

CURRICULUM VITAE
Deborah R. Gaber, JD

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EDUCATION

J.D. Indiana University, Bloomington, IN

Law

M.A. Indiana University, Bloomington, IN

Religious Studies

B.A. Indiana University, Bloomington, IN

Major: Religious Studies. Graduated cum laude, Phi Beta Kappa

RELEVANT PROFESSIONAL EXPERIENCE

Conflict Resolution Specialist, 1990 - Present

- Maintain a private mediation practice specializing in workplace, community and family mediation.
- Serve as mediator for the US Department of Veterans Affairs, US Post Office's REDRESS program, the United States Army (Tobyhanna Army Depot), the US Department of Justice's ADA mediation program, Peninsula Mediation Services, and Resolution Services.
- Mediate conflicts associated with Equal Employment Opportunity, Americans with Disabilities, employment, divorce, custody and other conflicts.
- Provide mediation training and conflict management programs for corporations, school districts, colleges and universities, businesses, unions, and not-for-profits
- Perform team development work and individual coaching for performance and group facilitation.
- Mediate custody disputes for Lehigh, Berks, and Montgomery County Courts of Common Pleas

Attorney at Law

1991-2015: Perform legal work on a part time basis for various clients in the areas of education, labor and employment law.

1989-1991: Private practice. While I built my mediation practice I worked for various law firms doing insurance defense, matrimonial, labor and employment law.

1983-1989: Government Affairs Director, Rodale Press Inc., Emmaus, Pa.

1979-1983: Private Practice, Harrisburg, PA - Law Office of Butler and Cohen.

1975-1979: Assistant Attorney General, Commonwealth of PA.

PROFESSIONAL MEMBERSHIP/AFFILIATIONS

Pennsylvania Bar Association

Lehigh County Bar Association

Institute for the Study of Conflict Transformation

Pennsylvania Council of Mediators

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TEACHING/TRAINING EXPERIENCE

Dealing with Difficult Dilemmas and Difficult Cases, PA Council of Mediators Annual Conference, Harrisburg, PA, April 16, 2016.

Trainer and role play coach for Conflict Resolution Training for Managers at the US Department of Veterans Affairs, 2015-2016.

Co-facilitator and role play coach for Cheryl Cutrona-40 hour divorce mediation training, Good Shepherd Mediation Center, 2014.

Role Play Coach, Forty hour divorce mediation training, Bucks County Bar Association, 2014.

Team Building in the Workplace - Tobyhanna Army Depot, 2013.

Post Adoption Family Contact: Voluntary Agreements for Continuing Contact, 2013

Bar Association of Lehigh County, 2012.

Working with Absent Parents Who Want to Re-enter the Child's Life, Berks County Bar Association, 2011.

Representing Your Clients in Divorce Mediation: What is Best Practice? 2010.

CLE seminar presented to the Lehigh County Bar Association-Litigate or Mediate? That is the Question, 2009.

CLE seminar presented to the Lehigh County Bar Association, 2009.

One Day Conflict Resolution Training, Training for Hearing Officers of the Lehigh County Domestic Relations Section, 2009.

Group Facilitation for Supervisors of the Lehigh County Juvenile Probation Office and the Office of Children and Youth Services, 2008.

Three day Mediation Training for local leaders of the Lower Merion Education Association, 2007.

Tapping into the Energy of Conflict -Three day training for managers at Ft. Monmouth, US Army CCOM facility 2007.

Conflict Resolution Training - Four day training for union leaders and staff, Gettysburg College 2007.

Twenty-one hour, three day mediation training, Marywood University, 2007.

Enhancing Mediation Skills, Presenter at the Pennsylvania Council of Mediators Annual Conference, Media, PA 2006.

Family Law Issues for Gay and Lesbian Clients -Presenter at the PA Bar Institute Family Law Symposium, Philadelphia, PA, 2006.

The Art of Having Difficult Conversations: Presentation for Department Chairs, Deans and Provost, Lehigh University, 2006.

Tapping the Energy of Conflict, 21 hour, three day training with Kristine Paronica for Staff, Faculty, and Deans, Lehigh University, 2006.

Managing Conflict in the Workplace: Designs for Success II - Presentation at the Society for Human Resource Managers, 2005.

Forty hour Divorce Mediation Training with Zena Zumeta, 2005.

Role play coach for 40 hour divorce mediation training for attorneys at the Berks County Bar Association, 2004.

Presenter at workshop on Working with Attorneys in Divorce Mediation in the Transformative Framework, 2004.

Presenter at National Conference on Transformative Mediation, Philadelphia, PA on Managing Conflict in the Workplace Using the Transformative Framework, 2004.

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Presentation to Marywood University graduate students in Social Work Administration class on Managing Conflict in the Workplace: Creating Designs for Success, 2004.

Presenter at the Conference of the Society for Human Resource Managers, 2003-2005.

Strategies for Representing Clients who are Victims of Domestic Violence, Presenter at Lehigh County Bar Association, 2004.

Screening for Domestic Violence in Mediation, Presenter at Conference sponsored by the Women's Resource Center of Scranton and Marywood University, 2004.

The Good Divorce, Seminar presented at Lehigh Valley Hospital Center, 2004.

Mediation in the Workplace: What Every HR Person Needs to Know, 2003.

Co-trained with Dorothy Della Noce a Twenty one hour Mediation Training in the Transformative Framework for Lehigh University faculty and staff, 2004.

Conflict in the workplace: What is the Cost and What You Can Do About It: Presentation to the local chapter of American Society of Trainers and Development (ASTD), 2002.

Custody Issues for Third Parties and Caregivers: Workshop for Pinebrook Services for Children and Youth, 2001.

Role play coach for 40 hour Divorce Mediation Training at the Montgomery County Bar Association, 2002

Managing Conflict in the Workplace, Graduate seminar on Social Work Administration at Marywood College, Scranton, PA, 2001 and 2002.

It's a Family Affair: Hot Topics in the Formation of the Lesbian and Gay Family:

Presentation on Mediation for seminar sponsored by the Philadelphia Bar Association and the PA Bar Institute, 2001.

Hot Tips on Divorce and Custody, Panelist for the Monroe County Bench Bar conference, 2001

Towards a New Paradigm: Changing the Way We Manage Conflict, Presenter for a Community workshop sponsored by the Allentown Human Relations Commission, 2000.

21 hour Mediation Training in the Transformative Framework, PA State Education Association, Managing Conflict in the Workplace, 1999 and 2000.

Divorce Mediation-How and Why it Works, Presentation for the Separation and Divorce Recovery Workshop, First Presbyterian Church, Bethlehem, PA, 1999-2004.

Protecting the Rights of Your Client: The Gay and Lesbian Family, Presenting panelist on Mediation and ADR for seminar sponsored by the Philadelphia Bar Association and the PA Bar Institute, 1999.

Managing Conflict Between Co-Workers, Presented half day workshop for managers in the Northwest New Jersey Headstart program, 1999

Role play coach for 40 hour Divorce Mediation Training, Sponsored by the Montgomery County Bar Association and the Montgomery County Mediation Center, 1999.

What's Your Style of Managing Conflict and How Does it Impact on your Effectiveness? Community Workshop for Grandview Hospital's Women's Health Services, 1999.

Divorce Economics and Divorce Mediation: How Do They Work Together? Guest speaker with Sandra O'Neill, Financial Planner on Mondschein Talks Divorce, WBEZ talk radio, 1998.

Getting Clear About What You Want- What Does it Take? Business and Professional Women of the Jewish Federation of the Lehigh Valley. Jewish Community Center, 1998.

How to Deal with Conflict Between Members: PSEA's New Conflict Resolution Process, PA State Education Association Annual Staff Retreat, 1998.

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Basic Mediation Training Using the Transformative Model, 21 hours, Trainers: Deborah Gaber, JD and Dorothy Della Noce, JD, Faculty and Staff training at Lafayette College, 1998.

Custody in the Courts, Presenter for the Annual PA Council of Mediators conference, 1998.

Transforming Conflict from Struggle to Opportunity, Keynote Speaker for Grand View Hospital Women's Center, 11th Annual Women's Health Conference, 1998.

Mediation in the 21st Century: What Every Attorney Needs to Know, 1998 CLE Program, Bar Association of Lehigh County, 1998.

The Motivation and Retention of Employees-Monroe County Chamber of Commerce, 1998.

Team Building and Improving Relationships with Co-workers, Great Valley Girl Scout Council, Staff & Volunteers, 1998.

It's about Those Loud Black Girls, Quiet Asian Students, Flashy Latinos, Counterculture Caucasian Students, Spiritual Native Americans, 1997

Half-day workshop for Teachers and Administrators on the Effect Culture has on Shaping the Adolescent Experience, Chester County Intermediate Unit, 1996.

How to Manage Conflict More Successfully, 1996 Seminar for Great Valley Girl Scout Council Staff; Advanced Mediation Skills for School-based Mediators, Four Hour Workshop for Center for Humanistic Change, 1996.

Representing Your Clients in Mediation - 12 Techniques Every Lawyer Should Know, Presentation with Hon. Judge Richard Klein and Judy Shopp, Esq., Bar Association, Lehigh County, 1996.

The Power of Mediation, Workshop for Women's Health Center, Allentown, PA, 1996.

Common Myths About Divorce and Custody Litigation, Mediation and Evaluation - What Every Therapist Needs To Know, For the Lehigh Valley Psychological Association, 1996 and 1997.

Fraud and the Elderly, Panelist at Aspen Institute Retreat, Wye, MD, sponsored by the National Consumer's League and American Express, 1996.

Divorce and Custody Mediation, Lehigh Law Line, WLVT-Channel 39, 1996.

Mediation: Litigation in the 21st Century, Presenter at the American Inn of Court Program, Lehigh County Bar Association, 1996.

Transforming Conflict, Workshop for Women's Health Center, Allentown, PA, 1995.

The New Child Custody Rules, two courses for the Lehigh County Bar Association, 1995.

Basic Conflict Management Skills Training, Residence Hall and Student Affairs Staff, Lafayette College, 1995.

Conflict: Struggle or Opportunity? Two-Part Workshop, Women's Health Center, 1995.

Challenging Issues for Mediation in Custody Cases, Workshop Presentation, Pennsylvania Council of Mediators Annual Conference, 1995.

Mediation vs. Litigation, Workshop with Attorney John R. Mondschein, Esq. for therapists, educators, social workers and social services agencies;, 1995.

The Opportunity of Family Conflict: How Conflict Can Actually Improve Relationships at Home, Workshop for Spirit of Women Annual Conference sponsored by Lehigh Valley Hospital, 1995.

Managing Controversial Issues: Training for Permanency Planning Professionals, For Permanency Planning Conference, Pittsburgh, PA, 1995.

Welcoming Diversity, Training for Nursing Students, Cedar Crest College;

The Benefits of Mediation for Family Law Practitioners, For the Lehigh County Bar Association, Continuing Legal Education Program, 1994.

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The Use of Mediation in Child Custody Cases, Meet Your Judges Forum, Muhlenberg College, 1995.

Do You Want to Dance? Learn New Steps to Further Your Success as a Mediator, Academy of Family Mediators Annual Meeting, Eugene, OR, 1994.

Conflict Survival for Women: Learn Creative Ways to Handle Family Issues, WomanCare, Lehigh Valley Hospital, 1993.

Ethics and Professionalism for the Practicing Lawyer, Panelist for Video Created by The American Law Institute, the American Bar Association and The University of Pennsylvania Law School Center on Professionalism on the PA Professional Code of Responsibility for Attorneys, 1993.

Getting to Yes: Managing Conflict Successfully-Workshop for the Women's Health Center, 1993 and 1994.

It's Not What You Say, It's How You Say It, Lecture at Lehigh University, 1993.

Conflict Resolution Training, One-day Workshop, Cedar Crest College, 1993.

The Power of Mediation, Seminar for Attorneys by the Family Law Section, Lehigh County Bar Association, 1993.

Conflict Management Skills in the Workplace, 1993 Workshop for College Students in the Internship Program, Office of Career Planning and Internship, Cedar Crest College

Introduction to Conflict Management, 1993.

Workshop for Residence Hall Staff on Leadership and Conflict, 1992.

Seminar for Lehigh Valley School Students on Effective Ways Leadership Can Manage Conflict for Lehigh Valley Schoolworks Program, 1992.

Workshop on Leadership and Conflict Cedar Crest College, 1992.

Mediation Training for Faculty, Staff and Students, Cedar Crest College, 1992 and 1993.

Mediation Training for Residence Hall Staff, Keystone College, La Plume, PA, 1992.

The Use of Mediation in Separation and Divorce, Workshop for Family and Counseling Services of the Lehigh Valley, 1992.

Campus Based Mediation Programs, American College Personnel Association Third Circuit Judicial Conference, West Chester University, West Chester, PA, 1991.

Half-day Training for Residence Hall Staff, Cedar Crest College on Ethics and Leadership, 1991.

What Makes a Great Leader, Workshop for Students on Leadership Skills, Cedar Crest College, 1991.

The New Pennsylvania Special Education Regulations Due Process, Workshop for Teachers and Administrators for the Pennsylvania State Education Association Conference, Hershey, PA, 1990.

PROFESSIONAL DEVELOPMENT

Basic Mediation Training, 21 hours, Friends Conflict Resolution Service, Philadelphia, 1990.

Divorce Mediation Training, 40 hours, National Center for Mediation Education, Divorce Mediation Training, 1990.

Multi Party Mediation training PennAccord, 1991.

Prejudice Reduction/Welcoming Diversity, 40 hours National Coalition Building Institute, 1994.

Divorce Mediation Training, 40 hours, Zena Zumeta, Lancaster Mediation Center, 1995.

Divorce Mediation Training, 40 hours, Carl Schneider, Allentown, 1996.

The Heart of the Mediator, 8 hours, Zena Zumeta, 1997.

Advanced Mediation Training, 15 hours, Dorothy Della Noce, 1997, 1998.

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Advanced Mediation Training, 15 hours, Martin Kranick and Sarah Grebe, 1998.
Transformative Mediation Training, 21 hours, Dorothy Della Noce, 1998.
Divorce Mediation Training, 40 hours, Coached role plays for Zena Zumeta, Lancaster Mediation Center, 1998.
Two-Day Mediation Training, US Post Office, 1999.
Two-Day Advanced Training, US Post Office, 2001.
Advanced Training in Transformative Mediation, 8 hours. 2002.
Two-Day Symposium on Transformative Mediation, 2003.
Two-Day Symposium on Workplace Conflict and Designs for Success, 2004.
Bioethics and Mediation: Symposium at University of Pennsylvania and Center for Bioethics, 2004.
Facilitation and Team Development - National Conference on Transformative Mediation, 2004.
Bankruptcy, Pension and Property Issues in Equitable Distribution, BALC, 2006.
Two Advanced Americans with Disabilities training, Key Bridge Foundation and US Dept. of Justice, 2007, 2015.
Conflict Resolution Training, Berks County Bar Association, 2007.
A Master's Perspective on Divorce, BALC, 2008.
Qualified Domestic Relations Orders, 2008.
Litigate or Mediate? That is the Question, BALC, 2009.
Lehigh County Custody Practice Issues, BALC, 2009.
Parent Coordination Training, University of Baltimore Law School, 2010.
Representing your Clients in Divorce Mediation: What is Best Practice? BALC, 2010.
Analyzing the Marital Estate: Scenarios, Challenges and Problem Solving, 2010.
Parent Coordination- Working with High Conflict Families, BALC, 2010.
Qualified Domestic Relations Orders: Problems and Practical Solutions, BALC, 2011.
Advanced Divorce Mediator Training, Good Shepherd Mediation Center, 2011.
Family Law Case Update, BALC, 2013.
Offset Methods in Equitable Distribution, BALC, 2013.
Advanced Training for Family Mediators, Good Shepherd Mediation Center, 2013.
Abuse Awareness- No One Deserves to be Hurt- FACES, 2013.
Social Security Optimization for your Clients, BALC, 2014.
Ethics and Luzerne County, 2014.
The Intersection of Bankruptcy and Divorce Law, 2014.
Role play coach for 40 hours Divorce mediation training, Bucks County, PA 2014.
Working with Difficult People, Montgomery County Mediation Center, 2014.
Montgomery County Court Custody Mediation Orientation Program, 2014.
The Strategic Mediator, Nina Meierding, 2014.
Advanced Mediation Training for Family Mediators, December, 2014.
Montgomery County Mediation Procedures update, 2014.
Understanding Communication Challenges in Conflict and Mediation, 6 hours presented by Trish Jones, Ph.D., April 15, 2016.
Americans with Disabilities Act: What Mediators Need to Know, 1 hour presented by Lewis Dabney, Director of the Key Bridge Foundation, April 16, 2016.
Initial Separate Meetings: A technique to Enhance Settlements, 2 hours presented by Zena Zumeta, Ann Arbor Mediation Center, April 16, 2016.

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PROFESSIONAL SKILLS

Over 25 years experience as a mediator and conflict resolution consultant.

Certified to supervise Mediators in the PA Courts.

Experienced as a conflict coach for staff and management.

Design and create conflict resolution programs for clients.

Conduct needs assessments and audits to diagnose conflict and to determine whether an organization has sufficient processes and systems in place to manage and resolve conflict.

Provide team development and group facilitation to groups experiencing conflicts or difficulties

Experienced trainer.

Trained as a trainer in prejudice reduction and diversity issues.

Work well with diverse populations.

Provide consulting services to organizations on diversity issues, personality conflicts, leadership disputes, discrimination and EEO claims.

HONORS/ACCOMPLISHMENTS

Associate member of the Institute for the Study of Conflict Transformation and certified by the Institute as a Transformative Mediator.

Initiated and designed Monroe and Lehigh County Pennsylvania's court-based custody mediation Program.

Co-designed a mediation program for the Pennsylvania State Teacher's Association, a teacher's union with over 140,000 members.

Certified by the PA Courts to supervise custody mediators.

Designed a conflict studies curriculum for the Northeast Pennsylvania Conflict Resolution Institute, located at Marywood University, Scranton, PA.

Designed campus mediation program for East Stroudsburg University.

Selected to manage conflict resolution issues at Kutztown and Lehigh Universities.

Published an article entitled: The Case for Mediation in Family Law Practice which appeared in the Pennsylvania Family Lawyer and was a contributing editor for the book, Mental Health Experts: Roles and Qualifications for the Court (2003) by Frank Dattilio, Ph.D and Robert Sadoff, MD.

Selected to mediate for the US Post Office's REDRESS program.

Selected to mediate for Resolution Services LLC, Lawrence, KS.

Selected to mediate for Raytheon Corporation's in house mediation program.

Selected to mediate for the US Department of Justice's ADA mediation program.

Selected to mediate for the Transportation Security Administration's mediation program.

Selected to mediate for the Tobyhanna Army Depot, Tobyhanna, PA.

REFERENCES PROVIDED ON REQUEST