

# Curriculum Vitae

**Joe L. Cope, J.D.**  
**Duncum Center for Conflict Resolution**  
**Abilene Christian University**  
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## EDUCATION

<b>Pepperdine University School of Law, Malibu, California</b> <i>Certificate in Dispute Resolution</i>	2002
<b>Texas Tech University School of Law, Lubbock, Texas</b> <i>Doctor of Jurisprudence</i>	1986
<b>Texas Tech University, Lubbock, Texas</b> <i>Bachelor of Arts in Telecommunications, with Honors</i>	1977

## ADDITIONAL EDUCATION

<b>Harvard University, Cambridge, Massachusetts</b> <i>Institute for Educational Management</i>	1994
<b>Air University, Maxwell Air Force Base, Alabama</b> <i>Academic Instructor School</i>	1976

## TEACHING EXPERIENCE

<b>Abilene Christian University, Abilene, Texas</b> <b>Associate Professor, Conflict Resolution</b> <i>Courses: Negotiation &amp; Mediation, Dispute Resolution and the Legal System, Conflict Resolution in Churches, Conflict Management Systems Design Director of Residency Session, Practicum Adviser</i>	2006 – Present
<b>Department Chair, Conflict Resolution</b>	2006 – 2010
<b>Adjunct Professor, Psychology &amp; Communication</b> <i>Courses: Negotiation, Mediation, Family Mediation, &amp; Conflict Theory and Communication</i>	2000 – 2006

<b>Adjunct Professor, Political Science</b>	1993 – 2000
<i>Courses: Constitutional Law: Powers of Government, Constitutional Law: Civil Liberties, Judicial Process, The State and Federal Systems</i>	
<b>Supply Instructor, Management Science</b>	ca. 1993-1995
<i>Courses: Business Law, Business Ethics</i>	
<b>Southern Methodist University – Plano</b>	
<b>Adjunct Professor, Dispute Resolution &amp; Conflict Management</b>	
<i>Course: Mediation &amp; Conflict Resolution</i>	2015
<i>Course: Workplace Conflict</i>	2015
<b>University of Arkansas – Little Rock</b>	
<b>Adjunct Professor, Conflict Resolution</b>	2007
<i>Course: Negotiation</i>	
<b>Adjunct Professor, Bowen School of Law</b>	2009-2014
<i>Course: Mediation Seminar</i>	
<b>Pepperdine University School of Law</b>	
<b>Adjunct Professor</b>	2009-Present
<i>Course: Interviewing, Counseling and Planning</i>	

## EMPLOYMENT HISTORY

<b>Abilene Christian University, Abilene, Texas</b>	
<i>Executive Director, Duncum Center for Conflict Resolution</i>	2000 – Present
<i>Academic Director &amp; Associate Professor, Duncum Center for Conflict Resolution</i>	2015 – Present
<i>Associate Professor, Duncum Center for Conflict Resolution</i>	2010 – 2015
<i>Chair and Associate Professor, Dept of Conflict Resolution</i>	2006 – 2010
<i>Associate General Counsel</i>	2005
<i>Executive Director, The ACU Foundation</i>	1998 – 2000
<i>Executive Assistant to the President</i>	1991 – 1998
<i>Assistant Vice President, Development Operations</i>	1989 – 1991
<b>Joe L. Cope, Mediator, Abilene, Texas</b>	
<i>Mediator and Conflict Consultant</i>	2000-Present
<b>Law Office of Joe L. Cope, Abilene, Texas</b>	
<i>Attorney and Counselor at Law</i>	1989 – 2010
<b>McDonald &amp; Cutbirth, P.C., Abilene, Texas</b>	
<i>Attorney and Counselor at Law</i>	1988 – 1989

<b>Whitten, Haag, Hacker, Hagin &amp; Cutbirth</b> <i>Attorney and Counselor at Law</i>	1986 – 1988
<b>CoBro, Inc. dba Distinct Impressions Company, Lubbock, Texas</b> <i>Vice President</i>	1983 – 1986
<b>Pathway, Inc., Lubbock, Texas</b> <i>Vice President for Operations</i>	1978 – 1983
<b>Center for Business &amp; Economic Education, Lubbock, Texas</b> <i>Educational Media Specialist</i>	1976 – 1978

## PROFESSIONAL ORGANIZATIONS

<b>Abilene Bar Association</b> <i>Member</i>	1986-2015
<b>American Bar Association</b> <i>Member</i> <i>Section of Dispute Resolution</i>	1986-Present 2000-Present
<b>Association for Conflict Resolution</b> <i>Member</i>	2006-Present
<b>Dallas Bar Association</b> <i>Member</i> <i>Section of Dispute Resolution</i>	2005-2009 2005-2009
<b>State Bar of Texas</b> <i>Member</i> <i>Section of Real Property, Probate and Estate Planning</i> <i>Section of Business Law</i> <i>Section of Alternative Dispute Resolution</i> <i>Section of Alternative Dispute Resolution - Council</i> <i>Section of Alternative Dispute Resolution - Secretary</i> <i>Section of Alternative Dispute Resolution – Chair-Elect</i> <i>Section of Alternative Dispute Resolution – Chair</i> <i>Section of Alternative Dispute Resolution – Immediate Past Chair</i> <i>Section of Alternative Dispute Resolution – Special Representative</i>	1986-Present 1988-2015 1998-2008 2000-Present 2007-2013 2009-2010 2010-2011 2011-2012 2012-2013 2013-2015
<b>Texas Association of Mediators</b> <i>Member</i>	2005-Present
<b>Texas Mediation Trainers Roundtable</b> <i>Member</i> <i>Co-Convener</i>	2006-Present 2009-2010

**Texas Mediator Credentialing Association**  
*Credentialed Mediator*  
*Board of Directors*

*2007-Present*  
*2013-Present*

## **PUBLICATIONS**

### **Workplace Violence Prevention Programs in West Texas**

*Advanced Management Journal, Vol. 70, No. 4, Autumn 2005, pp.35-42 (with Gundar Kaupins and Malcolm Coco, co-authors).*

### **The Principal's Guide to Managing School Personnel**

*Contributing Author, Chapter 5, "Personnel and Conflict Resolution"*  
*Sorenson, R. and Goldsmith, L., 2009. Corwin Press: Thousand Oaks, California.*

### **Dispute Resolution for All Counselors: A New Way of Looking at Our Business**

*Real Estate Issues, Vol. 36, No. 1, 2011, pp. 14-18 (with John M. Duncum, co-author).*

### **Texas Practice Guide: Alternative Dispute Resolution (2012 -2016)**

*Robert C. Prather, Sr. and Joe L. Cope, authors. Eagan, MN: West Publishing (Thomson-Reuters).*

## **REPRESENTATIVE PRESENTATIONS**

### **Sam Houston State University Conflict Resolution Week**

**Huntsville, Texas, October 14, 2015**

*"Beyond Settlement: The Art of Peacebuilding"*

### **ElderLink Fairfax 2015**

**Fairfax, Virginia, October 10, 2015**

*"Shepherding the Anxious"*

### **Abilene Christian University Summit**

**Abilene, Texas, September 21-22, 2015**

*"Bringing Same Minds to the Same Page"*

### **Greenville Oaks Church of Christ Leaders Retreat**

**Allen, Texas, July 25, 2015**

*"The Church Leader and Conflict"*

### **Region 14 Education Service Center**

**Abilene, Texas, July 8, 2015**

*"Restorative Practices in Schools – Integrating PBIS with RP"*

### **Big Country Society for Human Resource Management**

**Abilene, Texas, June 16, 2015**  
*“Crucial Confrontations & Conversations”*

**Christian Scholars Conference**  
**Abilene, Texas, June 4, 2015**  
*“The Better Understanding Project”*

**ElderLink Central Texas 2015**  
**Georgetown, Texas, April 25, 2015**  
*“Shepherding the Anxious”*

**Hendrick Medical Center Tool Kit Series**  
**Abilene, Texas, March 12, 2015**  
*“Crucial Confrontations & Conversations”*

**Commander’s Leadership & Innovation Series**  
**Dyess Air Force Base, Abilene, Texas, December 3, 2014**  
*“Strategic Agility: Your Move”*

**Racial Unity Leadership Summit**  
**Nashville, Tennessee, November 15, 2014**  
*“Spiritual Issues in Deep-Seated Conflict”*

**Texas Mediator Credentialing Association Symposium**  
**Austin, Texas, October 25, 2014**  
*“Ten Things I Learned about Texas Mediation from Traveling Halfway Around the World”*

**Dallas Bar Association ADR Section**  
**Dallas, Texas, January 13, 2014**  
*“Perception as Reality”*

**ElderLink Dallas, Dallas, Texas, November 2, 2013**  
*“Shepherding the Anxious”*

**EnVision Church Conference**  
**Parkersburg, West Virginia, October 26, 2013**  
*“Shepherding the Anxious”*

**Sibert Institute for Church Ministry Conference**  
**Dallas, Texas, October 22, 2013**  
*“Church Leaders and Conflict”*

**National Christian Schools Association Summer Conference**  
**Searcy, Arkansas, July 17, 2013**  
*“Inclusive Strategic Planning for Christian School Administrators”*

**Central Texas ElderLink, Georgetown, Texas, April 20, 2013**  
*"Who Is That in the Mirror? A Closer Look at Leaders Embroiled in Church Conflict"*

**Dallas Bar Association ADR Section Luncheon, Dallas, Texas, April 8, 2013**  
*"The Multi-Style Mediator: How Shifting Gears Can Benefit Parties in Mediation"*

**Arkansas ADR Commission Education Series – Full Day Seminar  
Little Rock, Arkansas, March 12, 2013  
Fayetteville, Arkansas, October 15, 2013**  
*"The Multi-Style Mediator: How Shifting Gears Can Benefit Parties in Mediation"*

**National Christian Schools Association Annual Conference  
Oklahoma City, Oklahoma, March 8, 2013**  
*"Reconciliation Language: The Role of Word Choice in Promoting Peace in Schools"*  
*"The Better Understanding Project: Hosting Healthy Conversations"*

**Abilene Southwest Rotary Club, Abilene, Texas, February 19, 2013**  
*"Building Peace Around the Most Negative Word in the World"*

**"Encouraging the Encourager" – 15<sup>th</sup> Annual Seminar for Elders and Ministers  
Edgemere Church of Christ, Wichita Falls, Texas, February 2, 2013**  
*"The Progression of Conflict within Churches"*  
*"Shepherding in the Midst of Conflict"*

**Texas Mediator Credentialing Association Symposium, Austin, Texas, October 2012**  
*"The Effective Use of Online Methods in Mediation Training and Practice"*

**Christian Scholars Conference, Nashville, Tennessee, June 2012**  
*"Reconciliation Language: Building a Congregational Culture of Peace"*

**Houston Bar Association, ADR Section Conference, May 2012**  
*"Mediation Ethics in Texas"*

**National Christian Schools Association, Birmingham, Alabama, March 2012**  
*"Extended Warranties for School Leaders"*  
*"Welcoming Conflict"*

**Lubbock Society for Human Resource Management, November 2011**  
*"The HR Professional as Facilitator"*

**Iowa Association of Mediators, Fall Conference, Cedar Falls, Iowa, November 2011**  
*"Conflict Resolution Programs in Higher Education"*  
*"Resolution Before the Fact: Conflict Resolution Systems and Strategies"*  
*"Peeling Organizational Conflict"*

**Brazos County Dispute Resolution Center Seminar, Bryan, Texas, November 2011**  
*“How Mediation Works”*

**City of Abilene, City Manager’s Roundtable, Abilene, Texas, September 2011**  
*“Conflict for Fun and Profit”*

**Big Country Society for Human Resource Management Summit, Abilene, Texas, August 2011**  
*“The HR Professional as Facilitator”*

**Abilene Christian University, Commencement Address, Abilene, Texas, August 2011**

**Big Country Society for Human Resource Management, Abilene, Texas, June 2011**  
*“A Conflict Resolution Primer” (co-presented with Lori Anne Shaw, M.S.)*

**National Christian Schools Association, San Antonio, Texas, March 2011**  
*“The Matthew Mandate: Addressing Conflict as a Governing Board”*  
*“Routine Disorder: Conflict as an Instrument of Change”*

**State Bar of Texas, ADR Section Continuing Legal Education Seminar, Houston, Texas, January 2011**  
*“Self-Deception in Mediation”*

**Counselors of Real Estate Spring Convention, Philadelphia, Pennsylvania, October 2010**  
*“When Push Comes to Shove; Advanced Skills in Resolving Conflict”*

**State Bar of Texas, Alternative Dispute Resolution Section, Continuing Legal Education Event, State Bar Convention, Fort Worth, Texas, June 2010**  
*“Breaking Through Self-Deception in Mediation”*

**National Christian Schools Association, Knoxville, Tennessee, March 2010**  
*“Strategic Vision and Planning – why to and how to”*

**Abilene Christian University - University Council, November 2009**  
*“Conflict in Our Churches”*

**West Texas Rehabilitation Center, August 2009**

*“Conversations in Conflict”*

**Hendrick Medical Center, Managers Retreat, May 2009**

*“Conflict in Perspective”*

**West Texas Rehabilitation Center, Department Heads Retreat, April 2009**

*“More on Self-Deception”*

**West Texas Rehabilitation Center, San Angelo, March 2009**

*“Self-Deception and Conflict”*

**National Christian Schools Association, Richmond, Virginia, March 2009**

*“Strategic Vision and Planning – why to and how to”*

**State Bar of Texas, Alternative Dispute Resolution Section,  
Continuing Legal Education Event, Houston, Texas, January 2009**

*“Ethics in Mediation”*

**West Texas Rehabilitation Center Management Retreat, Coleman, October 2008**

*“Dealing with Conflict on the Job”*

**Big Country Society for Human Resource Management, April 2008**

*“Conflict Resolution in the Workplace”*

**Brazos Valley Dispute Resolution Center, Bryan, Texas, February 2008**

*“Mediation Ethics”*

**Arkansas ADR Summit, March 2006**

*“Coaxing Collaboration: The Mediator as Power Broker”*

**Arkansas ADR Summit, March 2006**

*“Metaphorically Speaking: When Words Drop Like Marshmallows”*

**Arkansas Bar Association, Section on Dispute Resolution, April 2005.**

Conference: *“So You Think Your Law Practice Doesn’t Use Mediation”*

Presentation: *“Writing Mediation Agreements”*



## COMMUNITY INVOLVEMENT

<b>Highland Church of Christ, Abilene, Texas</b> <i>Member (1986 to Present)</i> <i>Deacon (1988 to 1999)</i> <i>Elder (1999 to 2011)</i> <i>Administrative Elder Committee (2000, 2002, 2005, 2006, 2009)</i> <i>Vision Elder Committee (2010)</i> <i>Chair of the Elders (2006)</i>	1986 to Present
<b>Disability Resources, Inc., Abilene, Texas</b> <i>Director</i>	1989 to 1990
<b>Abilene Chamber of Commerce, Abilene, Texas</b> <i>Leadership Abilene</i>	1992
<b>Big Country Regional Chapter of the American Red Cross, Abilene, Texas</b> <i>Director</i>	1993 – 1995
<b>Troop 232, Boy Scouts of America</b> <i>Troop Committee Chair</i>	1995 – 1998
<b>Chisholm Trail Council, Boy Scouts of America, Abilene, Texas</b> <i>Director</i>	1995 – 1996
<b>Sears Methodist Centers, Inc., Abilene, Texas</b> <i>Director</i>	1996 – 1999
<b>Sears Methodist Centers, Inc., Abilene, Texas</b> <i>Community Council Member</i>	1999 – 2001
<b>Troop 232, Boy Scouts of America</b> <i>Chartered Organization Representative</i>	1999 – 2002
<b>Christian Homes of Abilene, Inc.</b> <i>Director</i>	2000 – 2006
<b>City of Abilene, Airport Board Subcommittee</b> <i>Member (Finances &amp; Operations)</i>	2011 to Present