

MARY A. BEDIKIAN
E-mail Address: Bedik@law.msu.edu
Telephone: 517.432.6889 [Office]
Telephone: 248.882.2782 [Cell]
Facsimile: 517.432.4879

EDUCATION

Legal

**Michigan State University College of Law [formerly, Detroit College of Law]
Detroit, Michigan
1976-1980**

Degree: Juris Doctorate
Honors: Best Oralist Award Spring 1978
Member, Moot Court

Graduate

**Wayne State University
Detroit, Michigan
1972-1975**

Degree: Master of Arts in Political Science
Minor: Educational Administration
Honor: Three-year Graduate Professional Scholarship

Undergraduate

**Wayne State University
Detroit, Michigan
1967-1971**

Degree: Bachelor of Arts
Honors: Four-year Board of Governors Scholarship
Nominations for the Danforth and Woodrow Wilson Fellowships

PRIOR EMPLOYMENT EXPERIENCE

**American Arbitration Association
Vice-President, Detroit Regional Office
1975 – 2003**

- Supervised the administration of over 2,000 arbitrations per year in accordance

with AAA rules/procedures

- Supervised the administration of medical malpractice cases subject to Michigan Public Acts 140 and 141 of 1975; testified before state legislative committees on the feasibility of arbitration to resolve health care disputes
- Administered panels of neutrals in employment, labor, international, commercial, construction, medical malpractice and high-tech; recommended admission to panel and conducted appropriate training for panel [See **TRAINING ACTIVITIES**]
- Provided impartial election administration services for over 400 elections, including the UAW Presidential Referendum Election
- Designed multi-tiered dispute resolution systems for corporations; served on the due process protocols compliance committee
- Conducted internal assessments and surveys for corporations seeking to improve workplace performance and morale
- Managed a local staff of up to 30 employees, ensuring compliance with all AAA rules/procedures
- Trained unions and management in grievance processing and grievance administration
- Served on various national committees, including the Bankruptcy Task Force [Chair], the Labor Management Task Force, and the Employment Task Force, assisting in the promulgation of national rules and protocols

PUBLICATIONS (BOOKS)

THOMAS L. GRAVELLE & MARY A. BEDIKIAN, MICHIGAN PLEADING AND PRACTICE, Vol. 8A (Callaghan: Lawyers Cooperative Publishing, 2d ed. 1994)

THOMAS L. GRAVELLE & MARY A. BEDIKIAN, MICHIGAN PLEADING AND PRACTICE, Vol. 8A (Callaghan: Lawyers Cooperative Publishing, 2d ed. 1994) (Supplements: 1996 – 2018). Complete update to chapter on Court-Annexed Mediation, 2011 – first major revision since publication of the book

THE HONORABLE RICHARD A. ENSLEN, PAMELA C. ENSLEN, & MARY A. BEDIKIAN, Alternative Dispute Resolution (West Group, 1998)

THE HONORABLE RICHARD A. ENSLEN, PAMELA C. ENSLEN, & MARY A. BEDIKIAN,
Alternative Dispute Resolution (West Group, 1998) (Supplements: 2000 – 2003)

PUBLICATIONS (LAW REVIEW ARTICLES/BOOK CHAPTERS)

Forthcoming: *Bedikian, Manifest “Infidelity” of the Law: Judicial Perspectives, Work in Progress*

Bedikian, *Alternative Dispute Resolution 2009/10 Annual Survey of Michigan Law*, WAYNE L. REV., Spring 2011

Bedikian, *Alternative Dispute Resolution 2008/09 Annual Survey of Michigan Law*, WAYNE L. REV., Spring 2010

Bedikian, *Alternative Dispute Resolution 2007/08 Annual Survey of Michigan Law*, WAYNE L. REV., Spring 2009

Bedikian, *Alternative Dispute Resolution 2005/07 Annual Survey of Michigan Law*, WAYNE L. REV., Spring 2008

Bedikian, *Triumph of Progress: The Embrace of International Commercial Arbitration in PROGRESS OF INTERNATIONAL ORGANIZATION – A COLLECTION OF ESSAYS* (Koninklijke Brill, Published in the Netherlands, Spring 2008)

Bedikian, *Alternative Dispute Resolution 2005 Annual Survey of Michigan Law*, WAYNE L. REV., Spring 2007

Bedikian, ELKOURI & ELKOURI, LABOR ARBITRATION (Bureau of National Affairs, 6th Ed.) (2006/07 Supplement – Chapter 7 [Electronic Evidence] and Chapter 8 [Drug Testing])

Bedikian, *The Pernicious Reach of 26 U.S.C. § 6672*, UNIV. OF VIRG. TAX REV., Vol. 13, No. 2 (Fall 1993)

Bedikian, *Transforming At-Will Employment Disputes into Wrongful Discharge Claims: Fertile Ground for ADR*, J. OF DISP. RESOL., Vol. 1993, No. 1

Bedikian, *Arbitration and Alternative Dispute Resolution*, LITIGATING THE COMMERCIAL CASE, INSTITUTE OF CONTINUING LEGAL EDUCATION (1992)

Bedikian, *Riding on the Horns of a Dilemma: The Law of Contract v. Public Policy in the Enforcement of Labor Arbitral Awards*, DET. COL. OF L. REV., Vol. 1988, Summer Issue 2; **Winner:** National Labor Law Writing Competition

Bedikian, *Labor Law and Unemployment Compensation*, 1983 Annual Survey of Michigan Law, WAYNE L. REV., Vol. 30, No. 2, Winter 1984

Bedikian, *Medical Malpractice Arbitration Act: Michigan's Experience with Arbitration*, AM. J. OF L. AND MED., Vol. 10, Fall 1984

Bedikian, *The Aftermath of Abood: Safeguarding Union Security Agreements and Individual Rights in the Public Sector*, DET. COL. OF L. REV., Vol. 1984, Spring Issue

Bedikian, *Philosophical and Procedural Excursions into the Arbitration World of Patent and Copyright Disputes*, DET. COL. OF L. REV., Vol. 1983, Winter Issue 4

Bedikian, *Use of Subpoenas in Labor Arbitration in Michigan: Statutory Interpretations and Perspectives*, DET. COL. OF L. REV., Vol. 1979, Winter Issue 4

OTHER PUBLICATIONS (PRACTITIONER PIECES)

Bedikian and Barnhizer, Amicus Brief in *Zaborowski v. MHN*, United States Supreme Court (*cert granted*), July 2015

Bedikian White Paper, *Should Michigan Adopt Mandatory Mediation*, February 2015

Bedikian, *What Michigan Attorneys and Arbitrators Need to Know About the Revised Uniform Arbitration Act*, MICH. B. J., May 2013

Bedikian, *Third-Party Discovery in Commercial Arbitration*, ADR Newsletter (quarterly publication of the ADR Section of the State Bar of Michigan), April 2013

Bedikian, *Avoiding Drafting Pitfalls in International Commercial Arbitration Agreements*, INTERNATIONAL LAWYER, Fall 2003

Bedikian, *Employment ADR: Current Issues and Methods of Implementation*, THE METROPOLITAN CORPORATE COUNSEL, December 2001

Bedikian, *Sanctions in Court-Annexed ADR*, CORP. COUNSEL, Vol. 7, January 2000

Bedikian, *Sanctions in Arbitration and Mediation*, THE AM. LAWYERS' CORP. COUNSEL MAG., December 1997

Bedikian, *Attorneys' Fees in Arbitration*, CURRENTS (American Arbitration Association), Vol. 2, No. 3, Summer 1997

Bedikian, *Demystifying Securities ADR: Reform and Resurgence after McMahon*, MICH. B. J., Vol. 76, No. 2, February 1997

Bedikian, *The Ultimate Power of Persuasion: Using the Mock Trial to Enhance Litigation Strategy*, MICH. B. J., Vol. 72, No. 10, October 1993

Bedikian, *Overview of Alternative Dispute Resolution Techniques*, MICH. B. J., Vol. 65, September 1986

Bedikian, *Clear Expression in Labor Arbitration*, MICH. B. J., Vol. 63, No. 11, November 1984

Bedikian, *Arbitrating a Malpractice Claim*, MICH. B. J., Vol. 62, No. 9, September 1983

Bedikian, *Med/Arb as an Alternative Mechanism for the Resolution of Family Disputes*, DET. LAWYER, Vol. 47, No. 2, April 1979

PRESENTATIONS AND/OR CONFERENCE LEADERSHIP (2003 – CURRENT)

FORTHCOMING:

The Collective Bargaining Agreement, Investigation and Documentation of Grievances, Grievance Processing and Arbitration (Via Zoom), Michigan State University School of Human Resources/Executive Education, August 2020

The Collective Bargaining Agreement, Investigation and Documentation of Grievances, Grievance Processing and Arbitration (Via Zoom), Michigan State University School of Human Resources/Executive Education, May 2020

Arbitrator Training (Irvine, CA), National Center for Dispute Settlement/CDSP, October 2019

Contract Administration and Arbitration (Seattle, WA), Michigan State University School of Human Resources/Executive Education, October 2019

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, September 2019

The Collective Bargaining Agreement, Investigation and Documentation of Grievances, Grievance Processing and Arbitration (Specialty Program for Volvo Trucks, USA) (Dublin, VA), Michigan State University School of Human Resources/Executive Education, July 2019

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, June 2019

Contract Administration and Arbitration, Michigan State University School of Human Resources/Executive Education, May 2019

Varieties of Healing: The Impact of Restorative Justice, Michigan State University Honors College, April 2019

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, March 2019

Mandatory Employment Arbitration – What You Need to Know, Wayne State University, December 2018

Arbitrator Training (Irvine, CA), National Center for Dispute Settlement/CDSP, October 2018

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, September 2018

Contract Administration and Arbitration, Michigan State University School of Human Resources/Executive Education, August 2018

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, May 2018

Are Neutrals Made or Born? (Washington DC), ABA ADR Section Annual Meeting, April 2018

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, March 2018

Labor Management Arbitration Program: An Advanced Program for Labor-Management Advocates, Wayne State University, March 2018

Contract Administration and Arbitration (Pittsburgh, PA), Michigan State University School of Human Resources/Executive Education, March 2018

Arbitrator Training (Irvine, TX), National Center for Dispute Settlement/CDSP, October 2017

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, September 2017

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, June 2017

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, March 2017

Contract Administration and Arbitration, Michigan State University School of Human Resources/Executive Education, February 2017

Grievance Processing and Arbitration – Part II (Specialty Program for Marriott International), Michigan State University School of Human Resources/Executive Education, October 2016

Arbitrator Training (Irvine, TX), National Center for Dispute Settlement/CDSP, October 2016

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, September 2016

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, June 2016

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, March 2016

Contract Administration and Arbitration, Michigan State University School of Human Resources/Executive Education, February 2016

Commercial Arbitrator Training, American Arbitration Association and State Bar of Michigan – ADR Section, November 2015

Arbitrator Training (Irvine, TX), National Center for Dispute Settlement/CDSP, October 2015

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, September 2015

Grievance Processing and Arbitration – Part 1 (Specialty Program for Marriott International), Michigan State University School of Human Resources/Executive Education, September 2015

The Basics of Labor Arbitration, Michigan State University School of Human Resources/Executive Education, July 2015

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, June 2015

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, March 2015

Act 312 and Arbitrators' Fact-finding Training, Michigan Employment Relations Commission, March 2015

Arbitrator Training (Irvine, TX), National Center for Dispute Settlement/CDSP, October 2014

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, September 2014

Administering the Labor Contract, Michigan State University School of Human Resources/Executive Education, August 2014

The Basics of Labor Arbitration, Michigan State University School of Human Resources, August 2014

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, June 2014

Michigan's Revised Uniform Arbitration Act – Is It Working?, Oakland County Bar Association, May 2014

Arbitration Case Law and Legislative Update, Annual Negotiation and Dispute Resolution Institute, March 2014

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, March 2014

The Basics of Labor Arbitration (East Lansing, MI), Michigan State University School of Human Resources/Executive Education, March 2014

The Ins and Outs of Grievance Arbitration, Wayne State University – Labor @ WAYNE, February 2014

The Basics of Labor Arbitration, Michigan State University School of Labor and Industrial Relations, November 2013

Arbitrator Training (Irvine, CA), National Center for Dispute Settlement/CDSP, October 2013

Advocacy in Labor Arbitration, Michigan State University School of Labor and Industrial Relations/Executive Education, September 2013

The Impact of Michigan's Revised Uniform Arbitration, ADR Section of State Bar Annual Meeting, September 2013

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, September 2013

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, June 2013

The New Revised Uniform Arbitration Act, American Arbitration Association, May 2013

Act 312 and Arbitrators' Fact-finding Training, Michigan Employment Relations Commission, April 2013

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, March 2013

Arbitration Case Law and Legislative Update, Annual Negotiation and Dispute Resolution Institute, March 2013

Arbitrator Training (Irvine, CA), National Center for Dispute Settlement/CDSP, October 2012

Advocacy in Labor Arbitration, Michigan State University School of Labor and Industrial Relations/Executive Education, September 2012

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, September 2012

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, June 2012

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, March 2012

Arbitration Case Law and Legislative Update, Annual Negotiation and Dispute Resolution Institute, March 2012

Practicing ADR in a Challenged Economy, Oakland County Bar Association, December 2011

Act 312 and Arbitrators' Fact-finding Training, Michigan Employment Relations Commission, October 2011

Arbitrator Training (Irvine, CA), National Center for Dispute Settlement/CDSP, October 2011

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, September 2011

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, June 2011

Using ADR to Resolve Health Care Disputes, Michigan State University, May 2011

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, March 2011

Restorative Justice – a Dialogue, Michigan State University – Student Life, March 2011

Arbitration Case Law and Legislative Update, Annual Negotiation and Dispute Resolution Institute, March 2011

Changing Currents in Arbitration, Oakland County Bar Association, February 2011

Hot Topics in Labor Arbitration: Views from the Experts, Labor and Employment Relations Association, January 2011

Court Jurisdiction and Arbitrator Jurisdiction Over Arbitration and Award Vacatur – Refined Standards (Phoenix, AZ), Arizona Continuing Legal Education, November 2010

Arbitrator Training (Irvine, CA), National Center for Dispute Settlement/CDSP, October 2010

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, September 2010

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, June 2010

Arbitration Practice, Michigan Employment Relations Commission, April 2010

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, March 2010

ADR Case Law and Legislative Update, Annual Negotiation and Dispute Resolution Institute, March 2010

The Practical Implications of Adopting the RUIAA, Detroit Bar Association, December 2009

Judicial Review in Arbitration Post Hall v. Mattel: Ruminations for Practitioners, Michigan Defense Counsel Association, November 2009

Arbitrator Training (Irvine, CA), National Center for Dispute Settlement/CDSP, October 2009

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, September 2009

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, June 2009

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, March 2009

Ethics and Disclosure in ADR, ACR, February 2009

Judicial Review in Arbitration Post Hall v. Mattel, Detroit and Oakland County Bar Association, December 2008

Arbitrator Training (Irvine, CA), National Center for Dispute Settlement/CDSP, October 2008

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, September 2008

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, June 2008

Ethical Conundrums in Mediation, Detroit Bar Association, May 2008

Arbitrator Training (Dallas, TX), National Center for Dispute Settlement, March 2008

State of the Law in ADR – 2007/8, Annual Negotiation and Dispute Resolution Institute, Institute of Continuing Legal Education, March 2008

State of the Law in ADR – 2007/8, Oakland (Michigan) County Bar Association, December 2007

The Need for Increased Transparency in International Commercial Arbitration, Michigan State Bar – International Law Section, April 2007

Why Michigan Should Adopt the Revised Uniform Arbitration Act, Michigan State Bar – Alternative Dispute Resolution Section Council, April 2007

Award Vacatur Under the Federal Arbitration Act, American Bar Association – Dispute Resolution Section Annual Meeting, April 2007

State of the Law in ADR – 2006/7, Annual Negotiation and Dispute Resolution Institute, Institute of Continuing Legal Education, March 2007

Structuring the “Win-Win” Deal – How to Capitalize on the Negotiation Process, Michigan Realtors Association, February 2007

Training Program for Michigan Mediators (skills-building course for mediators certified under MCR 2.410)}, Michigan State University College of Law – ADR Program, October 2006

Update for Michigan Employment Relations Arbitrators, Michigan State University College of Law – ADR Program, October 2006

Making the Five Dollar Bet: Should You Arbitrate or Litigate?, Florida Labor and Employment Law Seminar, September 2005

Enforcing Mandatory Arbitration Agreements (Program titled: New Developments in Labor and Employment Law), School of Labor and Industrial Relations – Michigan State University and the ADR Program – Michigan State University College of Law, June 2005

State of the Law in ADR – 2005/6, Annual Negotiation and Dispute Resolution Institute, Institute of Continuing Legal Education, March 2005

Update for Michigan Employment Relations Arbitrators, Michigan State University College of Law – ADR Program, November 2004

Drafting Arbitration Clauses in the Business Setting – Common Pitfalls to Avoid, Institute of Continuing Legal Education, May 2004

The Nuts and Bolts of a Successful Mediation, Michigan State University College of Law – Moot Court, March 2004

Using ADR to Navigate Through Regulatory Waters, Michigan Public Utilities Institute, March 2004

ADR AND MOOT COMPETITION WORK

ABA [Student Division] Negotiation Competition – faculty adviser and coach, 2004 – Current

- 2017 Michigan State University College of Law Team – Regional Winner; Placed 5th in National Competition [out of 102 teams]
- 2006 Michigan State University College of Law Team – Regional Winner; Placed 3rd in National Competition [out of 96 teams]
- 2005 Michigan State University College of Law Team – Regional Winner; Placed 7th in National Competition [out of 94 teams]

ABA [Section of Dispute Resolution] Advocacy in Mediation – faculty adviser and coach, 2004 – 2017

- 2006 Michigan State University College of Law Team – Regional Winner; Placed 3rd in National Competition

ABA and National Arbitration Forum Commercial Arbitration Competition – faculty adviser and coach, 2005 – Current

- 2018 Michigan State University College of Law Team – Regional Winner
- 2017 Michigan State University College of Law Team – Regional Semi-Finalist; National Semi-Finalist (Second Place)
- 2016 Michigan State University College of Law Team – Two Regional Winners, First and Second Place; National Semi-Finalist (Third Place) and National Sixth Place
- 2013 Michigan State University College of Law Team – Regional Winner
- 2012 Michigan State University College of Law Team – Regional Winner
- 2011 Michigan State University College of Law Team – Regional Winner
- 2010 Michigan State University College of Law Team – Regional Winner; National Semi-finalist (Second Place)
- 2008 Michigan State University College of Law Team – Regional Semi-Finalist
- 2006 Michigan State University College of Law Team – Regional Semi-Finalist

Vis International – faculty coach, 2004 – 2010

Wagner Labor Law Moot Court Competition – faculty coach, 2005; 2007

TEACHING AWARDS (AWARD NO LONGER GIVEN)

Recipient: Distinguished Faculty Award – 2014

Nominee: Distinguished Faculty Award – 2013

Recipient: Distinguished Faculty Award – 2012

Nominee: Distinguished Faculty Award – 2008

Nominee: Distinguished Faculty Award – 2006

Nominee: Distinguished Faculty Award – 2005

Nominee: Distinguished Faculty Award – 2004

PROFESSIONAL ACTIVITIES (LEGAL)

Federal Court *Pro Per* Panel [for Employment Disputes]

PROFESSIONAL ACTIVITIES (ADR)

Service as Neutral

- Mediator – 46th District Court
- Mediator – Michigan Court of Appeals Settlement Program
- Mediator – Private Cases
- Arbitrator – State Farm Insurance
- Organizational Assessments

Training

- Hartfield Resolution Group (2010 – Current)
- National Center for Dispute Settlement (2006 – Current)
- American Bar Association Arbitrators' Training Institute (2004 – 2006)
- American Arbitration Association Employment and Commercial Arbitrators' Training [Basic and Advanced] (1997 – 2002)
- United States Air Force (1999)
- Prudential Remediation Plan Neutrals' Training (1998 – 99)
- First and Second Circuit Bankruptcy Judges [Boston, MA] (1998)
- Boeing Corporation Facilitators (1997 – 98)
- Third Circuit Bankruptcy Judges [Philadelphia, PA] (1997)
- Michigan Court of Appeals Moderator [for appellate ADR program under MCR 7.213 (1996 – 97)
- Oakland County Circuit Court Facilitators (1996; 1999)
- Kent County Mediators (1992)
- Macomb County Circuit Court Judges and Mediators (1992)
- Circuit Court Judges and Mediators (1991)

ADMISSION TO PRACTICE

United States Supreme Court, 1992

United States Court of Appeals for the Sixth Circuit, 1992

Michigan Supreme Court and Michigan State Courts, 1981

Michigan Federal Courts, 1981

PROFESSIONAL ASSOCIATIONS

State Bar of Michigan

- Alternative Dispute Resolution Section (Chair 1995 – 96)
- Business Law Section
- International Law Section
- Labor and Employment Law Section
- State Bar Committee on Legislation, Alternative Dispute Resolution Section

American Bar Association

- Alternative Dispute Resolution Section
- Business Law Section
- Labor and Employment Law Section

Association of American Law Schools

Other Organizational Affiliations

- Society of Professionals in Dispute Resolution (currently known as Association for Conflict Resolution, ACR) , Member, 1980 – 1990
- Michigan Supreme Court Committee on Mediation, Past Member
- Michigan State Court Administrative Office Committee on Confidentiality, Member
- Dispute Resolution Education Services, Board Member, 2004 – Present