

2024-25

# ANNUAL REPORT



Center for  
Negotiation &  
Dispute  
Resolution  
UC Law San Francisco

UC Law SAN FRANCISCO

# MESSAGE FROM THE DIRECTOR

Professor of Law & Faculty Director  
Hiro N. Aragaki



Established in 2003, the Center for Negotiation and Dispute Resolution (CNDR) at UC Law San Francisco is **one of the oldest** law school alternative dispute resolution (ADR) centers in the country. It is a premier **ADR think tank** that brings cutting edge research to bear on the latest developments in practice faced by lawyers, neutrals, governmental actors, NGOs, and parties seeking to resolve their disputes out of court. CNDR is also an **award-winning training institute** that offers hands-on, practice-ready education to law students in small classes of twenty or fewer. Hundreds of lawyers, judges, and policy makers from across the globe have also chosen CNDR as their go-to provider for ADR training, citing its world-renowned faculty and broad offerings in negotiation, mediation, arbitration, and more.

We welcome the opportunity to work with those who share our dedication to resolving conflict outside of the traditional litigation system and hope you will consider joining in our efforts.

# OUR MISSION

Litigation is not the only or best way to resolve the vast majority of disputes; a modern system of justice needs quality **litigation alternatives**. CNDR's mission is to help scholars and their students think big ideas about those alternatives, and to provide a forum to engage ADR practitioners, policy makers, and government actors working in the trenches. It does so in a number of ways:

01.

Undertaking rigorous **scholarship** that has real-world impact.

02.

Developing new courses and **teaching** methods that emphasize learning by doing and practice-readiness.

03.

Ensuring that our work has both a **local and a global reach**, adhering to the highest values of diversity, equity, and inclusion.

*"[UC Law SF] has rapidly become an academic leader in the alternative dispute resolution field. The knowledge and opportunities for experience available to its students are exceptional."*

**-Dorothy W. Nelson**, Senior Judge, Ninth Circuit U.S. Court of Appeals

# OUR TEAM

## CORE FACULTY & STAFF



**Hiro N. Aragaki**  
Professor of Law &  
Faculty Director



**Clark Freshman**  
Professor of Law



**Gail Silverstein**  
Associate Dean for  
Experiential Learning,



**Corey Linehan**  
Associate Director



**Karen Grayson**  
Senior Academic  
Program Coordinator



**Clint Waasted**  
Director, Negotiation  
and Dispute  
Resolution Team



## AFFILIATED FACULTY



**Jo Carrillo**  
Professor of Law



**Thalia González**  
Professor of Law and  
Harry & Lillian Hastings  
Research Chair



**Betsy Candler**  
Professor of Practice



**Mattie Robertson**  
Professor of Practice



**Dwight Golann**  
Research Professor



**Catherine Rogers**  
Research Professor &  
Professor,  
Bocconi University  
Milan, Italy



**Simon Boehme**  
Senior Fellow



**Zach Henderson**  
Visiting Assistant  
Professor

*“UC Law SF is a beacon  
for ADR in the San  
Francisco Bay Area and  
beyond.”*

-Serena K. Lee,  
President & CEO,  
International Institute  
for Conflict Prevention  
& Resolution (CPR)

# INNOVATIVE TEACHING

CNDR helped pioneer skills-based and clinical ADR education in law schools. Approximately **25%** of all JD students take at least one of our courses, and we expect demand to increase over time given the ABA's new requirements for experiential learning units, and with negotiation and dispute resolution being tested on the **NextGen Bar Exam** starting in 2026. CNDR also helps oversee the *Civil Litigation & ADR Concentration* for JD students and the *Dispute Resolution & Legal Process* specialization for LLM students.

*"CNDR has the most interesting and vibrant ADR teachers and state-of-the-art courses for law students in the Bay Area."*

**-Gary Friedman**, Co-founder, Center for Understanding in Conflict



Our adjunct professors are thought leaders in the ADR field and include **Howard Herman**, former Director of the ADR Program at the U.S. District Court, San Francisco) and **Colin Rule**, the CEO of mediate.com and architect of ODR systems at eBay and PayPal.

# INTERNATIONAL IMPACT

In September 2024, CNDR held an international training on dispute systems design and mediation reform for a distinguished group of international visitors, including Supreme Court justices, judges, lawyers, and mediators from every continent except Antarctica.



CNDR is helping the next generation of lawyers in India--a country of 1.3 billion people--learn about mediation.

In 2020, the Bar Council of India required every law school to offer a compulsory ADR course. CNDR is partnering with the **top law school** in India, the National Law School in Bangalore, to help develop a negotiation and mediation advocacy course adapted to the Indian context that can also be used as a model by other law schools.

# PROFESSIONAL TRAININGS

## Mastering the Fundamentals of Mediation Certificate Training

In July 2024, CNDR offered this highly sought-after, annual 40-hour comprehensive mediation training for practitioners

## Customized Mediation Training for the California Labor Commissioner's Office

In 2024-25, CNDR provided a series of mediation certification trainings to approximately 225 administrative law judges and investigators at the California Department of Industrial Relations, one of the largest CNDR trainings in recent years.

*"CNDR has been an invaluable partner in building our Alternative Dispute Resolution Program and helping us serve the public better."*

**-Karen V. Clopton**, Chief  
Administrative Law Judge,  
California Public Utilities  
Commission

*"Fantastic! [Mastering the Fundamentals of Mediation] blew away my expectations."*

– Trainee from 2022

In 2024-05, CNDR provided specialized training programs for several bay Area corporations, including **Block**, **The Meta Oversight Board**, and **Exelixis**.



# EVENTS & PROGRAMS

## ADR Speaker Series: January-March 2025



### ***The Dynamics of Infrastructure Dispute Mitigation***

Shahla Ali, Professor of Law, Associate Dean (International) and Director of the LLM Program in Arbitration and Dispute Resolution at the University of Hong Kong, Faculty of Law



### ***Dealing with International Dispute Resolution; Multiple Parties and Wicked Problems***

Carrie Menkel-Meadow, Chancellor's Professor of Law and Political Science, University of California, Irvine and A.B. Chettle Jr. Professor of Law, Dispute Resolution and Civil Procedure, Emerita, Georgetown University



### ***Settlementality***

Jesse Bregant, Assistant Professor, University of Houston Law Center



### ***The Psychology of Lawyers in Litigation and Negotiation***

Jean Sternlight, Saltman Professor of Law & Founding Director Saltman Center for Conflict Resolution, William S. Boyd School of Law, University of Nevada, Las Vegas



### ***How Can Real Practice System Theory Help Attorneys and Mediators Improve Their Performance?***

John M. Lande, Isidor Loeb Professor Emeritus at the University of Missouri School of Law



### ***Joint Session or Caucus? Factors Related to How the Initial Mediation Session Begins***

Art Hinshaw, Associate Dean for Experiential Learning, Faculty Director, Lodestar Dispute Resolution Center, Clinical Professor of Law, Sandra Day O'Connor College of Law at Arizona State University

# STUDENT ENGAGEMENT

With an experienced Silicon Valley negotiator as its coach, the UC Law SF **Negotiation & Dispute Resolution Team** has consistently received top accolades at student moot court competitions hosted by the ABA, the International Chamber of Commerce in Paris, and others.



## *Scholarships*

The Francis E. McGovern scholarship was created to honor the legendary UC Law SF Professor and renowned court-appointed special master. The scholarship supports a continuing UC Law SF student who has engaged in ADR in an exceptional capacity during their time at the law school. This year's McGovern Scholarship was awarded to **Ron Kinan**, JD '26

# SPECIAL THANKS

Chancellor and Dean David Faigman  
Provost and Academic Dean Morris Ratner

## DONATE TO CNDR



## CONNECT WITH US!



[cndr@uclawsf.edu](mailto:cndr@uclawsf.edu)



[cndr.uclawsf.edu](http://cndr.uclawsf.edu)



+415-581-8941