



Howard T. Spence, Esq.  
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<b>Current Employer-Title</b>	Howard T. Spence, Consultants (dba for) Spence and Associates/Black-Gold Associates, LLC - Attorney, Arbitrator, Mediator, Legal Consultant, Trainer; MinorityADR LLC
<b>Industries</b>	Legal Consulting and Management Consultant
<b>Work History</b>	<p>Attorney at Law, Self-employed, 1976-present; Elected Eaton County (Michigan) Commissioner, 2012 - present; College Faculty, University of Phoenix, 2003-13; Administrative Law Judge (retired), State of Michigan, 1992-02; Deputy Commissioner of Insurance, State of Michigan, 1979-92; Adjunct Law Professor, Thomas Cooley Law School, 1978-80; Assistant Director of Policy (Utility Regulation), State of Michigan Public Service Commission, 1978-79; Personnel Administrator, State of Michigan Department of Commerce, 1976-78; Prison Administrator and Counselor, State of Michigan Department of Corrections, 1971-76.</p> <p>Michigan Employment Relations Commission (MERC) Fact finder (Inactive)</p>
<b>Education</b>	Michigan State University (BA-1970; MS, Criminal Justice-1974; MLIR, Labor and Industrial Relations-1979; MBA-1983); University of Michigan (JD-1976; MPA-1977).
<b>Professional Associations</b>	<p>Member of Executive Oversight Council for the Alternative Dispute Resolution Section of the State Bar of Michigan; Member of the Executive Committee of the Michigan Institute for Continuing Legal Education (ICLE) in the University of Michigan Law School representing the interests of members of the Michigan State Bar Association;</p> <p>State Bar of Michigan; American Bar Association; National Bar Association; Association of Black Judges of Michigan; Insurance Regulatory Examiners Society (Past National President); National Association of Administrative Law Judges; Michigan Association of Administrative Law Judges (Past President); Michigan Public Employment and Labor Relations Association; Labor and Employment Relations Association (Central Michigan Chapter); American Bar Association (Labor and Employment Law Section); Capital Resolution Diversity Initiative (Board Member);</p> <p>Honorable Order of Kentucky Colonels (Appointed member by Kentucky governor Brereton C. Jones); Presidential Scholar (appointed by US President Lyndon B. Johnson to represent the state of Illinois in 1967).</p>

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Neutral ID : 153112

Member of the Tri-County Regional Planning Commission for Clinton, Eaton, and Ingham Counties representing the interests of the Eaton County Government 2014-2016; Member of the Tri-County Office on Aging for Clinton, Eaton, and Ingham Counties representing the interests of Eaton County Government 2014 - present; Member of Executive Oversight Committee of the Capital Area Community Services Agency representing the interests of Eaton County government 2017 - present.

**Professional Licenses** Admitted to the Bar, Michigan, 1976. Certified Insurance Examiner, Insurance Regulatory Examiners Society, 1992. Court Certified Mediator, Michigan, 2006.

**Publications and Speaking Engagements** Numerous published editorial comments in the newsletter for the American Bar Association Judicial Conference (National Conference of Administrative Law Judges editor), as section editor during 1998-99; "Administrative Hearings Require Heavy Preparations," THE EXAMINER: OFFICIAL PUBLICATION OF THE SOCIETY OF FINANCIAL EXAMINERS, vol. 19, no. 3, Winter 1995.

**Alternative Dispute Resolution Training** AAA Labor Arbitrator I, 2012; Capital University Law School, Minority ADR Training through, 2005-2001; ABA Labor and Employment Law Section, Annual Training, 2007; AAA Employment Arbitrator II Training: Advanced Case Management Issues, 2006; AAA Arbitrator I Training: Fundamentals of the Arbitration Process, 2004; Labor Arbitration Institute, Labor Law and Labor Arbitration, 2004; various other dispute resolution courses and training through FINRA-NASD and FMCS; many labor and employment law related courses and dispute resolution courses offered through Institute of Continuing Legal Education (ICLE Michigan) and/or ALI-ABA; 40 hour Circuit Court Mediator Training plus continuing mediation training required of State of Michigan Certified Mediators.

Regular attendee at numerous ICLE professional development and training sessions each year including the annual ICLE Labor and Employment Law Institutes.

**Citizenship** United States of America  
**Languages** English  
**Locale** Lansing, Michigan, United States of America

### **Compensation**

Hearing:	\$1200.00/Day
Study:	\$85.00/Hr
Travel:	\$300.00/Day
Cancellation:	\$750.00/Day
Cancellation Period:	14 Days
Comment:	Any transportation and travel costs which have been expended for travel to the hearing site which can not be reimbursed from travel vendors may be charged.

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The AAA provides arbitrators to parties on cases administered by the AAA under its various Rules, which delegate authority to the AAA on various issues, including arbitrator appointment and challenges, general oversight, and billing. Arbitrations that proceed without AAA administration are not considered "AAA arbitrations," even if the parties were to select an arbitrator who is on the AAA's Roster.