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EMPLOYMENT EXPERIENCE

Case Western Reserve University
Cleveland, Ohio
PROFESSOR

May 1984—present

Alternative Dispute Resolution – 1 semester, 3 credit hour course.
Interdisciplinary class, taught to business (MBA) and law students, explores alternatives to resolving legal conflicts—negotiation, arbitration, mediation, summary jury trial, and mini-trial.

Basic Mediation Practicum – 1 semester, 1 credit hour course.
A simulation driven course that allows students to learn and practice mediation skills.

CaseArc Core 1 and 2 – 2 semesters, 4 credit hour course.
The fall term introduces legal research and analytical writing skills, emphasizing the clear, concise writing of legal memoranda. The spring term explores persuasive writing, particularly motions, trial and appellate briefs.

Child Welfare – summer semester, 3 credit hour course.
This intensive summer semester course focuses on Child Welfare. It looks at Abuse, Neglect and Dependency and the institutional/governmental approaches to working with families in need of services.

Family Law – 1 semester, 3 credit hour course.
General overview of legal principles regarding marriage and divorce, child custody and support, the state regulation of the parent-child relationship, procreational liberties, and adoption. Special emphasis on alternative dispute resolution.

Law and Public Policy – 1 semester, 3 credit hour course.
Interdisciplinary seminar that focuses on the regulation of, use of, and testing for controlled substances.

Law and Social Work – 1 semester, 3 credit hour course.
Seminar to introduce social work students to socio-legal issues, malpractice liability, privileged communications, reporting mandates, the judicial and legislative process, and child welfare and medical health practice.

Lawyering Process – 1 semester, 2 credit hour course.
Seminar on interviewing, counseling, and negotiation skills.

EMPLOYMENT EXPERIENCE

LLEAD: Leadership Assessment and Development --

2 semester course that is a graded component of the LLEAP program.

A course for all first year students that has three primary course objectives: 1) to develop awareness of yourself in the context of your values, your personal vision, your career aspirations, and your leadership competencies; 2) to develop awareness of yourself in relation to others through working with classmates in a learning group; and 3) to understand what it means to be an effective leader and develop a plan to increase your capability to lead, manage, and work with others effectively.

LLEAP 1 and 2 – 2 semesters, 6 credit hour course.

The fall term introduces legal research and analytical writing skills, emphasizing the clear, concise writing of legal memoranda, both objective and persuasive writing. The spring term continues to explore persuasive writing, particularly trial briefs. Both semesters focus on transactional drafting skills.

Mediation Representation: Theory, Principle and Practice –

1 semester, 3 credit hour course.

An advanced seminar exploring the fundamentals of conflict; mediation theory, doctrine and practice; its historical evolution; and its increasing use as a centerpiece of modern legal dispute resolution. The course includes the writing of mediation memoranda, as well as mediation role-playing.

VIS Practicum – 1 semester, 3 credit hour course.

This is a special course designed for students in the Joint L.L.M. Degree in International Commercial Law and Dispute Resolution (“ICLDR”). It introduces students to the specifics of international commercial arbitration, including analysis of international commercial law (for example, under the CISG, or Convention on the International Sale of Goods), drafting a proper brief (with appropriate reference materials and citation forms), and performing oral argument.

*Southwest University of Political
Science and Law,
Chongqing, China*

VISITING PROFESSOR

December 2024, 2023, 2021, 2019, 2017

*China University of Political
Science and Law, Beijing, China*

VISITING PROFESSOR

October 2016 and July 2014

Dispute Resolution – Three-credit hour course on U.S. and international dispute resolution.

American Criminal Law – Summer semester course.

Taught undergraduate students an introductory course in criminal law and procedure.

Legal Writing and Oral Advocacy – Fall semester course.

Undergraduate course for law students.

National University of Ireland,

VISITING PROFESSOR

September 2003—July 2004

Galway, Galway, Ireland

Legal Methods and Research – 1 semester course.

Taught legal research using Irish materials, legal analysis and legal writing to Bachelor of Corporate Law, Bachelor Civil Law, and Bachelor of Arts students.

*Public Children Services
Association of Ohio*
**OHIO CHILD WELFARE
TRAINER**

August 1989—present

Cleveland, Akron, Columbus, Cincinnati, Dayton, Athens and Toledo, Ohio
Ohio Department of Human Services

Workshops on legal issues in child protective services and liability of child welfare practice. Workshops include: “Child Protective Services: Legal Issues,” “Preparing for a Permanency Hearing,” “Confidentiality,” “Effective Court Testimony,” “Reducing the Risk of Professional Liability in Child Welfare,” “Dealing with Defense Attorneys,” “Immigration and Child Welfare Issues,” and “CAPTA: Working with the 2003 Amendments.”

Walter & Haverfield LLP
Cleveland, Ohio
LITIGATION ASSOCIATE
May 1983—May 1984
EMPLOYMENT EXPERIENCE

Legal research, writing and advocacy in general litigation practice, including labor, municipal, and family law.

Juvenile and Domestic Courts
**GUARDIAN AD LITEM
PROGRAM DEVELOPER**
May 1981—May 1983

Cuyahoga County, Ohio
Designing and implementing a model program to provide effective representation of the best interests of children in selected Juvenile Court and Domestic Relations Court Proceedings.

Family Conciliation Services
CONCILIATOR
May 1981—August 1982

Domestic Relations Court, Cuyahoga County, Ohio
Work with families on issues of custody litigation, mediation, visitation, and marital reconciliation.

PUBLICATIONS

Confidentiality in Child Welfare Practice – Trainee’s Manual (unpublished manual February 2025)

Avoiding Liability as a Child Protective Service Supervisor – Training Manual (unpublished manual January 2025).

Parental Rights and Obligations and Child Welfare, Training Materials for Ohio’s University Consortium for Child and Adult Services (OUCCAS), State Coordinator for the Ohio Child Welfare Training Program (OCWTP), and the Ohio Human Services Training System (OHSTS) (June 2022).

Legal Research and Writing Resources: Recent Publications, 20 PERSPECTIVES: TEACHING LEGAL RES. & WRITING 32 (2011).

Immigration and Child Welfare Issues – Trainee’s Manual (unpublished manual October 2019)

Interstate and International Custody Issues in Child Welfare – Trainee’s Manual (unpublished manual December 2007)

Caseworker Core Module III: Legal Aspects of Family-Centered Child Protective Service – Trainee’s Manual (The Ohio Department of Jobs and Family Services/The Institute for Human Services, March 2019).

Caseworker Core Module III: Legal Aspects of Family-Centered Child Protective Service – Trainer’s Curriculum (The Ohio Department of Jobs and Family Services/The Institute for Human Services, March 2019).

PUBLICATIONS

Guidelines for Implementing CAPTA 2003 Amendments on Conducting Child Abuse and Neglect Investigations, co-author with CAPTA Ad Hoc Work Group (The Ohio Department of Jobs and Family Services/The Institute for Human Services, May 2005).

Avoiding Liability as a Child Protective Service Practitioner – Training Manual (unpublished manual prepared for The Institute for Human Services, June 2002).

Legal Aspects of Family Centered Child Protective Services: Core 100 – Trainee’s Manual, (The Ohio Department of Human Services/The Institute for Human Services, June 2001).

Legal Aspects of Family Centered Child Protective Services: Core 100 – Trainer’s Curriculum, (The Ohio Department of Human Services/The Institute for Human Services, June 2001).

A Content Analysis of Judicial Decision-Making – How Judges Use the Primary Caretaker Standard to Make a Custody Decision, 5 WILLIAM AND MARY JOURNAL OF WOMEN AND LAW 1 (1998).

Writing Effectively, in SKILLS FOR EFFECTIVE MANAGEMENT OF NON-PROFIT ORGANIZATIONS, eds. Edwards, Yankey & Altpeter (NASW Press, 1998) (with Mary Kay Kantz & Peter Friedman).

The Ethics of Judicial Decision-Making Regarding Custody of Minor Children: Looking at the “Best Interests of the Child” and the “Primary Caretaker” Standards as Utility Rules, 33 IDAHO L. REV. 389 (1997).

“You Can Call Me Al In Graceland”: Reflection on a Speech Entitled “We Have Diamonds on the Soles of Our Shoes,” 3 PERSPECTIVES 38 (Winter 1995).

Should Manual and Computer-Assisted Legal Research Be Integrated, 3 INTEGRATED LEGAL RESEARCH 23 (Winter 1990-91).

Writing Effectively: A Key Task for Managers, in SKILLS FOR EFFECTIVE HUMAN SERVICES MANAGEMENT, eds. Edwards & Yankey (NASW Press, 1991) (with Mary Kay Kantz).

PRESENTATIONS AND WORKSHOPS

Workshops presented for the Regional Training Centers of the Ohio Department of Jobs and Family Services (ODJFS):

Since 2012	“Engaging the Non-Resident Father: Legal and Practical Issues,” six-hour workshop.
Since 2010	“Supervisor Liability,” six-hour workshop.
Since 2009	“Immigration and Child Welfare Issues,” six-hour workshop.
Since 2009	“Caseworkers and Parents: Legal Rights and Responsibilities,” three-hour workshop.

PRESENTATIONS AND WORKSHOPS

Since 2008	“Understanding and Intervening in Child Neglect,” twelve-hour workshop.
Since 2007	“International and Interstate Custody Issues in Child Welfare,” six-hour workshop.
Since 2006	“Dealing with Defense Attorneys,” six-hour workshop.
Since 2006	“Confidentiality,” six-hour workshop.
Since 2006	“Effective Testimony in a Termination of Parental Rights Case,” six-hour workshop.
Since 2004	“The Child Abuse and Prevention Treatment Act—Responsibilities for the Child Welfare Worker,” three-hour workshop.
Since 1995	“Child Protective Services: Legal Issues,” twelve-hour workshop.
Since 1994	“The Social Worker in Court: Effective Preparation and Testimony,” six-hour workshop.
Since 1994	“Reducing the Risk of Liability in Child Welfare Practice,” six-hour workshop.

Non-annual presentations:

June 2025	“Advancing Wellbeing and Inclusion: Implementing the International Bar Association's Guidelines for Wellbeing in Legal Education with Practical Strategies for Mental Health and EDI,” Global Legal Skills Conference – 17, Brno, Czechia.
June 2024	“Greatest Challenges to Teaching Legal Writing and Analysis,” Global Legal Skills Conference – 17, Bari, Italy.
December 2019- December 2025	Traveled to Chongqing, China where I taught a two-week course on Dispute Resolution at the Southwest University of Political Science and Law, with which Case Western Reserve School of Law has an agreement to exchange students and faculty. The 2021 course was taught via zoom due to COVID.
December 2018	“Assessing the Non-Native English Speaker: Recognizing and Reducing Grading Bias,” Global Legal Skills Conference-13, Melbourne, Australia.
April 2017	“Cross-Cultural Communications: keys to Negotiating Successful Agreements,” City Club, Cleveland, Ohio, CLE presentation as a part of the CWRU Law School speaker series.
October 2016	Traveled to Beijing, China where I taught a two-week course on Legal Writing and Advocacy at the China University of Political Science and Law.
July 2016	“Assessing the Non-Native Speaker: Recognizing and Reducing Grading Bias,” 17th Biennial Conference of the Legal Writing Institute, Portland, Oregon.
May 2016	“Value-based Decision Making: Teaching the ‘Values’ Portion of Knowledge, Skills and Values,” Global Legal Skills Conference XI, Verona, Italy.

PRESENTATIONS AND WORKSHOPS

December 2015	“Teaching Our Students Emotional Intelligence and Intentional Change Theory – Student Response to Learning These ‘Soft Skills,’” One-Day Legal Writing Institute Conference, The Ohio State University School of Law, Columbus, Ohio, (accepted, but not presented due to illness).
May 2015	“Assessing the Non-Native English Speaker: Recognizing and Reducing Grading Bias,” Global Legal Skills Conference X, Chicago.
December 2014	“Teaching our students emotional intelligence and intentional change theory -- a new practice-ready demand of law firms,” One-Day Legal Writing Institute Conference, University of Michigan School of Law, Ann Arbor, Michigan.
July 2014	Traveled to Beijing, China where I taught a two-week course on American Criminal Procedure and Law at the China University of Political Science and Law, with which Case Western Reserve School of Law has a newly developed agreement to exchange students and faculty.
July 2014	“Gender, Communication, and the Academy: To thine own self be true. But don’t forsake your goals,” 16 th Biennial Conference of the Legal Writing Institute, Philadelphia, Pennsylvania.
May 2014	“A Multi-Cultural Perspective on Plagiarism: Teaching About an Age-old Problem in the New Age of the Global Student,” Global Legal Skills Conference IX: Verona, Italy.
December 2013	“Enhancing the First Year with Emotional Intelligence and Leadership Skills,” One-Day Legal Writing Institute Conference, University of Michigan School of Law, Ann Arbor, Michigan.
March 2013	“How Gender and Cross-Cultural Communication Differences Can Enhance or Interfere with Global Skills Training,” Global Legal Skills Conference VIII: The Americas, San Jose, Costa Rica.
December 2012	“Effective Persuasion: Appealing to the Lizard Brain and the Intellectual Brain,” One-Day Legal Writing Institute Conference, Akron School of Law, Akron, Ohio.
November 2012	“Recent Trends in Training ADR Skills,” CLE for the ADR Section, Cleveland Metropolitan Bar Association, Cleveland, Ohio.
July 2012	“Theatre, Pedagogy, and Media Training to Teach Persuasion and Presentation: Taking Precision, Concision, and Plain Speaking to New Levels to Attract, Invite, Intrigue, and Arouse Curiosity,” 7 th International Conference on the Arts in Society, Liverpool, England.
May 2012	“Combining Pedagogy and Media Training to Teach Advocacy, Persuasion, and Presentation: Taking Precision, Concision, and Plain Speaking to New Levels,” 15 th Biennial Conference of the Legal Writing Institute, Palm Springs, California.

PRESENTATIONS AND WORKSHOPS

March 2012	“Collaborative Learning in the Classroom: Motivating Students to Accept Responsibility for their Own Education,” Global Legal Skills Conference, San Jose, Costa Rica.
December 2011	“Fishbowl, Jigsaw, and Other Collaborative Learning Exercises That Motivate Students to Accept Responsibility for their Own Education,” One-Day Legal Writing Institute Conference, Moritz School of Law, The Ohio State University, Columbus, Ohio.
December 2011	“Learning about How People Learn and Applying It to Enhance Students’ Ability to Read and Write,” APPEAL Conference on Preparing Students for the Practice of Law: Helping Students Develop Their Ability to Read and Write in English, Mtunzini, South Africa.
May 2011	“Cross Cultural Negotiation – Common Rituals and Communication Differences,” Global Legal Skills Conference, The John Marshall Law School, Chicago, Illinois.
June 2010	“I Can’t Say That: The Role of Women’s Discourse in Faculty membership and Classroom Teaching,” 14 TH Biennial Conference of the Legal Writing Institute, Marco Island, Florida (co-presented with Professor Maureen Kenny).
July 2009	“Effectively Navigating Through a Sea of Students and Over a Mountain of Papers: Developing Workable Teaching and Lecture Materials for the Large Legal Research and Writing Class,” APPEAL Conference on Promoting the Teaching of Legal Writing in Southern Africa, Pretoria, South Africa.
June 2009	“Cross-Cultural Negotiation between Lawyer and Lawyer or/and between Lawyer/Party and Mediator,” Global Legal Skills Conference, Georgetown University, D.C.
May 2009	“Dealing with Race, Culture and Gender in Clinical Teaching and the Classroom—Factors That May Affect Learning,” 2009 AALS Clinical Conference, Cleveland, Ohio.
June 2008	“Dealing with Race Culture and Gender in the Classroom,” 13 th Biennial Legal Writing Institute Conference, Indianapolis, Indiana.
September 2007	“CAPTA – Working with the 2003 Amendments,” 2007 Public Children Services Association of Ohio Annual Conference, Columbus, Ohio.
June 2006	“LWR Professors on the Move Across the Globe,” Legal Writing Institute Conference, Atlanta, Georgia.
July 2006	“Legal Writing Scholarship: What Counts?” Legal Writing Institute Conference, Atlanta, Georgia.
September 2005	“Scholarship of Legal Writing Professors,” Central States Region Legal Writing Conference, Indiana University School of Law, Indianapolis, Indiana.
November 2004	“Ethics in Divorce Representation,” Continuing Legal Education, The Center for Principled Family Advocacy, Cleveland, Ohio.

PRESENTATIONS AND WORKSHOPS

July 2004	“Dealing with Race, Culture and Gender in the Classroom—Factors which May Affect Learning,” Legal Writing Institute Conference, Seattle, Washington.
March 2004	“Listening to Student Voices: Race, Culture and Gender in the Classroom,” Faculty Presentation to the National University of Ireland, Galway, Galway, Ireland.
November 2002	“How to Avoid Being Sued as a Child Welfare Practitioner,” Mandel School of Applied Social Sciences, Continuing Education Program, Case Western Reserve University, Cleveland, Ohio.
November 2002	“Ethics in a Divorce Negotiation,” Continuing Legal Education, The Center For Principled Advocacy, Cleveland, Ohio.
June 2002	“Negotiation Strategies and Ethics,” Continuing Legal Education, Case Western Reserve University School of Law, Cleveland, Ohio.
June 2002	“Learning About How People Learn and Applying It to Our LRW Class,” Legal Writing Institute Conference, Knoxville, Tennessee.
June 2002 and November 2001	“Effective Trial Testimony in Child Welfare and Criminal Child Abuse Cases,” Mandel School of Applied Social Sciences, Continuing Education Program, Case Western Reserve University, Cleveland, Ohio.
June 2001	“Divorce Mediation Seminar,” Mandel School of Applied Social Sciences, Continuing Education Program, Case Western Reserve University, Cleveland, Ohio.
November 2000	“Duty to Protect: A Social Work Perspective,” Mandel School of Applied Social Sciences, Continuing Education Program, Case Western Reserve University, Cleveland, Ohio.
July 2000	“Race in the Classroom—Recognizing and Responding to Cultural Dissonance Factors Which May Affect Learning,” Legal Writing Institute Conference, Seattle, Washington.
September 1998 December 1997, 1995, 1994, 1993 and September and October 1993	“Negotiation Ethics/The Limits of Deception: Strategies for Protecting Your Clients,” Continuing Legal Education, Case Western Reserve University, Cleveland, Ohio.
June 1998	“Integrating Computer Assisted Legal Research (CALR) and Manual Research,” Legal Writing Institute Conference, Ann Arbor, Michigan.
June 1998	“Diagnosing Writing and Academic Problems,” LSAC Academic Assistance Training Workshop, Pace University, New York.
March 1997	“How Judges Reach Decisions in Contested Custody Battles Using the Primary Caretaker Standard,” Family Law Symposium, Idaho Law Foundation, Boise, Idaho.

PRESENTATIONS AND WORKSHOPS

July and June 1996	“Isolation in the Law School Environment and its Impact on Learning: Listening to Student Voices and Responding to Their Concerns,” Law School Admissions Council (LSAC), Midwest Regional Academic Support Conference, Chicago, Illinois; Legal Writing Institute Conference, Seattle, Washington.
June 1996	“Starting Up is Not Hard to Do,” LSAC Northeast Regional Academic Support Conference, New York, New York.
June 1995	“Diagnosing Writing Competence and Exam Performance,” LSAC Academic Assistance Training Workshop, San Diego, California.
January 1995	“Tackling the Tough Issues Relating to Computer Assisted Research Instruction,” American Association of Law Schools (AALS) Annual Meeting, Law Libraries Section.
July 1994	“Designing an Effective Closed Memorandum,” Legal Writing Institute Conference, Chicago, Illinois.
June 1994	Faculty/Facilitator at the UCLA and Law School Admissions Council sponsored Academic Assistance Advanced Training Workshop, Los Angeles, California.
July 1993	“What is the Appropriate Balance between Manual and Computer-Assisted Research Instruction?” AALS Workshop on Legal Research and Writing, Washington, D.C.
July 1993	“Diagnosing Writing and Academic Problems of Law Students,” 1993 Academic Assistance Training Workshop, Williamsburg, Virginia.
September 1992	“Understanding and Utilizing Mediation,” CLE Course, Case Western Reserve University, Cleveland, Ohio.
August 1992	“Teaching Computer-Assisted Legal Research: Timing and Scope, Integration with Hardbound Sources, and Student Access,” Legal Writing Institute Conference, Puget Sound, Washington.
August 1992	“The Scope of Academic Support Programs: Whom Should Support Programs Serve,” Legal Writing Institute Conference, Puget Sound, Washington.
September 1991	“Reducing the Risk of Professional Liability in Child Welfare Practice,” Annual Statewide Child Welfare Conference, Columbus, Ohio.
July 1991	“Designing Effective Legal Writing and Research Assignments,” Midwest Legal Writing Conference, Valparaiso University.
January 1991	“Preliminary Findings on the Effectiveness of Integrating Manual and Computer-Assisted Research Training,” AALS Annual Meeting, Legal Research and Writing Section.
May 1990	“The Easy Road to Effective Intra-Agency Communication,” Case Western Reserve University, School of Applied Social Sciences, Continuing Social Work Education Program.

APPOINTMENTS

May 2026 – May 2027	Past Chair Elect of the <i>Faculty Senate</i> , Case Western Reserve University.
May 2025 – May 2026	Chair of the <i>Faculty Senate</i> , Case Western Reserve University.
May 2024 – May 2025	Chair Elect of the <i>Faculty Senate</i> , Case Western Reserve University.
Summer 2023—May 2024	Chair, <i>Committee on University Libraries</i> , Case Western Reserve University.
Fall 2022—present	Member, <i>Presidential Task Force to Review Grievance and Disciplinary Procedures</i> , Case Western Reserve University.
Fall 2020—present	Member, <i>Faculty Grievance Review Committee</i> , Case Western Reserve University.
Fall 2020—Spring 2022	Co-Chair, <i>Committee on Women Faculty</i> , Case Western Reserve University.
Fall 2018—Spring 2020	Chair, <i>Committee on Women Faculty</i> , Case Western Reserve University.
Fall 2016—Fall 2020	<i>Committee on Women Faculty</i> , Case Western Reserve University.
July 2016	<i>American Delegation Member and Judge</i> . 2016 International Negotiation Competition, Lucerne, Switzerland.
Fall 2015—Fall 2019	<i>Nominating Committee of Faculty Senate</i> , Case Western Reserve University.
Spring 2015—Fall 2015	Chair, <i>Faculty Compensation Committee</i> , Case Western Reserve University.
Fall 2010—Fall 2016	<i>Faculty Compensation Committee</i> , Case Western Reserve University.
Fall 2012—Fall 2015	<i>Faculty Senator</i> , Case Western Reserve University.
Fall 2013—Fall 2015	<i>Executive Committee of Faculty Senate</i> , Case Western Reserve University.
Fall 2010—Fall 2014	<i>Faculty Compensation Committee</i> , Case Western Reserve University.
Fall 2007—Fall 2010	<i>Faculty Senator</i> , Case Western Reserve University.
Fall 2008—Fall 2010	<i>Executive Committee of Faculty Senate</i> , Case Western Reserve University.
Fall 2007—Fall 2011	<i>Nominating Committee of Faculty Senate</i> , Case Western Reserve University.
Fall 2004—Fall 2010	<i>Graduate Studies Committee of Faculty Senate</i> , Case Western Reserve University.
March 2021	<i>ABA Site Visit team as the Clinician for Roger Williams University</i> . This was my third appointment to a Site Visit team.
Fall 2006—Fall 2013	<i>Delegate to the AALS House of Representatives</i> . Representing CWRU School of Law.
Fall 2004—Fall 2011	<i>University Graduate Studies Committee</i> , Case Western Reserve University.

APPOINTMENTS

Spring 2007—Spring 2019	<i>Editorial Board.</i> <u>Perspectives: Teaching Legal Research and Writing</u> , Thompson/West.
Fall 2006—Spring 2019	<i>Board of Reviewers and Contributors.</i> <u>The Redbook: A Manual on Legal Style</u> , by Bryan A. Garner, Thompson/West.
January 2013	<i>Program Committee Member.</i> Section on Legal Writing, Reasoning and Research. AALS Annual Meeting.
January 2012	<i>Program Committee Member.</i> Section on Legal Writing, Reasoning and Research; and Section on Graduate Programs for Non-U.S. Lawyers. AALS Annual Meeting.
July 2012	<i>American Delegation Member and Judge.</i> 2012 International Negotiation Competition, Belfast, Northern Ireland.
July 2011	<i>American Delegation Member and Judge.</i> 2011 International Negotiation Competition, Copenhagen, Netherlands.
July 2010	<i>American Delegation Member and Judge.</i> 2010 International Negotiation Competition, Brisbane, Australia.
July 2008	<i>American Delegation Member and Judge.</i> 2008 International Negotiation Competition, London.
July 2007	<i>American Delegation Member and Judge.</i> 2007 International Negotiation Competition, Singapore.
July 2006	<i>American Hosting Committee and Judge.</i> 2006 International Negotiation Competition, Orlando, Florida.
September 2004—August 2007	<i>Chair.</i> Negotiation Competition Subcommittee of the ABA Law Student Division's Competitions Committee.
May 2002—September 2004 July 1998—July 2001	<i>Editor in Chief.</i> <u>Journal of the Legal Writing Institute.</u>
July 2001—May 2004	<i>Co-Editor in Chief.</i> <u>Journal of the Legal Writing Institute.</u>
Sept. 2004—Sept. 2007 July 1994—July 1998	<i>Associate Editor.</i> <u>Journal of the Legal Writing Institute.</u>
1994—2004	<i>Board Member.</i> Legal Writing Institute.
June 2002	<i>Judge and U.S. Delegate to the International Negotiation Competition,</i> Kingston-upon-Thames, Great Britain
1996—1997	<i>Secretary/Treasurer.</i> Association of Legal Writing Directors.
1995—1996	<i>By-Laws Committee Member.</i> Association of Legal Writing Directors.

APPOINTMENTS

January 1995	<i>Program Chair.</i> Section on Legal Writing, Reasoning and Research. 1995 AALS Annual Meeting in New Orleans, Louisiana.
January 1995	<i>Program Committee Member.</i> Open Program on Academic Assistance. AALS Annual Meeting. Section program discussed the need for Academic Assistance programs. Panelists were Dean John Sexton, New York University; Assistant Dean Everett Bellamy, Georgetown; Louise Graham, University of Kentucky; Professor Kris Knaplund, UCLA; Dean Richard Morgan, Arizona State; Dean Susan Prager, UCLA; Dean Samuel Thompson.
1994—1995	<i>Nominating Committee Member.</i> Legal Writing Institute.
Fall 1994	<i>Nominating Committee Member.</i> AALS Academic Assistance Section.

OTHER APPOINTMENTS

Fall 2023—present	Member, <i>Ohio State Bar Association Grievance Panel</i> , OSBA.
2009—present	<i>Board Member</i> , Ignatian Volunteer Corps.
2004—2010	<i>Board Member</i> , Audubon Ohio.
1993—present	<i>Mediator, Arbitrator</i> , United States District Court for the Northern District of Ohio Alternative Dispute Resolution Federal Court Panel.
2015—present	<i>Mediator</i> , Cuyahoga County Court of Common Pleas Panel of Mediators.
2000—present	<i>Consultant</i> , State of Ohio Department of Jobs and Family Services Design and write curriculum for training child welfare workers in legal issues.
2005—2006	<i>Consultant</i> , State of New Hampshire Department of Health and Human Services Assist in design of curriculum for training child welfare workers in legal issues.
1998—2002	<i>Board Member.</i> Duke University Alumni Directors, Durham, North Carolina.

HONORS

October 2019	<i>Elected to the Society of Benchers</i> , Case Western Reserve School of Law. Established in 1962, each year the Society inducts new alumni members, as well as a faculty member and public member, on the basis of extraordinary achievement and dedication to the highest principles of the legal profession.
November 2001	<i>Distinguished Teacher Award.</i> The award recognizes a “member of the faculty whose commitment to education and the pursuit of knowledge enriched the personal and professional lives of students. The recipient of the award should be a communicator, a motivator, a scholar, a model and influence, and a teacher whose personal and intellectual quality have left their mark on students.”

HONORS	1998	<i>The Charles A. Duke Award.</i> Award recognizes alumni “for outstanding volunteer service to Duke University.”
FELLOWSHIPS		Appointed a founding member of <i>The Ethics Table</i> , a group of faculty members and administrators exploring how to implement ethics or practical ethical experience into a class or a program at Case Western Reserve University, Fall 2011 and continuing. <i>UCITE Learning Fellow</i> University Center for Innovation in Teaching and Education (UCITE) Case Western Reserve University for the Spring 2010 term.
EDUCATION		
<i>Case Western Reserve University School of Graduate Studies</i>		Cleveland, Ohio Ph.D. in Social Welfare, May 1997
<i>Case Western Reserve University School of Law</i>		Cleveland, Ohio J.D., May 1983, <i>Magna Cum Laude</i>
	Honors	Society of Benchers Award— <i>Cum Studiis tum Moribus Principes</i> , May 1983. “Goes to a member of the graduating class who, in the opinion of the faculty, has shown eminence in academic work and character.” Dean Dunmore Award for Best Performance in Combined Arts of Legal Research, Brief Writing and Oral Advocacy, 1982. Law School Merit Scholarship, 1980—1983
<i>Case Western Reserve University School of Law</i>		Cleveland, Ohio J.D., May 1983, <i>Magna Cum Laude</i>
	Activities	Joint Conference of Law and Social Work, St. Louis, Missouri, Spring 1983, Presenter— “The G.A.L. in Domestic Court Proceedings.” National Moot Court Team Member, 1982—1983 Moot Court Board Member, 1982—1983 Dean Dunmore Moot Court Competition, 1981—1982 Faculty Advisory Committee Law/SASS Program, student member
<i>Case Western Reserve University School of Applied Social Sciences</i>		Cleveland, Ohio Master’s in Social Science Administration, May 1983
	Honors	SASS Alumni Merit Scholarship Award, 1980
<i>Duke University</i>		Durham, North Carolina A.B., History, Religion, <i>Magna Cum Laude</i> , May 1977
<i>Institute for European Studies</i>		Vienna, Austria January—July 1976
ADMITTED TO PRACTICE		State of Ohio, 1983 N.D. of Ohio, 1983