

Resumé / Vita



HOWARD T. SPENCE, ESQ.

ARBITRATOR - MEDIATOR - ADMINISTRATIVE LAW JUDGE (Ret.)

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WORK EXPERIENCE:

Arbitrator - Mediator, Spence and Associates Consultants (Black-Gold Associates LLC -- Howard T. Spence, PLC)

Administrative Law Judge, Michigan Department of Consumer and Industry Services, 1992 – November 2002 (Early retirement from State of Michigan).

Attorney, General Practice of Law with emphasis in employment, regulatory, and occupational law (as private practitioner), 1976 - present.

Deputy Insurance Commissioner, Michigan Department of Commerce Insurance Bureau, Office of Licensing and Enforcement, 1978 - 1992.

Assistant Director of Policy, Michigan Department of Commerce Public Service Commission, 1977 - 1978.

Personnel Administrator, Michigan Department of Commerce Management Services Bureau, 1976 - 1977.

Prison Resident Unit Manager and Social Worker, Michigan Department of Corrections, 1971 - 1976.

TEACHING EXPERIENCE:

Faculty Instructor, University of Phoenix, West Michigan and OnLine Campuses, MBA Program, 2003 – present.

Adjunct Faculty Member, National Judicial College, Reno, Nevada, 1994 - 1998.

Adjunct Professor of Law, Thomas Cooley Law School, 1977 - 1979.

Seminar Presenter, Michigan Institute for Continuing Legal Education, Insurance Law Seminar, 1991 and 1996

Instructor, Jackson Community College, Jackson, MI, 1976.

EDUCATION ACHIEVEMENTS:

Juris Doctor (JD - labor and employment law), University of Michigan Law School, Ann Arbor, MI, 1976.

Master of Business Administration (MBA - Insurance and Finance), Michigan State University Graduate School of Business, E. Lansing, MI, 1983.

Master of Labor Industrial Relations, (MLIR - Employment Relations) Michigan State University School of Labor Relations, E. Lansing, MI, 1979.

Master of Public Administration (MPA - Public Policy), University of Michigan Rackham Graduate School, (Gerald Ford Institute for Public Policy), Ann Arbor, MI, 1977.

Master of Science (MS - Criminal Justice), Michigan State University School of Criminal Justice, E. Lansing, MI, 1974.

Bachelor of Arts (BA - Social Science), Michigan State University Honors College, E. Lansing, MI, 1970.

LICENSES, DESIGNATIONS, AND ARBITRATION PANEL APPOINTMENTS:

Licensed Attorney - Member, Michigan State Bar Association (Attorney licensed in state of Michigan and Federal Courts). Eligible for reciprocal licensing in numerous jurisdictions.

Certified Insurance Examiner (CIE), Insurance Regulatory Examiners Society, Kansas City, Missouri.

Arbitrator – Appointed to American Arbitration Association Panel of Neutrals (Employment and Commercial law panels) January 2004. Professional Arbitration Services provided d/b/a Black-Gold Associates and Howard T. Spence PLC. Member National Arbitration Forum panel of arbitrators as of 2005. Member of NASD panel of neutrals as of April 2006. Administrative Law Judge State of Michigan 1992 - 2002 (Retired), eligible for ad hoc hearing assignments on appointment basis. Appointed to Michigan Employment Relations Commission (MERC) panel of grievance arbitrators and fact finders, 1993 - 2000; 2006 - present. Court certified mediator, state of Michigan as of 2007.

ASSOCIATIONS AND CIVIC ACTIVITIES:

Alpha Phi Alpha Fraternity, Inc. 1969 - present. President of Lansing alumni chapter of A Phi A 1984 - 1987, and 1998 -2000.

Insurance Regulatory Examiners Society. National President, 1990 - 1991. Member Board of Directors, 1989 - 1992.

American Bar Association. Member 1995 - present.

National Conference of Administrative Law Judges. Member 1997 to 2000. Editor, NCALJ Newsletter, ABA Judicial Record, 1998 - 1999.

American Judges Association. Member 1995 – Present (Retired).

Association of Black Judges of Michigan. Member 1995 - present.

Michigan Association of Administrative Law Judges. Member 1994 - 2003. President 1998- 2000.

National Association of Administrative Law Judges, Member, 1996 – Present

Member, Labor Employment Relations Association (LERA) (formerly Industrial Relations Research Association - IRRRA).

HONORS AND PUBLICATIONS:

Commissioned, Honorary Colonel, State of Kentucky, (Hon. Order of Kentucky Colonels, appointed by Gov. Brereton C. Jones), 1994.

Presidential Scholar, State of Illinois, (appointed by President Lyndon B. Johnson), 1967.

Author, "Administrative Hearings Require Heavy Preparations," The Examiner: Official Publication of the Society of Financial Examiners, Vol. 19, No. 3, Winter 1995.

Additional Biographical Information available in the following Marquis Publications: "Who's Who In America; Who's Who in American Law; Who's Who in the Midwest; Who's Who in Finance and Industry; Who's Who in the World"

