



Jonathan Bartsch, CEO/Senior Program Manager

Mr. Bartsch is a senior dispute resolution professional who assists governmental agencies and external interest groups to engage in interest-based negotiation and collaborative problem solving. He provides neutral assessments, designs and facilitates meetings of multi-stakeholder collaborative groups to address public policy and environmental issues including transportation, water and land use.

EDUCATION, PROFESSIONAL MEMBERSHIPS AND HONORS

Education

- Eastern Mennonite University, M.A. 1997, Conflict Transformation
- CDR Associates, Mediation Process, 1999—40 hours
- Graphic Facilitation, The Grove, 2008—24 hours

Professional Memberships

- Mediation Practitioner, Association for Conflict Resolution
- Practitioner, National Roster of Environmental Dispute Resolution and Consensus-Building Professionals, U.S. Institute for Environmental Conflict Resolution (and member of specialty Transportation Roster)
- Transportation Research Board (TRB) National Academy of Science – member Public Involvement Committee

Honors and Awards

- Certified Instructor, National Highway Institute, Awarded Instructor of Excellence, 2009
- AASHTO Center for Environmental Excellence Technical Expert in Public Involvement and Agency Coordination (selected in 2006)

RELEVANT PROJECTS

City of Denver, Peoria Crossing. Mr. Bartsch facilitated the Project Leadership Team (PLT) and partnering effort for the Peoria Crossing project. The Peoria Crossing project is a collaborative effort between the City of Denver, City of Aurora and the Regional Transportation District aimed at improving safety and mobility of Peoria Street. The aggressive schedule and multiple decision makers required strong facilitation to overcome challenging community issues and obstacles, hold each partner accountable and recognize successes. A design-build contractor has been selected and construction is underway.

Inter-American Development Bank (IDB) – Development of Mediation Program. Mr. Bartsch is part of a team that is supporting the IDB Washington, DC, United States – Inter-American Development Bank (IDB)

NOW YOU'RE TALKING.

In 2013 the IDB established a new Mediation Office and a new Mediation Program to support the Bank's existing Ethics, Conduct, and Grievance Systems. The IDB contracted CDR Associates to design and implement a training program for the Mediation Program's new roster of mediators. With two CDR colleagues, Mr. Bartsch designed and conducted a training program focused on the mediation process and skills building. Mr. Bartsch trained participants from the IDB and World Bank on communication and conflict resolution skills. He also served as a coach to training participants.

Washington, DC, United States – Inter-American Development Bank (IDB)

In 2013 the IDB established a new Mediation Office and a new Mediation Program to support the Bank's existing Ethics, Conduct, and Grievance Systems. He is offering technical assistance such as developing the program's operating protocol and case strategy.

Bureau of Ocean Energy Management - Wind Lease Issuance and Site Assessment for the Atlantic Outer Continental Shelf. Mr. Bartsch was part of a team that facilitated a series of public information meetings to obtain comments on two Bureau of Ocean Energy Management (BOEM) Environmental Assessments for commercial wind lease issuance and site assessment activities for the Atlantic outer continental shelf offshore of Massachusetts and Rhode Island. The meetings involved a wide range of comments from renewable energy advocates, commercial fisherman, stakeholders concerned about right whale habitat and those with economic interests and concerns.

Norwegian Refugee Council (NRC). Collaborative Dispute Resolution Training for Land, Property and Housing Issues– Afghanistan. Mr. Bartsch co-delivered a workshop for the Afghan staff of NRC, designed to build their capacity to assess and determine the best approach to support land claims of Afghan refugees and internally displaced people (IDPs). Building on the Afghan civil code and property law, workshop participants engaged in discussion on the appropriateness of various collaborative dispute resolution mechanisms and built skills in mediation. The workshop is part of a larger CDR Associates program with NRC regarding the guidelines for the design and implementation of collaborative land dispute resolution systems, approaches and procedures in divided societies including Liberia, South Sudan, Pakistan, and the Democratic Republic of Congo.

Pine Bluff Arsenal. Workplace Assessment, Training and Facilitated Dialogue for a Manufacturing Facility. As part of a CDR Team, Mr. Bartsch conducted a situation assessment for an organization that was experiencing significantly low morale. Among other reasons, the assessment was initiated due to allegations of racism and favoritism. The assessment involved interviewing more than 70 employees, analyzing a survey filled out by more than 200 employees and developing a report that highlighted strengths, issues of concern and recommendations to improve the work environment. As a follow-up, CDR provided training to more than 200 employees, which included topics such as how to diagnose a conflict, interest-based problem solving, communication skills, building trust and teamwork. In addition, the team facilitated dialogue for a team, enabling them to have a direct and open conversation on challenges and develop detailed solutions on how to overcome them.

Colorado Springs Parks and Recreation and Volunteer Friends Groups. Mr. Bartsch led a dialogue among the City of Colorado Springs Parks Department and the volunteer Friends Groups who help manage the parks through maintenance, fundraising and education activities. Due partially to fluctuating city budgets, some relationship and service-related challenges arose in recent years. In

order to ensure an effective protocol, improve relationships and coordinate better, the parties engaged in frank conversations regarding goals, interests and issues. They generated a Memorandum of Understanding that outlines roles and responsibilities, communication protocols and dispute resolution procedures. All the parties and their Boards approved the MOU and are now implementing the terms of the agreement.

Mental Health Forum - Broomfield. Mr. Bartsch designed and facilitated a mental health forum in Broomfield Colorado intended to educate attendees about the issues, services and ways to support mental health and reduce the stigma for those with mental illness.

EPA Region 8 Water Supply Team Coordination. Mr. Bartsch is co-facilitated a series of meetings among EPA Region 8's NEPA and Ecosystem Protection Clean Water Act 404 staff to help coordinate effectively on water supply projects, across staff and management levels and between departments. An action plan was developed to better coordinate between staff of the EPA.

Oregon High Speed Passenger Rail – Leadership Council. Mr. Bartsch is facilitating the Oregon Passenger Rail (OPR) Leadership Council deliberations established by Governor John Kitzhaber, part of the federally designated Pacific Northwest Rail Corridor between Eugene and Portland. The inter-agency Leadership Council guides the OPR study and will make recommendations to the lead-agency, Federal Railroad Administration, regarding a preferred alignment, station locations and vehicle technology.

Jefferson Parkway Negotiations, Colorado. At the request of the Governor's Office and the Executive Director of Colorado DOT, Mr. Bartsch designed and mediated a series of meetings between the parties to the Jefferson Parkway. The purpose of the negotiations was to address future traffic impacts on state highways within the City of Golden, in the context of the Jefferson Parkway. The complex and sensitive negotiations resulted in development of a blueprint to address transportation, community and environmental needs in the future. Specific negotiation terms remain confidential.

I-25 Planning and Environmental Linkages (PEL) Study. Mr. Bartsch is the lead facilitator for the I-25 PEL study in the Denver metro area. A PEL approach helps transportation agencies and communities consider environmental issues early in the planning process and use information and analysis in the NEPA process in order to streamline decision making. The study is examining conditions on Interstate 25 from US 36 to State Highway 7 and will identify current trouble spots and improvement alternatives to reduce congestion and improve operations and safety. Mr. Bartsch is facilitating an inter-agency Executive Committee, and a Technical Advisory Committee.

Illinois NEPA 404 Merger Process. Mr. Bartsch co-facilitated meetings to develop strategies to improve implementation of the NEPA-404 merger process and related coordination among the agencies (FHWA, IDOT, USEPA, USACE, USFWS) in the Chicago area. These agencies are currently operating under the Statewide Implementation Agreement (SIA), "National Environmental Policy Act and Clean Water Act Section 404, Concurrent NEPA/404 Processes for Transportation Projects in Illinois" (merger process). Mr. Bartsch assisted the group to develop specific strategies to clarify roles and responsibilities and secure a higher rate of concurrence at key milestones including purpose and need.

Alaska National Park Service Workshop (2011). Mr. Bartsch led a multi-agency workshop intended to improve communications and build skills in collaborative problem-solving. Attendees included the superintendants of Denali National Park, tribal representatives, state resource agencies and others.

CDOT, Share the Road Collaborative Dialogue (2010–2011)

As part of a CDR facilitation team, Bartsch designed the Share the Road Collaborative Dialogue, identified and organized a diverse group of stakeholders into a Task Force and is now facilitating meetings in Colorado Springs and Fort Collins, Colorado. The goal of the Task Forces is to develop specific strategies on how to make roadways safer and more cooperative for all users, including addressing education, policy and infrastructure needs. The Task Force representatives include local government transportation planners, law enforcement, bicycle advocates, driving instructors, trucking industry, public transit, disabled community and school representatives. Each stakeholder group brings unique issues, interests and resources to the dialogue and engages in robust dialogue on how to increase understanding and promote safer ways of interacting on the road. The CDR facilitation effort frames and sequences the discussions, strategically identifies issues and obstacles, and promotes ideas and procedural approaches for moving toward tangible plan results and improved relationships.

RTD FasTracks North Metro Corridor EIS—Agency Working Group (2007–2011)

CDR facilitates the Agency Working Group (AWG) composed of cooperating and participating agencies involved in an 18-mile commuter rail corridor in Denver, Colorado, for the Regional Transportation District (RTD). Meetings are held at milestone decision points in order to solicit both informal and formal comment on the project. CDR assisted RTD in overcoming intense opposition to a number of the project features, including the alignment and location of rail stations, through structured and proactive facilitation that resulted in broad community acceptance of project recommendations.

Yosemite National Park, Stakeholder Engagement Workshop (2011)

Bartsch designed and co-facilitated a workshop with Yosemite National Park to improve coordination and communication across the Park and to engage stakeholders in a significant way. Coordination across planning, project development, outreach and the Park leadership were the focus of the ongoing effort.

US 36 Corridor Final Design (2011)

Building on the development of the Preferred Alternative and Record of Decision (ROD) for the US 36 Corridor, Bartsch is coordinating with CDOT and the local agencies. Included in the final design elements are outlining the Transportation Demand Management (TDM) Working Group, identifying ways to reduce property impacts and ensuring support across the 18-mile corridor.

Environmental Dispute Consultation, Peking University Law School, Beijing, China (2010)

As part of an Asia Foundation grant, Bartsch is supporting the Peking University Law School's (PKUL) effort to incorporate Alternative Dispute Resolution (ADR) procedures into infrastructure and environmental decision making. The goal is to provide greater options and quicker resolution to victims and polluters and relieve the burden on the courts. The PKUL project was initiated with an assessment of ADR approaches, with a particular emphasis on North American strategies and concepts. The next step includes training of Chinese facilitators and mediators to address particular aspects of environmental disputes, examining two examples of specific environmental conflicts, and ultimately producing a report including statutory, policy and procedural recommendations to the Chinese government. Bartsch presented key theoretical concepts related to the practice of ADR in the environmental context and outlined case studies and lessons learned to inform the important effort.

Consultation and Presentation, Chinese Academy of Governance, Beijing China (2010)

Bartsch led a workshop with more than 50 local Chinese governmental officials regarding negotiation, communication and training capacity building. The purpose of the workshop at the Chinese Academy of Governance (CAG), the training institute for all governmental officials, was to introduce and highlight training methodologies and key concepts for engaging and improving local governmental official engagement with communities. Adult learning principles in training design and delivery was discussed and the applicability of such interactive educational theories was challenged in the Chinese context. In addition, Bartsch consulted with the Director of CAG on their overall training programs and discussed how to incorporate more interactive and experiential opportunities.

Practical Conflict Management Skills (2008–present)

Bartsch assisted in the development of a new NHI course, worked collaboratively with an interagency panel of subject-matter experts, and successfully taught the pilot course to an interagency group of participants. Course is now being offered in the 2010 NHI course offerings.

Public Involvement in the Transportation Decision-Making Process (1999–present)

Bartsch and CDR Associates have delivered this successful and interactive workshop for the National Transit Institute and National Highway Institute in more than 30 states since 1999. The course addresses both the philosophical underpinnings of effective public involvement and the practical applications. Bartsch revised and delivered a series of three-day training programs for FHWA and State Department of Transportation staff in public involvement. The program featured discussion with FHWA and DOT staff on the range of public involvement concepts and approaches in the planning, project development and construction phases.

Local Agency Program Re-Evaluation (2010)

Bartsch co-facilitated a series of 18 partnering meetings between the Colorado Department of Transportation (CDOT) and local agencies to evaluate how to effectively plan and complete projects through CDOT's Local Agency Program. Along with representatives from CDOT headquarters and the Federal Highway Administration, CDR's team met with elected officials, local agency staff, Metropolitan Planning Organizations and consultants to identify ways in which CDOT's Local Agency Program can best be administered for all stakeholders. A Local Agency Task Force has been established to evaluate the input gathered. The Task Force will determine how to best implement programmatic improvements to optimize allocation of resources, create procedural efficiencies to implement projects, and maintain a strong collaborative relationship between local agencies and CDOT.

US 36 Environmental Impact Statement—Preferred Alternative Committee (2008–2010)

As part of the US 36 EIS Preferred Alternative Committee (PAC) process, CDR Associates facilitated the successful resolution of the issues related to the US 36 preferred alternative for the Colorado Department of Transportation and the Regional Transportation District. The PAC was charged with developing recommendations to the lead federal agencies regarding the corridor-wide Preferred Alternative and strategies for the first phase of implementation. The interagency Committee reached agreement on a preferred alternative in June, 2008, including the priorities for the first phase of implementation.

RTD FasTracks Northwest Rail Environmental Evaluation (2007–2010)

CDR Associates facilitated the stakeholder engagement and public involvement processes for the Northwest Rail Corridor Project, the longest rail line in the RTD FasTracks system. In order to

obtain the input of local jurisdictions along the 41-mile corridor, CDR Associates convened the Northwest Rail Governments Team and facilitated the meetings of this group. CDR Associates also designed, coordinated and implemented the public involvement process for the Environmental Evaluation. In addition to coordinating and facilitating public meetings, CDR Associates managed the responses to questions and comments from members of the public as the project nears the release of the Final Environmental Evaluation. The public's primary concern is local connectivity to and from the stations for cyclists and pedestrians.

City of Boulder Urban Wildlife Management Plan (2010)

Bartsch assisted in the planning and implementation of a public meeting regarding the Urban Wildlife Management Plan, Bear and Mountain Lion component. Bartsch facilitated public input regarding elements, issues and concerns regarding the development of the plan.

Cyclist-Motorist Working Group in Boulder County, Colorado (2009)

CDR Associates facilitated the Cyclist-Motorist Working Group for Boulder County Transportation Department. The goal of the Working Group was to identify ways to increase safety and reduce tensions along several of Boulder County's narrow and winding mountain canyon roads including James Canyon, Lefthand Canyon, Lee Hill Drive and Olde Stage Drive. The strategic plan of recommendations, developed by the Working Group was presented at public meetings and refined based on the public's suggestions. The Working Group finalized the plan, which includes physical improvements, law enforcement strategies, and education and outreach plans, in November 2009. Some improvements, including more regular maintenance and increased presence of law enforcement have already been implemented.

Cyclist-Motorist Education and Outreach Sub-Group in Boulder County, Colorado (2009–2010)

CDR Associates facilitated the Cyclist-Motorist Education and Outreach Sub-Group in Boulder County in the effort to design specific education and outreach strategies to complement the outcomes of the above mentioned Working Group. The Sub-Group has developed an innovative signage concept, in coordination with Thomas Dooley Advertising, to promote appropriate behaviors among all user groups on several specific Boulder County canyon roads. This signage concept, referred to as the "Road Code," was designed with input from the Sub-Group members and further refined after receiving the results of a survey for Boulder County residents that addressed the issues related to the identified canyon roads. Currently, the Sub-Group is identifying methods for educating canyon roads users through the Internet, coffee shops and restaurants, cycling shops and motoring organizations.

City of Thornton, Colorado (2005–2009)

Bartsch facilitated a series of strategic planning retreats over the course of three years for city council members and senior staff, including identification of a strategic goal-setting process. Included in the services were the delivery of a conflict survey, Strength Deployment Inventory (SDI), to city council members, senior staff and middle management in the city. SDI aims to develop awareness of strengths and weaknesses, and motives under stress and conflict, as well as when things are going well. In addition, Bartsch provided training in interest-based negotiation, communication skills and raising conflict productively. CDR offered ongoing coaching for council members and key staff to improve communication and relationships during a period of instability and change.

I-70 West Programmatic EIS (2006–2007)

Bartsch served as facilitator for the Tier 1 environmental analysis of the 140-mile corridor from Denver to Grand Junction. Bartsch led the FHWA-led Interdisciplinary Team meetings of Colorado DOT and the federal agencies (USEPA, USFWS, USFS, USACE, FTA and FRA), which helped to strengthen working relationships among agencies and provided process support to the public involvement process along with facilitating special issue-related meetings, e.g., how to address environmental justice issues and potential wildlife mitigation activities.

US 50 East Corridor Tiered Environmental Impact Statement, Colorado (2005–2007)

Bartsch facilitated meetings of the Agency Working Group, composed of transportation and environmental resource/regulatory agencies, to provide input to the Colorado Department of Transportation and the Federal Highway Administration related to the present and future needs of the US 50 East corridor from Pueblo Colorado to the Kansas state line. The Working Group developed a framework for corridor preservation, ensured clarity and agreement across state and federal agencies as to the appropriate level of data for a tiered EIS, and outlined the decision-making process in a Tier 1 context. In addition, Bartsch facilitated public meetings on the corridor as an integrated part of the project development process under SAFETEA-LU.

Wyoming, Bridger-Teton National Forest Interagency (2004)

Bartsch designed and facilitated a workshop with the Wyoming Department of Transportation, Federal Highway Administration and the Bridger-Teton National Forest to identify issues and strategies to integrate the Highway Project Development process with the USFS Forest Plan. Outcomes included specific recommendations on coordination and communication regarding sensitive transportation projects in the Bridger-Teton National Forest, including the highway planning process, project environmental clearance process (NEPA), impact analysis and mitigation, and the Forest Service Management Plan process.

AASHTO/ACEC/FHWA, Improving the Quality of Environmental Documents (2004)

Bartsch facilitated a process for the American Association of State Highway Transportation Officers (AASHTO), American Council of Engineering Consultants (ACEC) and the Federal Highway Administration (FHWA) to identify ways to improve the quality of environmental documents (Environmental Impact Statements and Environmental Assessments). The outcomes of the process included substantive recommendations presented to the AASHTO and ACEC Boards.

RTD Central Connection and Southwest Extension (2001–2002)

Bartsch served on the facilitation team that led the public involvement efforts for the Regional Transportation District's Central Connector and Southwest Extension projects. RTD studied the option of expanding light rail service into the upper Denver downtown area as well as to Highlands Ranch from the existing end-of-line in Littleton. Bartsch assisted in the design and implementation of the controversial public outreach process, including facilitating a Policy Advisory Committee and a Technical Advisory Committee that ultimately led to the selection of a final alternative.

RELEVANT WATER EXPERIENCE

Eastern Snake Plain Aquifer Advisory Committee (2006–2010)

Bartsch led a facilitation team for the Eastern Snake Plain Aquifer Advisory Committee. The diverse stakeholder group was charged by the Idaho legislature to develop consensus recommendations on a Comprehensive Aquifer Management Plan—a highly contentious issue. The Advisory Committee

was composed of water-user representatives from across the 10,000-square-mile aquifer area and included cities, counties, irrigators, conservation and development representatives, as well as state and federal agencies. The Advisory Committee reached agreement on the Comprehensive Aquifer Management Plan, and it was passed into law by the Idaho Legislature in 2009. CDR Associates also facilitated implementation of specific components of the Management Plan.

Over-Appropriated Basin Working Group, State of Nebraska (2005–2008)

Bartsch facilitated the Over-Appropriated Basin Working Group which was charged with the difficult task of determining how to comply with a new state law requiring a return to “fully-appropriated” status from an “over-appropriated” status. The process resulted in substantial agreement on how to address water management and allocation in Nebraska where water has been determined to be over-appropriated.

Niagara Power Project Relicensing, New York Power Authority (2002–2005)

Bartsch facilitated large and contentious multi-stakeholder meetings related to the relicensing of the Niagara Power Project in New York. The New York Power Authority (NYPA) used an intensive public involvement process, the Alternative Licensing Procedure (ALP), to develop a license application that has broad stakeholder support. Bartsch facilitated negotiations with the Tuscarora Nation and NYPA regarding the Niagara Power Project re-licensing. Agreement related to environmental analysis, stakeholder interests and parallel process for the Tuscarora Nation was developed.

Nebraska Water Policy Task Force, State of Nebraska (2002–2004)

Bartsch was part of team that successfully facilitated an 18-month, statewide negotiation to review current legislation on surface and groundwater management, and explore options for water transfers, leasing and banking to improve the management and use of the state’s natural resources. The Task Force was composed of 49 representatives from irrigation, agriculture, power, recreation interests and state agencies; and Senators from the State’s Natural Resource Committee. Outcomes of the Task Force’s work included proposals, recommendations and draft legislation. Proposals were submitted to the State Legislature in the spring of 2004 and passed into law with requested appropriations.

RELEVANT TRAINING/CAPACITY-BUILDING EXPERIENCE

Linking Planning and NEPA: Towards Streamlined Decision Making and Improving Transportation Project Development (2005–2008)

Bartsch facilitated transportation and environmental agencies’ discussions on how to improve agency coordination and environmental consideration in both the planning phases and project development phases of transportation decision making for the Federal Highway Administration. Workshops were designed to foster a fundamental change in the culture that underlies transportation planning and project development, focusing on integrating the environmental review (NEPA) process. Participants include executives, managers and staff from state departments of transportation, Metropolitan Planning Organizations, Federal and State environmental resource agencies, and USDOT modal administrations. The outcome of both workshops are an Action Plan to implement steps that will lead to better planning and decision making, enhanced environmental stewardship and streamlined delivery of projects.

The Federal Land Transfer Process Workshop (2007)

Bartsch led the development and delivery of a series of workshops intended to improve communication and coordination across land management and transportation agencies for Federal Highways Federal Lands. These workshops resulted in recommendations for improving the quality and time needed to execute interagency real estate agreements, a compilation of best practices, and ideas to improve regional and national real estate memoranda of understanding.

U.S. Fish & Wildlife Service (1999–2006)

As part of a team, Bartsch delivered a series of three-day training programs on Complex Environmental Negotiations for field offices of the U.S. Fish & Wildlife Service. The program focused on building effective negotiation skills, understanding negotiation dynamics and conducting negotiations using consensus. The program featured discussions with USFWS staff about the negotiation of Habitat Conservation Plans and has highlighted difficulties experienced by field biologists holding strong values about a resource or species in negotiations with individuals and organizations having different values and interests.

Stakeholder Engagement Training—Korea (2005)

As part of a capacity-building effort, Bartsch developed and conducted public involvement consultation and training regarding a controversial toll highway facility around the City of Seoul for the Ministry of Transportation and Construction (MOTC), Korea. Participants of the consultation included national government officials and technical staff. The training related to how public involvement approaches and skills could assist in Korean transportation decision making and how to prevent and address disputes related to infrastructure development.

U.S. Institute for Environmental Conflict Resolution and FHWA, Environmental Streamlining (2002–2004)

Bartsch served on the team that designed and delivered regional workshops for transportation and resource/regulatory agencies. The team's purpose was to promote the application of collaborative problem-solving approaches on transportation projects in order to accomplish environmental streamlining and stewardship. The focus of the workshops was on applying collaborative approaches across agencies to address issues such as Purpose and Need Statement, Indirect and Cumulative Effects, and the setting of appropriate project time frames.

Larimer County Facilitation Program, Fort Collins, CO (2001–2004)

Bartsch designed and delivered a series of facilitation trainings with the goal of building the internal capacity of Larimer County's ongoing facilitation program. The training focus was on strategic planning facilitation and included classroom work as well as academic reading and a mentoring program to ensure a broad range of competencies for the Larimer County program.

Collaborative Problem-Solving Training, Denver International Airport (1999–2004)

Bartsch, as part of a team, designed and delivered a training course on conflict resolution and problem-solving skills for mid-level supervisors from different divisions within the Denver International Airport. The interactive course included segments on the causes of conflict, negotiation skills, personal conflict styles, raising conflict productively and communication skills. It was part of a series of courses on effective leadership and management.

Stakeholder Engagement Training, Japan (2003)

Bartsch developed and conducted a stakeholder engagement training that included approaches for identifying and involving key stakeholders, working with organized opposition groups and using interest-based approaches to problem solving for the Institute of Behavioral Sciences. The training program focused on the application of these skills to a controversial highway project in the city of Tokyo and to improvement of transportation decision making in Japan. Participants included national government officials, City of Tokyo staff, nongovernmental organizations and Japanese academics.

U.S. Bureau of Reclamation ADR Training Program (2000–2001)

As part of the CDR Associates team, Bartsch designed, developed and delivered a series of participatory training programs for 20 Bureau of Reclamation Alternative Dispute Resolution (ADR) Advisors. The ADR Advisor program is dedicated to infusing ADR throughout the Bureau as part of normal business practice. The ADR Advisor group includes BOR staff from water resource management, contracting, human resources, policy development, public involvement and Native American affairs.

OTHER RELEVANT PUBLIC POLICY EXPERIENCE

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City of Thornton, Colorado (2005)

Delivered the Strength Deployment Inventory (SDI) to city council members, senior staff and middle management in the city. SDI aims to develop awareness of strengths and weaknesses, and motives under stress and conflict, as well as when things are going well. The results and learning helped to inform the restructuring and integration of various departments within the city.

White Sands Missile Range (2005)

Implemented a mediation program at the White Sands Missile Range for mediators addressing a range of workplace mediation issues at the Range.

Bethany House, Denver, CO (2002)

Facilitated a strategic planning process for a nonprofit organization providing affordable housing to people with HIV/AIDS. Developed an organizational mission statement, five-year vision, and specific annual objectives to provide greater assistance to people with HIV/AIDS in the Denver Metro area.

City of Longmont, Colorado (2001)

Mediated a sensitive workplace dispute involving allegations of discrimination, improper behavior and poor communication. A negotiated settlement was reached with the key parties and implementation of the plan was overseen by Bartsch as the mediator.

Dialogue for the State of Colorado (1999–2000)

Bartsch was a member of the facilitation team for a mediated dialogue on physician-assisted suicide (PAS) and end-of-life (EOL) issues in the state of Colorado. Convened religious leaders, elected and appointed officials, health-care providers, and insurance companies to examine all aspects of PAS and EOL and established a civil, non-adversarial dialogue.

Rocky Flats Long-Term Stewardship Process (2000)

Working with the Rocky Flats Coalition of Local Governments and the Citizens Advisory Board, Bartsch conducted interviews and developed recommendations regarding the long-term stewardship of the former nuclear weapons production city of Rocky Flats. Recommendations included overall process design, a list of recommended members, and a proposed charter and ground rules for a stewardship task force.

Wyoming—Confidential (2000)

Mediated a formal EEO complaint, involving high-level managers of a federal agency within the Department of Interior. The allegations of a “hostile work environment” included racial and gender discrimination.

ACBAR Strategic Planning Process, Pakistan (1999)

Bartsch facilitated an extensive negotiation for the Agency Coordinating Body for Afghan Relief (ACBAR) with the directors of International and Afghan nongovernmental organizations (NGOs) and ACBAR staff to redefine the mission and determine future direction and funding. The facilitation resulted in the identification of a mission statement, core activities and a governance model for ACBAR as an agency, and support from the NGOs.

Strategic Planning Process, CARE Afghanistan (1998)

Bartsch co-facilitated a strategic process with CARE Afghanistan and created a five-year plan for development in Afghanistan, including significant involvement of Afghan staff. The strategic planning process identified new sectors and geographic initiatives for CARE Afghanistan and included individual coaching and team-building exercises for staff from diverse cultural backgrounds.

Department of Interior/CORE (CONflict RESolution) Program

Conducted a five-day workplace mediation training in Denver for this innovative DOI program. Continue to consult with the CORE leadership as the program is fine-tuned and expanded throughout all DOI bureaus.

U.S. Bureau of Reclamation ADR Training Program

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management, contracting, human resources, policy development, public involvement and Native American affairs.

SELECT PUBLICATIONS AND PRESENTATIONS

“ECR in the Legislative Arena.” U.S. Institute for Environmental Conflict Resolution.
Environmental Collaboration and Conflict Resolution: Evolving to Meet New Opportunities,
May, 2009

“Lessons Learned – Eastern Snake Plain Aquifer Plan Development” Computer-Aided Dispute
Resolution Workshop. U.S. Army Corp of Engineers, Institute for Water Resources Conference,
Denver, Colorado, October 2009

Public Involvement in Japanese Transportation Decision-Making, Transportation Research Board,
(Record No. 1858, Transportation Planning and Analysis), with Schwartz, M, Yajima, H and
Brittingham, J, 2003.