

# ***CURRICULUM VITAE***

**Mark G. Chupp**

## **EDUCATION**

- 2003            Case Western Reserve University  
Mandel School of Applied Social Sciences  
Ph.D. in Social Welfare  
Research focus: Inter-ethnic conflict and social capital formation
- 1992            University of Michigan  
Master's in Social Work  
Concentration: Community organization
- 1981            Goshen College  
Bachelor of Arts  
Major: History and Peace Studies

## **ACADEMIC HONORS**

- 2004            Honoree and Presenter, 16<sup>th</sup> National Doctoral Research Symposium for Social Work, The Ohio State University, Columbus, Ohio.
- 1997-1998      Cleveland Foundation Research Fellow, Center for Urban Poverty and Social Change, Case Western Reserve University
- 1991            University of Michigan Fellowship for nontraditional students

## **ACADEMIC APPOINTMENTS AND WORK EXPERIENCE**

- 2006-present    Visiting Assistant Professor, Mandel School of Applied Social Sciences,  
Case Western Reserve University
- 2002-2006      Program Manager, Civic Engagement Initiative, Maxine Goodman Levin College of Urban Affairs, Cleveland State University
- 2005            Instructor, Peacebuilding and Development Institute, School of International Service, American University
- 2005            External Reader for Dissertation, Nancy Good Sider, PhD in Interdisciplinary Studies with a concentration in Conflict Transformation at Union Institute and University. Dissertation entitled, "Peacebuilders Healing Trauma: From Victim to Survivor to Provider."
- 2004            Ron Brown International Scholar Field Placement and Supervisor for Tamara Mihalic, graduate student and international peacebuilder
- 2003-2004      Dissertation Committee Member, Gina Weisblad, PhD Program in Urban Affairs  
Maxine Goodman Levin College of Urban Affairs, Cleveland State University

- 2002-2004 Adjunct Faculty, Levin College of Urban Affairs, Cleveland State University
- 1998-2002 Project Manager, Center for Neighborhood Development  
Levin College of Urban Affairs, Cleveland State University
- 1996-present Instructor, Summer Peacebuilding Institute, Center for Justice and Peacebuilding (formerly  
Conflict Transformation Program), Conflict Eastern Mennonite University
- 1996-1999 Adjunct Faculty and Consultant, Department of Peace, Justice and Conflict Studies, Goshen  
College, Goshen, Indiana

## TEACHING

Management in Urban Organizations, undergraduate course, Cleveland State University, Fall 2005

Positive Approaches to Peacebuilding and Development (with Claudia Liebler), graduate course, American University, Summer 2005 and scheduled for Summer 2006

Conflict Management, undergraduate course, Cleveland State University, 2002

Collaborative Approaches to Urban Conflict, graduate course, Eastern Mennonite University, 1996

Facing Urban Violence in School and Community, graduate course, Eastern Mennonite University, 1997, 1999, 2001

Qualitative Research for Social Change (required methods course), graduate course, Eastern Mennonite University, 2002, 2004

Transforming Conflict and Violence, foundation course for undergraduate major, Goshen College, 1998, 1999

Conflict Mediation, 4 hour undergraduate course with field component, Goshen College, 1999

## JOURNAL ARTICLES AND PROCEEDINGS

“The Long Term Impact of CDCs on Urban Neighborhoods: Case Studies of Cleveland’s Broadway-Slavic and Tremont Neighborhoods,” (with Dennis Keating, Norm Krumholz, and Philip Star) *Journal Community Development Society*, accepted for publication.

“Pathways to Trust: Interethnic Social Capital Formation in a Disadvantaged Neighborhood” in *Proceedings of the 16<sup>th</sup> National Symposium on Doctoral Research in Social Work*, Ohio State University, 2004.

## BOOK CHAPTERS

“Principles of Practice for Transforming Race Relations:,” in Burgess, G. & Burgess, H. (Eds.) *Beyond Intractability*, web-based book co-authored by scholars and practitioners in international peacebuilding, [www.beyondintractability.org/iweb/principles\\_of\\_practice/](http://www.beyondintractability.org/iweb/principles_of_practice/), 2004.

“Creating a Culture of Peace in Postwar El Salvador,” in Cooperrider, D., Abu-Nimur, M., Liebler, C., Sampson, C. & Whitney, D. (Eds.) Positive Approaches to Peacebuilding: A Practitioners’ Resource, Pact Publishing, 2003.

“Creating Space for Peace: The Nicaraguan Peace Commissions,” in Sampson, C. and Lederach, J.P. (Eds.). From the Ground Up: Mennonite Contributions to International Peacebuilding, Oxford University Press, 2000.

"The Practice of Victim Offender Reconciliation : Program Procedures and Rationale," in M. Wright and B. Galaway (Eds.), Mediation and Criminal Justice. London, England: Sage Publications, 1988.

## **BOOK REVIEWS IN JOURNALS**

Reaching for Higher Ground in Conflict Resolution: Tools for Powerful Groups and Communities, by E. Franklin Dukes, Marina, A. Pischolish, and John B. Stephens. Jossey-Bass, 2000. In *International Journal of Conflict Management*, 2002, Vol. 13 Issue 2, pp 196-200.

Revolutionary Movements in Latin America: El Salvador’s FMLN and Peru’s Shining Path, by Cynthia McClintock, United States Institute of Peace, 1998. In *International Journal of Conflict Management*, 2000, Vol. 11 Issue 2, pp 191-194.

## **NON-REFERRED ARTICLES**

“From Culture Wars to Cultural Harmony,” Conciliation Quarterly, 21, No. 1, 2002.

“Lessons from Littleton,” The Mennonite, May 18, 1999.

“Restorative Justice as Community Building,” Full Circle, I, 4: 2. Washington, DC: Restorative Justice Institute, October 1997.

“A Mosaic of Urban Peacemaking Strategies,” with André Gingerich Stoner, Conciliation Quarterly, V 13:4, Fall 1994

"Conflict Transformation: A Spiritual Process," Conciliation Quarterly, V 12:4, Fall 1993.

"Agents of Transformation," Newsletter on the Americas, V 5:3, September 1992

"Community: The Forgotten Player in Restorative Justice,"  
Crime and Justice Network Newsletter, V.13:6, April-June 1992

"Traditional Justice Among the Pueblo," Crime and Justice Network Newsletter, V.13:4, October-December 1991

"When Mediation Is Not Enough," Conciliation Quarterly, V 10:3, Summer 1991

"When Means and Ends Come Together," Conciliation Quarterly, Summer 1991

"Faith and VORP," in MCC Peace Section Newsletter, V 16, 1, January 1986

"VORP: The Alternative Debate," in VORP Network News, Spring, 1985

"Skejby: A Danish Experiment in Self-Government," co-authored with Dean Peachey, in Liaison: Journal of the Canadian Criminal Justice System, Ottawa, Canada, August/September 1985

## **OTHER PUBLICATIONS**

Organizing and Building Community: A Manual, training manual applying Appreciative Inquiry to community organizing, co-authored with Ellen Kaminski and Joe Mueller. Cleveland State University, 2005.

Foundations of Appreciative Inquiry, 135 page training manual co-authored with C. Bowling, J. Hoxsey, & M. Stone. Appreciative Inquiry Program in Community and Social Change, Cleveland State University, 2004.

Community Mediation Training Manual, a 75 page manual for use in conflict mediation training. Elkhart, IN: Violence Intervention Project, 1997.

¿Conflicto y Violencia? Busquemos Alternativas Creativas, with John Paul Lederach, a 240-page training manual for facilitators on conflict resolution and alternatives to violence, Guatemala: SEMILLA, 1995.

"VORP Case and Information Management Systems," in H. Zehr (Ed.), The VORPBook. Valparaiso, IN: PACT Institute of Justice, 1984

## **TECHNICAL REPORTS**

Principles of Neighborhood Planning for Community Development, with Susan H. Burkholder and Philip Star, prepared for Neighborhood Progress, Inc. 2003.

Community Development in South Lorain: Assessment and Recommendations, report prepared for the Local Initiative Support Corporation and submitted to the City of Lorain, 2002.

Bridging the Gap: Building a CDC-Human Service Collaborative to Expand the Availability of Affordable Supportive Housing, Maxine Goodman Levin College of Urban Affairs, 2001.

Investing in People through Place: The Role of Social Capital in Transforming Neighborhoods monograph prepared for the Annie E. Casey Foundation, August 31, 1999.

Listening to What the Community Wants: A Collaborative Needs Assessment Project, a 50 page report written with six research students from Goshen College, Goshen College Department of Sociology and Cultural Anthropology, June 1994.

Violence: Effects Upon Our Lives and Future, a report on public attitudes and violence levels in Elkhart, City of Elkhart, July 1992.

Un Experimento en Recarcimiento, (the history of Victim Offender Mediation and its application to Costa Rica), San Jose: Costa Rican Ministry of Justice, 1989

## **GRANTS AND CONTRACTS**

2005-2006 Principal Investigator, Analysis of Public Engagement Data from Voices & Choices, a 15-county regional public deliberation process. Contract with *AmericaSpeaks* (funding from The Fund for Our Economic Future) to lead 5-member qualitative analysis research team and to serve on content development and public engagement committees for 18-month initiative. Two awards: \$53,000, and \$20,000.

- 2005 Principal Investigator, Elder Friendly Community Assessment and Planning Pilot Project, City of Cleveland, Department of Aging. Assessment in the Glenville and Puritas Longmead Neighborhoods funded by The Cleveland Foundation as part of the Successful Aging Initiative. \$36,500
- 2004-2005 Co-Principal Investigator, Contract with Cleveland City Council and City of Cleveland Department of Community Development. Develop and conduct an assessment of 15 community development corporations receiving operating support from Community Development. Analyze aggregated assessment data to derive a set of recommendations for the City of Cleveland. \$50,000
- 2003-2004 Principal Investigator, Promising Strategies for Improving Race Relations: Principles of Practice. Grant secured from University of Colorado, funded by the Hewlett Foundation, qualitative analysis and comparison of four race relations programs from across the United States. \$15,000
- 2003-2006 Principal Investigator, Applied Research on Race Relations. Three consecutive contracts funded by The George Gund Foundation through Slavic Village Development Corporation for the development of a model for promoting comfortable diverse relations in an urban neighborhood experiencing racial transition. Second and third rounds of funding designed to use the emerging model for the development of training materials for other communities. \$12,000, \$12,000 and \$8,000
- 2001 Research on National and Local Models of Neighborhood Planning, Neighborhood Progress, Inc., with Philip Star and Susan Burkholder. \$12,000
- 2001-2002 Research Promising Strategies for Valuing Diversity, Association for the Study and Development of Community, funded by American Psychological Association. \$25,000
- 2002 Local Zone of Peace in El Salvador, Hewlett Foundation, Trainer and Facilitator of action research of community violence in the Uzulután Province. Resulted in a report, crisis intervention, and action plan on addressing gang violence in the town of Tierra Blanca.
- 1998-2001 Affordable Housing Initiative, Sisters of Charity Foundation of Cleveland, Manager responsible for designing evaluation plans with 26 grantees in Lorain and Cuyahoga County, analyzed individual grantee and aggregate outcomes
- 1998-1999 Social Capital and Neighborhood Revitalization, Annie E. Casey Foundation, Literature review and position paper on the role of social capital in neighborhood revitalization, part of a larger research grant to Dr. Ed Hill
- 1997-1998 Research Fellow, Center on Urban Poverty and Social Change, CWRU, Primary Investigator for Children at Risk Project, member of evaluation team for Cleveland Community Building Initiative, and member of research project involving multiple methods for evaluating theories of neighborhood change (Aspen Institute).
- 1994 Co-Principal Investigator, Evaluation of Ex-Combatant Training Program, Centro de Estudios Internacionales, Managua, Nicaragua. Program equipped former Sandinista and Contra soldiers to serve together as trainers and community workers in conflictive zones.

1999 Consultant to develop a \$200,000 proposal to the Lilly Endowment Strengthening Institutions Program, and once awarded grant assisted in design of a new major in Peace, Justice and Conflict Studies, including overall curriculum and 4 core courses to the new major. Helped design a 1999 national conference, Replacing Fear with Hope, that included leading scholars and practitioners from across the United States on youth violence

## **SELECTED CONFERENCE PRESENTATIONS AND LECTURES**

2005 Consortium of Urban and Metropolitan Universities, Los Angeles, CA

2005 Guest Lecture at Zagreb School of Economics and Management and Zadar University Croatia, "Methods of Effective Communication between Local Government and Citizens," Appreciative Inquiry training for mayors and managers from across Croatia, Croatia USAID Local Government Reform Project.

1990-2004 Regular presenter at national conferences, including:  
Urban Affairs Association, Annual Meeting  
Association for Conflict Resolution, Annual Conference  
Society for Professionals in Dispute Resolution, Annual Conference  
National Conference on Peacemaking and Conflict Resolution, Biennial  
Ministry of Reconciliation Annual Conference  
Victim Offender Mediation Association Annual Conference

1986 American Criminology Society Annual Meeting

1985 British Reparations Conference, Keele University, England

## **DOCTORAL RESEARCH**

A grounded theory qualitative study of interethnic conflict and social capital formation in the Broadway Slavic Village neighborhood, Case Western Reserve University. Study paralleled facilitation of an Appreciative Inquiry on comfortable diverse relations. Research involved interviews, focus groups, and participant observation. The resulting grounded theory identified seven pathways to trust which promote trust between African American and eastern European American residents. The Appreciative Inquiry process resulted in numerous action steps, a new alliance among churches, and organizational changes in the community development corporation.

## **MASTER'S RESEARCH**

Community Violence Action Research, University of Michigan, a community organizing practicum to conduct a community assessment in Elkhart, IN, and develop a strategy for mobilizing the community for change. In addition to statistical analysis of local and national crime data, research included developing and implementing a public attitude survey to over 260 randomly selected households. Research report led to the development of a community effort that eventually formed a new nonprofit organization to prevent violence.

## PROFESSIONAL AWARDS AND HONORS

- 2004 Martin Luther King, Jr. Community Service Award Organizational award to Broadway: Diversity in Progress by the City of Cleveland and the Greater Cleveland Roundtable
- 1997 *Happy Are They: Living the Beatitudes in America*, Jim Langford, Triumph Books, Chapter on Blessed are the Peacemakers is a profile of my life and work

## UNIVERSITY AND PUBLIC SERVICE

- 2005 Ad Hoc Committee Member to plan and develop The Center for Election Integrity, a collaborative effort between the Levin College and Cleveland-Marshall College of Law, Cleveland State University.
- 2005 Search Committee, Program Manager for the Center for Nonprofit Policy and Practice
- 2004 Retreat Facilitator for Faculty Retreat, Provost's Global Learning Task Force on International Education at Cleveland State University
- 2004 Facilitator, Planning session of the Levin College Retreat
- 2002-2004 Planning Committee, CSU Models of Unity Conference
- 2002, 2003 Presenter, CSU Models of Unity Conference
- 2001-present Reviewer, *Economic Development Quarterly* (occasional)
- 2000 Advisory Committee, Community Development Concentration at the Mandel School of Applied Social Sciences, Case Western Reserve University

## CONFLICT RESOLUTION AND OTHER TRAINING SERVICES (Select list)

- February 2004 Appreciative Inquiry Program for Community and Social Change, Cleveland State University Four-day foundations course for nonprofit and community leaders, (Co-Sponsored by Ohio State University Extension)
- 1995-2004 Transforming Interpersonal Conflict in Groups, Christian Peacemaker Teams Lead trainer on Conflict Transformation for all full-time and reserve members of Christian Peacemaker Teams, active in Palestine, Colombia, Iraq, and Mexico
- 2003 Appreciative Inquiry (5 day theory and practice training course), Institute for a Theology and Culture of Peace in Central America, El Salvador, in Spanish with participants from 9 countries and 3 religions
- 1999-2005 Community Organizing Basic Training, Neighborhood Progress, Inc., Responsible for designing initial curriculum and manual for training community organizers at local community development corporations. Co-facilitated 5 basic training courses.
- 1999-present Retreat Facilitator, Neighborhood Leadership Cleveland, Cleveland State University and Neighborhood Centers Association

- 2002, 2004 Secured two grants from USAID to train public officials from Croatia in citizen participation in government (trained delegates and facilitated visits throughout Northeast Ohio, Lima, Ohio and Chattanooga, Tennessee)
- 2000-2002 Culture of Peace Program, Uzulutun, El Salvador, funded by the US Institute of Peace and the Hewlett Foundation. Lead Trainer and Consultant, development of a grassroots culture of peace program to develop a UN recognized Local Zone of Peace. Trained a team of Salvadorans in conscientization, conflict transformation, and mediation.
- 1998 Victim Offender Mediation Association, Annual Conference, Des Moines, Iowa  
Gang Violence Intervention, Pre-conference Training
- 1997 Five Areas Project of Northern Ireland, provided training in the US and Northern Ireland to peace workers from both sides of the conflict, including former paramilitaries and IRA members, working in the five most violent areas of Northern Ireland. Funded by the US Information Agency.
- 1995-1997 Conflict Resolution and Mediation Skills, Violence Intervention Project  
Lead Trainer and Curriculum Designer, 32 hour mediation training based on a transformative approach to conflict mediation
- 1996 International Conflict Resolution Skills Training Seminar, Inter-American Defense College, Fort Lesley J. McNair, Washington, DC. "The Role of Unofficial Actors in Peacebuilding," part of a two-day lecture series for mid-level military and government officials from across the Americas.

## **OTHER PROFESSIONAL EXPERIENCE**

- 2002-present Program Manager, Civic Engagement Initiative, Maxine Goodman Levin College of Urban Affairs, Cleveland State University. Develop and manage the Civic Engagement Initiative, which includes promoting community building, appreciative inquiry and conflict transformation in organizations, neighborhoods and communities. Consultant for neighborhood-based leadership development and community organizing support program. Sample civic engagement projects include:
- 1998-2002 Project Manager, Center for Neighborhood Development, Maxine Goodman Levin College of Urban Affairs, Cleveland State University. Managed Neighborhood Leadership Cleveland and managed the evaluation of 26 grantees in Cuyahoga and Lorain County funded through the Affordable Housing Initiative for the Sisters of Charity Foundation of Cleveland. Developed conflict transformation and civic engagement training and interventions.
- 1994-1997 Executive Director and Founder, Violence Intervention Project Elkhart, Indiana. Established programs, agency office, Board of Directors, funding base and administrative infrastructure; hired staff; and facilitated community education on violence prevention and conflict resolution. Designed and implemented mediation training and served as consultant for organizational mediations. Upon leaving, programs included school-based violence prevention, community mediation, and youth-at-risk program with a staff of five.
- 1993-1995 Neighborhood Planner and Community Organizer, LaCasa Community Development Corporation, Goshen, Indiana. Initiated a new community development effort with residents of an Appalachian slum and blight area. Developed a comprehensive assessment using participatory action research. Created a neighborhood association and local steering committee. Facilitated planning process that led to \$1.2 million infrastructure and housing

development project. Co-authored interlocking successful proposals to the Indiana Housing Finance Authority, Department of Commerce, CDBG, City and County funding.

- 1991-1992      Coordinator, Community Violence Prevention Project, Elkhart Human Relations Commission, City of Elkhart, Indiana. Initiated community organizing project that led to establishment of a nonprofit organization designed to address community violence and conflict. Designed public attitude survey involving 277 telephone interviews. Developed five grassroots committees to address gun violence, community education, working with the media, etc. Wrote foundation grant proposals to fund survey and project expenses.
- 1991-present    Consultant and Trainer, Conflict Transformation and Community Building, United States and International
- 19988-1991    Country Representative, Mennonite Central Committee, and Director, Central America Conflict Transformation and Mediation Project, San José, Costa Rica
- 1985-1987    Director, Youth and Militarism Project, American Friends Service Committee Syracuse, New York
- 1985-1987    Case Consultant, National Center on Institutions and Alternatives, Syracuse, New York
- 1983-1987    Consultant, National Institutions of Corrections (VORP Trainer), Washington, DC
- 1982-1985    Director, Victim Offender Reconciliation Program, and Co-Director, Center for Community Justice, Elkhart, Indiana

## **PROFESSIONAL AND PUBLIC SERVICE**

- 2005-present    Ministry of Justice and Mission, Forest Hill Presbyterian Church
- 2005-present    Core Team, Northeast Ohio Alliance for Hope (Gamaliel Foundation)
- 2005-2006    Shared Governance Team Parent Representative, Mosaic Experience Small School at Cleveland Heights High.
- 2004-present    United Way Services, Strong Families=Successful Children Investment Committee and Youth Development Cluster
- 2003-present    Co-Chair, Parent-Community Committee of the KnowledgeWorks Center of Strength Parent Representative, Design Team, Heights High Small Schools Initiative
- 1998-2002    President, Coventry P.E.A.C.E. (People Enhancing A Child's Environment) Cleveland Heights, OH, Co-President 1998-2001, President 2001-2002
- 1993-1997    Board of Directors, Elkhart Housing Partnership, Elkhart, Indiana
- 1992 to 1997    Vice-President, Ullery Neighborhood Association, Elkhart, Indiana
- 1987-88      Board of Directors, International Christian Youth Exchange, NYC
- 1984-1985    Executive Committee, Indiana Community Corrections Commission

## **PROFESSIONAL ASSOCIATION MEMBERSHIPS**

Association for Conflict Resolution (formerly Society for Professionals in Dispute Resolution)

National Association of Social Workers

Urban Affairs Association

## **LANGUAGES**

Spanish, fluent oral and written

## **PROFESSIONAL DEVELOPMENT**

- 2003            Citizen Activism, Advocacy, and Organizing, Camp Wellstone Training Program, Cleveland, Ohio
- 2003            Globalization and Economic Literacy, Barry Shelley, Center for Popular Economics, Sponsored by Neighborhood Progress, Inc.
- 2002            Appreciative Inquiry, Foundations Course with Dr. David Cooperrider (4 days), Weatherhead Executive Education at CWRU
- 2001-2002      Basic and Advanced Seminar (3 days each), Landmark Education, Cincinnati
- 2001            The Art of Leadership with Robert Gass (by invitation), Sponsored by EcoCity Cleveland and the Rockwood Fund.
- Pre-2000  
Selected List
- Restorative Justice Sentencing Circles, Eastern Mennonite University
- Training Design Project for the Promise of Mediation, Folger and Bush
- Solution-Focused Intervention, Inn Soo Kim Berg
- Conflict Resolution Training for Social Change, John Paul Lederach and Ron Kraybill
- Systems Theory, Groups, & Leadership through Self-Differentiation, Edwin Friedman
- Advanced Consulting Skills for Congregations and Groups, Spead Leas & Alice Martin
- Prejudice Reduction, Training for Trainers, National Coalition Building Institute
- Interpersonal Mediation Training, Mennonite Conciliation Service
- Multicultural Conflict Resolution, Community Boards of San Francisco
- Alternatives to Violence Project in Prisons: Basic, Advanced, Training for Trainers