

DARSI D. BEAUCHAMP, Ph.D.

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Summary

- Demonstrated achiever with 25 years of exceptional knowledge of human resources law, management, consulting, business practices, curriculum development, trainer, counselor, special needs educational and school law consulting and expert witness, and ADR civil mediation, and conflict resolution.
- Strong marketing and public relations background combined with fundraising and fluency in Spanish Language, including “Advanced Level” Consulate General of Spain and University of Salamanca certification in Spanish Language, reading, writing, and speaking. Conversant in French. Training in Hebrew.
- First Aide, CPR, and Disaster Instructor with the American Red Cross
- Skilled at managing multiple priorities, working well under pressure, research, and effective communication.
- Highly skilled in Apple and PC products and Software.
- Enthusiastic and experienced in management and law
- Dedicated to resolving conflicts helping clients avoid further costly, protracted litigation and trials. Effectively increased my resolution rate to 98% in the last year.

Education

- Doctorate in Philosophy in Educational Administration** 2005
Capella University, Minneapolis, M.N. 4.0 GPA
- Master’s Degree in Public Administration and Supervision** 2001
Montclair University, Montclair, N.J. Summa Cum Laude-Scholar
- Master’s Degree in Counseling/PsychoTherapy** 1992
Cal-Poly University, San Luis Obispo, C.A. Summa Cum Laude-Fellow
- B.A. Degrees in Psychology, Spanish, Education** 1988
Rutgers University, New Brunswick, N.J., Cum Laude-Scholar

Certificates

- Administrator of Schools, Principal and Supervisor Licenses** 2001
Director of Pupil Personnel Services
Montclair University, Montclair, NJ
- Completion of Human Resources Management Certificate** 2007
And Criminal Justice
County College of Morris, Randolph, N.J., 4.0 GPA
- Completion of Paralegal Studies Certificate** 2009
Fairleigh Dickinson University, Madison, N.J. 3.8 GPA
- Completion of Civil Mediation-ADR Certificate** 2010
New Jersey Association of Professional Mediators
- Completion of Behavior Analysis Certificate** 2010
St. Joseph’s University, Philadelphia, P.A. 3.8 GPA
- Completion of Public Labor and Employment Management and** 2013
Conflict Resolution Certificate
Rutgers University, New Brunswick N.J.
- Completion of Ombudsman Annual Training** 2013-2014
International Ombudsman Association
- Commercial Arbitration-ADR Certificate** 2013
Cardozo University, NY

Career History & Accomplishments

ADR Civil Mediator and Ombudsman, Key Solutions Mediation, LLC, NJ *1988-Present

- Assigned court appointed civil mediations in 13 counties in Labor & Employment Law and contracts stemming from CEPA, NJLAD, and Torts. Achieved 98% resolution rate for all cases in 2012, 2013.
- Proficient in Titles 2A, 2C, 39, 18A, 6, 6A, State and Federal codes and regulations. Use of counseling techniques for interviewing, handling, and training employees and management in conflict resolution. Ombudsman Services since *1988 for companies (Bonita Sugar Co, Leo's Stereo, Larrabee Bros.,) and school districts, ADR-Civil Mediator since 2010.
- Handled thus far 50 cases worth up to over \$5 million for courts.
- Sandy Mediations for AAA in NY 2013.

Paralegal, Cohn Lijland Pearlman Herrmann & Knopf, LLP, NJ 2009-2010

- Handled cases in Employment and Labor law, Special Education and School law, and Corporate Law. Met with Special Education and School law clients and managed cases from beginning to end with attorney's approval and supervision.
- Drafted letter and appellate briefs and all legal documents.
- Conducted research to aide in resolution of handled cases.
- Drafted and managed Guardianships for 50 clients.

Human Resources Manager, New Zone Moving and Delivery, LLC, NJ 2007-2009

- Held key responsibility in procurements in 13 states in this small moving and delivery company for helping facilitate moving and deliveries with major corporations and universities.
- Reviewed and drafted company compliance with all applicable tariff laws and procedures.
- Prepared all reports, payroll, and benefit packages.
- Initiated multiple nationwide joint ventures with other moving companies to service customers across the U.S. and oversees and served as liaison for state customers for businesses in NJ.
- Handled 150 moves in 13 states.

Administrator of Schools, CA (Santa Maria) and NJ (Paterson, Elizabeth, Dover) and Advanced Learning Consulting *1988-Present

- Handled administrative functions in 5 schools Pre-K through 8th grade in private and public schools on a full-time and part-time basis in day and evening schedules. Use of ADR to negotiate conflicts and fundraising.
- Counseled special needs students and college students.
- Supervised staff of 60 to 150 and students from 150 to 700.
- Evaluated and trained staff and maintained a retention rate of 97%.
- Consultant for representation of inclusion of special needs and disabled students and adults in IEP and ISP meetings and OAL; and training for parents, teachers and administrators.

Senatorial First Aide/Education Culture Director, Senate, PR and NY 1996-1998

- Handled administrative functions for Senator and Executive Federal Affairs Director for state diplomatic community and the federal government.
- Managed Senatorial agenda and calendar.
- Supervised staff of 5 in Senate.
- Fundraised 1 million from local companies to sponsor Oller Campeche Gallery in New York City. Promoted the arts with local schools.

1995-1997

Marketing Director and Public Relations Representative, American Red Cross, CA and PR

- Developed Hurricane Kits and Contracted with Sam's Club and Wal-Mart and originally fundraised 1.5 million. These kits are still being sold today in Puerto Rico's Sam's Club and Wal-Mart and are a large part of the funds raised by the American Red Cross on the island to help families in distress.
- Developed Marketing Plan for First Aid Kits for pharmaceuticals and Shelters. Puerto Rico Governor Rossello adapted kits for shelters. Pharmaceuticals followed suit and purchased as well.
- Produced federal grant proposals in \$500,000 for public relations in Santa Barbara California.
- Board Member for 5 years in Santa Barbara County, CA, on development committee for fundraising. Participated in fundraising activities that brought in \$500,000.

1992-1995

Public Relations Director/Ombudsman, Larrabee Brothers, Inc. CA

- Handled administrative functions of a budget of \$50,000 per community for President of sales division catering primarily to the Latino, African American, and Asian Communities. Funded 150 successful events and \$10,000 in Scholarships for Latino Students through Snapple Company.
- Reviewed and approved community events proposals and complaints, community and employees.
- Promoted Coors "Don't Drink and Drive" series for Univision, Spanish weekly television programming for 3 years.

Volunteer Work

1989-Present

- Professor of Spanish at County College of Morris and at Public Safety Academy-Police Officers Training, as well as New York and California Police officers in cultural sensitivity and in Safety Seats Public Compliance
- Catholic Charities Mental Health Counselor, CA (1989-1994)

Memberships & Affiliations

- Member, Society of Federal Labor and Employee Relations Professionals
- Member, New Jersey and New York Bar Association, ADR Section
- Member, New Jersey Association of Professional Mediators, ADR
- Member, New Jersey Chapter of Labor Employment Relations Association
- Member, Society for Human Resources Management
- Member, Federal Mediation and Conciliation Services
- Member, International Ombudsman Association
- Member, American Arbitration Association-ADR for Storm Sandy Mediations
- Member, National Futures Association for Arbitration
- Member in training for FINRA Arbitration
- Member Federal Bar Association, ADR Section
- Member, New Jersey Counselor's Association
- Lifetime Member New Jersey Principals and Supervisors Association NJPSA
- Member Association for Supervision and Curriculum Development ASCD