

Susan Gulick

Susan Gulick has over 25 years experience resolving complex public policy issues. Susan, a trained mediator, owns Sound Resolutions and specializes in environmental policy, facilitation and project management. Susan's strengths are her ability to listen and understand problems and concerns, analyze the options, and then facilitate the creation of workable solutions and *action-oriented results*. Clients include the State of Washington, the State of California, the State of Hawaii, numerous cities and counties in Washington state, multiple Watershed Planning Units, and many others.

Susan served for six years as the Waste Reduction and Recycling Manager for King County, Washington where she managed a staff of over 30 and a budget of over \$8 million. Together with her staff, Susan designed and implemented some of the most progressive recycling and hazardous waste programs in the nation.

Her experience also includes six years as the senior Policy Analyst for the Washington State House of Representatives' Committee on Environmental Affairs. In this non-partisan position, she drafted bills and amendments, analyzed the impacts of proposed legislation, and facilitated the development of consensus on controversial proposals.

In 1993, Susan was awarded a fellowship to attend Harvard University's mid-career Masters Degree program at Harvard's Kennedy School of Government. Her studies focused on creative approaches to resolving environmental policy disputes.

FACILITATION

- *Listen to All Parties*
- *Build Consensus*
- *Create Positive Results*

ENVIRONMENTAL POLICY

- *Identify Issues*
- *Research and Evaluate Options*
- *Develop Strategic Solutions*

PROJECT MANAGEMENT

- *Communicate Proactively*
- *Create Clear Expectations*
- *Produce Quality Products*

EMPLOYMENT HISTORY

- 1995-Present Principal, Sound Resolutions; Seattle, WA
- 1988-1995 Waste Reduction & Recycling Manager, King County Solid Waste Division; Seattle, WA
- 1982-1988 Senior Policy Analyst, Environmental Affairs Committee, Washington State House of Representatives; Olympia, WA
- 1980-1982 Senior Legal Assistant (Environmental Cases), Bogle and Gates Law Offices; Seattle, WA

EDUCATION

- University of California at Santa Barbara: B.A. in Environmental Studies; 1979
- Harvard University: Master in Public Administration; 1994

MEDIATION AND NEGOTIATION TRAINING

- Straus Institute for Dispute Resolution, Malibu, CA; 2006
- Harvard Program on Negotiation, Cambridge, MA; 1994
- Private training with Roger Fisher (author of "Getting to Yes"); Olympia, WA, 1986

AWARDS

- Recipient of the Kennedy Fellowship—a meritorious award from Harvard University for academic and professional achievement.
- Invited to serve as an evaluator for the Ford Foundation's Award program for Innovations in American Government; 1994 and 2001.