

## Paul J. Firman

Chief, Dispute Resolution Education and Training  
Air Force Negotiation Center (AFNC)

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### Areas of Expertise:

Mediation, Facilitation, Negotiations, Leadership, Podium & Classroom Instruction, Curriculum Development

**Paul J. Firman** is the Chief, Dispute Resolution (DR) Education & Training at the Air Force Negotiation Center, Maxwell AFB, AL. As the lead agent for the Air Force, he directly supports 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 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.

Mr. Firman's stateside experience includes seven years as broadcast instructor and Director, Television Operations at the U.S. Air Force Academy. He was also selected to serve as Chief, Air Force News Pentagon Bureau in Washington, DC as the lead consultant for Presidential news coverage and hosting programs with the Secretary of the AF and Chief of Staff. He was then hand-selected to become the Superintendent, Air Force Entertainment Liaison Office, Los Angeles, CA, negotiating Air Force depiction in film and television. Finally, he became an Air Force leadership and communication instructor, earning multiple degrees and certificates in pursuit of teaching excellence. Mr. Firman retired in 2010, completing nearly 23 years of active duty service. Today, Mr. Firman serves as a federal mediator handling cases for the Department of Defense (DoD), VA, and other state agencies to include civil court cases. He develops and teaches (DR) courses at numerous stateside and global venues to include Air Command and Staff College, Air War College, the First Sergeant Academy, Chief Leadership Course, and multiple DoD schools that include State Department and international students. His experience has led to multiple guest speaker/lecture requests to include the Department of Defense' annual ADR symposium in Washington, D.C., World Wide EO symposiums, as well as serving as an adjunct professor at Faulkner Law School in Montgomery, AL.

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## Education and Training

Negotiation Master Course, Harvard Law School, Cambridge, MA	2018
Advanced Mediation Skills, Justice Center of Atlanta, Atlanta, GA	2015
Crisis & Hostage Negotiation Federal Certification Course, University of North Florida, Jacksonville, FL	2015
Alabama General/Civil Mediation & Conflict Resolution Course, Birmingham, AL	2014
Master's Certificate, Instructional Systems, Trident University, Cypress, CA	2012
Air Force Basic Mediation Course, Air University, Maxwell AFB, AL	2012
Program on Negotiation, Harvard Law School, Cambridge, MA	2012
Summer Institute for Intercultural Communication, Reed College, WA	2010
Occupational Instructor Certificate, Maxwell AFB, AL	2010
Master's Degree, Adult Education, TUI University, Cypress, CA	2009
Associate Degree, Instructor of Technology & Military Science, Maxwell AFB, AL	2008
Bachelor of Science Degree, Excelsior College, Albany, NY	2006
Associate Degree, Public Affairs, Maxwell AFB, AL	2005
University of Oklahoma Master's Level Joint Communication Course, Norman, OK	1998

## Recent Publications and Noteworthy Contributions

<i>Facilitation &amp; The Air Force Leader</i>	2019
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(current as of May 2019)