



BIOGRAPHY



UNITED STATES AIR FORCE

MR. PAUL J. FIRMAN

Mr. Paul J. Firman is the Chief, Alternative Dispute Resolution (ADR) Education & Training at the Air Force Negotiation Center, Maxwell AFB, AL. He directly supports Air Force Chief of Staff Guidance to improve conflict resolution skills by ensuring relevant education and training programs are designed, developed, and delivered to the Total Force. He provides Air Force level leadership and access to the knowledge and skills needed to effectively communicate, negotiate, and mediate in culturally complex environments.

Mr. Firman's career in communication began with the Air Force in 1987. He attended the Defense Information School, becoming an Air Force Broadcaster and Public Affairs Specialist. His overseas assignments began in Asia, serving at Kunsan Air Base, Korea, as a news producer and morning radio show host. Next, he served at Yong San Army Garrison, in Seoul, Korea, producing an award-winning travel magazine program. In 1997, Mr. Firman moved to Spangdahlem Air Base, Germany, as the Broadcast Operations Manager. His last overseas assignment was off the coast of Portugal, at Lajes Field, Azores, where he refined his leadership and conflict resolution skills as the broadcast detachment onsite commander.



His stateside experience began as a broadcast instructor and director of television operations at the United States Air Force Academy. Next, he was selected to serve as Chief, Air Force News Pentagon Bureau in Washington, DC, where he was the lead consultant for Presidential news coverage and directed/hosted multiple television interviews with the Secretary of the Air Force and Chief of Staff. He was then hand-selected to become the Superintendent, Air Force Entertainment Liaison Office, Los Angeles, CA, where he negotiated Air Force depiction in film and television. Finally, he left Public Affairs to become a leadership and communication instructor at one of the Air Force's premier military academies, earning multiple degrees and certificates in pursuit of teaching excellence. Mr. Firman retired in 2010, completing nearly 23 years of active duty service. He then became an Air Force civil servant, joining the Air Force Culture and Language Center where he designed and taught Cross-Cultural Communication courses. Today, he serves as the Air Force's lead ADR education and training manager, developing and teaching conflict resolution courses at numerous venues to include Air Command and Staff College, Air War College, and at multiple Department of Defense schools that include State Department and international students. Mr. Firman is also a federal mediator, handling cases for the Department of Defense, VA, and other state and local agencies to include the county court system. He is also a visiting professor at Faulkner Law School in Montgomery, AL.

EDUCATION

1998 University of Oklahoma Master's Level Joint Communication Course, Norman, OK
2005 Associate Degree, Public Affairs, Maxwell AFB, AL
2006 Bachelor of Science Degree, Excelsior College, Albany, NY
2008 Associate Degree, Instructor of Technology & Military Science, Maxwell AFB, AL
2009 Master's Degree, Adult Education, TUI University, Cypress, CA
2010 Occupational Instructor Certificate, Maxwell AFB, AL
2010 Summer Institute for Intercultural Communication, Reed College, WA
2012 Program on Negotiation, Harvard Law School, Cambridge, MA
2012 Air Force Basic Mediation Course, Air University, Maxwell AFB, AL
2012 Master's Certificate, Instructional Systems, Trident University, Cypress, CA
2014 Alabama General/Civil Mediation & Conflict Resolution Course, Birmingham, AL
2015 Crisis & Hostage Negotiation Federal Certification Course, University of North Florida, Jacksonville, FL
2015 Advanced Mediation Skills, Justice Center of Atlanta, Atlanta, GA
(Current as of May 2017)