A Celebration of Differences in Dispute Resolution

21/22 November 2013

Gardyne Theatre, Dundee and Angus College

Biographies
University of Dundee

mediation Team


Fiona became interested in mediation in 2003 and has since tried to incorporate the principles of mediation in her work and to raise awareness with others.

She is the Lead Mediator for the University of Dundee model edr (early dispute resolution) Initiative and Convener of its Strategy Group since 2007. She conducts workplace mediations with staff as well as students, provide awareness raising and regular CPD training sessions in-house and has established national external collaboration agreements with other institutions.

As a solicitor, her work covers employment law including discrimination areas, contract matters and student complaints & discipline and fitness to practice issues in clinical areas.

Fiona was a panel mediator for the Aberdeen Sheriff Court pilot scheme and is a Registered Mediator with SMR, having trained with both CORE and CEDR. She is a member of the NHS panel of Mediators for Patient’s Complaints.

Fiona was a Board Member of the Scottish Mediation Network (2006-2010) and co-editor with Ewan Malcolm of a Guide to Mediation in Scotland, published in 2009.

In 2008, she received a CEDR award for excellence in ADR in the Innovation category as a result of my work.

“Mediation is at times the most rewarding, the hardest and the best part of my job”.

Rami J Abboud, Professor of Biomechanics; Head of Department of Orthopaedic & Trauma Surgery and Associate Head of Medical Education Institute, School of Medicine, College of Medicine, Dentistry & Nursing

Rami graduated in Electrical Engineering from the American University of Beirut in 1988 and continued his postgraduate studies and obtained an MSc (1989) and PhD (1995) in Biomedical and Rehabilitation Engineering at the University of Dundee. He was appointed as a Research Assistant in 1993 and was subsequently promoted to Lecturer, Senior Lecturer and then Chair in Biomechanics at the Department of Orthopaedic and Trauma Surgery in 1996, 2002 and 2007 respectively. In addition to his current post of Head of Department of Orthopaedic & Trauma Surgery, Rami is the Director of the Institute of Motion Analysis and Research (IMAR), Director of the Master of Orthopaedic Surgery (MChOrth) Course, Chairman of the College Undergraduate Intercalated Honours (BMSc) Degree, and Director for Postgraduate Education at the Medical Education Institute (MEI).
He has been an elected member of the University Senate since 1996 and an elected member of the University Court by the Academic Council 2004-2007 and 2007-2011 respectively, and recently by the Senate 2011-2015.

Mediation attracted Rami’s attention in 2008 as an important and evolving skill to acquire, which would complement his other areas of expertise and roles to help people in conflict and/or dispute. He subsequently undertook training with Catalyst Mediation and has been a certified mediator since October 2008 and a member of the Scottish Mediation Network since October 2009.

**Ann Burchell**

Ann is a double graduate of Dundee University, BSc Hons Biochemistry (1973) and PhD (1976). She was recently a lay member of the University Court - elected as one of the two Graduates Councils Assessors.

After graduating Ann held two different prestigious 5-year research fellowships: a Royal Society University Research Fellowship and a Lister Institute Research Fellowship.

Ann worked in the University for 30 years and before she retired she was Professor of Molecular Medicine and Head of the Division of Maternal and Child Health Sciences. Ann is a certified mediator, trained by Core Mediation.

Ann is married to a graduate of this University and has two children. She is an Emeritus Professor and lives in Tayport.

**Maggie Davidson, Human Resources Officer**

Maggie has been in Human Resources for most of her working life, originally with a financial services company in Perth and in 2000 she joined the University’s HR department. She is a Member of the Chartered Institute of Personnel and Development and completed an MSc in Human Resources in 1999.

She is currently the strategy support HR Officer based in the Tower Building.

Maggie has a long-term interest in counselling, having taken a counselling skills course at Strathclyde University in 1995 and she subsequently worked as an initial interviewer for Couple Counselling Scotland on a voluntary basis.

Having reflected on the many occasions when she has been involved with people in conflict or dispute at work it is clear to Maggie that the emotional strain and unhappiness that results is not confined to work but has a detrimental effect on all aspects of their lives. Maggie believes firmly in mediation as a method of resolving matters to the satisfaction of the people involved and allowing them to move forward.
Maggie is accredited in workplace and community mediation, trained by Core Mediation and SACRO, and is a founder member of *edr* at the University.

**Val Dougan, Professional Support Lawyer, Dundas and Wilson Solicitors**

Val’s background is in employment law and workplace relations. Although she currently works as a Professional Support Lawyer specialising in employment law, she has previously worked in-house advising managers on complex grievance and harassment cases. Prior to this Val specialised in employment tribunal litigation and employment law advisory work.

Her two main areas of interest are mediation and equality. She has always had an interest in equality and diversity, and is a member of the Law Society of Scotland’s Equality and Diversity Committee.

Val first became interested in mediation after being fortunate enough to attend the Core Mediation accredited training course in 2006. During her professional career she has dealt with a great deal of workplace conflict, and has seen first-hand the limitations which can exist with formal dispute procedures, especially when issues are not dealt with at an early stage. Mediation can offer a genuine and meaningful alternative, where the focus is on achieving mutually satisfactory outcomes rather than being seen as a winner or loser.

**Lesley McLellan, Director of Quality Assurance**

Lesley joined the University of Dundee in 1992, having completed her PhD, then two postdoc contracts in Clinical Biochemistry at the University of Edinburgh. She worked as a research associate and lecturer in the Biomedical Research Centre, School of Medicine until 2005. Lesley then moved to the Division of Surgery and Oncology where she was a senior lecturer. She was appointed as Chair of the Higher Degrees Committee in the School of Medicine in 2005, and then was College Head of Learning and Teaching and Head of the Graduate School of Medicine, Dentistry and Nursing from 2007 – 2011. Lesley made a complete career change after that, and has been the University’s Director of Quality Assurance since 2012.

Before taking up her career in higher education, Lesley was first a student nurse at the Western General Hospital, Edinburgh, then a research technician in the Department of Molecular Biology, University of Edinburgh. Lesley is a mother of three young adults – “who have probably given me more life lessons than anything else I have experienced”.

Lesley first became interested in mediation for dispute resolution during her time as Chair of the Medical School Higher Degrees Committee, and has been actively involved with the *edr* service since its inception. She is a CEDR-trained and -accredited mediator.
Wesley Rennison

Wesley joined the University in 2009 in the role of Planning Officer, a job title that obfuscates as much as it explains. “In a nutshell, my role is focussed on using and interpreting information to help improve performance across the University”. As part of this, Wesley supports the development of strategy and operational plans and then supports the monitoring of performance against these strategic and operations plans.

He has had an interest in conflict for as long as he can remember, perhaps as a result of growing up in Ireland at a time when the conflict in Northern Ireland was particularly active, especially with respect to attacks in Britain. Wesley undertook post-graduate study in Conflict Resolution at the Peace Studies Department at Bradford University. He then volunteered as a community mediator in Bradford for 3 years, undertaking a NVQ in mediation as part of the ongoing training. He also volunteered as a mentor to secondary school children at risk of exclusion during his time in Bradford.

Since joining the Early Dispute Resolution Team, Wesley has retrained with the Mediation Partnership and is registered with the Scottish Mediation Network. He continues to take a keen interest in conflict, conflict styles and critical approaches to understanding conflict.

“Mediation is a fantastic way to allow people in difficult situations to open communication channels in a safe space, where they can explore issues and solutions in confidence with the support of the mediators”.

Dave Ritchie, Engineering Technician, Engineering, Physics and Mathematics

Dave joined the University of Dundee in 1992 as an Engineering Technician in the Civil Engineering Department, having previously been involved in all diverse aspects of mechanical/fluid engineering most of his working life. He is a qualified Tool/Instrument Maker and completed his apprenticeship training in 1971.

In 1973 Dave subsequently took up a post within the same Industry as a Production Engineering manager and had spells in the Design offices and Personnel departments until 1985. It was during this time that he actively formed an interest and desire to try to help colleagues, healthily interact within stressful environments and co-exist. In those days industrial disputes requiring tactful diplomacy (mediation) were not uncommon.

Dave is currently a technician within the re-structured School of Engineering, but these duties are now interspersed with being an elected official of the Technicians union (Unite) which gives him associated remits for Job evaluation and Health and Safety.
His personal interests motivated him to extend his understanding of conflict/behaviour and spend four years studying "Human Relations and Counselling Skills" as a part-time student at evening classes within the University.

The "Early Dispute Resolution" (edr) initiative within the University seemed to be a natural extension of his quest to understand and ease workplace, and personal conflict, and was extremely pleased to have the opportunity to gain a place, and complete the training to be an accredited mediator with Catalyst Mediation.

**Marion Spöring, Senior Lecturer in German, Convenor of European Studies and Exchanges Advisor for Humanities in the School of Humanities**

Marion joined the university in 1994 and has - alongside her academic career - been an active member of Dundee University and College Union (DUCU). She coordinates (and carries out) personal case work for DUCU for academic and academic-related staff. In this capacity, Marion has come across many situations in which early intervention through mediation would have avoided a deterioration of conflict by trying to resolve the problem at a much earlier stage.

UCU Scotland and DUCU locally have got involved with edr early on as an additional approach to resolve a range of disputes, without losing established employment conflict resolution rights such as grievances.

Marion trained with Catalyst Mediation in 2008 alongside Dundee colleagues – “one of the best 'staff development' courses I have ever done!”

**Karen Stulka, Administrator for the edr Service and PA/Paralegal to the Director of Legal Services**

Karen joined the University in 1992 as a Junior in the Secretary’s Office. Since then she has worked in Admissions, been Secretary to the Deputy Secretary and for 14 years as PA to the Academic Secretary.

In 2011, Karen became the Administrator for the edr Service and PA to the Director of Legal Services. She assists in arranging mediations, attends edr training sessions, arranges and attends away days and also administers the HE/FE Forum (which meets bi-annually and has over 80 members).

Karen graduated in September 2013 from the University of Strathclyde with a Specialist Paralegal Qualification in Employment Law. This qualification was achieved through CLT (Central Law Training) Scotland. She is also a member of the Institute of Paralegals (formerly Society of Specialist Paralegals).

Outside University life, Karen is an Assistant Guider with a Brownie pack and Guide company in Broughty Ferry.
A-Z of Contributors

Jade Anderson

Community Actor

Jade is delighted to work with the University of Dundee, PAMIS, and the Early Dispute Resolution anniversary event. Jade began acting in August 2011, with Dundee Dramatic Society's production of “Love’s a Luxury.” Since then, she has performed in a number of other productions with DDS. Jade is a member of Dundee Repertory Theatre’s Community Company and has appeared in the Rep’s production of “She Town”, the Community Company’s production of “Chances Are” and The Rep’s Whitfield Community Company production of “This Town.” In addition to theatre performances, Jade has appeared in short films produced by a local production group Ensemble Productions. Jade has recently completed her graded actor training course at The Royal Conservatoire of Scotland, and enjoys volunteering with Dundee Rep’s Creative Learning team, assisting with the 3-5’s Drama Group and also the Drama Therapy group. Jade plans to continue her work with The Royal Conservatoire of Scotland and audition for the BA Acting course, as well as starting work on creating an independent theatre company to bring free productions to local community centres around Dundee.

Ronald Bradbeer

Consultant ADR Services, Eversheds LLP and CEDR Accredited Lawyer

Ronald has been a litigation solicitor for many years and, for the last 20 years, has been a CEDR accredited mediator. Apart from mediating in the commercial field about twice a month, he also trains Eversheds LLP litigators in its 41 offices worldwide as well as training mediators for CEDR throughout the EU, in the Middle East (including Turkey as the key ADR expert), Pakistan, Bangladesh, Hong Kong, Malaysia and Nigeria. Any remaining daylight hours are spent in horticulture.

Stephen Brand

Partner at Thorntons, Mediator and founder member of CALM (Comprehensive Accredited Lawyer Mediators)

Stephen Brand is a Law Society Accredited Family Lawyer who has been involved in family solicitor based mediation since its inception in 1993. He is a founder member and former chair of CALM (Comprehensive Accredited Lawyer Mediators) who has been practising family law for over 35 years. He is a Partner at Thorntons Law.
Annie Bottoms

Executive Support, Dundee University Students’ Association and Actress

Hailing from Yarmouth, Maine, Annie's Dundee acting credits include Dundee Dramatic Society’s “Love's a Luxury”, “Prescription for Murder” and “Dark Brown”, as well as Dundee Rep Community Co’s production “Chances Are”. She recently played Chris in TAMS’ production of “Calendar Girls”. Annie has provided narration voiceovers and directed event performances for Shortbread Stories. She enjoys working with the DUSA Executive as administrative support, as well as providing reader and performer feedback for UoD playwriting and creative writing students. New York Off-Off-Broadway theatre credits include: “A Christmas Carol”, “The Winter’s Tale”, “Lizzie Borden’s Tempest”, “Julius Caesar”, “Hamlet”, “School for Husbands” and “As You Like It”. Annie’s favourite roles include: Lundie in “Brigadoon”, Marquise de Merteuil in “Les Liaisons Dangereuses”, Mrs. Kendal in “The Elephant Man”, Pegeen in “Playboy of the Western World”, Myra in “Hay Fever”, and Constance in “King John”. Annie is a founding partner of August Pictures, a film company providing business and organisation promotional videos. August Pictures’ entry into the 48 Hour Film Project Dundee 2012 garnered six awards, including City Runner Up for Best Film.

Graham Boyack

Director, Scottish Mediation Network

Graham has been Director of the Scottish Mediation network since August 2012. Prior to joining for the Network he held a range of senior positions in third sector organisations.

Mark Butler

Director, The People Organisation

Mark Butler is a recognised expert on organisational development and strategic change, with over 25 years’ experience in senior roles in health, higher education, business consultancy, coaching and the Senior Civil Service.

The People Organisation, which Mark, a trained mediator, founded in 2008, works with individuals and organisations on their resilience, effectiveness and impact.
Carolyn Hirst

Mediator, Independent Consultant and University Lecturer

Carolyn works as a mediator, trainer, complaints reviewer, researcher, tribunal member and conflict coach. Formerly a Deputy Scottish Public Services Ombudsman, she is now also a part-time lecturer in Ombudsman and Complaint Handling Practice at Queen Margaret University.

David Hossack

Partner, Morton Fraser LLP

David Hossack is a Partner in solicitors Morton Fraser LLP and has acted as a mediator since 2004. He has been involved in a wide variety of dispute resolution area with his current work being focused on employment related issues. He is accredited as a specialist in Employment Law and in Commercial mediation by the Law Society of Scotland.

Lili Hunter

Employment Lawyer-Consultant

After undertaking an honours degree in psychology Lili studied HR as she was interested in the psychology of workplace behavior and dynamics. Lili then gained a Law Degree (LLB) and also completed a Masters Degree in Employment Law and Practice whilst undertaking her legal traineeship.

She practiced as an employment lawyer in Aberdeen until March 2009. During her time in private practice she won the accolade of “Rising Star of the Year” at the 2004 Legal Awards. She then became a partner and headed up the employment law team within a large local legal firm and trained as a mediator in 2006. She currently consults as an employment lawyer with various legal firms and heads up her own consultancy company which specialises in workplace mediation, HR, employment law consultancy and training services.

Charlie Irvine

Freelance Mediator

Charlie Irvine, based in Glasgow, Scotland, is a freelance mediator, trainer and teacher. A solicitor and former professional musician, he trained as a family mediator in 1993. His practice now includes commercial, employment, education and professional complaints: clients include universities, housing associations, local authorities, multinationals, SMEs, charities and retailers.
Charlie has a deep interest in the academic development of mediation. He gained a Distinction on Birkbeck College’s MSc in Conflict Resolution and Mediation Studies in 2007 before going on to develop Strathclyde University’s MSc in Mediation and Conflict Resolution, on which he is Course Leader and Visiting Professor. He is a trustee and past Chair of the Scottish Mediation Network. He has published articles on a wide range of subjects including apologies, emotional self-regulation, complaints in healthcare, music and conflict and the education of lawyers.

Loretto Lambe

Chief Executive, PAMIS

Loretto Lambe has worked in the field of learning disability for over 30 years. She set up and directed Mencap’s first unit on profound and multiple disability for several years, before moving to Scotland in the early 1990s. She is co-founder and Chief Executive of PAMIS, Promoting A More Inclusive Society, a Scottish based registered charity supporting people with profound and complex disabilities and their families.

Loretto is a Council Member and Treasurer and of the Royal Society of Medicine Forum on Intellectual Disability and a Trustee of the Scottish Consortium for Learning Disability. Loretto is an active member of the International Association for the Scientific Study of Intellectual Disability, a world-wide intellectual disability organisation and is a Board member of IASSID’s Special Interest Research Group on Profound Intellectual Disability.

Liz Law

Conflict Resolution Practitioner, Liz Law Mediation

As a conflict resolution practitioner of fifteen years I have worked across sectors including voluntary and statutory organisations, faith based and Scottish peace groups. By preference I practice holistic mediation while recognising the vagaries of funding and targets.

Pamela Lyall

Senior Mediator at Core Solutions Group

Pamela Lyall, senior mediator at Core Solutions Group, is one of Scotland’s most experienced commercial mediators working across a wide range of disputes and differences. These relate to commercial contracts, employment and discrimination, senior management, workplace, health services, professional negligence, intellectual property, building and construction, partnership, property and land, charitable organizations and others. Pamela also works as a coach, trainer and facilitator. She initially trained as a solicitor, worked as a litigator and when made partner in a large city centre Scottish law firm headed up the Insurance Litigation
team for several years. She was accredited as a mediator in 2000 and has worked since that time in this field.

Katherine Lynch
University of Hong Kong

Katherine Lynch is the Director of the LL.M. Degree in Arbitration & Dispute Resolution at the University of Hong Kong Faculty of Law. She is a law professor, lawyer and dispute resolution practitioner with extensive teaching, curriculum design and research experience in arbitration, mediation and other aspects of dispute resolution.

Dr Joe Morrow
President of the Mental Health Tribunal for Scotland and the Additional Support Needs Tribunals for Scotland

Dr Morrow is a member of the Faculty of Advocates with a specialist knowledge of mental health law. He is the Senior Judicial officer in both the Mental Health Tribunal for Scotland and the Additional Support Needs Tribunals for Scotland, which are both Tribunals that were set up by the Scottish Parliament. He lives near Dundee and is a graduate in law of Dundee University.

Kevin Parr
Community Actor

Kevin has lived and worked in Dundee all his life. In addition to his appearances on stage and screen, Kevin has a reputation as being one of the best voiceover actors in Scotland, with a talent for being able to change and adapt his voice to many different accents and styles. Included among his voiceover projects are radio ads, documentaries, audio books, iPad apps and X-Box games. Kevin recently voiced the role of an American newsreader on "The Endless Winter - The History of the British Surfing Scene" shown on Channel 4. He also voiced three of the main characters in "Mr. Montgomery's Debonair Facial Hair" for Dapper Hat Games, part of the 2012 Dare To Be Digital competition. This game went on to win a BAFTA for Best Newcomer at the Scottish Games BAFTA Awards. As well as the human characters in the game, Kevin’s voice was also used for various other characters including a clown, a crow, a frog and even a dolphin! He has since voiced all five of the main characters for the official launch of the game.
Linda Paterson

Partner, The Mediation Partnership

Linda began mediating in 1997 as a founder member of the small team which established Sacro’s Aberdeen Community Mediation Service, also gaining experience in victim/offender, family and workplace mediation. Since setting up The Mediation Partnership with Aileen in 2007, she has concentrated on workplace mediation, as well as the training of new mediators, and was also involved in mediating, and training the panel of mediators for, the Aberdeen Court Mediation scheme in 2008. Linda also mediates for the Scottish Legal Complaints Commission, and delivers Aberdeenshire Council’s independent Additional Support Needs in Education Mediation Service through Children 1st.

Maureen Phillip

Tayside Co-ordinator for PAMIS

Maureen is the Tayside, Co-ordinator for PAMIS – a registered charity, supporting people with profound and multiple learning disabilities, their family carers and professionals who support them. Originally Maureen trained as a nurse before changing careers and returning to university to undertake an MA (hons) in English and MSc in Information Science and Research Methods at Robert Gordon University in Aberdeen.

Maureen was the Research Assistant for the Well-being Research Project at the White Top Research Unit, University of Dundee. She carried out the Foundation for People with Learning Disabilities’ funded research study on how carers identify and respond to the emotional and mental well-being of their son or daughter with profound and multiple learning disabilities. Maureen has worked with PAMIS for ten years, participating in the campaigns, projects and support the charity provides to improve the lives of the people with profound and multiple learning disabilities. Maureen’s hobbies include storytelling, music and walking.

Professor Chris Reed

Professor of Computer Science & Philosophy/Head of Research, School of Computing, University of Dundee

Chris Reed is Professor of Computer Science and Philosophy at the University of Dundee in Scotland, where he heads the Argumentation Research Group. Chris has been working at the overlap between argumentation theory and artificial intelligence for over a decade, has won over £5m of funding from RCUK, government and commercial sources and has over 120 peer-reviewed papers in the area including five books. He has also been instrumental in the development of the Argument Interchange Format, an international standard for computational work in the area; he is spear-heading the major engineering effort behind the Argument Web; and he is a founding editor of the Journal of Argument & Computation.
Aileen Riddell

Partner, The Mediation Partnership

Aileen began her mediation career as a community mediator with Sacro in the late 90’s where she led the Service to full accreditation. In 2007 she joined Linda Paterson in setting up The Mediation Partnership, and in 2008 co-ordinated the very successful Aberdeen Court Mediation Pilot, both mediating disputes and training the panel of lawyer mediators. Aileen now focuses on workplace mediation and training and The Mediation Partnership delivers the first mediator training course to be accredited by the SMN, of which she is a registered member. She also served as a lay member on Employment Tribunals for 7 years and now carries out mediations on behalf of the SLCC. Her background is in psychology and counselling.

Grant Ritchie

Depute Principal, Dundee and Angus College

Grant was educated at Harris Academy, Dundee and graduated with an Honours Degree in History from Aberdeen University. After working in local government and freelance journalism he joined Dundee College in 1985. He completed his FE teaching qualification in 1989 and also has a Post Graduate Qualification in Educational Leadership from the University of Leicester.

He began as a lecturer in communications, and, prior to becoming Depute Principal, was responsible for the growth of creative and cultural industries in Dundee College, including the development of the award winning Space Dance Centre.

He has chaired national developments in HNC/D qualifications for SQA for over 10 years and sits on SQA’s Advisory Council. He is also a member of Skillset’s National Board for Scotland. He is currently leading a major national project, Creative Loop, to identify future skills for creative industries and was responsible for the successful £49m redevelopment of the new Gardyne Campus.

Grant also leads on the development of the Tayside Regional Outcome Agreement.

Mark Ross

Community Actor

Mark is happy to take part in the edr anniversary event. He is currently celebrating 25 years working for Dundee City Council. For over ten years Mark presented the Request Show for BridgeFM – Tayside Hospital Broadcasting Group Radio. Mark joined the Dundee Repertory Community Company in May 2010, and has acted in a variety of productions on the repertory stage in roles which were a joy to play, including his performance as Stu in “The Bridge” in July, 2010. Mark fondly recalls that Stu had the font of useless knowledge, a witty man who came to life when on the dance floor! The following year Mark
performed as Jack in the Dundee Repertory Community Company’s production of “What She Would of Wanted”. In the November 2012 company production of “Chances Are” written by Douglas Maxwell, Mark played Gav - a colourful character with an attitude to match! Mark’s hobbies include swimming and bagging bridges.

Christine Schoeck
Independent Mediator

Christine has been a mediator since training as a Family Mediator in Fife in 1989. After working in both Canada and Scotland in Family, Environmental and Workplace Mediation, Christine started with Sacro in 1995, where she managed first the Fife then the Edinburgh Community Mediation Services. During these years, Christine worked with Mediation UK and Scottish Community Mediation Services. Christine now works as an independent mediator.

Jeremy Scuse
Mediator

Jeremy has a degree in Psychology and spent 25 years in business before accrediting as a mediator with CEDR in 2003. He has mediated commercial contract, partnership, Intellectual Property and has a specialist interest in workplace conflict. He has trained a number of internal mediation teams and published articles on workplace conflict and statutory procedures.

Lorna Strachan BSc OT, HCPC. Occupational Therapy Team Leader,
Learning Disability Service, Dundee Community Health Partnership

Lorna has worked as an Occupational Therapist within the specialism of adult learning disability services for many years, and has developed a specialist interest in issues relating to adult support and protection, and disability hate crime. She has also trained as a community drama worker; completing a three year theatre-based apprenticeship scheme at Dundee Rep Theatre, during which time she gained skills in facilitation of issue based drama work, and the process of devising, rehearsing and performing theatre works which were accessible for both performers and audience members. Lorna is also secretary and a director of Tayberry Enterprise Ltd; an emerging Social Firm based in Dundee, whose social aim is to identify and create employment opportunities for people with significant barriers to unemployment. Recent initiatives include the formation of a business plan which focuses on the use of creative arts (drama, storytelling, creative writing, and African drumming) both as the medium to encourage and develop pre-vocational skills, as well as employment outcomes for individuals who are disadvantaged in the open job market.
Alun Thomas,

Employment Lawyer - Mediator

Alun Thomas is a solicitor in private practice and has been a partner at Anderson Strathern since 1990. He is Head of the firm’s Employment Unit. He has been accredited by the Law Society of Scotland as a Specialist in Employment Law since 1996. He is currently head of Anderson Strathern’s Education Group and advises many of Scotland’s Universities, Colleges and Schools.

He is accredited as a mediator by CEDR, is on the Scottish Mediation Register and is keen to explore and develop alternatives to adversarial dispute resolution.

Professor Annalu Waller

Chair of Human Communication Technologies, School of Computing, University of Dundee

Annalu Waller is Professor of Human Communication Technologies in the School of Computing at the University of Dundee. She has worked in the field of Augmentative and Alternate Communication (AAC) since 1985, designing communication systems for and with nonspeaking individuals. Her primary research areas are human computer interaction, natural language processing, personal narrative and assistive technology. In particular, she focuses on empowering end users, including disabled adults and children, by involving them in the design and use of technology. Annalu is passionate about enable effective communication through the medium of personal storytelling. She manages a number of interdisciplinary research projects with industry and practitioners from rehabilitation engineering, special education, speech and language therapy, medicine and dentistry. She is on the editorial boards of several academic journals and sits on the boards of a number of national and international organisations representing disabled people.

Eilidh Wiseman

Partner and Head of the Employment and Pensions team at Dundas & Wilson CS LLP

Eilidh is the Head of the Employment and Pensions team at Dundas & Wilson CS LLP. She specialises in executive severance issues, supporting either the organisation or the individual with the sensitive interactions which occur at the end of an employment relationship. Recognised as a Leading Individual in her field, she is a committed advocate of Mediation, having trained with Core eight years ago. She contributed to the publication Thinking Differently: Making a Difference Using Mediation and in her spare time she sits on the development advisory group of Place2Be and on the Appeals panel of the Church of Scotland.
**Student Mediators**

**Katryn Campbell, School of Law**

Katryn Campbell is studying the Diploma in Professional Legal Practice at Dundee University. She studied BSC (Hons) in Food Product Design in 2006, but decided to convert to law, and received her Bachelor of Laws in 2013.

Katryn is a regular volunteer supervisor at Dundee University Student Law Clinic. She has experience in a wide range of areas including employment law, consumer law, and small claims. Katryn has taken part in the EDR training and will be a student mediator at the event on Friday. Her interests include family and employment law and of course, mediation. She currently has an internship at Elliots W.S, in Perth. She currently lives in Craichie with her daughter, Rowan. She can be contacted at katryn.campbell@btinternet.com.

**Evana Ferguson, Dundee & Angus College**

Evana is an eighteen year old student who is currently studying HNC Social Sciences. She is extremely happy to have had the opportunity to learn mediation skills, as she feels what she has learnt will be highly beneficial for when she begins to study a degree in Social Work in September 2014. To conclude, Evana has had an excellent time learning valuable skills from those who are experienced in mediation, and for that she would like to say thank you.

**Louise Gilmour, School of Education, Social Work and Community Education**

Louise is a fourth year social work student currently on final placement with pamis. She was invited to attend mediation training by her placement and has thoroughly enjoyed learning about the mediation process. “The skills I have learned so far have been invaluable throughout the duration of my placement and I feel they will continue to aid me in my future profession.”

**Katherine Glen, School of Law**

Katherine is a student at the University of Dundee studying the Diploma in Professional Legal Practice. She has now studied at the University for seven years and achieved two degrees; her first in Geography with Spanish and her second in Law.

She was very grateful and excited to be given the opportunity to take part in the EDR event; “mediation is something in which I have always had an interest. I will soon be a trainee solicitor and I think the skills associated with mediation will be invaluable to my role.”
Timothy Hustler, Honorary Secretary, DUSA

Tim is a third year politics student and also part of the Exec at DUSA which is the reason he joined in on this EDR event. “The skills that I have learnt over the last few weeks will become invaluable to helping me with my job.”

Jivko Jeliazkov, DUSA

Jivko Jeliazkov is originally from Bulgaria and is a final year LLB Scots and English Law student at the University of Dundee. He therefore has a natural interest in Early Dispute Resolution. Jivko has a substantial interest in NGOs and youth activities both in Scotland and back home in Bulgaria. He has participated in a number of political simulations, such as Model European Union and Model United Nations, as well as a number of youth exchanges. Currently, he is also quite involved with informal learning and his main focus is on two projects: Discover2Inspire and PraVodach. Jivko is the project coordinator of Discover2Inspire: Youth for Sustainable Living, which is an event that will take place in Dundee in the beginning of April, 2014. “The idea is to bring 100 young people from all around Europe to Dundee, in order to identify how the youth could be actively involved to change people’s behaviour, so that we can promote and ensure sustainability. We managed to secure funding from the European Commission, you can see more about it at www.discover2inspire.org.” His other main project, Pravodach, is a civic education one and it takes place in a high school in Bulgaria.

Terri O’Brien, Dundee & Angus College

Terri is 32 years old and lives in a small village on the outskirts of Dundee.

Her Career aspiration is to become an advocate worker and provide support to vulnerable people. She has a passion to support others to progress through life and be heard for the unique individual they are. Terri’s passion for this work came from caring for her nephew for four years who has Asperger’s and his daily struggle to be accepted within society. Being a parent to 3 beautiful girls she began to realise just how difficult it can be having kids, having a child who has extra needs and being able to juggle your life around to meet everyone’s needs and find resources to support you. It is not easy!

She is currently studying at Dundee and Angus College doing HNC Social Care. Prior to this she completed the NC Health and Social Care at Dundee College. Whilst studying these courses they were given the opportunity to go on placement and link the theory to practice within different Social care organisations and gain some experience. The HNC course is 2 days placement and 2 days college allowing students to continually link new theory into their work place. Terri has gained so
much knowledge, skills and experience in the social care courses that are transferable and can be used in any care setting. When the opportunity to participate in the EDR mediation sessions came up she knew this was an experience she could use in everyday life and situations of conflict not only in care settings but her own life too. “I could take these skills with me to resolve conflicts that arise in work, college, university, home life and many more.”

Janet Peggie, DUSA

Janet Peggie has worked at Dundee University Students’ Association for 15 years, until very recently as their HR Manager. She is now embarking on a new role of Democratic Support for the elected Executive team within the Association. She also has HR experience gained in the NHS and Aberdeen Oil & Gas sector. Janet is keen to develop mediation skills and experience as a useful and effective addition to her personal and professional development.

Anna Stefanova, Dundee & Angus College

I am 24 years old female from Bulgaria, currently living, working and studying in Dundee, Scotland. I am currently a student on a HNC Social care course at Dundee and Angus college. Before Doing HNC Social care I did the NC Heath and Social care and Prep for career in care which make me want to continue studying for social care and make me realise that I have a passion for helping people. I like the mix between theoretical and practical work which our course offers. We are on placement through the year for two days of the week. On placement I work with people with mental health issues who want to learn a new things and, in particular – gardening, which I am very passionate about it. I think that having the knowledge and experience gathered from this event will be very useful in my studies as I can use it in every day-to-day live and also it will be an positive to use in my career further ahead when I finish my social work degree and hopefully be able to help different people with their lives.

I quite enjoy spending time with my friends, be able to learn new things not known to me. I would like to visit every country in the world so I can meet with different people and see how they are living and what kind of culture and traditions they have. Also be able to compare their values and norms to our society and way of living. I think that it will be influential to see how other people are dealing with problem which can occur in our lives and what kind of solution they have. I like to read books, paint and draw and go out for a walk.
James Whiteside, School of Law

I am a Scots LLB graduate and prospective Scottish Solicitor who is currently studying for a Diploma in Professional Legal Practice at the University of Dundee. After completing internship seats with various organisations across the UK and abroad I have developed a keen interest in commercial litigation as well as unconventional energy law.

From an early stage in my undergraduate degree I became aware of the importance of alternative dispute resolution mechanisms. This was particularly due to their increasing utilisation both in and out of the legal profession’s sphere. Undertaking the mediation workshops with the EDR team was therefore a fantastic opportunity; one where I was able to practice key skills in a diverse and accommodating environment.