**Curriculum Vita:**

**Darrell L. Puls, DRS**

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PROFESSIONAL EXPERIENCE

***Dean of Academic Affairs - Emeritus*** (Chief Academic Officer, retired),Pacific Northwest Christian College, Kennewick, WA. 2011 – 2022. Responsible for faculty hiring, professional development and evaluation, academic program development and oversight, committee supervision and advising, chairing the Academic Committee, budget preparation for all academic services, institutional assessment, and accreditation.

***Staff Pastor.*** 2002-2006. Hillspring Church, Richland, Washington.

***Peacebridge Ministries****.* 2002 - 2019. Founder and Principal. Conflict intervention and training services to conflicted faith communities across the United States and Canada.

***Common Ground Associates****.* 1996 – 2012. Private practice in organizational conflict management in multiple fields, practices, and industries across the United States.

***Mediation Panel –*** United States District Bankruptcy Court for Eastern Washington and Northern Idaho. 1996-2004.

***Adjunct Professor of Conflict Management*,** Trinity Theological Seminary, Newburgh, Indiana, 2008 – 2012. Teaching master’s and doctoral studies in church conflict management with a concentration in forgiveness studies and research.

***Doctoral Dissertation Coach and Editor,*** Trinity Theological Seminary (2010-2023), Capitol Seminary (Washington, DC), Richmont Graduate School of Psychology (Atlanta, GA). 2022-2023.

***Unified Services Director*,** Washington Education Association, Federal Way, WA, and National Education Association, Washington, DC, 1982-2002. Organizational conflict interventions, complex arbitration advocacy.

***Labor Relations Specialist,***Michigan Education Association, Lansing, MI. 1976-1982. Contract negotitions services, arbitration advocacy.

***Teacher,*** Wyoming Public Schools, Wyoming, MI. 1971-1976.

EDUCATION

Western Michigan University, Kalamazoo, Michigan.

* BA (Education)
* MA (Educational Leadership)

The University of Michigan, Ann Arbor, Michigan.

* Doctoral studies in labor law, negotiations, organizational behavior, arbitration, contracts, etc. Specialized program through the schools of law, business, and education.
	+ Labor Relations Specialist post-graduate certification.

Trinity Theological Seminary, Newburgh, Indiana.

* Doctor of Religious Studies with high distinction (Conflict Management). 2006.
* Dissertation: *Changing the Wind: A Continuum Process to Assist Congregations in Forgiving Following Congregational Conflict.*

PUBLICATIONS

**Books:**

*Let Us Prey: The Plague of Narcissist Pastors and What We Can Do About It (Revised Edition).* 2020. Cascade Books. A study of pathological narcissism in clergy.

*The Road Home: A Guided Journey to Church Forgiveness and Reconciliation.* 2013. Eugene, OR: Cascade Books. Foreword by Everett Worthington, Jr. (Virginia Commonwealth University. Cover endorsements by Tim Clinton (President of the American Association of Christian Counselors) and Paul Regan (President of the Christian Association for Psychological Studies).

**Peer Reviewed Journal Articles:**

“The Narcissist Pastor and the Making of a Narcissist Church.” *Great Commission Research Journal* 12, no. 1 (October 2020): 87–112. Azusa Pacific University.

“A Restorative Peacemaking Process for Conflicted Faith Communities.” *Journal of Mediation and Applied Conflict Analysis* 4, No. 1 (May 2017): 1–22. Maynooth University, Ireland.

“Expanding the Borders of Restorative Justice.” *Justice Connections* *Quarterly* 6 (Summer 2008.): 7–9.

**Other Media:**

“The Narcissist Pastor as Spouse and Parent.” (Blog) American Association of Christian Counselors. Dallas, TX. (Oct 4, 2018).

“Leadership Transitions and Faith Community Conflicts: An Unexplored Territory.” *ACResolution Magazine*. Association for Conflict Resolution (April 2018): 21–23.

“Do Christian Colleges and Seminaries Have a Moral Responsibility to Screen Ministry Students for Dangerous Mental Disorders?” *Christian Academia Journal* (Fall 2016).

“The Truth About Why Settlements Fail to End Church Conflict.” *Church Executive Magazine* (March 2007): 26.

**Magazines**

“Caught in Heavy Fog with Murphy’s Law.” *BoatUS Magazine.* Winter 2021.

“Things That Go Thump in the Night.” *Seafaring Magazine*. October 2012.

**Specialty Websites:**

“Healing: The Use of Apology in Litigation and Mediation.” Researchgate, January 2019.

*Truth Distortions in Interpersonal and Organizational Conflict.* 2011. Mediate.com. http://www.mediate.com/articles/pulsD11.cfm?nl=304. Article of the Month, International Dispute Resolution Institute (Abuja, Nigeria).

*A Question of Ethics*. 2009. Mediate.com, February. http*://*www.mediate.com/articles/pulsD10.cfm

*Where Settlements Cannot Go – Towards Praxis of Reconciliation in Group Conflicts.* 2006 - 2007. Mediate.com. November - February. A six-part series on assisting large groups create a common future together following serious conflict, including insurrection, civil war, genocide, and war. The series resulted in queries and reprint permission requests from all over the globe.

**Textbook Articles:**

“The United States Should Not Negotiate with Terrorists.” In *The Middle East: Opposing Viewpoints.* (Detroit: Greenhaven Press, 2007):79–84.

“Apology: More Power than We Think.” In *Processes of Dispute Resolution: The Role of Lawyers,* 4th ed. Alan Rau, Edward Sherman and Scott Peppet, ed. New York: Foundation Press (2006): 382–383.

PRESENTATIONS and SPEAKING ENGAGEMENTS (Sampling)

(Scheduled) *Easing Leadership Transitions in Non-profit Organizations Through Succession Planning.* Pacific Northwest Dispute Resolution Conference, University of Washington Law School. Seattle, WA. March 28, 2025.

*Herding Cats: Creating Effective Leadership in Volunteer Boards.* Transnational Association of Christian Colleges and Schools annual conference, October 28, 2021. St. Louis, MO.

*Generations Podcast.* Nov. 2019. Topic: Narcissist clergy and the damage they cause.

*Scorched Earth: Mediating with High-Conflict Clients.*

* Association for Conflict Resolution National Conference. Tucson, AZ. September 2019.
* Pacific Northwest Alternative Dispute Resolution Conference, University of Washington Law School. March 23-24, 2017

*Pastors with Narcissistic Personality Disorder*.

* On-Air 50-minute interview, *Julie Roys Show*, Chicago, IL. July 27, 2019.
* On-Air Drive Time Interview*.* WOOD AM/FM Radio, Grand Rapids, MI. Dec. 17, 2017.
* *Janet Mefferd Today Show*. 30-minute interview played on 150+ radio stations in March 2016.

*The Frequency of Narcissistic Personality Disorder in Pastors.* With Michael Patterson, PhD. American Association of Christian Counselors world conference. Poster Session. September 29, 2017. Nashville, TN.

*Barefoot in the Fire: Stress Management for Conflict Intervention Professionals.* Pacific Northwest Alternative Dispute Resolution Conference, University of Washington Law School. March 23-24, 2017.

*Small Wars: A Guide to Faith Community Conflict Interventions.* Full-day workshop. Association for Conflict Resolution International Conference, Baltimore, MD. September 28, 2016.

*Making Peace with the Dragon: Stress Reduction for Conflict Management Professionals*. Association for Conflict Resolution National Conference, Reno, NV. October 2015.

*Let Us Prey: The Frequency of Narcissistic Personality Disorder in Pastors - A Preliminary Study.* American Association of Christian Counselors World Conference. Nashville, TN. September 26, 2015.

*Congregations in Conflict.* Full day mini-conference at the Association for Conflict Resolution national conference, October 11, 2014, Cincinnati, OH. WithRichard Fincher (Workplace Resolutions, Phoenix, AZ), David Brubaker (Eastern Mennonite University), Stephanie Hixon and Craig Gilliam (Justpeace.org).

*Communities in Conflict: An Intervention Model to Create Dialogue in Divided Communities*. Northwest Dispute Resolution Conference, The University of Washington Law School, March 29, 2014.

*Polarities, Dehumanization, and Waging Peace: Reconciling the Divided Community.* Oregon Mediation Association Fall Conference, Portland, OR, November 2, 2013.

*Waging Peace: A Forgiveness and Reconciliation Process in Religious Settings*. Association for Conflict Resolution International Conference, Minneapolis, MN. Oct 9-12, 2013.

*Conflict Management for Pastors: Survive and Thrive* – Plenary Speaker, Lutheran Congregations in Mission for Christ Leadership Development Conferences in Birmingham, AL. April 15, 2013 and San Diego, CA, Feb 20, 2013.

*Transforming Mediation through the Practical Goals of Forgiveness and Reconciliation*. Oregon Mediation Association Annual Conference, Portland, OR Nov. 3, 2012.

*Confronting Conflict: What Pastors Need to Know*. Lutheran Congregations in Mission for Christ National Conference, Denver, CO. October 7-10, 2012.

*The Road Home: A Guided Journey to Forgiveness and Wholeness* (Keynote). Women’s Healing and Empowerment Network conference, Spokane, WA. October 19-20, 2012.

*Where Angels Fear to Tread: A Toolkit for Organizational Conflict Interventionists*. Pacific Northwest Dispute Resolution Conference, University of Washington Law School (Seattle, WA), May 5, 2012.

*Completing the Post-Abortion Grief Cycle*. Life Path Conference, Coeur d’Alene, Idaho, March 17, 2012. TriCities Pregnancy Network, Richland, WA. May 18, 2010.

*Post Church Conflict Reconciliation: Facilitating Affinity Group Forgiveness.* Christian Association for Psychological Studies International Conference, April 2, 2011. Indianapolis, IN.

*Forgiveness and Mediation: What Mediators Need to Know.* Federal Executive Board Mediator Conference, Seattle, WA. March 7, 2010. Also, Pacific Northwest Conflict Resolution Conference, University of Washington Law School, May 2, 2010.

*Why Forgive? What Research Says About the Physical, Psychological, and Relational Benefits of Forgiving.* Pacific Northwest Conference on Conflict Resolution, University of Washington Law School, May 2, 2009. (Featured speaker)

*Beyond Apology: Forgiveness as a Practical Goal in Medical Mistake Litigation*. Keynote, Michigan Bar Association Litigation Section, Grand Rapids, MI. February 2009.

*Forgiveness as a Practical Goal in Family Disputes*. Dispute Resolution Center of West Michigan and Family Facilitators Council, Grand Rapids, MI. February 2009.

Guest expert on live call-in radio (*The* *Conversation*, KUOW [Seattle], National Public Radio), on the topic of de-escalating political arguments in families, November 3, 2008.

*Forgiveness as a Practical Goal in Group Conflicts.* Association for Conflict Resolution International Conference, September 25, 2008, Austin, Texas.

“Breakthroughs, Benefits, and Backfires of Apology in Medical Malpractice Litigation*.*” *Pacific Currents and Sound Perspectives,* American Bar Association National Dispute Resolution Conference, April 4, 2008. Seattle, WA.

*Apology in Litigation: Breakthroughs, Benefits, and Backfires.* Keynote address, Seattle University Law School, October 18, 2008.

*Breaking Intractable Conflict through Introspection and Apology*. Federal Executive Board Conflict Resolution Conference, March 7, 2007. Seattle, WA.

*The Use of Apology in Mediation and Litigation.* Northwest Dispute Resolution Conference, University of Washington, April 28, 2006.

*Bridging the Unbridgeable: Using Apology to Heal Conflict.* With Prof. Nancy Erbe (California State University – Dominguez Hills), Southern California Mediation Association Conference, Strauss Institute for Dispute Resolution, Pepperdine University, Malibu, CA. November, 2006.

PROFESSIONAL MEMBERSHIPS

American Association of Christian Counselors

Christian Association for Psychological Studies

Society of Professors in Christian Education

Association for Conflict Resolution

American Psychological Association

OTHER

President, Washington Mediation Association, 2008-2010.

Founding President, Dispute Resolution Center of the TriCities, 1998-2000.