

Curriculum Vitae
David R. Brubaker, MBA, Ph.D.

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Professional Experience:

Dean of the School of Social Sciences and Professions (SSP), Eastern Mennonite University, Harrisonburg, VA; *July 2019 to Present.*

Director of the Organizational and Leadership Studies (OLS) Program, Eastern Mennonite University, Harrisonburg, VA; *July 2016 to June, 2019.*

Associate Professor of Organizational Studies, Center for Justice and Peacebuilding (CJP), Eastern Mennonite University, Harrisonburg, VA; *August 2004 to June 2016.*

Senior Partner, Cooperative by Design—a Peacebuilding Consortium; Tempe, AZ; *July 1997 to July, 2004.*

Executive Director, Seeds of Hope, Inc.; Casa Grande, AZ; *July 1992 to June 1997.*

Administrative Director, Board for Brotherhood Concerns of the Brethren in Christ Church; Mount Joy, PA; *July 1988 to June 1990.*

Associate Director, Mennonite Conciliation Service; Akron, PA; *May 1986 to May 1988.*

Assistant Director, Mennonite Central Committee; Recife, Brazil; *September 1982 to January 1986.*

Teaching and Training Experience:

Current Courses Taught at Eastern Mennonite University—Center for Justice and Peacebuilding and MAOL/MBA Program. Current Course Titles: *Leading Organizational Change; Organizational Behavior; Transformational Leadership for Organizational Change (SPI).*

Courses Taught at Arizona State University (2001-2004)—Justice Studies and Communication Departments. Course Titles: *Transforming Conflict and Violence; Organizational Culture, Change and Conflict; A Family Systems Approach to Organizational Conflict.*

Instructor—Grand Canyon University Master’s in Organizational Leadership Program, Phoenix, Arizona (Fall 2003). Course Title: *Negotiation and Conflict Resolution.*

Instructor—Eastern University Graduate Program, Toronto, Ontario (June, 2002) and Manila, Philippines (October, 2003). Course Title: *Advocacy and Human Rights*

Lead Trainer—“Place for Hope” Program, Edinburgh, Scotland (November 2010, November 2011, September 2014, October 2019).

Lead Trainer—Hope International, Yangon, Myanmar (August 2007). *Developing Healthy Organizations and Leaders in Challenging Environments.*

Lead Trainer—Coptic Evangelical Organization for Social Services, Port Said and Alexandria, Egypt (2005, 2007 and 2008), *Managing Conflict in the Congregation and Community.*

Lead Trainer—Mennonite Central Committee, Amman, Jordan (January 2005 and March 2014). *Managing Conflict and Organizational Development Trainings.*

Instructor—Bridge-BUILDER Mediation and Facilitation Institutes, London, England; (October 2001, June 2003, July 2004, July 2005).

Lead Trainer—Council of Churches of Nepal; Katmandu, Nepal (2001). *Managing Conflict in the Congregation and Community.*

Co-Trainer—Royal Ulster Constabulary Change Management Team; Atlanta, Georgia; Belfast, Northern Ireland; San Diego, CA (1999-2000).

Lead Trainer—Search for Common Ground Mediation Training, Luanda and Sumbe, Angola (June 1997 and October 2002).

Lead Trainer—UNICEF Conflict Transformation Training, Maputo, Mozambique (June, 1993).

(International training/consulting experience in 12 countries—including Angola, Mozambique, Ethiopia, Rwanda, Nepal, the Philippines, Myanmar, the UK (England, Northern Ireland, and Scotland), Egypt, and Jordan.)

Education:

Ph.D. in Sociology
Concentrations in Religion and Organizations
University of Arizona
Tucson, AZ (2007)

MBA in Global Economic Development
Eastern University
St. Davids, PA (1992)

B.S. in Business Administration (cum laude)
Messiah College
Grantham, PA (1980)

Continuing Education:

Association for Conflict Resolution (ACR)—*Update training and Presentations* at annual conferences; 2001-Present.

National Conference on Peacemaking and Conflict Resolution (NCPCR)—*Update training and presentations* at biannual conferences; 1986-2003.

Alban Institute—*“Consulting with Severely Conflicted Churches;”* January 1989.

Neighborhood Justice Center of Atlanta—*“Special Education Mediation Training;”* November 1986.

Selected Publications:

When the Center Does Not Hold: Leading in an Age of Polarization, Fortress Press (2019).

The Little Book of Healthy Organizations, Good Books (2009).

Promise and Peril: Understanding and Managing Change and Conflict in Congregations, Alban Institute (2009).

“Why We Fight: Conflict in Congregations.” *The Church Network Insight*. (Winter 2017).

“When the Walls Come Tumbling Down: Declining Trust in Institutions.” *The Church Network Insight*. (Winter 2016).

“Shared Identity and Shared Purpose: Two Essentials for a Healthy Organization.” *The Mennonite*. (March 2015)

“Conflict Resolution in the Workplace: What Will the Future Bring?” *Conflict Resolution Quarterly*. Volume 31, Number 4 (Summer 2014).

“Welcoming Voice in Organizations,” *Shalom—A Journal for the Practice of Reconciliation*. Volume 33, Number 4 (Fall 2013).

“Leading Healthy Organizations in a Turbulent Environment.” *Monday Developments*. (Nov/Dec 2008).

“Organizational Conflict Intervention: An Arena for Justice-Making.” *Association for Conflict Resolution Quarterly* (Summer 2008).

“The Critical Middle: The Role of the Third Voice Revisited,” *Conflict Resolution Notes*. (April 2001).

“Groups: Process, Conflict, Systemic Change,” Chapter 5 in *Mediation and Facilitation Training Manual*. (Mennonite Conciliation Service, 2000)

“Conflict in Congregations,” Chapter 15 in *Making Peace with Conflict: Practical Skills for Conflict Transformation*. Herald Press (1999).

“Conflict Transformation Training in another Culture: A Case Study from Angola,” in *Mediation Quarterly* (Spring 1999).

“Organizational Trauma Recovery: The God’s Fellowship Community Church Reconciliation Process” in the *Consensus Building Handbook*. Sage (1999).

“Northern Ireland: Projects of Hope in the Midst of Violence,” *Conciliation Quarterly* (Spring 1988).

“International Mediation: An Unexpected Role” and “Learnings from the Nicaraguan/YATAMA Negotiation,” *Conciliation Quarterly* (Spring 1988).

“Finding a Field: An Overview of 10 Areas of Opportunity for Mediation and Other Methods of Alternative Dispute Resolution,” *Conciliation Quarterly* (Winter 1987).

“Dispute Resolution and Higher Education: A Brief Introduction,” *Conciliation Quarterly* (Spring, 1987).

Editor, *Conciliation Quarterly Newsletter* of the Mennonite Conciliation Service (1986-1988).

Professional and Community Service:

Congregational Representative, Faith in Action (2019 – Present)

Vice President of the Board, Pleasant View, Inc. (2013 – 2019)

Chair, Council of the Park View Mennonite Church (2010 - 2012)

Member, Association for Conflict Resolution (2000 - Present)

Member, Organization Development Network (2007 - Present)

Administrative Experience:

Program Director, Organizational and Leadership Studies, EMU (2016 - 2019)

Practicum Director, Center for Justice and Peacebuilding, EMU (2009 - 2014)

Academic Director, Center for Justice and Peacebuilding, EMU (2006 - 2009)

Executive Director, Seeds of Hope, Inc. (1992 - 1997)

Administrative Director, Board for Brotherhood Concerns (1988 - 1990)

Associate Director, Mennonite Conciliation Service (1986 - 1988)

Assistant Director, Mennonite Central Committee Brazil (1982 - 1985)

Cross-Cultural Experience:

MCC Worker in Brazil (1982-1985), fluent in Portuguese, conversant in Spanish.

Led MCC Trip to Bolivia and Brazil (1991), including planning and local hosting.

Led Service/Learning Trip to Belize and Guatemala (1996), including 15 members.

Led Service/Learning Trip to Peru (2001), including 11 members.
