

Cherie Shanteau-Wheeler has more than 25 years of experience in complex convening, facilitation, mediation, team building and organizational change. She has particular expertise within the context of interagency and intragency conflicts, as well as multiparty projects. Throughout her career, Cherie has developed training programs in mediation, collaboration, negotiation and conflict resolution. She has trained hundreds of individuals from federal, state, local and tribal governments, process stakeholders, lawyers, judges, and other professionals in these topics. Years of practical experience in a wide variety of public and private settings give Cherie a deep background in the dynamics of collaboration and conflict resolution. She assists all levels of government and interested parties in analyzing and designing processes that seek consensus and implementable solutions. An experienced attorney, Cherie has an understanding of the policy, procedural and legal aspects of complex problem-solving. She is qualified to administer the Myers-Briggs Type Indicator.

PROFESSIONAL AFFILIATIONS

- US Institute for Environmental Conflict Resolution (USIECR)
- Association for Talent Development (ATD) (formerly American Society for Training & Development -ASTD)
- Association for Conflict Resolution
- Utah State Bar Association

EDUCATION

- **J.D.**, Law, 1983, University of San Francisco
- **B.S.**, Anthropology, 1974, University of Utah

RECENT PRESENTATIONS AND TRAININGS:

- Collaboration Skills for Environmental Professionals, 2014, USIECR, Denver
- Dispute Resolution & Federal Government, 2014, Washington Bar Association, Seattle
- Advanced Multiparty Negotiation, 2013, USIECR, Long Beach

Selected Project Experience

EPA Region 10 Community Involvement Team Coaching and Facilitation, 2014:

Cherie conducted an assessment of the nine-member EPA Region 10 Community Involvement Coordinator (CIC) Team to address difficulties working together in a stressful environment. This project included conducting individual interviews with Team leaders, developing and implementing an online platform to collect feedback from Team members on the goals for a team assessment, and providing Lumina Learning and executive coaching sessions for the Team Lead. Cherie analyzed assessment results for themes that could improve the ability of team members to work together more collaboratively and thus more effectively. Cherie also facilitated a full day CIC Team Workshop in July to further develop internal skills to better manage change and make well-informed decisions in an environment of significantly reduced resources. The Team successfully negotiated a number of complex issues and established strategic next steps.

Santa Susana Field Laboratory (SSFL) Community Advisory Group Organization Process, 2013 – 2014:

The SSFL site was contaminated from years of rocket ship testing and nuclear research. Cherie provided assessment, mediation and facilitation to address stakeholder involvement in the clean-up of the SSFL site. Working through the U.S. Institute for Environmental Conflict Resolution, Cherie organized a series of activities to support important public participation. Cherie assisted the SSFL Community Advisory Group (CAG) in the organization of the SSFL CAG. Despite individual strong and often divisive voices, the SSFL CAG is now successfully participating in ongoing community advisory activities with DTSC.

Rico West-Dolores USDA National Forest Travel Management, 2014:

The Forest Service is engaging a range of user groups, agencies and jurisdictions to develop trail recommendations prior to commencing a formal Travel Management Planning process and the accompanying National Environmental Policy Act (NEPA) study. Cherie completed a pre-engagement assessment and then facilitated three meetings to respond to the needs and interests of stakeholders. The meetings focused on stakeholder values and interests regarding the use of the area, relevant science, and the process for public engagement in the upcoming NEPA process.

Selected Project Experience, continued

Collaborative Approach to Air Quality Analysis for Oil & Gas Development on Federal Land, 2009 – 2011:

Cherie provided the convening, facilitation and management services to transform a long-standing interagency challenge related to oil and gas activities on federal lands. Cherie worked with the U.S. Department of the Interior, the U.S. Department of Agriculture, and the U.S. Environmental Protection Agency for two years and enabled them to adopt a Memorandum of Understanding that established a common process for analyzing the impacts of proposed oil and gas activities on federally managed public lands. Services were provided on behalf of the U.S. Institute for Environmental Conflict Resolution.



Colville National Forest Sullivan Creek Dam Negotiation, 2010 – 2011:

The Sullivan Dam in northeast Washington was no longer generating power and therefore needed to surrender its license. To assist with this process, Cherie convened and facilitated a group of representatives from community, local, state, federal, and tribal stakeholder interests. The negotiation effort brought together members of the USDA Forest Service, US Fish & Wildlife Service, Bureau of Indian Affairs, National Park Service, WA Department of Ecology, WA Department of Fish & Wildlife, American Whitewater, The Lands Council, Selkirk Conservation Alliance, Kalispel Tribe and several members of the public. The team worked together for over a year and a half to jointly develop a settlement agreement for the license surrender that considered all of the stakeholder interests and provided benefits to the community and to the river system. In addition to addressing dam operations, the agreement provided for the protection and enhancement of fish and wildlife habitat, native species protection, improved public recreation facilities and programs, and a commitment to maintaining the regional quality of life enjoyed by residents and visitors alike.

Previous Work Experience

Director of Programs, U.S. Institute for Environmental Conflict Resolution (USIECR), Tucson AZ WA, 2010 – 2014:

- Provides direct services including convening, assessment, facilitation and mediation on regional and national high-profile multi-party projects.
- Offers agency consultation regarding environmental conflict resolution for federal interagency projects.
- Assists Institute Director on program implementation, including staffing, systems and procedures.
- Provides day-to-day mentoring, communications, teambuilding, strategic organizational development and conflict resolution services within USIECR.
- Manages training certificate program and provide trainings to federal agencies and other participants. Provides direct service to the following projects: USDA-Forest Service Planning Rule - Interagency Group Facilitation; Western Oregon Forestry Meeting, Secretary Department of Interior (Wash. DC); Strategic Assessment for DoD Agencies (Washington, DC)

Senior Mediator/Senior Program Manager, USIECR, Tucson, AZ, 2001 – 2010:

- Served as a convener, assessor, mediator, and program designer.
- Managed the Administrative Appeals and Administrative Disputes, Litigation & the Courts Sector.
- Developed and managed U.S. Institute Training Program.
- Provided direct service to the following projects: USDA-Forest Service Region 3 - Grazing Assessment; Interior Board of Land Appeals of the Office of Hearings and Appeals ADR referral pilot design demonstration program; Recreational Shooting Facilitation in Tucson Basin (Arizona); NEPA-Agency & Tribal mediation process (Arizona).