


**Curriculum Vitae / Application  
for KCAB International Mediators**

**PERSONAL INFORMATION**

\* By completing this application form, you agree to KCAB using any of your personal information that you may have provided in this application for the purpose of assessment of panel listing, background and reference checks, future appointments in any mediations handled by KCAB, and listing your curriculum vitae on KCAB's website, in accordance with Korean Data Protection Act.

Name:	Courtney Chicvak		
Current Position:	CEO and Conflict Resolution Specialist, Courtney Anne Chicvak Mediation LLC		
Nationality:  *Please note that only one nationality is shown on our website. If you have more than one, please state in the order of strongest connection.	American	Country of Residence:	USA

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**EDUCATION**

\*Please state in reverse chronological order

Period:	Name of Institution, <i>degree</i> :	Location:
September 2014 – February 2017	Columbia University in the City of New York	New York, NY, USA
September 2011 – June 2014	St. John’s University School of Law	Jamaica, NY, USA
June 2008 – February 2011	Cornell University, School of Industrial and Labor Relations	Ithaca, NY, USA

**PROFESSIONAL CAREER**

\*Please state in reverse chronological order

Period:	Name of Company, <i>division, position/title</i> :	Location:
2018 - Present	EAC Network, Long Island Dispute Resolution Centers Program Director, Alternative Dispute Resolution (2022 – Present) Mediator and Arbitrator (2018 – 2022)	Hempstead, NY, USA
2018 - Present	Courtney Anne Chicvak Mediation LLC CEO, Conflict Resolution Specialist	Kings Park, NY, USA
2022	Stanford Law School Conflict Resolution and Mediation Coach	Stanford, CA, USA
2022 - Present	Yale School of Management Global Network for Advanced Management (GNAM) & Hitotsubashi University Business School	New Haven, CT, USA and Tokyo, JPN
2021 - 2022	The University of California, Hastings College of the Law Conflict Resolution and Facilitation Coach	San Francisco, CA, USA
2023	Indian Institute of Management Adjunct Professor – Sports Negotiations	Rohtak, Haryana, India

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2021 - Present	Abilene Christian University Adjunct Professor - Negotiation, Mediation, Communication Theory	Abilene, TX, USA
2019 - Present	Grand Canyon University Adjunct Professor - Argumentation and Advocacy, Conflict and Negotiation, Intercultural Communications	Phoenix, AZ, USA
2018 - Present	Columbia University Teaching Associate (2018 - 2021) - Negotiation, Mediation, Fieldwork Lecturer (2021 - Present) - Conflict Analysis	New York, NY, USA
2017 - 2018	Northwell Health Corporate Manager, Labor and Employee Relations	New Hyde Park, NY, USA
2016	Amazon Executive Escalations - Employee Relations and Investigations (Worldwide Operations)	Seattle, WA, USA
2014 - 2016	New York City Health + Hospitals Associate Director, Labor Relations	New York, NY, USA
2013	International Union of Operating Engineers, Local 30 Labor Relations Intern	Richmond Hill, NY, USA

**AREAS of EXPERTISE**

\*Please check **only up to 5** of your top expertise on the right column of the table.

<b>Marine</b>	Shipping and Components		<b>Trade</b>	Sale of Goods	
	Marine Transportation			International Sales Agency/Distributor	
	Marine Insurance			Others (Trade)	
	Others (Marine)		<b>M&amp;A·Joint Investment</b>	M&A	
Leasing		Joint Investment			
Sales		Others (M&A·Joint Investment)			
<b>Real Estate</b>	Development		<b>Finance</b>	Insurance	
	Others (Real Estate)			Securities	
	Construction			Banking	
<b>Construction</b>	Civil Engineering			Equipment Leasing	
	Architectural Design			Credit Card	
	Landscaping			Others	

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				(Finance)	
	Industrial Facility (Plant)		<b>Intellectual Property</b>	Industrial Right	
	Construction Supervision			Copyright	
	Environment			Domain	
	Energy			Others (Intellectual Property)	
	Others (Construction)			Software	
<b>Entertainment</b>	Entertainment		<b>IT</b>	Hardware	
	Sports			Others (IT)	
	Broadcasting, Advertisement		<b>Others</b>	Commercial Transaction	
	Others (Entertainment)			Technology	
<b>Labor</b>	Employment	X		Medical	
	Others (Labor)	X		Others	X

**MEDIATION EXPERIENCE**

• **Mediation Style:**

**Facilitative**

• **Mediation Institutions Enlisted as a Mediator:**

International Mediation Institute Certified Mediator

New York State Unified Court System Mediation Programs: Family Court (New York City); Commercial Division (Nassau County, Westchester County, Suffolk County); Surrogate's Court (Suffolk County); Supreme Court (Nassau County - hiatus).

USA Government Mediation Programs: Cornell ILR Nuclear Regulatory Commission (NRC) Mediation Program, Maine Agricultural Mediator

Private Mediation Programs and Referrals: Eastern Suffolk Boces Employee Assistance Program (EAP); private referrals for family mediation (divorce, marital mediation).

Community Dispute Resolution Center and Pro Bono Non-Profit Mediation Programs: New York Peace Institute (Surrogate's Court, Co-parenting, Civil Court, Housing Court, and Community from 2018-2023) Long Island Dispute Resolution Centers (2018 – 2021) MediateArt (intellectual property, commercial).

• **Others (related experience with international mediation):**

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- The Fulbright Program – United States, *Specialist Roster Member*. December 2019 – December 2024
- IBA-VIAC Mediation and Negotiation Competition Expert Assessor (Vienna, Austria – Remote), July 2022
- *AI as a Double-edged Sword: Risks to the SDGs posed by the use of AI in the Legal Profession*, Panelist at the *United Nations Sustainable Development Goals, Artificial Intelligence, and the Future of Legal Professions: Fostering Equality and Access to Law* event hosted by the United Nations, the Centre for Research Initiatives for Dialogue (CIRID) and the Swiss-Chinese Lawyers Association (SCLA), Geneva, Switzerland, June 2023
- *Panelist - Mediator Fact-finding: To What Extent and at What Risks?*, Swiss-Chinese Law Association (SCLA), Geneva International Dispute Resolution Institute (GIDI) and Chengdu Lawyers' Association International Mediation Training Program (Online), November 2022

### **PUBLICATIONS**

- *Transforming Torts: Can the Transformative Mediation Model be Applied to Torts Litigation?*, American Bar Association (ABA) Tort Trial and Insurance Practice Section (TIPS) Section Newsletter, Summer 2021
- *How does conflict coaching complement the mediation process?*, New York State Bar Association Law Journal, *The New York Dispute Resolution Lawyer*, Vol. 14, No. 1, Spring 2021
- *Open Channels: Workplace Dispute Resolution Systems for Sustainable Downsizing*, Poster selected as a winner of the national Labor and Employee Relations Association (LERA) Best Poster competition, presented at the "Social, Economic, and Environmental Sustainability and the World of Work" 72<sup>nd</sup> annual conference held virtually and published in the conference materials, June 2020
- *The Use of Technology in Mediation Practice*, Suffolk County Bar Association Law Journal, *The Suffolk Lawyer*, October 2019
- *Concretizing the Mediator's Je ne sais quoi: Emotional Intelligence and the Effective Mediator*, American Journal of Mediation, Fall 2014
- *From Silver Bullets to Bazookas: Workers' Innovative Challenge to Wal-Mart's Employment Practices*, National Law Review, March 2013

### **MISCELLANEOUS**

\*Languages, Certificates, Awards (Recognition), etc.

### **LANGUAGES**

English

### **PRESENTATIONS**

- *Artificial Intelligence in Alternative Dispute Resolution Education*, Presented at the American Bar Association (ABA) Annual Conference in San Diego, CA, April 2024 (anticipated)
- *Artificial Intelligence in Mediation*, Served as an organizer of the New York State Bar Association and American Arbitration Association, February 2024 (anticipated)
- *Artificial Intelligence Negotiation Competition*, Coached a negotiation event using artificial intelligence in partnership with Columbia University ANCoRS, November 2023

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- *Resolving Attorney Client Fee Disputes Using Mediation*, Presented on a panel at the New York State Dispute Resolution Association (NYSdra) Annual Conference, October 2023
- *AI as a Double-edged Sword: Risks to the SDGs posed by the use of AI in the Legal Profession*, Panelist at the *United Nations Sustainable Development Goals, Artificial Intelligence, and the Future of Legal Professions: Fostering Equality and Access to Law* event hosted by the United Nations, the Centre for Research Initiatives for Dialogue (CIRID) and the Swiss-Chinese Lawyers Association (SCLA), Geneva, Switzerland, June 2023
- *Green Mediation Apprenticeship Programs: Exploring the Application of Sustainable Practices to Peacemaker Education*, Presented at the Association for Conflict Resolution Greater New York (ACR-GNY) Annual Conference, May 2023
- *Panelist - Negotiating with a Disability*, WIN Summit, April 2023
- *Panelist - Mediator Fact-finding: To What Extent and at What Risks?*, Swiss-Chinese Law Association (SCLA), Geneva International Dispute Resolution Institute (GIDI) and Chengdu Lawyers' Association International Mediation Training Program (Online), November 2022
- *Applying Multi-Party Negotiation Techniques when Mediating Litigated Family Disputes*, Presented research at the International Association of Conflict Management 35<sup>th</sup> Annual Conference in Ottawa, Canada, July 2022
- *Sponsorship in 2022: How to Leverage Your Best Allies in a Virtual or Hybrid Work Setting*, Panelist, WIN Summit, New York, NY, June 2022
- *Understanding Climate Change and the USDA Agricultural Mediation Program*, Poster presented at the Hiroshima International Conference on Peace and Sustainability, Hiroshima, Japan (remote), March 2022
- *Transforming Torts: Can the Transformative Mediation Model be Applied to Torts Litigation?*, Presented at the New York State Bar Association (NYSBA) Mediation Committee, December 2021
- *Meet the Authors*, Presented at the American Bar Association (ABA) TIPS Section, November 2021
- *Integrating Language Services in Virtual Mediation*, Presented at the American Bar Association (ABA) annual Dispute Resolution virtual conference, April 2021
- *The Art and Science of Negotiation*, Presented at Texas Tech virtually in partnership with the WIN Summit, March 2021
- *Developing Your Virtual Negotiation Skills*, Facilitated a workshop at the annual Women In Negotiation (WIN) Summit, December 2020
- *Negotiating the Use of Artificial Intelligence in a Futuristic Workplace*, Presented research at the virtual International Association of Conflict Management 33<sup>rd</sup> Annual Conference, July 2020
- *Creative Approaches in Negotiation*, Presented a webinar in partnership with the WIN Summit, June 2020
- *Make it work!: Adapting Negotiation Skills to a Virtual Setting*, Presented a webinar at the Women on the Frontlines: Leadership During Crisis Virtual Conference organized by the WIN Summit, May 2020
- *An Overview of Mediation*, Invited to speak at the Rotary Club in Great Neck, NY, July 2019
- *Friends or Foes?: The Relationship Between the Ombuds Office and the Human Resources Department in a Corporate Workplace*, Presented research as part of the Capstone for the Master's Program at Columbia University, New York, New York, December 2016
- *Let me explain: Perception in the Negotiation of Employee Discipline*, Article selected as Winner of the International Association of Conflict Management (IACM) Student Writing Competition, Presented at the International Conference in Clearwater, FL, June-July 2015
- *Past as Prologue in the Affirmative Action Jurisprudence of the Supreme Court*, Served on a panel on affirmative action law and policy for equality in education at the Title VII at Fifty Conference at St. John's University School of Law, April 2014

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### **LEADERSHIP POSITIONS**

- Board of Directors, National Association for Community Mediation, July 2023 – Present
- Alumnae Leadership Council Mentor, St. John's University School of Law, March 2023 - Present
- Co-Chair, Negotiation Committee, New York State Bar Association, June 2022 – Present
- Social Media and Publications Co-Chair, Mediation Committee, New York State Bar Association, June 2019 – Present
- Families and the Law Committee Member, New York State Bar Association, September 2022 - Present
- IBA-VIAC Mediation and Negotiation Competition Expert Assessor (Vienna, Austria – Remote), July 2022
- The Fulbright Program, *Specialist Roster Member*. December 2019 – December 2024
- Grand Canyon University
  - Faculty Advisory Board Member, August 2021 – August 2022
  - Assessment of Student Learning Rubric Norming Scoring Participant