



2/5/2009

# Application for Inclusion on the DOA Roster of Dispute Resolution Providers for Local Governments

Division of Intergovernmental Relations  
Municipal Boundary Review  
101 E. Wilson Street, 10<sup>th</sup> Floor  
Madison, WI 53702-0001

608-266-0683 Fax: 608-267-6917

[www.doa.state.wi.us/municipalboundaryreview](http://www.doa.state.wi.us/municipalboundaryreview)

Wisconsin Department of Administration



**Instructions:** Completion of this form is required for inclusion on the Department of Administration's list of dispute resolution professionals, located online at [www.doa.state.wi.us](#), and maintained pursuant to s. 66.0217(6)(b) Wis. Stats. This list is not a certification program – completion of this form is the only requirement for inclusion on the list. Inclusion on this list does not represent an endorsement by the Department, nor is the Department responsible for the accuracy of the information provided by persons appearing on this list. Responses are to be completed within the boxes provided, although you may supplement your answers with up to four pages of additional material. Please mail or fax your completed form to the address above.

Name: Marsha McKinnie  
Davis

Address: 4230 E. Towne Blvd #310 Madison, WI  
53704

Business or Organization: iImpact Human Resources Consulting

Phone: 612 333 7028

Fax: 608 318 0814

Email: [impacthr@aol.com](mailto:impacthr@aol.com)

Web Site: [www.impact-hr.com](http://www.impact-hr.com)

<b>Office use only:</b>	
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**Dispute Resolution Training, Education, Teaching and Presentations:**  
List any dispute resolution training or certifications received and the training provider. List any publications in journals or periodicals and presentations on dispute resolution given to associations or other organized groups, or affiliation with academic or other institutions providing dispute resolution training.

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**Training:**

Certified Workplace Mediator - Mediation Training Institute International(2004)

Education: Master's of Arts in Industrial Relations, Employee Relations concentration (1994)

Teaching: Adjunct Faculty, University of St. Thomas Graduate School of Business - Minneapolis/St. Paul 1999-2004; Certified Workplace Mediator from the Mediation Training Institute and Senior Professional in Human Resources certification from the Society of Human Resource Management.

**Relevant Presentations:**

Variations of the workshops/seminars listed below have each been presented dozens of times at conferences; before HR professional groups; public and private sector organizations and post secondary educational institutions.

Peer Mediation Works; The Making of a Workplace Peer Mediator; Positive Conflict; Making Conflict Work FOR You; Coaching for Success; Channeling Cross Cultural Conflict; Respectful Relationships At Work

Publications: Peer Mediation of Diversity Related Conflict - Florida Diversity Center Newsletter (Spring 2008);

**Experience**

Briefly describe your experience working with disputes involving municipalities or other public/private sector entities involving issue areas such as engineering and public works, municipal contracts, intergovernmental agreements, boundaries, land use, environmental problems, neighborhood disputes, personnel or workplace, or other comparable intra- or intergovernmental disputes.

Most of my experience in dispute resolution has been in workplace conflict and community dispute resolution. I have coached leaders in both public and private sectors in a variety of venues: Labor- Management; Law Enforcement; Public Safety; Community Development; and Public Housing Authorities. The coaching ranged from one on one efforts to team conflict interventions. In my 30 plus years of Human Resource management experience I have conducted over 100 conflict interventions. Since 1996, when I started my consulting business I have mediated 2 party, team and multi-party workplace disputes at least 35 times. Additionally, I have served as a volunteer mediator of disputes for boards of directors; church administrators; neighborhood and community groups.

My approach is interest based in origin and I use Dr. Dan Dana's 5 Part Mediation Process with theoretical support from the Thomas-Kilman Conflict Mode model. Over the past 5 years I have been working on a Workplace Peer Mediation model that has become a growing part of my practice.

Please identify whether you may have particular subject matter expertise in any of the following areas:  Business/Corporate,  Community/Neighborhood,  Contracts,  Employment/Workplace;  Labor Union/Management,  Health Care,  Civil Engineering/Public Works;  Environmental;  Municipal Finance

**Memberships**

List memberships in any professional dispute resolution or related associations, or affiliation with public or private sector mediation providers such as county dispute resolution centers.

Mediation Training Institute; Wisconsin Association of Mediators; Society of Human Resource Management; National Association of African Americans in Human Resources

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Mediation Training Institute; Wisconsin Association of Mediators; Society of Human Resource Management; National Association of African Americans in Human Resources [2]

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Are you familiar with and willing to abide by the code of ethics adopted by any of the associations of which you may be a member?  
 Yes  No If "no" please explain: \_\_\_\_\_

**Availability**

Indicate your willingness to travel, as well as potential limitations on availability based on time of day or year.

Willing to travel within \_\_\_\_\_ miles of your place of residence or business.

Willing to travel throughout the state

Other limitations: \_\_\_\_\_

**Fee Requirements**

Arranging for the payment of any required professional fees is the responsibility of the parties. Describe your fee schedule, including expense reimbursement or cancellation fees, if any.

Workplace Mediation Fee Schedule: \$150.00 per hour, reimbursement for mileage from Madison and any lodging/meals required. Cancellation fee is 50% if cancelled and not rescheduled within 10 business days of agreed upon date.

Community Disputes Mediation Fee Schedule: \$100.00 per hour, reimbursement for mileage from Madison and any lodging/meals required. Cancellation fee is 50% if cancelled and not rescheduled within 10 business days of agreed upon date. 50% advance payment is exercised at my discretion.

I represent that all information provided me in this application is true and correct:

*Maura McKeane Lewis*  
Signature of applicant

2-5-2009  
Date