

# MARYLAND PUBLIC POLICY CONFLICT RESOLUTION FELLOWS PROGRAM

*Maryland Leaders Promoting Sustainable Solutions.*

## THE FELLOWS PROGRAM

The Maryland Public Policy Conflict Resolution Fellows Program is an innovative initiative sponsored by the Maryland Judiciary, the University of Maryland, Baltimore, and the University of Maryland Francis King Carey School of Law that brings together a diverse group of influential Maryland leaders to expand their negotiation, conflict resolution, and consensus-building skills. The Program aims to achieve more effective and sustainable solutions to Maryland's critical public policy issues.

The Fellows Program provides and supports a statewide network of outstanding leaders with the necessary knowledge and skills to prevent and resolve complex public policy conflicts.

Each class of Fellows includes leaders from the legislative, judicial, and executive branches of State and local government, as well as leaders of faith-based, business, education, and the non-profit sectors. In an interactive three-day program, the Fellows engage in dialogue and critically explore a variety of public policy issues facing Maryland. The Fellows learn from each other, and from nationally-recognized experts in the fields of negotiation, collaborative governance, and consensus-building.

Upon graduation, Fellows receive continued support from the Maryland Judiciary's Mediation and Conflict Resolution Office (MACRO) and the Center for Dispute Resolution at UM Carey Law (C-DRUM) to explore and implement collaborative public policy projects.

*Funding for the Program is provided by the Mediation and Conflict Resolution Office of the Maryland Judiciary, the University of Maryland, Baltimore, and the University of Maryland Francis King Carey School of Law.*



Chief Judge Robert M. Bell, Maryland Court of Appeals (second from right) and trainer Nina Meierding (third from right) with some 2012 Fellows.

## CONTINUING EDUCATION ON CONFLICT RESOLUTION

MACRO and C-DRUM provide graduates of the Fellows Program with continuing education opportunities on conflict resolution topics, with local and national experts. Training workshops and webinars include, for example:

- “Exploring the Predictability of Competitive Bargaining and Understanding the Use of Power in Negotiation” with Peter Robinson, Managing Director of the Straus Institute for Dispute Resolution at Pepperdine University School of Law and Nina Meierding, leading national trainer in the field of conflict resolution.
- “Alternative Dispute Resolution in the Business Sector” with Phillip Armstrong, former General Counsel of Georgia-Pacific.
- “Why, When and How to Convene a Consensus Building Project” with Larry Susskind, Professor MIT and founding Director of the Consensus Building Institute.



Trainer David Landis

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## SPONSORED INITIATIVES

With the support of MACRO and C-DRUM, many Fellows use what they have learned in the Fellows Program to tackle complex public policy situations, using a variety of collaborative and facilitative processes. For example:

### **Shared Neutrals Mediation Program**

*Sponsoring Fellow: Eloise Foster ('07), Secretary, Maryland State Department of Budget and Management*

With the assistance of MACRO and C-DRUM, the Maryland Department of Budget and Management designed and developed an interagency mediation program for workplace disputes among Maryland state employees and provided a series of “train-the-trainer” mediation trainings to ensure a high quality, sustainable program which serves forty-two state agencies.



Fellows work on consensus-building exercise.

### **Exploring Options in Outpatient Mental Health Treatment**

*Sponsoring Fellow: Dr. Steven Sharfstein ('10), Executive Director and CEO, Sheppard Pratt Mental Health Systems*  
C-DRUM and MACRO helped to bring together stakeholders for a series of working sessions to explore a collaborative plan to improve the delivery of outpatient mental health treatment services in Maryland.

### **Frostburg Community Dialogue Series**

*Sponsoring Fellow: Stephen Spahr ('07), Chief of Staff and Vice President for Economic Development and Governmental Relations, Frostburg State University*

MACRO and Frostburg State University launched “Sustaining Campus and Community” dialogues to address diverse issues and bridge the gap between the local and university communities and to create new opportunities for “town/gown” collaboration, coalition-building, and problem-solving.



Fellows discuss complex public policy issues.

### **Creating a Health Enterprise Zone**

*Sponsoring Fellow: Dr. Samuel Ross ('12), CEO, Bon Secours Health System*

This initiative brought together seventeen health, wellness, education and community-based organizations in West Baltimore to create a Health Enterprise Zone to jointly assess the health needs in the community and seek resources to address those needs.

*More information about the Fellows program and additional sponsored initiatives and can be found at [www.cdrum.org](http://www.cdrum.org) and at [www.marylandmacro.org](http://www.marylandmacro.org).*