



**Cornell University**  
ILR School  
Scheinman Institute on Conflict Resolution

## **Priority Projects and Fundraising Opportunities**

### **Scheinman Institute Unrestricted Gifts**

The Scheinman Institute on Conflict Resolution at Cornell University is the nation's first institute exclusively focused on the study and practice of workplace dispute resolution. The institute's mission is to educate the next generation of neutrals – arbitrators, mediators and facilitators – who can help resolve disputes between employers and employees, both unionized and non-unionized. Its activities include a wide range of programs, including:

- \* undergraduate courses and degrees,
- \* graduate courses and degrees,
- \* training and certificate programs for professionals,
- \* consultation and technical assistance, and
- \* research and evaluation.

*Gifts of any size are appreciated.*

### **Student Mediator Training Program and ADR Society**

The Scheinman Institute provides unique mediator training opportunities for ILR and Cornell Law School students. These intensive three-day workshops are held at the ILR Conference Center on the Ithaca campus. Four programs have been held since the first program in August 2007. Course content has included detailed discussions and group exercises on such varied topics as campus conflicts, workplace terminations, and securities investor-brokerage disputes. Students also participated in several simulation exercises to give them experience applying their mediation skills to real-life situations. A January 2009 student workshop will focus on cross-cultural issues and mediation.

An outgrowth of these training sessions is a newly formed student ADR Society, which has been officially registered as a student organization. They are focusing their efforts on making a good showing in the upcoming student mediation competitions: the ICC's 4th Annual International Mediation Competition in Paris and the ABA's Representation in Mediation Competition in New York.

*A minimum gift of \$5,000 is requested. If you or your firm would like to sponsor a course, the full cost per course is \$25,000.*

## **Scheinman Institute Student Internships**

Internships provide students with applied learning opportunities that offer practical, real-world experience. These academic internships allow students to work in an internship connected to dispute resolution and receive credits for working a specific number of hours and submitting a report at the end of the internship period. Internship opportunities can be arranged with appointing agencies and law firms, depending on the student's area of interest.

*Gifts of any size are appreciated, however, we believe that a minimum gift of \$3,000 is effective for one student to be able to pay for housing and expenses and concentrate on their work. To name an endowment for student internships, a minimum gift of \$50,000 is required. An endowment commitment of \$125,000, when completed, would assist two students per year.*

## **Scheinman Institute Professional Student Scholarships**

The Scheinman Institute offers professional courses and certificate programs aimed at *educating the next generation of neutrals*. In fulfilling its mission, the Scheinman Institute seeks to achieve equal opportunities for individuals interested in entering the neutral profession without respect to race, gender, religion, national origin, or sexual orientation. Providing need-based scholarships for our professional students will help us further this objective.

*It can be a hardship for working professionals or those between positions to afford full tuition. Course related expenses can range between \$2,500 – 5,500. A gift of any amount is appreciated. To name an endowment for professionals to attend courses, a minimum gift of \$50,000 is required.*

## **Scheinman Institute Research Projects**

Undergraduate and graduate students often seek opportunities to conduct research in areas of study that interest them while furthering the research objectives of the Scheinman Institute. Examples of research projects students have contributed to in the past include an *Analysis of the Arbitration of Employment Disputes in the Financial Services Industry*, *Fortune 1000 Survey*, and *Analysis of the Arbitration of Employment Disputes in the Financial Services Industry*.

*Gifts of any size are appreciated; however, \$1800 would allow one student to receive an hourly rate/stipend for one semester while conducting research. To name an endowment for student research projects, a minimum gift of \$50,000 is required. An endowment commitment of \$75,000 when completed, would assist two students per year.*

## **Dispute Resolution Practicum**

Geared toward graduate students and/or those with interest in pursuing the field, this course has the purpose of linking classroom discussion and analysis of arbitration and mediation with opportunities for students to observe actual arbitration and mediation cases. Classroom discussions and readings will focus on both labor arbitration and mediation and employment arbitration and mediation.

During the first three weeks of the semester students will participate in a weekly 2 ½ hour session designed to thoroughly familiarize them with the use of arbitration and mediation to resolve workplace disputes. In addition to focusing on how arbitrators and mediators handle disputes, the course will also cover the institutional and administrative arrangements that support the use of arbitration and mediation. During the next seven weeks of the semester students will have an opportunity to observe at least one arbitration case and one mediation case. (Students will need to travel to the sites where hearings or sessions are being held. It is anticipated that much of this travel will occur during spring break. The Scheinman Institute on Conflict Resolution will cover the students' travel expenses.)

During the final three weeks of the semester students will again participate in a weekly 2 ½ hour session in which they will report on their field experiences and compare and contrast their observations.

*Gifts of any size are appreciated, however, we believe that a minimum gift of \$3,000 is effective for one student to be able to pay for housing and expenses and concentrate on their practicum experience. To name an endowment for student internships, a minimum gift of \$50,000 is required. An endowment commitment of \$125,000 when completed, would assist two students per year.*

## **Scheinman Institute Labor Arbitration Program**

This unique certificate program is designed for attorneys, union leaders, labor relations and human resource professionals and others who have distinguished themselves in labor/management relations and who want to develop a successful practice as a labor arbitrator.

This is a highly intensive and participatory program. In addition to process and substantive knowledge courses, students will gain experience observing hearings conducted by some of the nation's best labor arbitrators. Students will then write draft awards and receive personal feedback from the program's participating arbitrators.

*It can be a hardship for working professionals or those between positions to afford full tuition. Course related expenses can range between \$2,500 – 5,500. A gift of any amount is appreciated. To name an endowment for professionals to attend courses, a minimum gift of \$50,000 is required.*

## **Scheinman Institute Harold R. Newman Initiatives**

Harold R. Newman was a self-taught scholar of labor relations and a treasured mentor. By the end of 2009, the Scheinman Institute's Harold R. Newman Conference Room is slated to open and the first Harold R. Newman Internship will have been awarded. Named in honor of a labor relations icon, the internship and conference room will help facilitate the education of the newest generation of neutrals, some of whom are being trained by the people Mr. Newman coached. Mr. Newman served as chairman of the New York State Public Employment Relations Board from 1977 to 1990. He was associated with ILR for 30 years, serving on the school's Advisory Council and as a visiting lecturer. Mr. Newman died in 2005.

- Newman Conference Room: Goal: \$50,000
- Newman Internship Fund: Goal: \$60,000 endowment

*Rather than seeking one large donation, we are asking for gifts of \$1,000. Anyone making gifts totaling \$1000 will be noted in a plaque that will hang in the Conference Room. It would be best if this donation came in one payment, however, for those who would prefer it, a 4 year commitment of \$250.00 per year is also available. For those unable to give at this level, we will gladly accept any contribution you would like to make in Harold's honor.*

**To make a gift to the Martin and Laurie Scheinman Institute on Conflict Resolution or for additional information on any of these giving opportunities please contact:**

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