
CONFERENCE PARTICIPANT BIOGRAPHIES

WELCOME ADDRESS

Claudio Grossman is a Professor of Law and Dean of American University Washington College of Law (WCL) and the Raymond Geraldson Scholar for International and Humanitarian Law. Since his appointment as dean in 1995, WCL has further developed its intellectual creativity, pursuing numerous and exciting initiatives. For example, more than twenty-five full-time faculty members have been hired, dramatically improving the law school's student-faculty ratio and expanding and enhancing scholarship, teaching and service. New WCL programs have been developed during Dean Grossman's tenure including: dual JD Programs with institutions in Canada, France and Spain, the LL.M. in Law and Government Program, the Supervised Externship Program, the S.J.D. Program, new LL.M. specializations in Gender and the Law and in NAFTA, Free Trade Agreements, and Regional Integration, summer and semester abroad programs, the International Arbitration Program, a new Intellectual Property Program, as well as new clinics in IP, Disability Rights Law, and an evening section of the Civil Practice Clinic, and integrated sections in the first year so as to promote interconnectedness among the different law courses.

Dean Grossman is a member and the Vice Chairman of the United Nations Committee against Torture (elected in 2003), and a member of the Commission for the Control of Interpol's Files (elected in February 2005). In addition, he currently serves as President of the College of the Americas (COLAM), an organization of colleges and universities in the Western Hemisphere, and as the Chair of the Committee on International Cooperation of the Association of American Law Schools.

Dean Grossman was a member of the Inter-American Commission on Human Rights (IACHR) from 1994-2001. He was twice elected its President, first in 1996 and again in 2001. He also served twice as the IACHR's First Vice President (2000-2001, 1995-1996) and Second Vice President (1999-2000). He was the IACHR's Special Rapporteur on Women's Rights (1996-2000), Special Rapporteur on the Rights of Indigenous Populations (2000-2001), and Observer of the AMIA Trial

(2001-2005). Representing the IACHR, Dean Grossman participated in missions to Argentina, Brazil, Canada, Chile, Colombia, the Dominican Republic, Guatemala, Haiti, Mexico, Panama, Paraguay and Peru, among others. On behalf of international and non-governmental organizations, he has also chaired or participated in missions to observe elections in Nepal, Nicaragua, Paraguay, Romania, Surinam, and the Middle East.

In October 2000, Dean Grossman was named Outstanding Dean of the Year by the National Association of Public Interest Law (now known as Equal Justice Works). In addition, the Inter American Press Association named Dean Grossman as the recipient of the Chapultepec Grand Prize 2002 for his achievements in the field of human rights and his work and commitment to promoting and protecting the freedom of expression and of the press for all people. Dean Grossman is a member of numerous associations, including the Inter-American Institute for Human Rights, where he is a member of the Board of Directors.

David Jaffe is Associate Dean for Student Affairs at the Washington College of Law, a position he has held since 1997. He received his undergraduate degree from Washington University in St. Louis, and his J.D. from the Washington College of Law. In addition to his duties as Dean of Students, Dean Jaffe has been a longstanding member of the WCL Public Interest Committee. Dean Jaffe has also directed two of the law school's summer abroad programs for a total of six years. Dean Jaffe is a former chair of the Association of American Law Schools (AALS) Section on Student Services. Presently, he serves as a Commissioner on the Montgomery County (MD) Juvenile Justice Commission. Dean Jaffe is licensed to practice law in Maryland and Washington, D.C.

BEST PRACTICES PANEL

Jennifer DiSanza has been the Assistant Dean of Student Affairs at Capital University Law School in Columbus, Ohio since August 2006. Prior to moving to Ohio, she was the Director of Student Affairs at the University of Maryland School of Law from 2000-2006, where she received her J.D. in 2002. She earned her Master of Science in Organization Development and Strategic Human Resources from Johns Hopkins University, and her Bachelor of Science in Business from Miami University in Ohio. She is a certified Professional in Human Resources (PHR). Before law school, Ms. DiSanza was in operations and human resources management with two different large manufacturing companies.

Lisa Lerman is Professor of Law and Coordinator of Clinical Programs

at Catholic University of America, Columbus School of Law. Professor Lerman is co-author of *ETHICAL PROBLEMS IN THE PRACTICE OF LAW* (Aspen 2005) and of *LEARNING FROM PRACTICE* (West 1998). She has written many articles about lawyers, law firms, the legal profession and legal education. Much of her recent writing explores issues relating to lawyer dishonesty and billing fraud. Her earlier work focused on domestic violence law. Professor Lerman is chair of the planning committee for the ABA National Conference on Professional Responsibility. She is a member of the National Advisory Committee for Equal Justice Works. She is a member of the CUA Senate Committee on Appointments and Promotions. She has served as chair of the Professional Responsibility Section of the Association of American Law Schools and as a member of the D.C. Bar Legal Ethics Committee.

Professor Lerman has served as an expert witness on legal ethics issues, providing expert reports and expert testimony. She is often interviewed by journalists on legal ethics and legal profession issues. She has been a consultant on legal education issues, most often on legal ethics, externship programs, and teaching pedagogy, at several law schools in America and Europe. Professor Lerman is a frequent lecturer on legal ethics and professionalism, often appearing on programs at national conferences sponsored by the American Bar Association, the Association of American Law Schools, the D.C. Bar, and other organizations.

Professor Lerman received a Bachelor of Arts with honors in History from Barnard College, Columbia University, in 1976. She received a J.D. in 1979 from New York University School of Law, where she was senior articles editor of the *N.Y.U. Review of Law and Social Change*. She received an LL.M. in Advocacy from Georgetown University Law Center in 1984 after a two-year clinical fellowship at the Center for Applied Legal Studies. Before joining the faculty at Catholic University, Lerman was a staff attorney at the Center for Women Policy Studies, a Clinical Fellow at Antioch and Georgetown law schools, a member of the law faculty at West Virginia University, and an associate in a law firm. She has taught at the law schools of American University, George Washington University, and Jagiellonian University (Krakow, Poland).

Michael R. Masinter is a Professor of Law at Nova Southeastern University in Fort Lauderdale, Florida where he has taught since 1978. Before joining the faculty at Nova Southeastern, he was director of litigation for Florida Rural Legal Services, Inc., in Winter Haven, Florida, having previously served as a managing attorney and staff attorney from 1973-1975 in Immokalee, Florida. He graduated from Stanford University in 1968 and from Georgetown University Law Center in 1973. He is a

member of the Florida Bar, and the bar of United States Supreme Court, the United States Court of Appeals for the Eleventh Circuit, and the United States District Courts for the Southern and Middle Districts of Florida. Professor Masinter teaches courses involving the ADA and Section 504, Employment Discrimination, and Civil Rights Litigation. He has litigated cases under Section 504 and the ADA pro bono, serves as an advisor to his law school's DSS office, contributes regularly to the DSSHE-L listserv, and writes occasional columns for Disability Compliance in Higher Education. For the past eight years, he has also chaired the Legal Panel of the American Civil Liberties Union of Florida, Inc.

Abel M3nitez is the Director of Student Affairs at Fordham University School of Law. He received his Bachelor of Arts from the University of New Mexico in Albuquerque in 1988. In 1991, he received his J.D. from Cornell Law School where he served on the *Cornell Law Review* Board of Editors. His legal and law school experience includes clerking for the New York State Court of Appeals in Albany, NY, teaching Legal Methods at American University's Washington College of Law, and serving as a director of New York University School of Law's Public Interest Law Center. Mr. M3nitez also served as an attorney in the Public Financing, Ethics, and Special Projects Division of the Federal Election Commission's Office of General Counsel in Washington, DC. Mr. M3nitez is licensed to practice law in New York.

CLINICAL & EXTERNSHIP PROGRAMS PANEL

Irene Bowen is Deputy Chief of the Disability Rights Section in the Civil Rights Division of the Department of Justice, where she manages investigations and litigation under the Americans with Disabilities Act, including those related to higher education. She was actively involved in the development of the Americans with Disabilities Act, and was a member of the task force that developed DOJ's regulations. As the Department's liaison to the Architectural and Transportation Barriers Compliance Board, she was also a key member of the task force charged with developing the Board's original ADA Accessibility Guidelines. She was formerly Deputy General Counsel of the Board, a public interest attorney, and a teacher. Ms. Bowen received her J.D. from George Washington University. While in law school, she and two other students co-founded the National Center for Law and the Deaf, which for twenty years provided legal and advocacy services to persons with hearing impairments.

Robert D. Dinerstein is a Professor of Law and director of the recently-

established Disability Rights Law Clinic at American University, Washington College of Law (WCL), where he has taught since 1983. Prior to coming to WCL, he was an attorney for five years at the Special Litigation Section in the Civil Rights Division of the Department of Justice, where he litigated cases concerning conditions in state mental retardation, mental illness, and juvenile institutions. From 1988-1996, Professor Dinerstein was director of the law school's nationally-recognized clinical law program, and from 1997-2004, he was Associate Dean for academic affairs at the law school. Since 2005, he has been the director of the Disability Rights Law Clinic, which handles special education cases and other cases representing clients with disabilities. For over twenty years, he has taught a law and disability seminar. He is the author of many publications and has made numerous presentations related to the field of mental disabilities law (including issues of consent/choice and guardianship), the Americans with Disabilities Act, the Civil Rights of Institutionalized Persons Act, legal representation of clients with mental disabilities, the interaction between disability and the criminal justice system, disability and international human rights, and other subjects.

Professor Dinerstein was appointed by President Clinton to the President's Committee on Mental Retardation (now the President's Committee on Intellectual Disability) in 1994 and served on the Committee until 2001. He is a former president of the American Association on Mental Retardation's (now the American Association on Intellectual and Developmental Disabilities') Legal Process and Advocacy Division. He has served on a number of boards of directors and committees that address legal issues for people with disabilities, including the Maryland Disability Law Center, Legal Counsel for the Elderly, Washington Legal Clinic for the Homeless, Inc., Equal Rights Center, Mental Disability Rights International, Institute Evros (European Advocacy Information Centre, in Ljubljana, Slovenia), and the Quality Trust for Individuals with Disabilities, Inc., in Washington, D.C., for which he is president of the board. Prof. Dinerstein has consulted for the World Health Organization regarding the revision of mental health laws in Ghana and Malawi, and was a signatory to the Montreal Declaration on Intellectual Disabilities, adopted in Montreal, Canada in October 2004. Prof. Dinerstein was elected in 2002 to a three-year term on the District of Columbia Bar Board of Governors, and in August 2006 was elected for a two-year term on the American Bar Association, Council of the Section of Legal Education and Admissions to the Bar. He is co-editor and co-author, with Profs. Stan Herr and Joan O'Sullivan, of *A GUIDE TO CONSENT* (AAMR, 1999) and co-author of the forthcoming *INTERVIEWING AND COUNSELING* (Thomson West, forthcoming 2008). He has an A.B. degree from Cornell University and a

J.D. degree from Yale Law School.

Professor Keri K. Gould is the Associate Dean for Professional Skills, Director of the Center for Professional Skills, and Associate Professor of Clinical Education at St. John's University School of Law. Professor Gould created, has advisory responsibility for, and teaches in the school's extensive externship programs, nationally recognized trial advocacy programs, and other lawyering skills courses. Professor Gould also teaches in New York Law School's (Professor Michael Perlin) on-line mental health law program where she teaches the Survey of Mental Health Law and Americans with Disabilities Act courses. Professor Gould lectures and publishes in the areas of mental health law, therapeutic jurisprudence, and clinical legal education theory and practice. Most recently, Professor Gould has taught in clinical education settings far from New York, including accompanying a group of law students to New Orleans to work with the New Orleans Public Defender's Office on felony cases languishing in a criminal justice system in crisis since Hurricane Katrina, and serving as a legal education expert consultant for the American Bar Association Asia Law Initiative's Cambodia Program. Professor Gould's most recent publication is *LAWYERING SKILLS IN THE REPRESENTATION OF PERSONS WITH MENTAL DISABILITIES, CASES AND MATERIALS*, CAROLINA ACADEMIC PRESS (2006) (with Perlin, Cohen, Dlugacz & Friedman).

Professor Gould received her Bachelor of Science from Union College and her J.D. from American University, Washington College of Law. After graduation, she worked as a trial attorney for the Legal Aid Society in the Criminal Defense Division (Manhattan), a senior attorney for the Mental Hygiene Legal Service (representing institutionalized psychiatric patients), and in private practice. Prior to her almost nine years of teaching at St. John's, Professor Gould held positions at Fordham Law School, University of Utah School of Law, and New York Law School. When not engaged in scholarly pursuits, Professor Gould is likely to be found training in classical dressage with her horse Double Espresso (Sage) or walking in the woods with her Katrina-rescue hound, Louie.

Christine M. Griffin was sworn in on January 3, 2006, as a Commissioner of the U.S. Equal Employment Opportunity Commission (EEOC). Ms. Griffin was nominated by President George W. Bush on July 28, 2005, and unanimously confirmed by the U.S. Senate on November 4, 2005, to serve the remainder of a five-year term expiring July 1, 2009. As one of five members of the Commission, Ms. Griffin participates with other Commissioners on all matters which come before it, including the

development and approval of enforcement policies, authorization of litigation, issuance of Commissioners' charges of discrimination, and performance of such other functions as may be authorized by law, regulation, or order. Ms. Griffin's work experience in labor and employment law includes positions in both the public and private sectors. Most recently, she served as the Executive Director of the Disability Law Center in Boston from 1996 to 2005. The Law Center provides legal advocacy on disability issues that promote the fundamental rights of all people with disabilities to participate fully and equally in the social and economic life of Massachusetts. As Executive Director, she provided leadership for the Law Center's twenty-five employees and conducted its overall management, including programmatic and fiscal planning, priority setting and implementation, and fundraising.

Prior to that, Ms. Griffin served from 1995 to 1996 as an Attorney Advisor to the former Vice Chair of the EEOC, Paul M. Igasaki, advising him on legal matters and policy issues. Ms. Griffin's other federal work experience includes serving in the U.S. Attorney's Office in Boston, the U.S. Food and Drug Administration, and the U.S. Army. A native of Boston, Ms. Griffin is a graduate of the Massachusetts Maritime Academy and served as its Interim President from 1993 to 1994. She received her J.D. from Boston College Law School and, upon graduation, was awarded a Skadden Arps Fellowship at the Disability Law Center. Ms. Griffin has served on many boards and task forces, including the national Social Security Administration Ticket to Work Advisory Panel, the Massachusetts Developmental Disabilities Council, and the Massachusetts Board of Higher Education. In December 2005, Ms. Griffin was selected as one of the nation's eleven "Lawyers of the Year" by Lawyers Weekly USA newspaper.

Jennifer Gundlach is an Associate Clinical Professor of Law at Suffolk University Law School, in Boston, Massachusetts, where she created and directs the Disability Advocacy Clinic. She is a graduate of Kenyon College and American University's Washington College of Law (WCL). She began her law school teaching career at WCL, first as an adjunct professor in the Legal Research and Writing program, then as a Practitioner-in-Residence in the Civil Practice Clinic. Prior to becoming a law professor, she worked as a class action litigator at Cohen, Milstein, Hausfeld & Toll. While there, she was on the trial team for the first class action lawsuit tried under the Rehabilitation Act. Additionally, she worked as a Policy Analyst at People for the American Way in Washington, D.C. She currently serves as Co-Chair of the Boston Bar Association's Ethics Committee. She is a Co-Editor of the newsletter for the Disability Law

Section in the American Association of Law Schools. Ms. Gundlach is involved in a number of disability rights coalitions in the Boston area. She regularly presents at academic conferences and workshops, and has authored articles and papers about clinical teaching and legal ethics.

LUNCH ADDRESS

The **Honorable David Tatel** was appointed to the United States Court of Appeals in October 1994. He graduated from the University of Michigan in 1963 and the University of Chicago Law School in 1966. Following law school, he taught for a year at the University of Michigan Law School and then went into private practice with the firm of Sidley & Austin in Chicago. From 1969 to 1970, he served as Director of the Chicago Lawyers' Committee for Civil Rights Under Law, then returned to Sidley & Austin until 1972, when he became Director of the National Lawyers' Committee for Civil Rights Under Law in Washington, D.C. From 1974 to 1977, he returned to private practice as associate and partner with Hogan & Hartson, where he headed the firm's Community Services Department. He also served as Acting General Counsel for the newly created Legal Services Corporation from 1975 to 1976. In 1977, Judge Tatel became the Director of the Office for Civil Rights, U.S. Department of Health, Education and Welfare. He returned to Hogan & Hartson in 1979, where he headed the firm's education group until his appointment to the DC Circuit.

THE BAR EXAMINATION PANEL

Barbara Hergenroeder is the Director of Character and Fitness for the Maryland State Board of Law Examiners. Prior to her position of Director at the MSBLE she worked in both small firms and in a solo practice concentrating in family law, civil and criminal cases, and small estates. Ms. Hergenroeder received her Bachelor of Arts from Salisbury State College in 1984 and her J.D. from the University of Baltimore School of Law in 1989. She is a member of the Maryland State Bar Association and the Conference of Bar Admission Administrators.

Melinda Saran is a graduate of the University at Buffalo Law School and now Vice Dean for Student Affairs at the Law School. She is also a Clinical Research Professor, teaching special education and disability law and practice. She teaches courses on special education law and practice, and social security law and practice. She has lectured extensively on special education matters for the New York State Bar Association and other groups. Ms. Saran also holds a Master's in Public Health from the University of Rochester. She began her law career with Neighborhood

Legal Service in the Disability Rights Unit. Ms. Saran is currently chair of the New York State Bar Association's (NYSBA) Committee on Issues Affecting People with Disabilities. She is active in many membership organizations, including the NYSBA Committee on Legal Education, the Child and Family Support Program Advisory Council of the Mental Health Association of Erie County, the Collegiate Consortium of Disability Advocates, and the Bar Association of Erie County's Committee on the Disabled. She is also co-chair of the Amicus Committee of the Women's Bar Association of the State of New York (WBASNY). She is a part president of the Western New York Chapter of WBASNY. Ms. Saran serves on the boards of the Bar Association of Erie County's Volunteer Lawyers Project and the Western New York Law Center.

Jo Anne Simon is an attorney in private practice concentrating in disability rights litigation, and consultation in higher education, high stakes standardized testing, and employment matters. She holds a Master's degree in Education of the Deaf from Gallaudet University and a J.D. from Fordham University School of Law. A former disabled student services director, sign language interpreter, and teacher of disabled children, she is an Adjunct Associate Professor at Fordham Law School. She was lead counsel to the plaintiff in *Bartlett v. New York State Board of Law Examiners*. She writes and speaks often about disability rights in higher education and access to standardized testing.

Tony W. Torain serves as the Associate Dean for Enrollment and Student Services at the University of Baltimore School of Law. He was appointed the first Assistant Dean of Student Affairs for the School of Law in 1994 and was promoted to Associate Dean in 2000. From 1997-1998, he served on the Executive Committee of the Student Affairs section of the American Association of Law Schools. In 2004, admissions was added to his responsibilities. Dean Torain served on the Law School Administration Committee of the ABA Section on Legal Education and Admission to the Bar from 2003 to 2006.

After graduating law school, he worked for the Assistant Secretary for Personnel Administration at the United States Department of Health and Human Services. In 1987, he was appointed the Director of the African American Cultural Center at Towson State University. In 1991, he was appointed Assistant Dean for Student Services and Minority Affairs at the University of Maryland School of Social Work. Dean Torain holds a Bachelor of Arts degree in English Literature from the University of North Carolina at Chapel Hill. He has Master's degrees in Theology, African

American Literature, and Social Work. He earned his J.D. from the University of Maryland School of Law in 1984. He is a practicing clergyman, having served as senior pastor at The Good Shepherd Church in Baltimore since 1989.

CAREER & PROFESSIONAL DEVELOPMENT PANEL

Claudia Gordon, the first known Black deaf female attorney in the United States, is a Senior Policy Advisor with the Department of Homeland Security's (DHS) Office for Civil Rights and Civil Liberties (CRCL). She provides policy advice within CRCL. The mission of this Office is to protect civil rights and civil liberties and to support homeland security by providing DHS with constructive legal and policy advice on the full breadth of civil rights and civil liberties issues the Department faces, including but not limited to, the application of Federal laws relating to the rights of people with disabilities to DHS policies.

Ms. Gordon provides leadership and oversight regarding governmental activities with respect to emergency preparedness and people with disabilities. She specifically manages the Interagency Coordinating Council on Emergency Preparedness and Individuals with Disabilities, which was created by Executive Order 13347—"Individuals with Disabilities in Emergency Preparedness." The creativity and quality of her work has earned her distinction. She was awarded—by DHS Secretary Michael Chertoff—the Secretary's Gold Medal Award. This honor highlights Ms. Gordon's exceptional outstanding leadership efforts on behalf of people with disabilities in the Gulf Coast Regions during the impact of Hurricane Katrina. Prior to joining DHS in 2003, Ms. Gordon received the prestigious Skadden Fellowship that enabled her to work as a staff attorney with the National Association of the Deaf Law Center. While there, she provided legal advocacy to individuals experiencing discrimination on the basis of deafness through direct legal representation in civil cases, technical assistance, training and outreach. Ms. Gordon has also worked as a consulting attorney with the National Council on Disability (NCD). She is active in a number of disability-oriented organizations, boards, and advisory groups and frequently presents on disability policy issues.

The Jamaica native is a graduate of Howard University and American University Washington College of Law.

Marianne Huger is the Disability Services Coordinator at Georgetown University Law Center in Washington DC. Ms. Huger received a Bachelor of Arts degree in Psychology from Georgetown University and a Master's

degree in Higher Education Administration from The George Washington University. She is currently pursuing a Doctorate in Education at The George Washington University where she is focusing on Higher Education and Disability.

Kevin Kraham represents management in labor and employment matters, including labor arbitrations and collective bargaining for air carriers under the Railway Labor Act, equal employment opportunity counseling, and employment litigation. Prior to joining Ford & Harrison, Mr. Kraham was an administrative judge for the U.S. Equal Employment Opportunity Commission (EEOC), where he adjudicated employment discrimination claims brought by federal employees. Kevin serves on the Board of Trustees of Two Rivers Public Charter School, an Expeditionary Learning Outward Bound public school in the District of Columbia. He also serves as a *pro bono* mediator for the Washington Field Office of the EEOC. Kevin is admitted to practice in the District of Columbia and the U.S. District Courts for the District of Columbia and the District of Maryland.

Peggy R. Mastroianni is Associate Legal Counsel of the Equal Employment Opportunity Commission (EEOC). She is responsible for developing Commission guidance under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Equal Pay Act, and the Americans with Disabilities Act (ADA); for providing legal advice and review for the Commission on a wide range of administrative matters; and for defending the Commission against suits brought in judicial and administrative forums by members of the public. Ms. Mastroianni directed the development of the Commission's recently issued Compliance Manual Section on Race and Color Discrimination and has also been responsible for developing policy documents addressing National Origin Discrimination, Discrimination Based on Genetic Information, and the Application of EEO Laws to the Contingent Workforce. Under Ms. Mastroianni's leadership, the Commission's Office of Legal Counsel also developed ADA guidance on Reasonable Accommodation, Disability Related Inquiries and Medical Examinations, Workers' Compensation, Psychiatric Conditions, and the meaning of the terms "disability" and "qualified." Ms. Mastroianni has been a contributing author to EMPLOYMENT DISCRIMINATION LAW (BNA 1996) and SEXUAL HARASSMENT IN EMPLOYMENT LAW (BNA 1992), and she has served on the Board of Directors of the Women's Bar Association of the District of Columbia. She graduated from Cornell University, Harvard University Graduate School of Education, and Fordham University Law School. In

2003, Ms. Mastroianni was elected a fellow of the College of Labor and Employment Lawyers.

Tara Sarathy joined the Georgetown University Law Center's Office of Career Services in August 2006. She currently counsels a section of 1L, 2L, and 3L students and conducts diversity outreach with students and employers. Ms. Sarathy received her J.D. from the University of Michigan Law School in 2002. Following law school, she clerked for the Honorable Stephen Glickman of the DC Court of Appeals. After her clerkship, she participated in the Department of Justice honors Program and worked for U.S. Immigration and Customs Enforcement in Immigration Court proceedings in New York City. Before joining the staff at Georgetown University Law Center, Ms. Sarathy worked for the nonpartisan Office of the Parliamentarian at the U.S. House of Representatives.

WORKING THE DIFFICULT ISSUES PANEL

Thomas M. Beck is a partner in the Washington, DC office of Jones Day. Mr. Beck's practice principally involves defending companies in high-stakes complex litigation matters arising from federal laws such as the National Labor Relations Act, the Labor Management Relations Act, the Fair Labor Standards Act, the Civil Rights Act, the Americans with Disabilities Act, the Employee Retirement Income Security Act, and the Occupational Safety and Health Act. In addition, Mr. Beck represents clients in state court proceedings that involve state law relating to, for example, defamation, wage payment, breach of contract, tortious interference with contract, and intentional infliction of emotional distress. He also frequently represents clients in alternative dispute resolution proceedings such as arbitration and mediation, and he advises clients about labor-management relations, hiring, contracts, employee termination, covenants not to compete, and trade secrets concerns.

In 2005 and 2006, Mr. Beck represented a local law professor who was accused in federal court litigation—along with other administrators and the law school itself—of failing to accommodate a disabled student. That case, *Constantine v. Rectors and Visitors of George Mason University*, was argued in the district court and then in the Fourth Circuit Court of Appeals, and was covered by the Washington Post and other publications, before the allegations ultimately were dismissed.

E. Elaine Gardner is the Director of the Disability Rights Project at the Washington Lawyers' Committee for Civil Rights and Urban Affairs. Elaine has dedicated her thirty-year career to litigating disability rights

issues, formerly as the Associate Legal Director of the National Center for Law and Deafness at Gallaudet University, then as the Director of D.C. Legal Services for Deaf Individuals, and for the last decade with the Washington Lawyers' Committee. Her cases have resulted in: enhanced access to DC's 911 system for deaf individuals; provision for sign language interpreters by the DC Police and area hospitals; removal of barriers in retail stores, restaurants, ATM machines and theaters; access to voting machines and polling places; and retail stores' adoption of emergency evacuation procedures for people with disabilities. Ms. Gardner is an adjunct professor at Columbus School of Law at Catholic University, where she teaches Legal Rights of People with Disabilities, and is a graduate of the Georgetown University Law Center.

Howard Kallem is the Chief Regional Attorney in the Office for Civil Rights, D.C. Enforcement Office at the U.S. Department of Education. After receiving his law degree from the Catholic University of America, he worked for the U.S. Equal Employment Opportunity Commission for fourteen years, and has been with OCR for the past fourteen years—working on policy issues in its headquarters office and on investigations and compliance in a regional office. He has worked extensively with issues such as sexual and racial harassment, testing, and meeting the needs of students with disabilities.

Julie Sandine became Vanderbilt Law School's first Assistant Dean for Student Affairs in July of 2002. Before taking on this position, she served as one of the Law School's legal writing faculty for seven years, during which time she was also an associate with the Nashville law firm of Dodson, Parker, Dinkens & Behm. In her law practice, Dean Sandine focused on probate, elder law, juvenile law, and research and writing. She represented birth parents, adoptive parents and adoptees as amici in the landmark case that resulted in the opening of Tennessee adoption records to adopted individuals. Her article about the case, "Tennessee's Adoption Law: Balancing the Interests of the Adoption Triad," was published in *Family Courts Review* in 2001. Dean Sandine has also worked with the ACLU as local counsel in appellate matters and continues to represent pro bono clients in both juvenile and probate court. She is a member of the American Bar Association, the Nashville Bar Association, and the Lawyers' Association for Women.

Dean Sandine graduated cum laude in 1992 from the Wake Forest University School of Law, where she was one of two recipients of the school's prestigious Fletcher Scholarship and a member of the *Wake Forest*

Law Review. After graduation, she served as law clerk for the Honorable Thomas A. Higgins, U.S. District Court for the Middle District of Tennessee, and then began her career as lawyer and legal writing professor.

Before attending law school, Dean Sandine earned a Bachelor of Arts in psychology and a Master's degree in sociology from the University of Memphis, and worked in the areas of women's health, counseling and crisis intervention. Her experience includes serving as outreach coordinator for Rape Response in Winston-Salem, North Carolina, as a behavioral science researcher for the University of Connecticut Health Center, and as Director of Counseling and then Executive Director of the Memphis Center for Reproductive Health.

Linda Schutjer joined the Office of General Counsel of The George Washington University (GW) in September 1994. Prior to joining GW, Ms. Schutjer spent six years in private practice including three years with the Pittsburgh office of Kirkpatrick & Lockhart. She attended Temple University School of Law, graduating magna cum laude in 1989. Prior to attending law school, she obtained her Bachelor of Arts degree and then her Master's of Public Administration from Penn State. A significant part of her time at GW is spent providing legal advice on student issues, including those involving the ADA and Section 504. She has spoken and written about dealing with students with psychiatric disabilities for the National Association of College and University Attorneys including an upcoming "Nacua Note" to be published in spring 2007.

Kathy Schwartz is the director of the Academic Support Center at American University, where she and a team of counselors serve approximately 300 students with learning disabilities and Attention Deficit Disorder each year. In addition, the center provides academic support services to all students at American University. Ms. Schwartz is a learning specialist with a Master's degree in special education from the University of Michigan and has served students with learning disabilities at AU since 1982. In 1987, she became the liaison with the Dean of Students at Washington College of Law and determines accommodations and provides disability support for law students with learning disabilities and Attention Deficit Disorder.

Professor Donald Stone joined the faculty of the University of Baltimore School of Law in 1989, after serving for five years as the director of the University of Richmond School of Law's Youth Advocacy Clinic. In addition, he served as a staff attorney for the Central Virginia

Legal Aid Society and the Virginia Developmental Disabilities Protection and Advocacy Office, and was a counselor to the Petersburg Redevelopment and Housing Authority. Professor Stone has published law review articles in the areas of mental health law, child custody, school law, employment discrimination, and disability law in the *Boston University Public Interest Law Journal*, *Akron*, *University of Detroit*, *Pace*, *Suffolk University Northern Illinois*, *Kansas* and *University of Richmond* law reviews, and in the *American Journal of Trial Advocacy*. His public service includes membership on the Board of Directors of the Maryland Disability Law Center and working with the Office of the Public Defender of the Maryland Mental Health Division. Professor Stone is a member of the Maryland and Virginia bars.

Richard Ugelow teaches in the Civil Practice Clinic at the Washington College of Law. Prior to coming to WCL he was a Deputy Section Chief of the Employment Litigation Section, Civil Rights Division, U.S. Department of Justice. There, he supervised investigations and litigation to enforce Title VII of the Civil Rights Act of 1964, which prohibits discrimination based upon race, sex, religion, and national origin. During the course of his twenty-nine-year career at the U.S. Department of Justice, he litigated complex “pattern or practice” cases of employment discrimination filed against public sector and private employers pursuant to Title VII. He was also the government’s lead trial attorney in defending challenges to the constitutionality of federally sponsored affirmative action programs, particularly statutes and programs designed to provide contracting opportunities to minority, disadvantaged, and women-owned businesses. Mr. Ugelow has spoken frequently at conferences concerning the development of lawful and nondiscriminatory selection and promotional procedures for police officers and fire fighters.