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Richard is currently an Instructor of Asian Studies and Dispute Resolution with the Scheinman Institute on Conflict Resolution at Cornell University ILR. In 2013, he was appointed as Executive Director of the Asian Labor Arbitration Project. He founded the annual Student Engaged Learning Program to Vietnam, and later became lead faculty to the Student Engaged Learning Program on Native American Dispute Resolution, focused on the Hopi and Navajo nations. In 2019, he was awarded the McKelvey Neutral in Residence at ILR.

From 2010 to 2014, Richard served as a Hanoi-based USAID Consultant in workplace ADR for Vietnam. In 2015, he was awarded a Fulbright Scholarship to teach at Ton Duc Thang University (TDTU) in Saigon. Most recently, Richard is consulting and teaching labor law and ADR under a USAID grant in Yangon, Myanmar and in Phnom Penh, Cambodia.

He is the Managing Partner of Workplace Resolutions LLC, an international dispute resolution practice offering mediation, arbitration, systems design, and multi-party facilitation. He has mediated and arbitrated over 1000 commercial and employment matters and is an elected member of the National Academy of Arbitrators (NAA). He also teaches in the Lodestar Institute at the Sandra Day O'Connor College of Law at Arizona State University. He is a LERA Fellow.

Richard has extensive experience teaching labor law and ADR at universities in China, including Anhui University College of Law in Hefei, Wuhan University College of Law in Hebei Province, and China Institute on Industrial Relations (CIIR) in Beijing. He serves on the Board of Global Ties Arizona (GTA) and is a member of the Phoenix Committee on Foreign Relations (PCFR) and the ABA International Law Section.

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