DOUGLAS J. WITTEN, ESQ.

Atlanta, GA | dwitten@innovativeadr.com | 678.427.9030 | linkedin.com/in/dougwitten

MEDIATOR, ARBITRATOR, DISPUTE RESOLUTION PROFESSIONAL

ALTERNATIVE DISPUTE RESOLUTION (ADR) EXPERTISE | CORPORATE & PUBLIC SECTOR EXCELLENCE | HEALTHCARE BACKGROUND

Highly experienced attorney, ADR professional, and founder of dispute resolution company. Presided as mediator or arbitrator in approximately 1500 cases. Registered mediator since 2003 and since 2017 has served as arbitrator in healthcare, commercial, employment and financial matters, including multi-million-dollar disputes. Offer **30 years of legal expertise**, including 13 years working in **increasingly senior roles** for the State of Georgia's workers' compensation agency with focus on **ADR** and administrative law. Savvy legal strategist and negotiator; served as primary legal liaison to various departments and governing bodies regarding tactical direction for wide range of legal matters affecting state's rights and responsibilities as well as complex policies and procedures. **Effectively build consensus and foster compromise** among competing interests to influence **favorable outcomes on diverse legal issues**.

Have also cultivated **extensive background in healthcare law**, starting with early roles in healthcare practice groups at prominent law firms and current affiliation/training with organizations such as the American Health Law Association (AHLA) and American Bar Association (Healthcare Committee, Dispute Resolution Section; Task Force on ADR and Conflict Management in Healthcare, Health Law Section). **Speak English and Spanish with fluency**.

KEY STRENGTHS & PROFICIENCIES INCLUDE:

Mediation | Arbitration | Negotiation | Dispute Resolution | Conflict Management
Leadership | Employee Presentations & Trainings | Coaching | Legal Issues & Trends
Executive & Team Collaboration | Public Sector Liaison & Education | Oral & Written Communication | Drafting Excellence
Legal Research & Analysis | Contracts (Drafting, Review & Negotiation) | Team Hiring & Oversight | Mentorship

RECENT PROFESSIONAL EXPERIENCE & SELECTED MAJOR ACCOMPLISHMENTS

INNOVATIVE ADR INTERNATIONAL LLC: Atlanta, GA | ***FOUNDER, MEDIATOR AND ARBITRATOR*** 2015 – Present

Founding member of dispute resolution firm, mediator, and arbitrator. Areas of focus include healthcare, medical, business and commercial, workers' compensation, and other disputes. Offers English-Spanish neutral services.

HEALTHCARE AND MEDICAL: Extensive education, training, and legal experience representing physicians, hospitals, home health agencies, skilled nursing facilities, technology and pharmaceutical companies, insurers, and others in healthcare and medical matters allows for in-depth understanding of disputes and opportunities to resolve them efficiently and effectively. American Arbitration Association (AAA) and American Health Law Association (AHLA) neutral panel member.

BUSINESS AND COMMERCIAL: Background and practice as corporate and M&A lawyer, handling sophisticated transactions involving local, national, and international clients, provides unique insight into resolving business and commercial disputes. Financial Industry Regulatory Authority (FINRA) neutral panel member.

WORKERS' COMPENSATION: Years of mediating workplace injury cases, managing ADR teams, and reviewing and analyzing thousands of appeals throughout the state delivers specialized experience and unique insight into resolving workers' compensation claims.

BAY MEDIATION & ARBITRATION SERVICES, LLC: Atlanta, GA | ***MEDIATOR AND ARBITRATOR*** 2016 – 2025

Neutral panel member of fast-growing regional dispute resolution company. Areas of focus include healthcare, medical, business and commercial, workers' compensation, and other disputes. Offer English-Spanish ADR services.

STATE OF GEORGIA (SBWC): Atlanta, GA | ***MULTIPLE ROLES*** 2003 – 2016

Division Director / Attorney General Liaison: Appellate Division 2013 – 2016
Deputy Director / Attorney General Liaison: Appellate Division 2007 – 2013
Deputy Director / Chief Mediator / Attorney General Liaison: Alternative Dispute Resolution (ADR) Division 2005 – 2007
Attorney Mediator: ADR Division 2003 – 2005

Initially hired to work in mediation area for State of Georgia workers' compensation agency; identified for exemplary strengths in field of complex mediation as well as case management, team oversight, and legal writing. Promoted often.

MEDIATION SUCCESS: Mediated and resolved hundreds of cases, including global ("all issues") settlements, medical issues, payment and other compensation matters, and attorney fee disputes. Trained as general civil mediator, registered with GA Commission on Dispute Resolution. Assist parties to close cases efficiently and cost-effectively.

DEPARTMENTAL PROCESS OVERSIGHT: Managed appellate process and enhanced review procedures.

- Exceeded strategic goal by publishing appellate decisions within 90 days of appeal presentation in 95% of cases.

EXECUTIVE COLLABORATION: Worked closely with Board of Directors and provided comprehensive legal analysis, statutory, rule, and policy recommendations. Also served as Liaison to Office of the Attorney General and assisted agency's Legislative Committee.

- Provided agency legal guidance regarding general counseling, litigation, insurance liability, provider reimbursement, healthcare information privacy and confidentiality, etc. Oversaw inter-agency collaboration as well as contract drafting and review.

LEGAL STRATEGIST: Spearheaded agency litigation and pre-litigation strategies and employed effective negotiation tactics.

TEAM HIRING & MANAGEMENT: Directed hiring, training, and performance review of employees; supervised staff work and growth.

CASE MANAGEMENT IMPROVEMENT: Collaborated with IT team and Division staff on overhauling and significantly improving case management and review system; all necessary legal personnel gained shared access to networked decisions.

DOCUMENT DRAFTING EXPERTISE: Known for exemplary writing capabilities; drafted documents for internal and external legal needs. Regularly drafted impactful appellate decisions ultimately upheld by higher courts.

SPANISH-SPEAKING ASSISTANCE: Identified need to increase Hispanic clientele access to accurate legal info as well as mediation process benefits. Overhauled and translated state-mandated forms and performed bilingual mediation when appropriate.

LEGISLATIVE LOBBYIST: Partnered with agency leaders, lawmakers, and legislative committee members on legislative strategy and ensured successful session. Monitored state legislation/initiatives to guarantee interests are represented and protected.

KING & SPALDING, LLP: Atlanta, GA | ***ASSOCIATE*** 2000 – 2002

Member of corporate & healthcare departments for large, international law firm. Handled litigation matters and transactions.

HEALTHCARE ATTORNEY: Served as key legal advisor on range of cases focused on health systems and organizations, skilled nursing providers, hospitals, physicians, insurers, pharmaceutical companies, Medicare & Medicaid reimbursements, etc.

HIPAA KNOWLEDGE: Took initiative in learning highly technical area of new HIPAA regulations; condensed hundreds of pages of documents and made presentations to various audiences seeking guidance on compliance with intricate requirements.

LONG, ALDRIDGE & NORMAN LLP (N/K/A DENTONS): Atlanta, GA | ***ASSOCIATE*** 1997 – 2000

Member of corporate & healthcare departments; handled range of transactional, litigation, and regulatory matters.

HEALTHCARE ATTORNEY: Successfully represented healthcare clients across sector spectrum; developed deep and broad expertise in state/federal laws, rules, regulations, administrative rulings, case law, and more, affecting healthcare operations.

- Also defended Certificate-of-Need decision in favor of healthcare provider client; served as second-chair in appeals process. Victorious in first administrative hearing and ensured client retained right to build new healthcare facility.

LATIN AMERICAN LAW FOCUS: Counseled large South American technology company expanding into LatAm region; advised on multiple transactions. Ongoing representation allowed firm to successfully grow business and achieve company goals.

FIRM-WIDE SUCCESS: Played integral role in in closing one of firm's then-most historically significant deals.

FORMAL EDUCATION & SELECTED PROFESSIONAL DEVELOPMENT

UNIVERSITY OF HOUSTON LAW CENTER: Houston, TX | LL.M. in Health Law & Policy 1997

NEW YORK UNIVERSITY SCHOOL OF LAW: New York, NY | J.D. 1996

EMORY UNIVERSITY GOIZUETA BUSINESS SCHOOL: Atlanta, GA | B.B.A., *with Highest Distinction* 1993

UNIVERSITY OF NEW SOUTH WALES: Sydney, Australia Summer/Fall 1991 (study abroad)

SELECTED PROFESSIONAL DEVELOPMENT: ABA TIPS Lunch and Learn Arbitration Bootcamp: Strategies for Success (2025) | ABA DR Section Bilingual Mediation: Practicalities and Considerations (2025) | ABA Business Law Section: Preventing the Dispute Before It Begins (2025) | Online Mediation: Five Years In (2025) | CCA After the Evidentiary Hearing: The Award and Post-Award Issues (2024) | ABA Using AI Ethically & Responsibly in Your Legal Practice (2024) | ABA Arbitration Institute (2024) | Arbitration Fundamentals and Best Practices for New AAA Arbitrators (2023) | Mediation Best Practices, State Bar of GA DR Section (2022) | Mediating Legal Malpractice Claims, State Bar of GA DR Section (2022) | State Bar of GA DR Section Arbitration Forum Reboot (2022) | AAA Healthcare Webinar Series: Presenting an Efficient Case for In-Person or Virtual Hearings for Healthcare Arbitrations (2021) | AAA Healthcare Webinar Series: The Healthcare Arbitration Preliminary Hearing (2021) | FINRA Dispute Resolution: Basic Arbitrator Training Program (2021) | Online Dispute Resolution (ODR) and You (2020) | Learn to Mediate Online (2020) | Ethical Considerations for Use of Online Tools for Dispute Neutrals in the COVID-19 Era (2020) | Mediating Online Disputes, Silicon Valley Summer Institute (2019) | AAA Healthcare Dispute Resolution Innovation and Strategy Conference (2018) | Business Mediation Basics 101 (2018) | Considerations for Arbitrating Payer/Provider Disputes (2017) | The Future of Binding Arbitration in Long Term Care (2017) | AHLA Health Care Arbitration (2016) | ABA Mediation FAQ (2016) | What is ADR in Health Care? (2016) | Health Law Neutrals (2016) | Hot Topics in Managed Care Litigation (2016) | Arbitration Agreements with Nursing Home Residents (2016) | Utilizing Mediation to Navigate the Perils of Electronic Discovery in Arbitration (2016) | The Role of the Organizational Ombuds in the Healthcare Setting (2015) | ABA Advanced Mediation and Advocacy Skills Institute (2015) | Representing Clients in Mediation: A Master Class in Mediation Advocacy (2015) | AHLA Annual Practice Group Leadership Training (2015-17) | Transforming Peer Review through Mediation (2015) | Mediating Disputes in Accountable Care and Value-Based Health Care Settings (2013) | AHLA: Advanced Mediation Training (2011) | Advanced Mediation: Beyond Process to Skills (2011)

ADDITIONAL LEGAL EXPERIENCE & RELEVANT CORE COMPETENCIES

AMERICAN NEGOTIATION INSTITUTE: Worldwide | ***ANI Certified Trainer*** 2022 – 2025

- Negotiation and conflict resolution trainer. Integral part of negotiation consulting and training team that delivers actionable, easy-to-implement strategies through virtual or in-person, customizable sessions.

NOLO: Berkeley, CA | ***Contributing Writer*** 2018 – 2024

- Contributing writer for one of the web's largest libraries of user-friendly legal information, with the goal of helping consumers and small businesses find high-quality answers to everyday legal and business questions.

LEAP FORWARD GROUP: Atlanta, GA | ***Counsel*** 2004 – 2013

- Aided company president on range of legal matters, including contracts, employment issues, and litigation management.

STATE BAR OF GEORGIA (Transition Into Law Practice Program): Atlanta, GA | ***Attorney Mentor*** 2006 – 2007

- Counseled new attorneys on developing effective practices as they begin legal career following law school.

LATIN AMERICAN ASSOCIATION: Atlanta, GA | ***Volunteer Attorney*** 2002 – 2003

- Served as volunteer in legal department of group dedicated to assisting constituents from LatAm countries. Advised on family immigration matters and other legal areas; interfaced with Spanish-speaking clientele and bilingual staff.

Early Legal Experience included an internship at Flagler Hospital in the Administration & Finance Department, and Law Clerkships with the Honorable Jerry A. Funk and the North Shore University Health System.

Legal Healthcare Knowledge & Sector Experience: Reimbursement | Healthcare Litigation | Medical Staff Issues | Insurance Liability | Corporate & Transactional | Provider Reimbursement | HIPAA | Fraud & Abuse | Information & Technology | False Claims Act | Healthcare Systems & Organizations | Hospitals | ADR | Physicians | Insurers | Pharmaceutical/Biotech | Home Health & Skilled Nursing Providers

Drafting Knowledge: Transactional & Corporate Documents | Service & Management Agreements | Employment & Contractor Agreements | Administrative Awards & Orders (Findings of Fact, Conclusions of Law & Legal Citations) | Legal Memos & Briefs | Administrative Rules & Regulations

PROFESSIONAL ASSOCIATIONS / SELECTED LEADERSHIP ROLES & GROUP AFFIILIATIONS

AMERICAN ARBITRATION ASSOCIATION (AAA)

- Member, Commercial Arbitration Panel (2023-Present)
- Member, Mediation Panel (2025-Present)

AMERICAN BAR ASSOCIATION (ABA)

- Member, Dispute Resolution Section (Committees: Healthcare; International; Mediation; Technology in ADR)

  - Mediation Committee
    - Past Subcommittee Co-chair, *Just Resolutions* Publication
    - Past Subcommittee Chair, Special Projects
  - Welcome Committee, Annual Spring Conference, April 10-12, 2019, Minneapolis, MN
- Member, Health Law Section (Task Force on ADR and Conflict Management in Health Care)
- Member, Litigation Section
- Past Member, Business Law Section (Dispute Resolution Committee)
- Member, ABA Advisory Panel (2011 – 2014)

AMERICAN HEALTH LAW ASSOCIATION (AHLA)
- Chair (2016-2018) and Vice Chair (2015-16), ADR Affinity Group
- Panel Neutral, Dispute Resolution Service

ATLANTA BAR ASSOCIATION
- Chair (2022-23), Past Vice Chair/Chair-Elect (2021-22) and Board Member (2018-Present), Dispute Resolution Section
- Member, Litigation Section
- Member, Workers' Compensation Section

FINANCIAL INDUSTRY REGULATORY AUTHORITY (FINRA)
- Public Arbitrator (2021-Present)

FORO INTERNACIONAL DE MEDIADORES PROFESIONALES (FIMEP)
- Embajador a EE.UU. (U.S. Ambassador)

GEORGIA ACADEMY OF MEDIATORS & ARBITRATORS

GEORGIA ANNUAL ADR INSTITUTE & NEUTRALS' CONFERENCE
- Planning Committee (2020-22)

GEORGIA GOVERNMENT TRANSPARENCY AND CAMPAIGN FINANCE COMMISSION *(Registered Lobbyist 2012)*

GEORGIA HISPANIC BAR ASSOCIATION

GEORGIA OFFICE OF DISPUTE RESOLUTION, SUPREME COURT OF GEORGIA *(Registered Neutral, General Civil Mediation, Domestic Mediation & Arbitration)*
- Civil Mediation Training, Resolution Resources Corporation (2003)
- Arbitration Training, Henning Mediation & Arbitration Service (2016)
- Divorce Mediation Training, Justice Center of Atlanta (2017)
- Domestic Relations Mediation Practicum, Henning Mediation & Arbitration Service (2017)

HISPANIC NATIONAL BAR ASSOCIATION (Past Member)

INTERNATIONAL COUNCIL FOR ONLINE DISPUTE RESOLUTION

NATIONAL ACADEMY OF DISTINGUISHED NEUTRALS

ODR LATINOAMÉRICA

STATE BAR OF GEORGIA
- Treasurer, ADR Section (2023-24)
- Secretary, ADR Section (2024-25)
- Vice Chair, ADR Section (2025-Present)

ADDITIONAL RELEVANT INFORMATION

MEDIATION COACH: Georgia State University School of Law, Civil Mediation Training (2018) **|** John Marshall Law School, Alternative Dispute Resolution and Mediation (2019-Present) **|** University of Florida, Levin College of Law, Mediation Advocacy (2021) **|** University of Georgia School of Law, Mediation (2021-Present)

SELECTED HONORS: Selected: Georgia *Super Lawyers* (Alternative Dispute Resolution) (2023-Present) **| Nominee:** *Daily Report ALM* "Best Of" Survey, "Individual Mediator/Arbitrator" Category (2020-Present) **| Certificate Recipient:** Georgia Leadership Institute, "Leading Others" (2009) **| Recipient:** Governor's Faithful Service Award (2008 & 2013) **| Winner, First Prize:** American Health Lawyers Association Year-in-Review case summaries contest (2002)

STATE BAR ADMISSIONS: Georgia (Alternative Dispute Resolution, Health Law, Workers' Compensation Sections); admitted to practice in Georgia Supreme Court and all Georgia courts **|** Florida (Dispute Resolution Section); admitted to practice in Florida Supreme Court and all Florida courts

OF NOTE: Skilled musician; can play guitar, bass, ukulele, mandolin, banjo, keyboard, piano and harmonica | Avid runner, including multiple marathons | Authored 300-page manuscript titled *Musings on the Links*

PUBLICATIONS

No Surprises? Surprise Billing and Independent Dispute Resolution, ABA Litigation Section, Alternative Dispute Resolution Committee, Vol. 29, Issue 1 (Spring 2025).

AI, Innovation and ADR: The Future is Now, *Lex and Verum*, The National Association of Workers' Compensation Judiciary (April 2025).

Expert Opinion -- AI, Innovation and ADR: The Future is Now, ALM/Daily Report (January 29, 2025).

Douglas J. Witten, *Time-Tested: The Stoic Negotiator's Five Keys for the Modern Deal* (2024).

The Message or the Messenger?, Atlanta Bar Association Dispute Resolution Newsletter, Winter 2023.

Georgia's Surprise Billing Consumer Protection Act: Spotlighting Dispute Resolution Provisions, Atlanta Bar Association Dispute Resolution Newsletter, Winter 2022.

No More Surprises: An Overview of Georgia's Latest Effort to Resolve Balance Billing Disputes, Georgia Health Law Developments, Winter 2021.

Online Dispute Resolution as Healthcare Litigation Tool: Mediation Tips, Lessons Learned, and Looking Ahead, *ABA Health eSource Magazine* (August 2021).

American Bar Association Dispute Resolution Section *Just Resolutions Newsletter*, March 2021 (co-editor).

Douglas J. Witten, *Mediation Essentials Toolkit: A Practitioner's Emergency Survival Guide* (2021).

Video Mediation During the Coronavirus Pandemic: How Online Dispute Resolution Works, *Nolo*, June 2020 (available at https://www.nolo.com/legal-encyclopedia/video-mediation-during-the-coronavirus-pandemic-how-online-dispute-resolution-works.html).

Mediation in the Service of Others, *Revista ADR Magazine*, Foro Internacional de Mediadores Profesionales, Número Especial, April 10, 2020.

American Bar Association Dispute Resolution Section *Just Resolutions Newsletter*, March 2020 (co-editor).

American Bar Association Dispute Resolution Section *Just Resolutions Newsletter*, January 2020 (co-editor).

American Bar Association Dispute Resolution Section *Just Resolutions Newsletter*, March 2019 (co-editor).

If you will, I will: Bracketology for Mediators, ABA Dispute Resolution Magazine, Vol. 24, No. 3 (Spring 2018).

Georgia Proposals Would Provide Mechanisms for Resolution of "Surprise" Medical Bill Disputes, AHLA Alternative Dispute Resolution (ADR) Affinity Group, PG Bulletin (February 2018).

Texas Bill Would Expand Balance Billing Mediation, AHLA ADR Affinity Group, Health Care Liability and Litigation and Post-Acute and Long-Term Services Practice Groups Email Alert (March 2017).

Nursing Home Association Sues United States Over Final Rule Restricting Arbitration, AHLA ADR Affinity Group, Health Care Liability and Litigation and Post-Acute and Long-Term Services Practice Groups Email Alert (October 2016).

Rhode Island Superior Court Denies Nursing Home Motion to Dismiss or Stay Proceedings and Compel Arbitration, AHLA ADR Affinity Group, Health Care Liability and Litigation and Post-Acute and Long-Term Services Practice Groups Email Alert (September 2016).

European Commission Launches New ODR Platform, ABA Just Resolutions eNewsletter, September 2016.

SCOTUS Denies Review of Eleventh Circuit Decision Refusing to Compel Arbitration in Nursing Home Dispute, AHLA ADR Affinity Group, Health Care Liability and Litigation and Post-Acute and Long-Term Services Practice Groups Email Alert (May 2016).

NLRB Judge Orders Cedars-Sinai to Rescind or Revise Mandatory Arbitration Agreements, AHLA ADR Affinity Group, Health Care Liability and Litigation, Hospitals and Health Systems, Labor and Employment, and Post-Acute and Long-Term Services Practice Groups Email Alert (March 2016).

Sixth Circuit Court of Appeals Refuses to Compel Arbitration of Wrongful-Death Claim Against Nursing Facility, AHLA ADR Affinity Group, Health Care Liability and Litigation and Post-Acute and Long-Term Services Practice Groups Email Alert (February 2016).

U.S. Supreme Court Removes from Argument Calendar Health Care Case Questioning FAA Preemption of California Arbitration Rule, AHLA ADR Affinity Group, Health Care Liability and Litigation, Post-Acute and Long-Term Services, and Labor and Employment Practice Groups Email Alert (January 2016).

Pennsylvania Supreme Court Finds Nursing Home Arbitration Agreement Unenforceable Because of Void Integral Term, AHLA ADR Affinity Group (and additional relevant groups) Email Alert (November 2015).

Minnesota Department of Human Services Reinstates County Health Plan Options Following Expedited Mediation Process, AHLA ADR Affinity Group (and additional relevant groups) Email Alert (October 2015).

Appeal of a Workers' Compensation Case All the Way to the Supreme Court, Workers' Compensation Law Institute, October 22-24, 2015, St. Simons Island, GA (contributing co-author).

Mississippi Supreme Court Finds Deceased Resident Not Bound by Nursing Home Arbitration Provision, AHLA ADR Affinity Group (and additional relevant groups) Email Alert (August 2015).

CMS Proposed LTC Conditions of Participation Address Binding Arbitration Agreements, AHLA ADR Affinity Group (and additional relevant groups) Email Alert (July 2015).

Eleventh Circuit: Florida Physician Self-Referral Statute Survives Constitutional Challenge, AHLA Liability and Litigation Practice Group Health Briefs e-Newsletter (February 2013).

American Health Lawyers Association *Physician Organizations Monthly e-Newsletter*, April 2012 (co-editor).

Case Law Update, SBWC Annual Conference, March 2012 (contributing author and editor).

Judge Approves Distribution of Settlement Awards in AMA Suit Against UnitedHealth Group, AHLA Physician Organizations Monthly e-Newsletter, March 2012 (author and editor).

Georgia Supreme Court Strikes Down State Assisted-Suicide Statute, AHLA Liability and Litigation Health e-Briefs Newsletter, February 2012 (author and editor).

White House Report: States Progressing Toward Establishing Health Insurance Exchanges, Georgia Health Law Developments, Winter 2012.

European Mediation Directive Compliance Date Arrives, DR Currents: A Publication of the Dispute Resolution Section of the State Bar of Georgia, Fall 2011.

Revised Form CMS-855I Directly Questions as to Acceptance of Medicare Patients, AHLA Physician Organizations Practice Group e-Alert, August 1, 2011 (author and editor).

American Health Lawyers Association *Physician Organizations Practice Group e-Newsletter*, July 2011 (co-editor).

Cyber-Mediators in ADR Future? (If IBM's Watson can be developed into a virtual physician, it should be able to be a mediator, too), Fulton County Daily Report (May 24, 2011).

CMS to Change Physician Signature Requirement for Clinical Diagnostic Lab Requisitions, AHLA Physician Organizations Practice Group e-Newsletter, May 2011 (author and editor).

California Court Dismisses Suit Seeking to Bar Blue Shield Physician Rating Program, AHLA Physician Organizations Practice Group e-Newsletter, May 2011 (author and editor).

American Health Lawyers Association *Physician Organizations Practice Group e-Newsletter*, August 2010 (co-editor and contributing author).

Enforcement of "Red Flags" Rule Wrought with Further Delay and Uncertainty in the Face of Litigation and Legislative Initiatives, AHLA Healthcare Liability and Litigation Practice Group Health Briefs e-Newsletter (June 2010).

Case Law Update, SBWC Annual Conference, March 2010 (contributing author and editor).

Motion Practice, Workers' Compensation Law Institute, October 4-6, 2007, St. Simons Island, GA (contributing author).

Negotiating with a Roadmap: The Importance of Understanding How the Other Side Thinks, Georgia Bar Journal, Vol. 13, No. 1 (August 2007).

Answers to Your Burning HIPAA Questions: The Privacy Act and How It Affects Workers' Compensation, Workers' Compensation Law Institute, October 2-4, 2003, St. Simons Island, GA.

American Health Lawyers Association *Year in Review*, HMOs and Health Plans SISLC (2002) (contributing author).

American Health Lawyers Association *Year in Review*, HMOs and Health Plans SISLC (2001) (contributing author).

Georgia's New Year 2000 Readiness Disclosure Requirements Call for Immediate Action by Healthcare Providers, Georgia Association of Community Care Providers (2000) (co-author).

Corporate Compliance Programs: Physician Insurance for Turbulent Times, Physician's Practice Digest, Nov./Dec. 1997, at A-7 (co-author).

Regulation of 'Downstream' and Direct Risk Contracting by Health Care Providers: The Quest for Consumer Protection and a Level Playing Field, 23 *Am. J.L. & Med*. 449 (1997).

PRESENTATIONS AND MEDIA

Panelist, "What I Know Now That I Wish I Knew as a 1L," Emory University School of Law, March 31, 2026, Atlanta, GA.

Presenter, "Professionalism and the Role of Civility in Dispute Resolution," State Bar of Georgia/Georgia Office of Dispute Resolution 32nd Annual ADR Institute, November 19, 2025, Atlanta, GA (and live-streaming).

Program Co-Chair, "Keys to a Successful Mediation," State Bar of Georgia ADR Section/Young Lawyers Division Joint CLE, May 15, 2025, Atlanta, GA.

Program Faculty Chairperson, "Artificial Intelligence and ADR," Practising Law Institute Studio Briefing, released December 2024 (available at https://www.pli.edu/programs/mediation-and-ai?t=ondemand).

Program Faculty Chairperson, "Mediation and Negotiation with a Georgia Professionalism Focus," Practising Law Institute Studio Briefing, released September 2024 (available at https://www.pli.edu/programs/mediation-and-negotiation-with-a-georgia-professionalism-focus?t=ondemand&p=414667).

Moderator, Sesión de Comunicaciones, IV Foro Internacional de Mediadores Profesionales, June 26-28, 2024, Buenos Aires, Argentina.

Panelist, "What I Know Now That I Wish I Knew as a 1L," Emory University School of Law, April 8, 2024, Atlanta, GA.

Presenter, "Addressing Language Barriers in Mediation," State Bar of Georgia, Dispute Resolution Section, Conflict Resolution Day, October 19, 2023 (available worldwide).

Podcast Appearance, "Stoicism in Negotiation, with Doug Witten," *Negotiations Ninja*, originally aired October 16, 2023 (available at https://negotiations.ninja/podcast/stoicism-in-negotiation-with-doug-witten-ep-403/).

Panelist, "What I Know Now That I Wish I Knew as a 1L," Emory University School of Law, March 29, 2023, Atlanta, GA.

Podcast Appearance, "Top Tips: Managing Emotions in Negotiations – Highlight Reel," *Negotiate Anything*, originally aired March 4, 2023 (available at https://podcasts.apple.com/us/podcast/top-tips-managing-emotions-in-negotiations-highlight-reel/id1101679010?i=1000602743269).

Moderator, "Cultural Considerations and Language Barriers: Practical Tips for the Mediator and Advocate," State Bar of Georgia/Georgia Office of Dispute Resolution 29th Annual ADR Institute, November 18, 2022, Atlanta, GA (and live-streaming).

Moderator, "Open Roundtable/Welcome Discussion," Atlanta Bar Association Dispute Resolution Section, September 15, 2022, Atlanta, GA (virtual).

Speaker, "Getting What You Want from the Other Side: Negotiation Techniques That Work Outside a Mediation," *Atkins David Lunch Call Podcast*, August 24, 2022 (available at https://atkinsdavid.com/lunch-call-podcasts/).

Expert Commenter, "Stoicism: The Secret to Managing Emotional Triggers," *Forbes Magazine*, June 20, 2022 (available at https://www.forbes.com/sites/kwamechristian/2022/06/20/stoicism-the-secret-to-managing-emotional-triggers/?sh=d0d0a4517bf3).

Podcast Interview, "How to Manage Emotions in Negotiation with Doug Witten," *Negotiate Anything*, originally aired May 25, 2022 (available at http://podcasts.apple.com/us/podcast/how-to-manage-emotions-in-negotiation-with-doug-witten/id1101679010?i=1000563754721).

Course Creator/Instructor, *Don't Let Them Rattle You!: The "Fundamental 5" Stoic Keys to Better Everyday Negotiating*, launched May 2022 (available on demand at https://thestoicnegotiatoracademy.thinkific.com/).

Moderator, "Leveraging Your Brand to Grow Your Business," Atlanta Bar Association Joint CLE Program, May 4, 2022, Atlanta, GA.

Presenter, "Workplace Injuries, Mediation & ODR: USA Perspectives," ODR ExpoTech, Congreso Interactivo Online, April 26-28, 2022 (available worldwide).

Program Faculty Chairperson, "Workers' Compensation Mediation," Practising Law Institute Studio Briefing, released January 2022 (available at https://www.pli.edu/programs/workers-compensation-mediation?t=ondemand).

Program Faculty Chairperson, "Negotiation, Influence, and Persuasion Skills for Attorneys," Practising Law Institute Studio Briefing, released January 2022 (available at https://www.pli.edu/programs/negotiation-influence-and-persuasion-skills-for-attorneys?t=ondemand).

Executive Producer, *Online Mock Mediation Project*, American Bar Association Dispute Resolution Section, released August 18, 2021 (available at https://www.youtube.com/watch?v=i2hRCqfbb_g).

Guest/Trainer, "How to Use Negotiation Jiu Jitsu to Resolve Conflicts and Persuade," American Negotiation Institute/LinkedIn Learning audio course, launched May 2021 (available at https://www.linkedin.com/learning/how-to-use-negotiation-jiu-jitsu-to-resolve-conflicts-and-persuade?trk=course_title&upsellOrderOrigin=default_guest_learning).

Author/Creator/Podcaster, *The Stoic Negotiator™* Substack newsletter and community hub, launched November 2020 (available at stoicnegotiator.substack.com).

Presenter, "Mediation, Language Barriers, and Access to Justice," American Bar Association, Dispute Resolution Section Mediation Week 2020, October 22, 2020 (available worldwide).

Podcast Interview, "Insider Tips from an Experienced ODR Professional: What Works and What Doesn't, with Doug Witten, Esq.," *The Learn to Mediate Online Podcast*, originally aired June 9, 2020 (available at https://learntomediateonline.podbean.com/e/insider-tips-from-anexperienced-odr-professionalwhat-works-and-what-doesntwithdougwitten-esq-onthelearnto-mediate-online-podcast-with-susan-guthrie111/).

Organizer and Co-Presenter, "Overcoming Mediation Cultural and Language Barriers: Easier Said Than Done?," American Bar Association, Dispute Resolution Section Virtual Spring Conference, May 19, 2020 (available worldwide).

Podcast Interview, "Overcoming Mediation Cultural and Language Barriers: Easier Said Than Done?", *Resolutions: A Podcast About Dispute Resolution and Prevention*, originally aired February 11, 2020 (available at https://podcasts.apple.com/us/podcast/resolutions-podcast-about-dispute-resolution-prevention/id1455143114?i=1000465252550).

Panelist, "Overcoming Language Barriers at Mediation," Atlanta Bar Association Dispute Resolution Section CLE Breakfast, February 5, 2020, Atlanta, GA.

Podcast Interview, "How to Use Negotiation Jiu Jitsu to Resolve Conflicts & Persuade with Doug Witten Esq.," *Negotiate Anything*, originally aired May 13, 2019 (available at https://www.buzzsprout.com/58026/1132259).

Panelist, "The One Thing I Know Now That I Wish I Knew as a 1L," Emory University School of Law, April 9, 2019, Atlanta, GA.

Panelist**,** "Alternative Dispute Resolution," Emory University School of Law, April 23, 2018, Atlanta, GA.

Moderator, "Mediation in Peer Review: A Pearl Hiding in Plain Sight," AHLA Educational Call, February 14, 2017.

Co-Presenter and Panelist, "Nontraditional Uses of Mediation in Healthcare," American Bar Association 18th Annual Section of Dispute Resolution Spring Conference, April 7-9, 2016, New York, NY.

Moderator, "Live Appellate Division Arguments," SBWC Annual Educational Conference, September 1, 2015, Atlanta, GA.

Moderator, "Live Appellate Division Arguments," SBWC Annual Educational Conference, August 26, 2014, Atlanta, GA.

Webinar Presenter, "Operation and Structure of the Georgia SBWC's Appellate Division," Risk Management Inc., July 19, 2011.

Co-Presenter and Panelist, "Recent Decisions of the Appellate Division," Workers' Compensation Law Institute, October 15-17, 2009, St. Simons Island, GA.

Introductory Speaker, "ADR in the Workers' Compensation Arena," January 29, 2009, Atlanta, GA.

Co-Presenter and Panelist, "Ancillary Issues in Mediation," ADR in the Workers' Compensation Arena, January 31, 2008, Atlanta, GA (invited).

Program Co-Chair, *"*Mediation in the Workers' Compensation Arena," February 7, 2007, Atlanta, GA.

Co-Presenter and Panelist, *"*Current Ethical Issues in Mediation," Mediation in the Workers' Compensation Arena, February 20, 2004, Atlanta, GA.

Co-Presenter and Panelist**,** "HIPAA Security Standards: Transforming the Healthcare Landscape," at the HIPAA Roundtable, May 2-3, 2001, Atlanta, GA.

Co-Presenter**,** "New Federal Healthcare Information Use and Confidentiality Requirements: 23 Months and Counting," Southeastern Health Law and Policy Forum, March 30, 2001, Atlanta, GA.

Guest Lecturer**,** "Practicing Health Law," Emory University Rollins School of Public Health, November 29, 2000, Atlanta, GA.

Co-Presenter and Panelist**,** "HIPAA Security Standards: Transforming the Healthcare Landscape," at the HIPAA Roundtable, November 15-16, 2000, Atlanta, GA.

Presenter**,** "HIPAA Security Standards," at the GHA: An Association of Hospitals and Health Systems HIPAA Executive Briefing, November 1, 2000, College Park, GA.

RECENT CIVIC INVOLVEMENT

Volunteer **|** Zaban Paradies Center	2017 – Present
Jam for Dan *Scholarship Benefit Performing Artist* | Emory Goizueta Business School	2015 – Present
Member (2011 – Present) & ***Marathon Training Group Participant*** (2014 – 2016) **|** Atlanta Track Club	2011 – Present
Attorney Volunteer **|** Georgia Latino Law Foundation	2019
Member and Vice-Chair (2020-22), ***Board of Trustees*** **|** Cliff Valley School	2017 – 2022
Wine Women & Shoes "*Sole Man*" | Northside Hospital Leukemia and Women's Cancer Programs	2017 – 2018
Baseball Coach **|** Druid Hills Youth Sports	2015 – 2018
Coach/Volunteer **|** Kilometer Kids **|** Atlanta Track Club	2015 – 2016
Soccer Coach **|** Inter-Atlanta FC Blues	2013 – 2015
Member **|** Team in Training/The Leukemia & Lymphoma Society	2013
Coach **|** Atlanta Youth Soccer Association	2013
Coach **|** Decatur-DeKalb YMCA Soccer Club	2011
Volunteer **|** Georgia Walk for Autism	2007
Volunteer **|** The Big Splash (to benefit The Marcus Institute)	2005
Volunteer **|** Atlanta 2-Day Walk for Breast Cancer	2004 – 2007