

Curriculum Vitae

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

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

ADDITIONAL EDUCATION

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

TEACHING EXPERIENCE

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

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

EMPLOYMENT HISTORY

Abilene Christian University, Abilene, Texas	
<i>Executive Director, Duncum Center for Conflict Resolution</i>	2000 – Present
<i>Academic Director & 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
Joe L. Cope, Mediator, Abilene, Texas	
<i>Mediator and Conflict Consultant</i>	2000-Present
Law Office of Joe L. Cope, Abilene, Texas	
<i>Attorney and Counselor at Law</i>	1989 – 2010
McDonald & Cutbirth, P.C., Abilene, Texas	
<i>Attorney and Counselor at Law</i>	1988 – 1989

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

PROFESSIONAL ORGANIZATIONS

Abilene Bar Association <i>Member</i>	1986-2015
American Bar Association <i>Member</i> <i>Section of Dispute Resolution</i>	1986-Present 2000-Present
Association for Conflict Resolution <i>Member</i>	2006-Present
Dallas Bar Association <i>Member</i> <i>Section of Dispute Resolution</i>	2005-2009 2005-2009
State Bar of Texas <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
Texas Association of Mediators <i>Member</i>	2005-Present
Texas Mediation Trainers Roundtable <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" – 15th 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

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