

MARK C. TRAVIS, J.D., LL.M.

P.O. Box 2460
Cookeville, TN 38502
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PROFESSIONAL EXPERIENCE

Labor relations and employment discrimination law attorney for twenty-five years before becoming full-time independent neutral in 2009. Neutral practice devoted exclusively to resolution of employment law and labor relations disputes in the public and private sectors in both arbitrations and mediations. Also serve as Administrative Judge for Office of Federal Operations, Equal Employment Opportunity Commission.

EDUCATION

Master of Laws in Dispute Resolution, 2007
Straus Institute for Dispute Resolution, Pepperdine University School of Law, Malibu, CA

Juris Doctor, 1984
Brandeis School of Law, University of Louisville, Louisville, KY

Bachelor Science in Business Administration, 1981
University of Tennessee, Knoxville, TN

PROFESSIONAL WORK EXPERIENCE

Arbitrator & Mediator, Travis ADR Services, LLC, 2009-Present
Cookeville, TN

- Provide alternative dispute resolution services in labor relations and employment disputes, including mediation, arbitration, facilitation, and fact-finding.

Director, Tennessee Labor-Management Center, 2009-2013
Murfreesboro, TN

- Design and deliver workplace training programs and services to labor and management organizations relating to alternative dispute resolution, including mediation, arbitration, and facilitation.
- Responsible for design, implementation and administration of state government employee mediation program.

Attorney, Wimberly Lawson Seale Wright & Daves, PLLC (Associate, 1988-1994; Regional Managing Member, 1994-2007; Of Counsel, 2008)
Knoxville, TN

- Employment law practice involving litigation, arbitration and administrative proceedings under federal and state employment discrimination and related statutes.

- Specialized labor relations practice involving collective bargaining negotiations, contract administration, grievance arbitration hearings, and administrative proceedings before National Labor Relations Board.

ACADEMIC TEACHING EXPERIENCE

Adjunct Professor; Arbitration; 2022-Present
University of Tennessee College of Law, Knoxville, TN

Adjunct Professor; Employment Dispute Resolution; Labor Disputes
2008-2020
Straus Institute for Dispute Resolution, Pepperdine University School of Law, Malibu, CA

Adjunct Professor; Conflict Management and Negotiation, Labor and Employment Law;
1999-2013
Tennessee Technological University, Cookeville, TN

Adjunct Professor; Administrative Law in Employment Practice; 2011-2015
John Marshall Law School, Atlanta, GA

PROFESSIONAL AFFILIATIONS

Tennessee Bar Association (Practice Sections: Labor and Employment Law; Dispute Resolution)
American Bar Association (Practice Sections: Labor and Employment Law; Dispute Resolution)
Wyoming Bar Association
National Academy of Arbitrators
Fellow, College of Labor and Employment Lawyers
Fellow, American College of Civil Trial Mediators
Labor and Employment Relations Association
Society of Federal Labor and Employment Relations Professionals
National Academy of Distinguished Neutrals
Distinguished Fellow, International Academy of Mediators

PUBLICATIONS

Books:

Tennessee Workers' Compensation Handbook, M. Lee Smith Publishers (1st ed. 2001; 2nd ed. 2002; 3rd ed. 2005)

Articles:

Drafting the Arbitration Clause: Identifying Terms and Traps; Tennessee Bar Journal, Tennessee Bar Association, Vol. 59, No. 6 (November/December 2023) (co-author with Matt Sweeney)

So Where Are We Now? Developments Under the "Ending Forced Arbitration of Sexual Assault and Sexual Harassment", Labor and Employment Law Connect, Tennessee Bar Association, Labor and Employment Law Section (October 2023)

Supreme Court Limits Federal Court Jurisdiction in Review of Arbitration Awards; Labor and Employment Law Connect, Tennessee Bar Association, Labor and Employment Law Section (Spring 2022)

When One Door Closes: New Law Ends Arbitration of Sexual Harassment Claims; Tennessee Bar Journal, Tennessee Bar Association, Vol. 58, No. 3 (May/June 2022)

Employment Arbitration in the Wide, Wide World of Sports; Labor and Employment News, American Bar Association, Labor and Employment Law Section, Vol. 50, No. 1 (Spring 2022)

Workplace Investigations by Outside Counsel: What Do You Have to Lose?; Nashville Bar Journal, Nashville Bar Association (March, 2016)

Tennessee's "T.E.A.M." Act: A New Day in Public Sector Employment Law; Tennessee Bar Journal, Tennessee Bar Association, Vol. 48, No. 10 (October, 2012)

A Change in Focus: Mediation of Claims under the ADA Amendments Act; Dispute Resolution Magazine, American Bar Association, Vol. 18, No. 3 (April, 2012)

A New Direction: Amendments Put Americans with Disabilities Act Back on Path of Tackling Discrimination; Tennessee Bar Journal, Tennessee Bar Association, Vol. 47, No. 6 (June, 2011)

The Top Ten Things You Need to Ask Yourself Before Going to Mediation; Dicta, Knoxville Bar Association (December, 2010)

Workers' Comp Issues in the Unionized Workplace: Traps for the Unwary; Tennessee Workers' Comp Reporter, Vol. 11, No. 6 (June, 2010); Tennessee Workers' Comp Service, Vol. 14, No. 5 (May, 2010)

Under the Radar? The Public Safety Employer-Employee Cooperation Act; Labor and Employment Relations Association, Perspectives on Work, Online Companion (Spring, 2010)

If You Build It, Will They Come? A New Model for Bargaining in Federal Sector Labor Relations, Association for Conflict Resolution, Workplace Section Newsletter (Summer, 2010)

Have a Smart Strategy: Successful Mediations of Employment Litigation; Tennessee Bar Journal, Tennessee Bar Association, Vol. 46, No. 5 (May, 2010)

Improving the Grievance Process: Grievance Mediation as an Alternative to Arbitration; Proceedings of Thirtieth Annual International Industrial Relations and Human Resources Conference, Louisville, Kentucky (November 6-7, 2009)

LICENSURES & PANELS

Law:

Admitted to Practice Law: Tennessee Supreme Court, 1984; United States District Court, Eastern District of Tennessee, 1986; United States District Court, Eastern District of Kentucky, 1986; United States Court of Appeals, Sixth Circuit, 1988; United States District Court, Middle District of Tennessee, 1991; United States District Court, Western District of Tennessee, 1999; Wyoming Supreme Court, 2009

Mediation:

Listed General Civil Mediator, Tennessee Supreme Court, 2004
Panel Mediator, United States District Court, Eastern District of Tennessee, 2004; United States District Court, Middle District of Tennessee, 2004
Mediation Panel, American Arbitration Association, 2008
Contract Mediator, U.S. Equal Employment Opportunity Commission, 2009

Arbitration:

Arbitrator, Employment Panel, American Arbitration Association, 2008
Arbitrator, Labor Panel, American Arbitration Association, 2009
Administrative Law Judge, Office of Federal Operations, U.S. Equal Employment Opportunity Commission, 2009
Roster of Labor Arbitrators, Federal Mediation and Conciliation Service, 2010
Roster of Arbitrators, National Mediation Board, 2012
Arbitrator Panel, American Health Law Association, 2014
Arbitrator Panel, U.S. Virgin Islands, Public Employee Relations Board, 2015
Arbitrator Panel, American Federation of Government Employees and Social Security Administration (Region 9), 2015
Arbitrator Panel, Ohio Nurses Association and University of Cincinnati Medical Center, 2020
Arbitrator Panel, National Association of Letter Carriers, Region 8 and United States Postal Service, Southern Expedited Panel, 2021
Arbitrator Panel, National Treasury Employees Union and U.S. Department of Energy, 2022
Arbitrator Panel, United Food & Commercial Workers, Local 1995 and Kroger Company, 2021

TRAVIS ADR SERVICES, LLC
Mark C. Travis, Arbitrator
Fee Schedule – Roster of Arbitrators
Montana Department of Labor & Industry

PER DIEM

Per diem rate for hearing is \$2,000.00. Study, writing, any substantive conference time (e.g. motion hearings) and travel may be charged at increments of one-quarter hour. No charge for administrative overhead. The fee in effect at the time of appointment is guaranteed for all work performed within two years of the appointment, after which services will be charged at the rate then in effect, as shown on my current fee schedule.

CANCELLATION FEE

One day's per diem times the number of days reserved for the hearing for any case (remote or in-person) cancelled within 30 days of the scheduled start of the arbitration hearing. No cancellation fee for the first postponement of a case if the case is subsequently heard within six months of the previously scheduled hearing date. Actual expenses incurred (required guaranteed reservations, for example) are also billed. Cancellation fees are billed on a 50-50 basis unless some other arrangement has been agreed upon and communicated to me at the time of the cancellation. This includes contracts with "loser pay" provisions.

TRAVEL, MILEAGE AND OTHER EXPENSES

Automobile travel charged at the Internal Revenue Service rate for business use of a private automobile in effect at the time. Mileage is calculated from Cody, Wyoming. Cost of lodging is charged at cost, and meals are charged according to applicable federal per diem regulations. The per diem fee will apply to any portion of a travel day up to eight hours.