



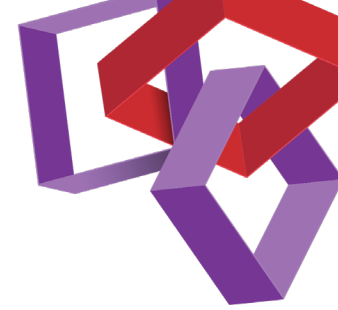
UNIVERSITY of MARYLAND  
FRANCIS KING CAREY  
SCHOOL OF LAW

# 2025 IMPACT REPORT

## CENTER FOR DISPUTE RESOLUTION (C-DRUM)



# From Our Directors



## Dear Friends:

This year marked another period of meaningful growth and innovation for the Center for Dispute Resolution at the University of Maryland Francis King Carey School of Law (C-DRUM). We're proud to share our 2025 Impact Report, which summarizes C-DRUM's pathbreaking teaching, research, and conflict resolution training and services. From courtrooms to classrooms, workplaces to communities, our work remains grounded in the mission of advancing conflict resolution processes to transform relationships, systems, and the world.

There is still so much work to be done. Now more than ever, law students and lawyers must learn to navigate a range of dispute resolution processes strategically and effectively.

The robust curriculum at Maryland Carey Law prepares our students to be leaders in addressing the conflicts and challenges of these times. Beyond the legal profession, our community-engaged work—preventing violence through restorative models and teaching conflict de-escalation and mediation skills to a variety of audiences—supports core democratic principles and fosters safe and peaceful communities.

As we look ahead, we are energized by the momentum of our partnerships and the growing demand for transformative approaches to conflict. We are deeply grateful for your continued support and collaboration and look forward to what we can achieve together in the coming year.

## Warm regards,

### Deborah Thompson Eisenberg & Toby Treem Guerin

*Vice Dean, Piper & Marbury*

*Professor of Law*

*and C-DRUM Faculty Director*

*Clinical Instructor &*

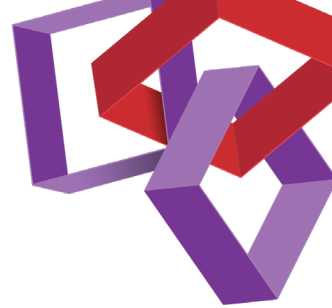
*C-DRUM Executive Director*





## Our Mission

The Center for Dispute Resolution at the University of Maryland Francis King Carey School of Law (C-DRUM) advances conflict resolution processes to transform relationships, systems, and the world.



## Faculty & Staff



**Deborah Thompson Eisenberg**

Vice Dean, Piper & Marbury Professor of Law, Faculty Director,

**Toby Treem Guerin**

Executive Director, Clinical Instructor

**Quince Hopkins**

Director, Levitas Initiative for Sexual Violence Prevention  
Professor of the Practice

**Nancy Schertzing**

Director, Restorative Approaches in Education

**Lisa I. Mebane**

Managing Director, Dispute Resolution  
and the Women, Leadership & Equality Program

**Aisha Samples**

Senior Program Specialist, Workplace Mediation Service



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# RELATIONSHIPS

- Workplace Mediation Service
- Restorative Peer Mediation
- Levitas Initiative for Sexual Violence Prevention

## Workplace Mediation Service

A workplace's "conflict culture" can foster growth, understanding, and collaboration or cause employee turnover, decreased productivity, and increased litigation. At the University of Maryland, Baltimore, the Workplace Mediation Service (WMS) helps employees navigate difficult conversations, understand each others' perspectives, and achieve better outcomes.

In its sixth year, the WMS engaged with more employees than ever, conducting 63 hours of intake and assisting 44 employees in mediation sessions. Common concerns included communication, supervisory effectiveness, respect, and trust. In addition to mediation, WMS delivered fourteen workshops to strengthen conflict resolution skills and promote a positive work environment.



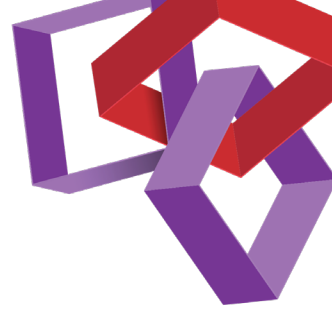
## KEY IMPACT

**20** active mediators and apprentice mediators

**50** individuals completed intake

**80%** of survey respondents felt heard in mediation and trusted the mediation service

# Restorative Peer Mediation



C-DRUM’s innovative curriculum blends best practices in peer mediation with restorative techniques to promote a positive school learning climate. Our “Peer Mediation: A Restorative Approach” catalog features a Coordinator Training with a comprehensive guide, along with a Peer Mediator Manual and training materials. Over the past three years, 136 educators across six Maryland districts have completed the training, helping students build stronger communication and conflict resolution skills.

## KEY IMPACT

**13** Baltimore City schools peer mediation programs

**97** students trained as peer mediators

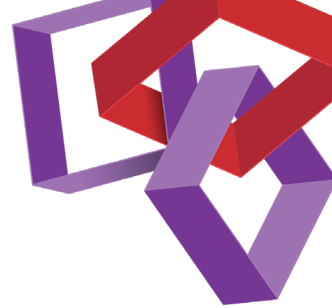
**162** peer mediators in Baltimore Curriculum Project schools

# Levitas Initiative for Sexual Violence Prevention

Now in its sixth year, the Levitas Initiative for Sexual Violence Prevention helps youth and adults prevent sexual harassment and assault through two educational programs.

ERIN Talk is a six-module research-informed sexual violence prevention education program for youth using restorative dialogue circles. Delivered by Maryland Carey Law students and University of Maryland, Baltimore social work graduate students, the curriculum covers topics such as consent, safe use of social media and technology, and healthy boundaries. The modules engage youth in educational activities to help them identify, question, and reject the destructive ideas that give rise to sexual harassment and assault.

A companion program, Teacher Talk, educates youth-serving adults in how to recognize incidents of sexual harassment between youth and provide a trauma-informed response. To date, ERIN Talk has reached more than 850 youth across seven sites, with plans to expand further next year.



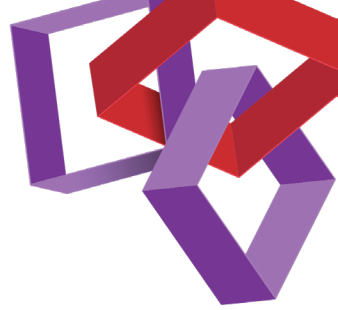
## KEY IMPACT

**350+** youth (ages 10-18) educated in 2025

**3** scholarly articles on sexual violence & restorative justice



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# SYSTEMS

- De-escalating Conflict and Fostering Civil Discourse
- Photovoice Project
- Restorative Justice Training

# Photovoice Project

## Maryland Youth Use Photography to Advance Sexual Violence Prevention Initiatives

C-DRUM's Levitas Initiative for Sexual Violence Prevention showcased twenty-three Baltimore youth who presented their photography exploring boundaries, consent, and social connection at "*#nofilter: A Youth-led Photovoice Journey*." The exhibition was the culmination of the Initiative's year-long community-engaged research study led by Dr. Laurie Graham and Dr. Theda Rose of the University of Maryland School of Social Work in partnership with HeartSmiles, a Baltimore youth leadership organization.

The Photovoice project was made possible by a state grant awarded to the Levitas Initiative by the Maryland General Assembly.

“

This project gives young people a platform to inform and reshape adolescent sexual violence prevention programs, including our E.R.I.N. Talk (Empathy. Respect. Integrity. Nurturing Connections) curriculum.

—Quince Hopkins, Director of the Levitas Initiative



## KEY IMPACT

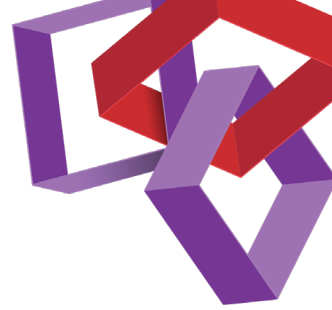
**23** Baltimore youth photographers

**9** photo arrays on boundaries, consent, and social connection

**150** community guests celebrated the work

# De-escalating Conflict and Fostering Civil Discourse

In a thriving democracy, grassroots daily interactions between citizens and their local government matter. With support from the AAA-ICDR Foundation, C-DRUM is helping frontline local government employees develop communication skills to de-escalate conflict and address constituent concerns. The broader goal of C-DRUM's *Public Sector Frontline Employee: De-escalating Conflict and Fostering Civil Discourse Series* is to promote constructive civil discourse and help local governments fulfill their missions. Over the past year, C-DRUM trained a cohort of Anne Arundel County public servants to manage challenging conversations and conflicts that arise when serving the public. The final product, based upon research conducted by Rutgers University, will include a replicable train-the-trainer curriculum that can be used to enhance the skills of other frontline public employees.



## KEY IMPACT

**90** frontline public sector employees trained

**7.5** hours of curriculum developed



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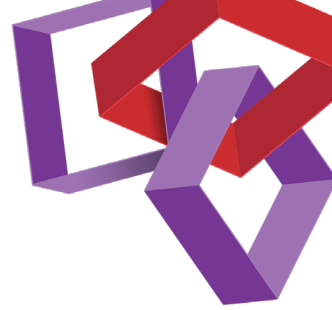
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# Restorative Justice Training: Maryland Center for School Safety

Maryland's Safe to Learn Act places law enforcement personnel in schools to avert school shootings.

In 2025, C-DRUM provided restorative approaches training through the Maryland Center for School Safety (MCSS) to help school resource officers and school security employees learn practices to help members of the school community resolve conflict and establish a safe and positive learning environment. The first year of the partnership included seven sessions across the state and a workshop titled "Restorative Approaches: Where To Next?" at the MCSS annual conference.



## KEY IMPACT

**300+**

enforcement officers and  
school safety staff trained

“

Restorative approaches can teach kids how . . . their actions affect others and empathize with them. It's going to help them as they move on in life.

—Jim Hott, MCSS School Safety Emergency Preparedness Training Lead

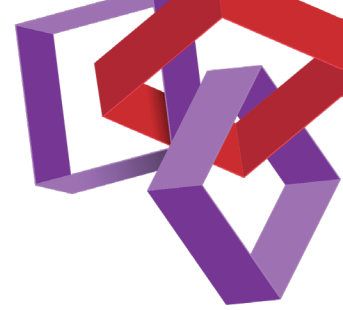
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Police officers that have been through this class say they now have new tools in their toolbox to help them deal with situations at school.

—Jeff Smith, MCSS School Safety Program Coordinator



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# WORLD

- Maryland Carey Law Alternative Dispute Resolution Team
- Maryland Public Policy Conflict Resolution Fellows Program
- Restorative Justice and Major League Soccer

# Maryland Carey Law Alternative Dispute Resolution Team

Today's conflict resolvers and attorneys require skills to navigate disputes across borders, cultures, and legal systems. Each year, the Maryland Carey Law ADR Team demonstrates superb skills in deal-making and conflict resolution in negotiation, mediation, and advocacy competitions.

In March 2025, the team of Sophia Skorup ('26), Sara Devaraj ('25), and Renae Lee ('25) participated in the International Academy of Dispute Resolution Law School Mediation Tournament hosted by the University of Georgia School of Law in Tbilisi, Georgia. The tournament featured teams from three continents tackling complex issues such as copyright infringement and clean energy development. Students interacted with mediators and attorneys from the Georgia Bar Association and brought home top honors.



## KEY IMPACT

**TOP 5**

for attorney-client team  
International Law School  
Mediation Tournament

**10<sup>th</sup>**

place overall mediator out  
of 66 mediators



Professor Guerin named  
1st ever Jeff Steele  
Coach of the Year

# Maryland Public Policy Conflict Resolution Fellows Program

The Maryland Public Policy Conflict Resolution Fellows Program trains Maryland's leaders with consensus-building and strategic negotiation tools to address Maryland's unique public policy issues. The Fellows Program brings together influential leaders from various sectors (the judiciary, executive and legislative branches, local government, education, business, non-profit, and faith-based organizations) for a two-day intensive program.

The Fellows Program is a joint project of the University of Maryland, Baltimore; University of Maryland Carey School of Law; and the Maryland Judiciary. To date, 209 Fellows have graduated from the program, equipped with the tools necessary to manage conflict, increase civil discourse, and enhance constituent engagement.



## KEY IMPACT

**8** Maryland counties served by recent class members

**25** leaders completed the 2025 program

**100%** of Fellows said they will apply what they learned to their work

# Restorative Justice and Major League Soccer

Major League Soccer (MLS) knew it needed a bold new strategy to address repeated discriminatory incidents that were impacting players on and off the field. The same-old disciplinary procedures simply weren't working. Drawing on scholarship of C-DRUM's faculty director, Vice Dean Deborah Eisenberg, "*The Restorative Workplace: An Organizational Learning Approach to Discrimination*," 50 Univ. Richmond L. Rev. 487 (2016), the MLS Players Association developed a new approach that incorporated restorative justice principles to prevent, respond to, and promote accountability for discriminatory incidents on and off the field.



Victor Ulloa , MLS Players Association Players Relations Manager,  
Eric Harrington General Counsel Major League Soccer Players  
Association, and Vice Dean Deborah Eisenberg

## KEY IMPACT

**83** nationalities represented  
in the world's most diverse  
professional sports league

**1st** policy of its kind in  
professional sports

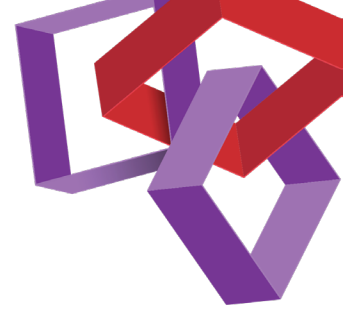
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*The Restorative Workplace: An Organizational Learning Approach to Discrimination*, was instrumental in getting [the league] over the hurdle of thinking that they were going to do something that was just too novel.

— Eric Harrington, General Counsel Major League Soccer Players Association



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# ACADEMICS

- Dispute Resolution Program Graduates
- Mediation Clinic
- Scholarship

# Dispute Resolution Program Graduates

The Dispute Resolution Program offers unmatched hands-on opportunities for Maryland Carey Law students to learn and practice alternative dispute resolution. Each year students hone their negotiation and mediation skills while committing themselves to the study and application of dispute resolution principles. In 2025, students engaged in a wide range of dispute resolution courses, including ten specialty courses covering processes such as counseling and negotiation, mediation, restorative justice, arbitration, and collaborative law, all designed to reinforce the role of dispute resolution strategies in successful legal practice.



## KEY IMPACT

**200+** seats in dispute resolution courses in last academic year

**800** hours of support to Community Mediation Maryland through the Ronna K. Jablow Mediation Fellowship

**10** graduates mediated real cases

**5** dispute resolution track graduates

## ACADEMICS

# Mediation Clinic

In the Mediation Clinic, law students receive intensive mediation training and then mediate real cases referred by the District Court of Maryland, the Baltimore City Office of Equity and Civil Rights, and the Equal Employment Opportunity Commission.

Mediation Clinic students also support peer mediation programs in Baltimore City schools, teaching youth how to facilitate communication between people who are in conflict to support peaceful resolutions.



## KEY IMPACT

**1438** hours of mediation services provided

**70** cases processed

**2** teams of middle school peer mediators coached for the International Peer Mediation Tournament

# Scholarship

## PRESENTATIONS

**Nancy Schertzing** presented "Restorative Justice Trainer NOT Confidential: A Session to Learn With and From Trainers in Various Fields of the Restorative Justice Movement," Circle for Restorative Initiatives Restorative Justice Conference, Nov. 14, 2025

**Toby Guerin and Aisha Samples** presented "Beyond Mediation: Developing an Enhanced Workplace Mediation Service," Association for Conflict Resolution 2025 Conference, Nov. 6, 2025

**Deborah Eisenberg** presented "Classrooms, Conflicts, and Collegiality: A Guide for Law Professors," at the American Association of Law Schools Dispute Resolution Work-in-Progress Conference, University of California, San Francisco, School of Law, Oct. 24, 2025

**Deborah Eisenberg & Quince Hopkins** participated in the Baltimore Ravens/University of Maryland, Baltimore Violence Prevention Summit, Oct. 22, 2025

**Deborah Eisenberg** presented "Building Bridges, Not Barriers: A Roadmap for Navigating Conflict and Negotiation," University of Maryland, Baltimore, Women in Medical Science meeting, Oct. 6, 2025

**Nancy Schertzing** presented "Restorative Approaches: Where to Next?," Maryland Center for School Safety Prepare 2025, Jul. 14, 2025

**Toby Guerin, Aisha Samples,** and Morgan Bell presented "Resolving Workplace Conflicts: UMB's Mediation Approach," Center for Alternative Dispute Resolution Annual Conference, Jun. 26, 2025

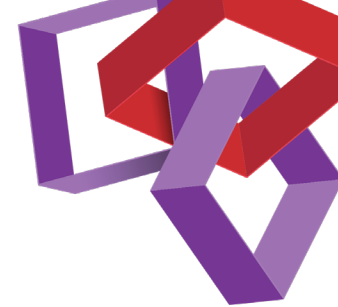
## PUBLICATIONS

**Deborah Eisenberg** published *Mediation and Procedural Justice: Where Are We Now? in Discussions in Dispute Resolution the Coming of Age* (2000-2009), Oxford Univ. Press (Eds Hinshaw, Schneider & Cole 2025)

**Deborah Eisenberg & Toby Guerin** published "Will the Circle Be Unbroken" the Role of Law School Centers in Advancing Restorative Justice Theory, Practice & Education, 73 J. of Legal Education (2025)

**C. Quince Hopkins, Laurie M. Graham, & April Cavaletto** published *Magic or Morass?: A Multidisciplinary Approach to Restorative Practices for Sexual Harm Prevention and Program Evaluation*, 73 J. of Legal Education 1019 (2025)

**Toby Guerin & Robyn Weinstein** published *Another Look in the Mirror: 40 Years of Mediation Clinical Education*, Ohio State Journal on Dispute Resolution (forthcoming fall 2026)



# Connect With Us



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