Fall 2018

Department of Conflict Analysis and Resolution

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Greetings DCRS Community,

This past summer, I returned to my role as an interim Department Chair. It is my goal to continue building on the work that we have been doing to ensure that our faculty have available to them the academic and professional development resources necessary to conduct research and teach and that our students may complete their degrees successfully, equipped to serve their communities as conflict resolution practitioners and social scientists.

As an update on our DCRS move, all of our faculty and staff have moved from the Maltz building to the Mailman Hollywood building, and we are open for business! We are grateful to Dean Honggang Yang for his tireless efforts in making this happen. We also thank Ms. Jayne Schatz, Assistant Dean of Student Affairs and Student Services at CAHSS, for her superb facilitation of this move. We now share this building with other departments from the College of Arts, Humanities, and Social Sciences.

For the 2018-2019 academic year, we started out with a great session of Residential Institute (September 21-25).
A note from Interim Department Chair Cont’d

Ninety DCRS students participated in a variety of activities: classes, workshops, guest speaker presentations and the SGA symposium and social.

We thank our faculty, guest presenters, staff, librarians, and graduate assistants who have worked tirelessly to ensure that Residential Institute was a success. Please feel free to email me to share any additional feedback you may have and ideas for new programming.

We are grateful to Dr. Robin Cooper for an excellent tenure as Department Chair from 2015-2018. She was instrumental in facilitating the department’s transition to a department that includes not only doctoral, master’s and certificate degrees but also an undergraduate degree in Sociology. She takes on a new role as special assistant to Dean Yang and continues her work as a full time faculty member and researcher. We look forward to continued support and contributions to DCRS and to our College.

On Thursday, December 6th, DCRS faculty held a retreat at the Oceanographic Center to plan new and innovative programming for both graduate and undergraduate degrees. It was a wonderful opportunity to reflect on our history as a department and our faculty, students and alumni accomplishments. As usual, we welcome your ideas.

Allow me to wish you happy holidays and a wonderful, happy new year!

Pictures from DCRS Faculty Retreat
A Note from our Interim Department Chair Cont’d

Faculty Panel Discussion

L-R: Dr. Eileen Smith-Cavros, Dr. Michele Rice, Dr. Robin Cooper & Dr. Mark Cavanaugh

L-R: Dr. Neil Katz, Dr. Urszula Strawinska-Zanko & Dr. Elena

L-R: Dr. Bertha Amisi, Dr. Mary-Hope Schwoebel & Dr. Cheryl Duckworth

L-R: Dr. Joyce Avotri & Dean Honggang Yang
Dear students,

For our Fall 2018 DCRS On the Move newsletter, Dr. Rice invited me to share some reflections about my transition from the department chair position to my current role in the College of Arts, Humanities, and Social Sciences (CAHSS). When I joined the department faculty in the summer of 2012, I stepped into the role of Ph.D. Liaison/Director for the department and served in that role for three years. I enjoyed working with faculty, students, and the department’s wonderful administrative team on strengthening the residential and online doctoral programs, clarifying and streamlining policies and procedures, and serving as an advocate and resource for our doctoral students as they completed their coursework and their dissertations.

For the following three years, 2015-2018, I served as Department Chair, and gained a newfound appreciation for all that higher education administrators juggle behind the scenes! My three years as department chair coincided with the first three years of CAHSS, following the university re-alignment which took place in the summer of 2015. It was a period of great change for the university, the college, and the department, and it was wonderful to see how everyone worked together with grace and good humor. Our faculty Program Directors do so much to support the smooth operations of our academic programs, and our amazing administrative support team—Lee Shazier, Tatiana Noel and later Evy Rossetti, Claudette Brooks and now Nascene Grant—made it all possible and truly care about our students.

Since I stepped down as Department Chair, I have loved getting back in the classroom, both online and on campus. In addition, Dean Yang asked me to take on a new role as Special Assistant to the Dean.

In this capacity, I have the privilege and opportunity to support various CAHSS projects and initiatives as part of the college’s leadership team. Two of these that are dear to my heart are the NSU Inclusion and Diversity Council, and the Campus Diversity Dialogues. We are in a time where living out our values of community and inclusion is important. It has been inspiring to hear the voices of students, staff and faculty at our Fall Diversity Dialogues and our Inclusion and Diversity Council meetings, as they work to foster mutual understanding, acknowledge and address social issues and call out for progress, and build a stronger, more unified university community.
The September Diversity Dialogue was an open forum that gave all those who attended an opportunity to share what they felt we should be talking about and taking action on as a diverse campus community.

The October Diversity Dialogue focused on Micro-aggressions—what they are, their impact, and what we can do to avoid committing them. It was a powerful session. November’s Dialogue was on experiences and perceptions of international students at NSU, and December’s was on de-stigmatizing those with mental health challenges. All Diversity Dialogues are open to students on campus and online via GoToTraining. Please email me with ideas and suggestions for topics in Winter Term, and let me know if you’d like to participate as a facilitator. Your voice is important!

Dean and Professor, Honggang Yang, Ph.D., was honored during the 2018 Council of Chinese American Deans and Presidents (CCADP), hosted by Florida International University. The theme for this year was “Data Driven Leadership.” Yang was a co-founder of the organization over fifteen years ago and served as President from 2014 to 2016. This year he moderated a plenary session and was honored with the CCADP Recognition Award for outstanding service and leadership.
We are pleased to share the honorary degree citation bestowed upon Dr. Kathleen Harmon, 2003 graduate of the DCRS doctoral program, at this year’s commencement exercises for the College of Arts, Humanities and Social Sciences. The following declaration was made during the commencement ceremony:

**KATHLEEN HARMON**, Ph.D., you serve as the president of Harmon/York Associates, a construction consulting firm you founded in 1983. The firm provides project management, organizational consulting, and dispute prevention and resolution services to the construction industry. Prior to that, you worked on the preparation of claims and defense of Miller Act suits at The Titan Group in New Jersey. You then moved to the position of construction claims analyst at Fogel and Associates in New York. You worked on the preparation and defense of claims with regard to extra work, acceleration, delays, impact costs, and analysis of project schedules, before founding your company.

You have served as an expert witness as well as a consulting expert on various projects, including: the 9/11 Memorial and Museum, NY; UCLA Court of Sciences, CA; AEP Cardinal, OH; Sayreville Pumping Station, NJ; Tropicana Hotel and Casino, NJ; Bronx Criminal Courthouse, NY; John Jay Criminal College, NY; Navy Southeast Military Housing, FL, TX, GA, SC; Harborwalk Condominiums, FL, and All Children’s Services, Bellevue Hospital, NY.

You have published and presented extensively on conflicts in the construction industry. You are the recipient of the 2003 American Society of Civil Engineers Best Peer Reviewed Paper Award for your article, “Conflicts between Owners and Contractors: A Proposed Intervention Process,” published in the *Journal of Management in Engineering*. Since 1988, you have been a member of the American Arbitration Association and Construction Panel of Arbitrators. You are also a member of the American Bar Association, International Association for the Advancement of Cost Engineering, the New York City Procurement Policy Board, CDRB Neutral Panelist, Dispute Resolution Board Foundation, the Association for Conflict Resolution, and the International Association of Conflict Management.

In addition to your work in the construction industry, you serve as an adjunct faculty
member at Nova Southeastern University’s College of Arts, Humanities, and Social Sciences where you teach courses in negotiation, arbitration, and conflict resolution. You received a B.A. in History/Social Studies Education from Rutgers University in 1977. You completed a Construction Technology Program at New Jersey Institute of Technology in 1984, before returning to Rutgers to earn your master’s degree in 1991. In 2003, you earned your Ph.D. in Conflict Analysis and Resolution from Nova Southeastern University.

Your dissertation research at Nova Southeastern University focused on Dispute Review Boards (DRB) in the construction industry. You conducted the largest national study of DRBs, significantly contributing to the field of conflict resolution and the construction industry. Kathleen Harmon, in acknowledgment of your commitment to public service, the community, and the education of students at Nova Southeastern University, the Board of Trustees at Nova Southeastern University is proud to confer upon you the honorary Doctor of Humane Letters degree.

Friday, June 15, 2018
College of Psychology
College of Arts, Humanities, and Social Sciences
Nova Southeastern University

Unscramble The Word Answer

1. Conflict
2. Assertive
3. Mediation
4. Resolution
5. Humanities
6. Asylum
7. Confidentiality
8. Incessant
9. Human Behavior
10. Cooperative
11. Collaborators
12. Awareness
13. Refugees
14. Culture
15. Society
16. Agreement
**DCRS Faculty Highlights**

**Dr. Urszula Strawinska-Zanko**, Assistant Professor, is the Program Director for the Master's and Certificate Programs at DCRS. In this capacity, Dr. Zanko handles the administrative duties related to these programs, addresses MS and certificate student questions, and assists with program development.


**Dr. Eileen Smith-Cavros**, Associate Professor of Sociology, is the Undergraduate Program Administrator at DCRS. Dr. Smith-Cavros develops undergraduate course schedules, gathers the data for General Education assessment for the sociology and anthropology courses, and supports undergraduate recruitment efforts, in particular for our new online sociology major.

Dr. Smith-Cavros earned a BA in Liberal Arts from Mount Holyoke College, a MFA in Theater Arts from Minnesota State University, as well as an MS in Environmental Studies and a PhD in Sociology both from Florida International University. She has been a faculty member at NSU since 2005. In addition to being a remarkable researcher, educator, and student mentor, Dr. Smith-Cavros served as the Sociology Major Chair from 2007-2015, and thus brings a wealth of knowledge and experience to support our undergraduate programs. You can read more about Dr. Smith-Cavros and her research interest at her faculty webpage: [https://cahss.nova.edu/faculty/eileen-smith-cavros.html](https://cahss.nova.edu/faculty/eileen-smith-cavros.html).
The week of September 21-24, 2018, CAHSS hosted the 39th session of Residential Institute. New and returning students came from near and far to participate and share in this one of a kind, rich and fulfilling educational experience. The Dean, Honggang Yang, Chairs of the DCRS, DMS and DFT departments, faculty, staff, Student Government Association (SGA), and graduate assistants extended heartfelt welcome to the attendees. The days were packed with activities to stimulate students’ minds and learning experiences in workshops, classes, boot camps, role plays and one-on-one sessions. The event saw various groups, such as the Africa Working Group, the Latin American Working Group, Peace Education Working Group, and the Social Justice Roundtable discussing thought-provoking topics relevant to current social dynamics in our society. The librarians from Alvin Sherman Library were ever present and provided students with research tools and resources that will help them to advance in their studies.
At every Residential Institute, we have the opportunity to tap into the minds of some of the world’s best presenters. This year was no different. We were surrounded by the likes of Douglas Flemons, Ph.D., Professor of Family Therapy and Clinical Professor of Family Medicine who gave an emotional presentation on “Protecting Individuals, Groups and Populations from Choosing Suicide.” Professor Flemons’ presentation created awareness and alertness as he prompted his audience to be mindful of the thought process of suicide victims. He also cautioned caregivers on how to respond to these sensitive situations.

Dr. Ben Mulvey, Ph.D., Associate Professor in the Department of History and Political Science, is also a member of the Florida Department of Corrections Bioethics Committee and a member of the Hospice Care of Southeast Broward Bioethics Committee. Dr. Mulvey's current research interests include the ethical systems of classical antiquity and the relationships between human and non-human animals. He presented on the topic, “Ethics and National Security: One, or the other, or Both?”

Mr. Emilio Lorenzo, Associate Director of Career Development, shared career-related tips and job searching techniques with students. Ten students attended this session. They were eager to learn about the benefits of the Career Development Office. Mr. Lorenzo also directed students to Handshake and provided information on how to use the tool for job and internship searches. He encouraged students to sign up for one-on-one session or stop by the office to speak with a Career Development Representative, should they have any questions about their career path. Students were indeed grateful for this useful presentation.
Our distinguished keynote speaker, Ms. Giselle Huamani Ober, is a conflict analysis and resolution specialist and a mediator with over 25 years of experience. She has an extensive background, working as a consultant with organizations in several key areas related to conflict resolution program development, training in conflict analysis, negotiation and mediation, design and facilitation and processes for peace building. For Residential Institute, Ms. Ober’s presentation focused on, “Developing Infrastructure for Peace in Societies with Deep Dividers.”

During her presentation, she shared insights about her career in international peace work and conflict resolution. As a mediator, she provided some perspectives on working in the field, developing programs, systems and process designs for dispute resolution at the community, regional and national levels. She also discussed how her work, related to natural resources disputes, social conflicts, environmental conflicts, and community reconciliation, led her to Guatemala, Peru, Bolivia and the United States. Her presentation was streamed live on CAHSS Facebook page.
Students also got the opportunity to share their thoughts and concerns at a luncheon hosted by Dean Yang. Here faculty and staff answered questions raised by students over lunch.

Residential Institute Working Groups

Peace Education Working Group  |  Latin Working Group  |  Africa Working Group
Students, faculty and staff also attended “A Grande Gala” featuring a cocktail hour, sit-down dinner and dancing at the Grande Oaks Golf Club. The Graduate Student Government Association was proud to host the social. The SGA raffled away for attendees prizes, and this was followed by dancing. The event was an opportunity for online and residential students, faculty and staff to get to know each other for an evening of dancing and entertainment. We hope you had a great time.
Fall 2018 Residential Institute Cont’d
Recently, some of our DCRS students and Professor Katz were invited to present at the 18th Annual Association for Conflict Resolution Conference in Pittsburgh. Professor Katz presented on the organizational ombudsman phenomenon and research to which he contributed.

Kimberly Cohane, M.S., a doctoral student at DCRS, was selected to present on Friday, October 5, 2018. She hosted a 90-minute presentation that covered how artificial intelligence (AI), bots, and social media ads are used to create conflict and chaos in online communities while diverting attention away from the intended topic. She discussed how the use of artificial intelligence (AI) robots or bots has evolved from simple retweeting to sophisticated interactions that are designed to mimic human behavior. She led an interactive session to teach conflict analysis practitioners how they can identify these tactics and discussed how they are used to increase polarization and affect public opinions for online users.

Ph.D. Candidate, Michael Kelly also presented his ongoing dissertation research at the annual ACR conference. The study is exploring the impact of age, education level and work experience on, “Primary Conflict Style,” with the objective of contributing to the research on the use of behavior-handling assessment as a component of organizational conflict training. Quantitative analysis of a large data set of the Thomas-Kilmann Conflict Mode Instrument (“TKI”) Conflict Style assessments will examine whether life experience, education and work experience significantly affect changes in conflict style as a component of organizational conflict training.
April Coan is a Ph.D. student in the Conflict Resolution Studies program. At the ACR Conference, April presented on her dissertation topic, “100 Years of Service: Organizational Conflict and Perceptions of Gender Equality in the U.S. Military,” a quantitative research study that seeks to ascertain which variables affect attitudes and perceptions of gender equality in the U.S. military. Despite previous research conducted on the subject, there is no research that identifies whether organizational culture affects attitudes and perceptions of gender equality. Therefore, April’s research will help to fill this gap by comparing data results from participants in the U.S. Marine Corps and U.S. Air Force. Furthermore, the year 2018 marks the 100-year anniversary of women serving in the U.S. Armed Forces, making this research on gender and organizational conflict within the United States military exceptionally timely.
Distinguished Alumnae: Michelle Cromwell, PH.D.

CRS is proud to present to you our 2018 Distinguished Alumnae, Michelle Cromwell, Ph.D. Dr. Cromwell is a graduate of the Master’s and Doctoral programs at the Department of Conflict Resolution Studies (DCRS). She is the inaugural Associate Vice President for Inclusive Excellence and Chief Diversity Officer at Regis College in Massachusetts. In this position, Dr. Cromwell is responsible for leading the college’s center for Inclusive Excellence and collaboratively leads the institutional development and implementation of diversity and inclusive practices. In November 2018, NSU inducted Dr. Cromwell along with other candidates into the ranks of Distinguished Alumni.

Previously, Cromwell was the inaugural Chief Diversity Officer at SIT (School for International Training) in Vermont. She has been an Associate Professor of Politics and Social Justice at Regis College, and Associate Professor of Social and Political Systems and Center Associate for Multicultural Curriculum at Pine Manor College. She serves as an independent consultant with emphasis on conflict resolution, crisis management, diversity and inclusion. Dr. Cromwell works with nonprofits, higher education institutions, and government entities to help them to address and resolve their Organizational PAIN (persistent aggravations and identified negatives).
Dr. Cromwell developed the model, Transformative Fusion, which creates outcomes of confident, creative, compassionate, articulate, insightful and wise members of a team, community, organization or subsystem. She is a self-proclaimed super-connector and brings an integrated and collaborative approach to working with multi-level and cross-functional members of a team or organization.

During her visit to NSU, Dr. Cromwell conducted workshop entitled, “The Circle Way—Using Indigenous Methodologies to Transform Conflict.” The workshop used the indigenous dialogue practices from around the world to invite participants to experience the circle as a tool for conflict prevention and resolution. Dr. Cromwell stressed the importance of her education at DCRS and how it equipped her for her current administrative position and to conduct conflict resolution workshops. In particular, she acknowledged her DCRS professors and thanked her mentor Dr. Judith McKay for her support. She was also the virtual guest speaker for the CAHSS’ Social Justice Roundtable. We are proud of Dr. Cromwell’s achievements, and we want to especially thank her for her continued support of DCRS.
Dr. Cheryl Duckworth recently gave one of the Keynote Addresses at the 45th Annual conference of SASE, the Southern African Society of Education, held in Capetown, October 3-5, 2018. Her talk emphasized the role of the scholarship of engagement in curriculum and pedagogy. She argued that if we are really to achieve what she called “inclusion as praxis,” we must incorporate the scholarship of engagement. This framework and approach to education builds on the idea of a classroom without walls. The scholarship of engagement democratizes knowledge, calling on researchers to do research with communities, not on them. By using the scholarship of engagement, as well as narrative and dialogue based pedagogies, students and faculty alike can be empowered to together address local and global drivers of conflict.

But what does this have to do with inclusion and equity in the classroom? As Duckworth argued at SASE, in the scholarship of engagement, student voices are empowered and centered in the classroom. This helps campuses and classrooms realize “inclusion as praxis”—including not just a more diverse group of students but at a more fundamental level, including student narratives, worldviews and experiences. This empowers students, guiding us to achieve not just inclusion but equity in the classroom.

In this way, Duckworth argued, the scholarship of engagement and peace education practices such as dialogue and narrative-centered pedagogies can empower classrooms and campuses to be part of broader social justice change as well. The skills involved such as collaboration, intercultural communication and compromise are the essential skills of democracy and peace building. This pedagogy draws on the theories of Dr. Maria Montessori and equips and engages students and faculty to catalyze cultures of peace in their communities.

Additionally, in April 2018, Dr. Duckworth presented her research on the role of schools in preventing violent extremism at the international Conference on Terrorism and Violent Extremism held in Nairobi, Kenya. Dr. Hassan Kannenje, a doctoral graduate of Conflict Analysis and Resolution at DCRS organized the conference.
Dr. Ismael Muvingi presented at the Eight Annual 2018 International Conference: The International Center for Ethno-Religious Mediation (ICERM). It is a New York-based NGO that has Special Consultative Status with the United Nations Economic and Social Council (ECOSOC). ICERM identifies ethnic and religious conflict prevention and resolution needs and supports sustainable peace in countries around the world. Through its membership network of leaders, experts, professionals, practitioners, students and organizations, ICERM strives to promote a culture of peace among, between and within ethnic and religious groups. Basil Ugorji, a DCRS Ph.D. student, is the President and CEO of the International Center for Ethno-Religious Mediation, and he had a busy time organizing as well as moderating numerous panels. Jacqueline Kulaga, also DCRS PhD student, is the ICERM Program Officer and was the 2018 Conference Coordinator. Jacqueline also moderated a number of the discussion panels.

Each year ICERM organizes an annual conference. The 2018 conference was held at Queens College in New York under the theme, “Traditional Systems of Conflict Resolution.” NSU had a significant presence. Genevieve M. Sabala, Assistant Professor at the University of Wisconsin-Stout, Ph.D. student at DCRS and the President of the African Working Group, presented “Exploring the Israeli-Palestinian Conflict from Religious Perspectives.” Zhiwei Wang, DCRS PhD student, presented on “China’s Characteristic Mediation Model.”

Professor Ismael Muvingi, the DCRS Doctoral Program Director was featured as a distinguished speaker and his presentation, “Beyond Intervention-Reimagining Conflict Resolution as Indigenous Social Institution: Shona Approach” was a challenge for decolonization of knowledge making and practice modeling in the field. His paper problematizes the dominant episodic conceptualization of conflict through the lens of Shona practices that integrate conflict and its resolution in the everyday of social practices. Accepting that humanity is not a single subject, he asserts that we truly dialogue when each subject understands that other experience differences and similarities without necessarily identifying as each other. Thus, the decolonization of knowledge will require transformation of the structure of collaborative knowledge production itself.
The International Center for Ethno-Religious Mediation Conference Cont’d

L-R: Ningxin Li, DCRS Ph.D Student, Dr. Ismael Muvingi and attendees from the World Bank of Nepal

Dr. Ismael Muvingi talked to His Royal Majesty King Bubaraye Dakolo, Agada IV, Ibenanaowei of Ekpetiama Kingdom, Bayelsa State, Nigeria about the devastation of oil production in his Kingdom.

L-R: Basil Urgoji, CEO & Director ICERM, King Bubaraye Dakolo, Dr. Ismael Muvingi and Jacqueline Kulaga, Ph.D. Candidate, and ICERM Program Officer & 2018 Conference Coordinator
Professor Neil Katz is currently working on a few projects, articles and workshops. See some of his current work below:


2018 Book Chapters


DID YOU KNOW?

The Department of Conflict Resolution Studies faculty and staff have been moved from the Maltz Building to the Mailman Hollywood Building on NSU’s main campus. All of our faculty and staff are now in one location. The department is located on the second floor of the Mailman Hollywood Building. See the map showing the Mailman Hollywood Building at #4. Please feel free to stop by our new offices. We welcome you!
**DCRS Alumni On The Move**

**Dr. Jamie Anzalotta**, an alumnus of DCRS, is named Dean of Students at Miami Dade College, Wolfson Campus. Previously, Dr. Anzalotta held the positions of Interim Dean of Students, Student Life Director, and Academic Advisor. He has also served as professor in the Social Sciences Department. While at NSU, he proudly recalls serving as a teaching assistant for Dr. Marcia Sweedler, a former Chair and faculty at DCRS, earning a service scholarship. He focused his research on intrapersonal conflict in the LGBTQ community.

**Dr. Nia Imani Cantey**, graduate of the doctoral program at DCRS, has been named the Director for Clayton County Division of Family and Children Services (DFCS) in Georgia. Dr. Cantey has extensive experience with DFCS, including serving as the Georgia Independent Living Program Manager and as Director of DFCS’ Home Based Services Unit. She served as Director of the Tennessee State University Center on Aging and as an Associate Professor of the Mid-Tennessee Collaborative Master of Social Work (MTC-MSW) Program.

**Dr. Becky Bell**, doctoral graduate of DCRS along with Chris Kwok, J.D and Cornell alumnus (B.A. 1996), earlier this year provided a host of insights about the dispute resolution field, the practice of ADR, and the job market for neutrals at Cornell University’s ILR School of Scheinman for the Institute’s Conflict Resolution Club.

**Dr. Ronald Allen Mabunga**, doctoral graduate of DCRS, is the Dean of the College of Graduate Studies at Philippine Normal University, National Capital Region. He holds a Master’s degree from the University of New England in Australia. Mabunga has been a Professor in Peace Education and is the Director of Planning and Quality Assurance.
Dr. Anthony DeSantis was appointed to the role of Assistant Vice President for Student Affairs, Biscayne Bay Campus of Florida International University in October 2017. He has over 18 years of higher education experience in various student affairs functional areas including career and counselling, residential life and housing, student affairs graduate programs marketing and disability resources. In his current role, he provides divisional leadership to the Biscayne Bay Campus, the Wellness and Recreation Centers, Student Media, Campus Life, and Orientation & Parent Programs. Dr. De-Santis received his Ph.D. in Conflict Resolution and Analysis from Nova Southeastern University and his Masters of Science in Higher Education, and Bachelors of Science in Exercise science from Barry University. He currently serves as the 2016-2018 NASPA Region III Director and served as the Florida State Director for NASPA from 2010-2014 and is a recipient of the 2012 NASPA mid-level Student Affairs Professional Award.

Dr. Jenny Chang a doctoral graduate of the Department of Conflict Resolution Studies, took a new position this September to teach full time in the Department of Social Work of the School of History, Culture and Tourism at Huaiyin Normal University (located in Jiangsu Province, China). Courses she currently teaches include counseling and conflict and crisis invention. In the courses, Dr. Chang not only blends theories with applicable practical conflict resolution skills to deepen students’ understanding of the topics covered, but she also introduces the courses from cross-cultural perspectives to broaden students’ horizons. Dr. Chang is a certified country-court mediator in Florida.

Cindy Mahender, M.S. is a Broward County Freedom Fellow. This fellowship is a collaboration between social justice organizations, Dream Defenders, the Florida Immigration Coalition and Florida Student Power. As a Freedom Fellow, Ms. Mahender is an issue-based organizer, working across Broward County to help pass Amendment
DCRS Alumni On The Move

4 in November, which would restore voting rights for 1.4 million people with prior felony convictions across the state of Florida. Cindy is also organizing to help establish The Freedom Papers. The papers can found at https://www.dreamdefenders.org/freedompapers. Ms. Mahender hopes to continue using conflict resolution with Dream Defenders and other organizations on a path to develop and practice restorative and transformative justice processes in Broward County and across the state of Florida.

Anita Holsapple, M.S., graduate of the master’s program in Conflict Analysis and Resolution has received the SAMSHA 2018 Voice Award for her documentary, Battlefield: Home-Breaking the Silence and PTSD, Addiction, and Recovery Support. SAMHSA, the Substance Abuse and Mental Health Services Administration recognized community leaders, members of the entertainment industry and others for their work in raising awareness about behavioral health and substance abuse recovery. Ms. Holsapple received the award at a ceremony in Los Angeles. Holsapple’s film focuses on returning veterans and their struggles with PTSD, substance abuse, and the roles of family and community support. For more information about the film, visit https://battlefield-home.com/.

Dr. Erica Martin, a graduate of DCRS’ doctoral program, was born and raised in Memphis, Tennessee. Prior to her accepting the position as Human Resources Organizational Development and Training Advisor for the Orange County Government in Orlando, Florida, she worked as the 311 Training and Development Coordinator for Orange County. She also provided the emergency activation training for emergency Call Takers. In her new role, she will develop strategic solutions related to organizational conflict and design, team effectiveness, and core process improvements.
The Peace Science Digest is a publication founded by Patrick T. Hiller Ph.D., graduate of DCRS. The publication seeks to create awareness about the contributions peace research can make to prevent war and violence, provides brief yet concise analysis of peace and conflict academic research in accessible language.

Patrick states, that the magazine is available in a bi-monthly print and digital as well as a catalogue of independent analysis available on the website at www.peacesciencedigest.org. The magazine is gaining momentum and has attracted testimonials from scholars, professors and government officials in the field of Conflict Resolution and Analysis. Patrick teaches Conflict Resolution at the Portland State University.

Dr. Yehuda Silverman, a recent graduate of the doctoral DCRS doctoral program was one of 24 professionals selected for this year’s United Nations Alliance of Civilizations Fellowship Program. With more than 3,500 applicants, this elusive fellowship has a competitive process that focuses on selecting participants from different nations to gain further knowledge in peacebuilding, with a strong emphasis on cross-cultural dialogue. This year’s fellows from the European and North America (EUNA) cohorts included citizens from Canada, Finland, Ireland, Germany, Serbia, France, the United Kingdom, Belgium, Italy, and the United States. During the fellowship, EUNA fellows traveled to the Middle East and North Africa (MENA) region, specifically Morocco, Egypt, and Qatar, to gain a deeper understanding of the culture, media, and society from each respective nation.

The focus of most meetings and visits centered on this year’s theme of “fostering youth resilience to prevent violent extremism and build sustainable peace.” Some highlights of the
Dr. Barbara Sunderland Manousso was recently recognized by the Houston Business Journal’s 2018 Women Who Mean Business Awards, in the category of Outstanding Business Leader in Professional Services. Barbara graduated from the Conflict Resolution Studies program at Nova Southeastern University. Barbara is the CEO, of Manousso Mediation and Arbitration LLC and has credited her husband for being the driving force behind her success. She continues to wear many hats: she is an active supporter or board member of a variety of health organizations and women’s groups, like the Houston Area Women’s Center and is the President-elect of the Texas Association of Mediators. Barbara has been mentoring for the past 40 years and has helped men and women in various capacities. She adores training mediators and arbitrators and for the past 10 years, she has awarded the Manousso Scholarship Award for Mediation and Arbitration through the Association for Conflict Resolution Houston Chapter. The scholarship provides training, personal conversation and career guidance, and paid tuition.

Ms. Nascene Grant, DCRS Academic Coordinator, was recently appointed in the position after serving temporarily for over a month. In her current role, she is responsible for practicum, the DCRS on the move newsletter, alumni, DCRS website updates, preliminary review, peer mentoring, Information Friday magazine, degree planning, graduate assistant management, academic probation reports, just to name a few. Nascene can be reached by telephone at 954-262-3075 and by email at gn183@nova.edu.
UNAOC Fellowship included meetings with the Foreign Affairs Ministry, the United Nations Secretary-General’s Humanitarian Envoy, The National Human Rights Council, Search for Common Ground, and Association Idmaj, a nonprofit organization that helps at-risk youth near the slums of Casablanca. Each visit also included a day of touring, such as the beautiful Hassan II Mosque in Morocco and the Giza Pyramids and Sphinx in Egypt.

Some of Yehuda’s most memorable moments included having discussions with university students in Egypt and Qatar, as they shared their struggles and concerns about the issues in their respective nations and the misperceptions they personally encounter. After the travel portion of the fellowship concluded, each participant collaborated in small group projects to publish a report based on their observations and recommendations associated with this year’s theme. Yehuda’s publication will consist on looking at the root causes of violent extremism in addressing how intrapersonal conflicts related to identity and perceived covert and overt instances of discrimination and exclusion may contribute to radicalization. Following the conclusion of the fellowship, Yehuda will join an alumni group of more than 200 fellows who are professionals in various areas of peacebuilding.

Two months after the fellowship concluded, Yehuda was one of 100 alumni selected from several of UNAOC’s initiatives to collaborate on a UNAOC Youth Event during the 8th UNAOC Global Forum at the UN Headquarters in New York. The event focused on discussing youth and the prevention of violent extremism, youth and peacebuilding using intercultural and interreligious dialogue, and the use of media in peacebuilding. The three-hour event was attended by delegates, policy makers, and other high-ranking officials. While in New York, Yehuda also met many UNAOC alumni peacebuilders from around the world who are making a positive impact in their communities.
That day, I saw it all, too clear...
I ran, I screamed, I fought back,
Nothing will bring them back,
I learned on my journey
In hell, No matter what I did,
It was worthless,

It wasn’t me, I was dreaming, I thought
I had seen these people before, on TV
and I didn’t like it
My family never liked them,
Those angry people holding me tight,
holding me back, I kept fighting, breathless
I stopped, but my crying never did

My mother is outside,
I can see her hair blowing in the wind,
She left, I stood there, still,
as she rode off into the Sunset

I asked myself, why am I here?
What is the reason? Why did she leave me?
My mother will never leave me, is them,
I cried until my dress was drench with tears

This is my worst nightmare
The pain is unbearable
My smart heart is broken
It is pain, this is pain

Days are the same
Nights are worse, in this place
The kids, the adults, they are all the same
I keep looking for my parents, I can’t find them
I search everywhere
Nothing
I only see sadness, sad faces of children crying

Is hard to sleep here, I can’t
The bed is too hard, and this shiny blanket
is too smelly, I can’t sleep , I can’t eat, I can’t live like this, I need my park, my toys, my blanket
But most of all, I need you
Mom and dad to pick me up and take me to
See stars again

I need to tell you mom that
You made a terrible mistake bringing me here
You don’t understand what is like
Is sad, very sad, not seeing you
Not seeing dad, my family
I tell the kids lets run away, they don’t listen

They tell me to have hope, What is that?
What is hope? That’s what they always say,
I just want my daddy to kiss me goodnight,
I feel so sad ,
Don’t you understand, is so hard
To explain
For you to see, hope, I don’t believe,

I need my family.
Scholarships & Recognition

DCRS would like to extend our heartfelt gratitude to all of the benefactors of DCRS Scholarships, including Dr. Dilip Kulkarni, Dr. Robin Cooper and Dr. Kathleen Harmon. The following students were recipients of scholarships in the summer and fall:

- Linda Kovack - DCRS James Elmore Scholarship
- Kimberly Cohane - DCRS James Elmore Scholarship
- Sharon Lelega - AAWU International Fellowship Scholarship
- April Coan - DCRS James Elmore Scholarship
- Basil Ugorji - DCRS Florence Ross Scholarship
- Vivian Faustino - Wei Chen Endowed Scholarship
- Zhiwei Wang - Katz Family Scholarship
- Alicia Booker - DCRS scholarship
- Marcia E. Brown - DCAR Student Scholarship Fund
- Oksana Bykova Dognon - DCAR Student Scholarship Fund
- Denisha Shah - DCAR Student Scholarship Fund
- Mazen Younis - DCAR Student Scholarship Fund
- Serge Andre Petit - DCAR Student Scholarship Fund
- Ningxin Li - DCRS James Elmores Scholarship

For additional information on these scholarship go to http://cahss.nova.edu/students/resources/index.html

Congratulations

Scholarships

- Graduate Assistantship for CAHSS Doctoral Students Award Amount: Stipend up to a maximum of $15,600.00 per year, paid bi-weekly
- Student Association Endowed Community Outreach Scholarship Award varies Created to honor colleagues who are committed to giving back to the community. Awarded to students whose community service is exemplary of and committed to NSU vision.
- James O Elmore Scholarship Fund. Award varies. Created in memory of Jim Elmore, a federal mediator who passed away in 1988, and a friend of DCRS. This fund is used to award DCRS students for professional conference presentations and academic publications.
- DCRS Student Scholarship Funds. Amount varies. The scholarship is available to students for outstanding academic performance, crisis situation of and/or contribution to inclusive learning community building. The award is on a case by case basis.
- CAHSS friends memorial fund. (Based on availability funds not to exceed $500.00). This fund is in memory of a late colleague Mr. Cody Smith for his outstanding service to the SHSS. This fund is specific to students who have registered continuously and in good academic standings and actively working on their dissertation or community outreach project.
- The Susan and Neil Katz Family Changing Lives Scholarship was established to support full-time international graduate (residential) DCRS students. To qualify, students must be residential international student enrolled in a graduate degree program, taking residential courses. This scholarship is available to doctoral students pursuing a Ph.D. in Conflict Analysis and Resolution, or a closely related area of study. Students must have passed the qualifying exam to be eligible. Student's dissertation proposal must reflect the incorporation of the arts in some form into their dissertation research whether in the research focus or research methodology.

For additional information on these scholarship go to http://cahss.nova.edu/students/resources/index.html
• **Onur Yuksel:** Mergers and Acquisitions (M &A) Negotiations: Within—Cross Case Analysis. May 16, 2018

• **Sidjae T. Price:** Understanding how Generation X and Millennial entrepreneurs manage organizational conflict. May 17, 2018

• **Nekeisha G. Bascombe:** Assessing Training Impact: Exploring Perspectives on Leadership Training in Healthcare through a Multi-Frame and Conflict Practitioner Lens. May 18, 2018

• **Roselyn Onyegbula:** Women’s Experiences in Peace Building Processes: A Phenomenological Study of Female Leaders in Northern Nigeria. May 31, 2018

• **Foday Darboe:** A critical analysis of presidential term limits in Africa: A mixed-method case study of causes of political violence in Burundi. June 27, 2018

• **Wynona Yvonne James:** Imprint of Racism: A Phenomenological Study of White Adult Males’ Exposure of Racial Antipathy, Historical Stereotypes, and Polarization towards African Americans and Their Transformational Journey Towards Racial Reconciliation. June 28, 2018

• **Jane Nyangau Mokaya:** A Phenomenological Study on: The Lived Experiences of Congolese Women Refugees Living in Indianapolis: Voices of Women. July 2, 2018

• **Iyen Salami:** The Impact of the Prioritization of Male Siblings on Nigerian women and Gender Equality: A Phenomenological Research Study. July 6, 2018

• **Nicole Ouzounian:** Addiction Exploded: A Phenomenological Study Examining the Conflicts Opioid Addicts Face During the Treatment Process. August 13, 2018

• **Bryan Licona:** Countering Violent Extremism in Peshawar Pakistan: Case Study Analysis. September 25, 2018


• **Ronald Brooks Wiley:** “To Gallop Together to War is Simple—To Make Peace is Complex” Indigenous Informal Restorative Conflict Resolution Practices Among Kazakhs: An Ethnographic Case Study. October 17, 2018
Final Defense: March 2018 – November 2018 cont’d

• **Nickola Elliot**: U.S. Immigration: A Qualitative Policy Analysis of the Proposed DREAM Act between 2001 and 2012. October 24, 2018

• **Melnee Williams Berry**: Academically Resistant Athletes: Victims of ACEs or Commodities of the System. November 1, 2018

• **Margaret Wilkie**: Parents of War: A Grounded Theory Study of Parenting Through the War Experience. November 12, 2018


University News

**NSU Ranked 2019 Best Online Colleges & Degrees**

SR Education Group, a leading education research publisher, ranked Nova Southeastern University (NSU) within their 2019 lists of best online colleges. The College of Engineering and Computing for its Master of Science in Computer Science and Engineering program ranking it 13 out of 19 in “Best Online Master’s in Computer Science Programs”. The college was also ranked 6 out of 18 for “Best Online Master’s in Information Technology (IT) Degrees by the group.

**U.S. News & World Report Ranks NSU within their 2018 Top 200 Best College**

**Ranking up 16 spots from 2017**

U.S. News & World Report ranked Nova Southeastern University (NSU) within their 2018 list of top “Best Colleges.” NSU is officially ranked at number 198 for National Universities (up 16 spots). This is the second time this year that the university was ranked by U.S. News and World Report. In January, the magazine recognized three NSU online programs. NSU’s Criminal Justice graduate program was ranked 26th out of 41 programs; its Education graduate program was 84th out of approximately 200 (up 11 spots); and its Nursing graduate program was 47th out of more than 100 ranked programs (up two spots.)
Dean Honggang Yang, faculty and staff of DCRS would like to extend holiday greetings to all our students and alumnus. We hope that you will enjoy the time with family and friends. We look forward to seeing you in 2019.