Negotiator's Fieldbook*, Edited by Andrea Schneider and Christopher Honeyman, published by the American Bar Association, 2006).

**Honorable Mel Flanagan, Milwaukee County Circuit Court Felony Division**, Milwaukee, Wisconsin  
*Judicial Intern*, August 2004 to December 2004

#### **SELECTED AWARDS RECEIVED:**

**2022 Lifetime Legal Innovation Award** - State Bar of Wisconsin

**2021 Elected to National Academy of Distinguished Neutrals**

**2019 Beacon Award (Distinguished Alumni)** - Carthage College Alumni Association

**2017 You Make a Difference Award** - Winnebago County Collaborations Workgroup

**2016 President's Award** - Wisconsin Association of Mediators

**2016 Service Recognition Award** - State Bar of Wisconsin Dispute Resolution Section

#### **EDUCATION:**

**Marquette University Law School**, Milwaukee, Wisconsin  
*Juris Doctor*, May 2006

##### *Competitive Achievements:*

3<sup>rd</sup> Place, 2006 International Commercial Mediation Competition sponsored by the International Chamber of Commerce in Paris, France

4<sup>th</sup> Place, 2005 ABA National Advocacy in Mediation Competition in Los Angeles, CA

Two-time Winner, MULS Mediation Competition; 2004 (first 1L team ever to win)

2005 Moot Court Board, Member; competed at the 2006 Wechsler National Criminal Law Moot Court Competition in Buffalo, New York

##### *Honors and Activities:*

Intellectual Property Law Review (Projects Editor, 2005-2006; Editorial Staff, 2004-2005)

Dean's List

Pro Bono Honor Society

Alternative Dispute Resolution Society

**Carthage College**, Kenosha, Wisconsin

*Bachelor of Arts in Neuroscience and Psychology* (double major), May 2002

Minors: Entrepreneurial Studies (Business) and Biology

Student Government (Senior Senator, 2001; Commuter Senator, 2002)

Men's Volleyball Team (Captain, 2002)

#### **BAR ADMISSIONS:**

Wisconsin (2006), Eastern District of Wisconsin (2007), Western District of Wisconsin (2009)

#### **ORGANIZATIONAL INVOLVEMENT:**

Association for Conflict Resolution – Board of Directors (2018-2022); President (2019-2020); Advanced Practitioner Status (2019-2022)

Wisconsin Supreme Court, Office of Lawyer Regulation – Board of Administrative Oversight (2019-*present*)  
Civil Legal Aid Alliance of Wisconsin – Founding Co-Chair (2021-2023)

Wisconsin Supreme Court, Planning and Policy Advisory Committee, Mediation (2019-2020)

State Bar of Wisconsin, Dispute Resolution Section Board Member (2008-2016); Chair (2014-2016)

Association for Conflict Resolution, Wisconsin Chapter (formerly known as Wisconsin Association of Mediators) – Board Member (2011-2016); President (2014-2015)  
State of Wisconsin, Joint Legislative Council Study Committee: Access to Civil Legal Services – Appointed Committee Member (2016-2017)  
Oshkosh Area United Way – Board Member (2015-2022); Board Chair (2019-2021)  
Oshkosh Rotary Club – Board Member (2015-2021); President (2019-2020)  
Rotary District 6270 – Assistant District Governor (2021-2023)  
Oshkosh Civility Project – Core Team Member (2018-*present*)  
National Speakers Association – Professional Member (2019-2023), NSA Wisconsin Chapter – Member (2017-2023)

#### **SELECTED PRESENTATIONS:**

***State Bar of Wisconsin***, Door County, Wisconsin, August 2023

Presented at Annual Door County Family Law Conference.

***State Bar of Wisconsin***, Madison, Wisconsin, June 2022

Presented “Coming to Terms: Preparing for Mediation & Arbitration”, including moderating two panels, presenting on ethical issues, and serving as Program Chair.

***University of Wisconsin Oshkosh, Learning in Retirement***, Oshkosh, Wisconsin, June 2015, August 2015, December 2019, January 2022, October 2022, November 2023

Presented several topics as part of series for University.

***Winnebago League of Women Voters***, Oshkosh, Wisconsin, May 2019, May 2022

Presented topics of civility and conflict resolution to group.

***University of Wisconsin***, Madison, Wisconsin, January 2021, April 2022, September 2022, February 2023

Presented “Ethics and Boundaries of Conflict” and “Online Communication Skills” as continuing education courses.

***TEDxEustis***, Eustis, Florida, January 2021

Presented “Beyond Black and White: Resolving Conflicts in a Polarized Society” Available online at <https://youtu.be/WFXBurIRopA>.

***Association of Missouri Mediators***, St. Louis, Missouri, November 2020

Presented multiple sessions, including restorative justice, as featured speaker during day-long annual conference to over 150 members of the organization.

***Advance Planning Services***, Wisconsin, Multiple Times

Presented conflict resolution skills seminar, including comparative ethics of advanced funeral planning services, attorneys, and mediators.

***Iowa Primary Care Association***, Des Moines, Iowa, October 2019

Presented “7 Common Communication Mistakes” as plenary session for Annual Conference.

***Association for Conflict Resolution***, Tucson, Arizona, September 2019

Presented “Mediating Restraining Orders: Or, Are You Guys Nuts?” as workshop for Annual Conference and acted as emcee for several plenary sessions.

***Oshkosh Area School District***, Oshkosh, Wisconsin, Spring Semester 2019 & Fall Semester 2019 Presented a course on conflict resolution skills to faculty-selected students, resulting in a reduction of conflict incidents for all students completing the course.

***Project Management International (PMI) – Central Virginia Chapter***, Richmond, Virginia, September 2019

Presented sessions on “Building Negotiation Skills” and “Team Conflict Resolution” at Professional Development Day 2019.

***TEDxUWStevensPoint***, Stevens Point, Wisconsin, April 2019

Presented “A. Ham, Pork and Sausage: A Recipe for Saving Democracy.” Available online at [https://www.ted.com/talks/michael\\_rust\\_a\\_ham\\_pork\\_and\\_sausage\\_a\\_recipe\\_for\\_saving\\_democracy](https://www.ted.com/talks/michael_rust_a_ham_pork_and_sausage_a_recipe_for_saving_democracy)

***Winnebago County Bar Association***, Oshkosh, Wisconsin, November 2017, November 2018

Presented multiple CLE programs on mediation and changes in mediation requirements.

**TEDxFondduLac**, Fond du Lac, Wisconsin, August 2017

Presented “Emoticons Will Save the World.” Available online at <https://youtu.be/EalMVQ4TcUw>.

**State Bar of Wisconsin**, Wisconsin Dells, Wisconsin, August 2017

Co-presented “Mediation of Workplace Disputes” at the State Bar of Wisconsin’s Annual Health, Labor, & Employment Institute.

**Alzheimer’s Association**, Wisconsin Dells, Wisconsin, May 2017

Co-presented “Elder Mediation Skills and Options” at the Annual Conference.

**Wisconsin Society of Human Resource Managers**, Wisconsin Dells, Wisconsin, October 2016

Presented “Seven Common Communication Mistakes” at the WI-SHRM Annual Conference.

**State Bar of Wisconsin**, Green Bay, Wisconsin, June 2016

Co-presented “Ethical Traps and Dilemmas in Mediation and Arbitration” at the State Bar of Wisconsin’s Annual Meeting & Conference

**Wisconsin Family Court Commissioners Conference**, Neenah, Wisconsin, May 2016

Presented “Mediating Restraining Orders” at the Family Court Commissioners Annual Conference.

**Northwest Dispute Resolution Conference**, Seattle, Washington, March 2016

Co-presented “Judging Mediators By Their Cover” at the University of Washington Law School’s 22<sup>nd</sup> Annual Conference.

**Milwaukee Police Department**, Milwaukee, Wisconsin, March 2008

Trained fifty law enforcement officers in utilizing effective communication techniques in crisis (hostage) negotiations.

**Victim Offender Mediation Association**, Philadelphia, Pennsylvania, October 2005

Co-presented a half-day workshop entitled, “Restorative Justice in Maximum Security Prisons,” at the National Victim Offender Mediation Association Conference with Justice Janine Geske (ret).

#### **SELECTED TRAININGS:**

**University of Wisconsin**, Madison, Wisconsin, 2018-2023

Mediation Skills Training – 40-hour training annually (including virtual mediation trainings)

Divorce and Family Mediation Training – 40-hour training annually (including virtual mediation trainings)

**Resolution Center, Inc.**, Oshkosh, Wisconsin, 2013-2023

Mediation Skills Training – 40-hour training at least annually (including virtual mediation trainings)

**Wisconsin Judicare**, Wausau, Wisconsin, 2017-2023

Mediation Skills Training – 40-hour training annually (including virtual mediation trainings)

**Various Departments for State of Wisconsin, including Dept. of Corrections, Dept. of Education, and Dept. of Administration**, Various Locations, Wisconsin, 2017-2022

Mediation Skills Training – various lengths

**Resolution Center, Inc.**, Oshkosh and Milwaukee, Wisconsin, 2014-2016

Advanced Mediation Training: Elder Mediation.

**Milwaukee Fire Department**, Milwaukee, Wisconsin, 2006 & 2015

Trained in-house mediators to serve as neutrals for disputes amongst firefighters in Milwaukee.

**Winnebago Conflict Resolution Center, Inc.**, Oshkosh, Wisconsin, 2014

Evening Mediation Skills Training – 40-hour training (first of its structure in the nation).

**Mediation Center of Greater Green Bay, Inc.**, Green Bay, Wisconsin, 2010 & 2011

Mediation Skills Training – 40-hour training.

**Marquette University Law School**, Milwaukee, Wisconsin, 2007

Mediation Skills Training – 40-hour training.