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### Suffolk University Law School Alumni Magazine, Winter 2016/ Spring 2017

Suffolk University Law School

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SUFFOLK  
UNIVERSITY  
LAW SCHOOL  
ALUMNI  
MAGAZINE

# Suffolk **LAW**

WINTER 2016

# THE NEXT WAVE

A New Generation  
Reimagines the  
Practice of Law

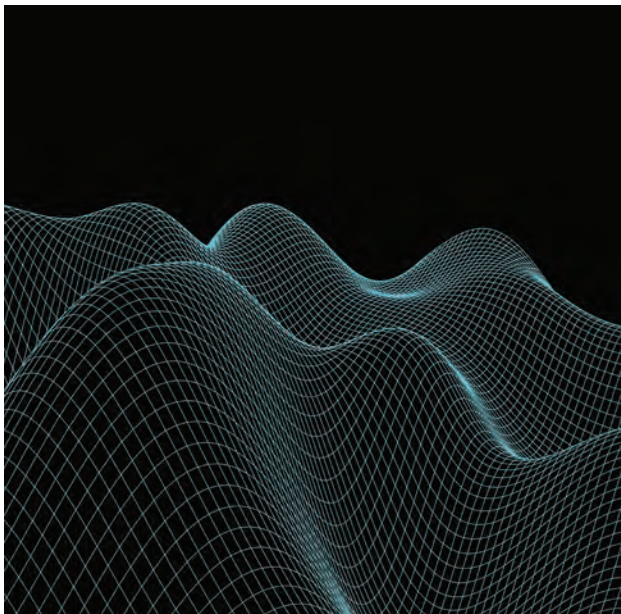


## ▼4 LAW BRIEFS



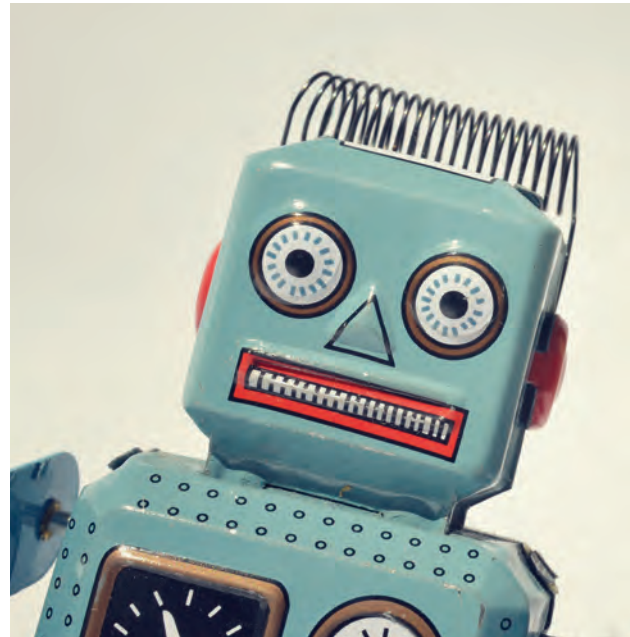
Representing B-52s frontman, TEDTalk goes viral, Havana nights and more

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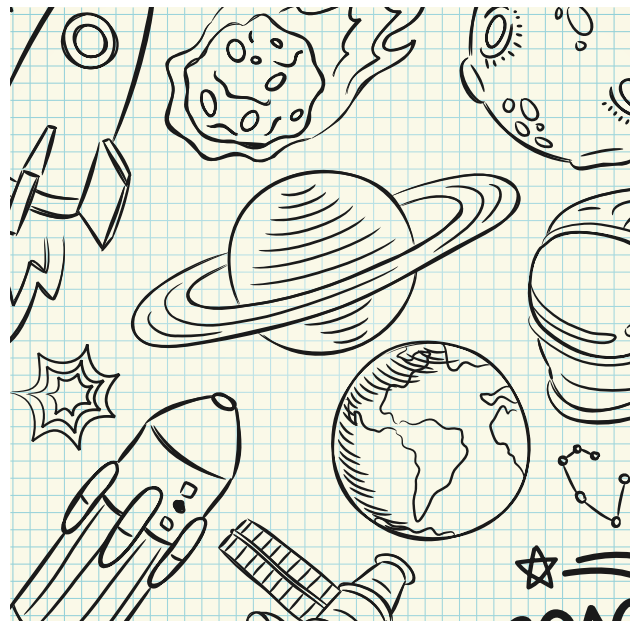
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**Learning a new language**, with a little help from Judge Judy, was just the start for Annabel Rodriguez JD '16.

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**It's a thorny issue—legal protections** against workplace harassment. Professor David Yamada is at the forefront of the effort to protect workers.

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# SuffolkLAW

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# A Q&A with Dean Andrew Perlman

## What's the latest news from Suffolk Law?

We're a law school on the move. In the 2017 edition of *U.S. News and World Report*, we were the only law school in the nation to have four ranked skills programs [legal writing, clinics, trial advocacy and dispute resolution], and they are all in the top 20. [See Page 3.] In addition, applications are up. We're raising significantly more money from fundraising. And employment outcomes are improving.

## There have been many changes in legal education and at Suffolk Law in recent years. Can you give us an update?

Over the last 12 years, applications to law schools around the country have fallen by more than 40%. Suffolk Law has responded as many law schools have: We have decided to become smaller.

For the last few years, we have been implementing a plan to reduce the size of the Law School by approximately 40%, from around 1,600 students to 950. Sargent Hall was constructed to accommodate 1,600 students, so we're sharing some of Sargent Hall, primarily the fifth floor, with the graduate programs of Suffolk's Sawyer Business School in a way that provides important synergies for both schools. For example, we can now offer students a J.D. and a graduate business degree in four years under the same roof.

As the *U.S. News* top-20 rankings show, we're also doubling down on our identity as the place where students come for an outstanding practice-oriented, skills-based legal education. That kind of education really resonates, and it is making a difference for our students.

## Downsizing is a trend at law schools across the country. As a "legal futurist," do you think this is a temporary swing of the pendulum or a more permanent "right sizing"?

As Yogi Berra once said, "It's tough to

make predictions, especially about the future." But I believe that we are seeing a "new normal" in terms of interest in law school and employment opportunities. Although we have seen modest increases in applications during the last two years and I'm cautiously optimistic that we have reached the bottom of a long-running decline in interest in legal careers, I don't see us returning to the larger class sizes of the early 2000s.

## There's a national decline in bar pass rates. What is Suffolk doing to respond to this problem?

Massachusetts is one of more than 40 states around the country to have seen a material decrease in first-time bar pass rates over the last five years. Suffolk Law has been affected by this trend, and we are taking a number of measures to respond to it.

Suffolk Law's full-time bar preparation director and a faculty member from our Legal Practice Skills Program have been providing an array of services to students, including individualized instruction. We offer all students free bar review courses and workshops, both before and after graduation.

During my first year as dean, we also adopted a number of new measures to enhance our bar prep efforts, including the establishment of a partnership with Barbri that gives students substantial discounts and enables them to pay for the program through student

fees while in law school; better identification of students who are likely to need extra help and a more focused curriculum to prepare them for the bar; the hiring of additional tutors to work with students in the weeks before the bar; additional resources for graduates who fail the bar the first time; and yearly assessments of our curriculum to ensure that we are giving students what they need to prepare for the bar.

The new measures will take some time before they have their full effect, but I'm confident that they will result in higher bar pass rates for our graduates.

## About the transitions in leadership at Suffolk University—what has that meant for the Law School?

There have been a number of leadership transitions at the University in recent years, but at the Law School, we have remained focused on what matters: giving our students an outstanding, practice-oriented legal education. We have the full support of Acting President Marisa Kelly, and as the stories in this magazine make clear, we are making extraordinary progress.

Contact Dean Perlman at [aperlman@suffolk.edu](mailto:aperlman@suffolk.edu) or connect with him on LinkedIn at [tinyurl.com/sulsdean](https://www.linkedin.com/company/suffolk-dean). Help the Law School prepare students for 21st-century legal practice—donate at [law.suffolk.edu/giving](http://law.suffolk.edu/giving).





SUFFOLK  
UNIVERSITY  
BOSTON  
LAW SCHOOL

The only law school in the country ranked in all four  
*US News* legal skills specialties: **Suffolk Law.**

#  
06

### LEGAL WRITING

Teaching the fundamentals with creative methods and innovations, including an award-winning app, podcasts, and the *Legal Writing Matters* blog; top 10 program for 5 years running

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### TRIAL ADVOCACY

National Trial Team: 27 regional championships in 31 years (AAJ National Student Trial Advocacy Competition or National Trial Competition)

#  
17

### CLINICAL PROGRAMS

Winner of the ABA Louis M. Brown Legal Access Award for groundbreaking Accelerator Program; 9 in-house clinics and 20 full-time clinicians; \$1.2 million HUD grants for housing discrimination testing; ranked in top 30 since 2009

#  
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### DISPUTE RESOLUTION

Providing open-source DR teaching materials to faculty across the nation; top 20 specialty 5 years in a row





## Monster vs. the Rock Lobster Startup representing B-52s' frontman

Bricolage Law, a startup law firm spurred by the IP Clinic's battle against Monster Beverage (see story page 9), is representing B-52s frontman Fred Schneider in several cases. One involves Schneider's Monster Blend Coffee, which the singer created with a small Florida coffee roaster. Schneider claims the name of the brew is an homage to his 1984 song, "Monster," but it raised the hackles of Monster Beverage. Led by former IP Clinic Director Eve Brown, Bricolage provides affordable, tech-savvy and hard-to-find help for small businesses. Suffolk Law alumni on staff include patent attorney Bridget Sarpu JD '15; Meaghan Kenney JD '16 will join the team shortly. Ching is a recipient of the Howard and Judith Kahalas Scholarship

## Suffolk Law Alumnus Confirmed for Seat on SJC

**IN AUGUST 2016**, Judge Frank M. Gaziano, a 1989 graduate of Suffolk Law, took the oath of office and began his service on the Massachusetts Supreme Judicial Court.

Gaziano, 53, had been serving as a justice on the state's Superior Court when Gov. Charlie Baker nominated Gaziano, Kimberly S. Budd and David A. Lowy to fill three vacancies on the Supreme Court. Gaziano was the first to win approval from the Governor's Council.

Six other Suffolk Law alumni sit on the highest state courts in New England, three as chief justices (New Hampshire, Rhode Island and Vermont). Gaziano's confirmation means that, with the exception of Maine, Suffolk Law alumni serve on the highest court of every state in New England.

Gaziano has been an active supporter of

Suffolk Law's students. He has taken on Law School interns through the school's First-Year Summer Internship Program, which places students in judicial internships during the summer after their first year of law school. Gaziano has taken a summer intern since 2012 and also has had upper-level student interns during the academic year.

Gaziano was appointed to the Superior Court in 2004 by then-Gov. Mitt Romney. Prior to his appointment to that court, Gaziano had served as a prosecutor for 12 years, first in Plymouth County and then with the U.S. Attorney's Office in Boston. He began his legal career as a litigation associate at Foley Hoag.

As a Superior Court judge, Gaziano addressed the fallout from the 2012 Annie Dookhan drug lab scandal. He also presided

over the 2009 trial of imposter and murderer Christian Karl Gerhartsreiter, also known as Clark Rockefeller.



## Re-engineering Legal Access / Top Honors from the ABA



**Last January, Suffolk Law's Accelerator-to-Practice Program received the American Bar Association's top honor for innovators in the provision of legal services to average-income Americans.**

Each year, the ABA's Louis M. Brown Award for Legal Access recognizes one exemplary program that enables affordable access to legal services for those of moderate income.

"Providing legal service to individuals who would likely go unrepresented requires re-engineering of inefficient legal processes, requires automation — new approaches that reduce cost per client," says Associate Dean Ilene Seidman. Courses and training that teach such innovations are at the heart of the Accelerator's three-year curriculum.

Seidman, Professor Jeffrey Pokorak and Gerald Slater, Associate Dean for Professional & Career Development, brainstormed the Accelerator in 2014, with an eye toward creating a new kind of graduate with a practical edge in the job market — lawyers with the business and technical skills necessary to join or start firms in

which a significant part of the revenue stream comes from representing moderate-income clients.

In the third year of the program, Professor William Berman teaches students how to run a law firm from the ground up in the on-campus Accelerator Practice. The students handle marketing, billing, fee setting and client interaction, in addition to learning how to use legal tech and process improvement techniques that increase efficiency.

The Accelerator-to-Practice Program was established in 2014 through the generous donations of Andrew C. Meyer, Jr. JD '74, HLLD '99, former Chair of the Suffolk University Board of Trustees; Henry Sullivan JD '84; and Trustee Jessica Massey JD '03. Within the last year, the Program has received additional support through significant pledges from Dean's Cabinet members Eric Parker JD '86 and Alan Sharaf JD '87. (For more on the Dean's Cabinet, see page 28.)



## ABA Taps Dean to Lead Next Wave

Dean to chair ABA Center for Innovation's Governing Council

The American Bar Association (ABA) has tapped Suffolk Law Dean Andrew Perlman to help lead a new Center for Innovation. The Center is tasked with ushering in innovative approaches to the delivery of legal services, like court-annexed online dispute resolution, increased automated legal document assembly and mobile apps that allow people to more easily access the legal information and services that they need.

The Center is housed at ABA headquarters in Chicago and includes a managing director, governing and advisory councils, and staffers with deep legal technology backgrounds. Perlman serves as the chair of the Governing Council, after having served as the vice chair of the ABA's Commission on the Future of Legal Services.

### TIME FOR R&D IN LAW

Dean Perlman said the Center will bring support and attention to exist-

ing innovations—like online legal checkup tools that enable self-represented litigants to find the resources they need. Just one of its many projects will be working with the ABA's Judicial Division to help New York create a court-annexed online dispute resolution pilot project for consumer debt cases.

The Center is establishing a fellowship program “where relatively recent graduates come to the ABA to work on projects they believe will help improve how legal services are delivered or accessed,” Perlman says. There are also plans for a program that trains mid-career lawyers to make use of technological innovations.

The Center's Governing Council includes leaders from the legal profession and the business community, the judiciary, and legal education, as well as young lawyers, legal service innovators, and thought leaders from other industries.

2016  
Innovator  
Of the  
Year

### Techies honor Suffolk Law

Suffolk Law's Institute on Law Practice Technology & Innovation and the Accelerator Program

were named *Legaltech News'* Pro Bono Innovator of the Year. (See related Accelerator award, page 5.)

The Institute's student-designed pro bono apps and computer programs create parenting plans, affidavits of indigency, consumer protection demand letters, responses to complaints for debt collection, and security deposit demand letters, among others.

“Suffolk was among the first law schools to have such a hands-on focus in legal technology and innovation, and

the program has served as a model for other law schools,” writes

*Legaltech News.*



## On the A-List for Innovators / Dean, professors named to Top 50 list



**Suffolk Law Professor Gabriel Teninbaum and Adjunct Professor David Colarusso** have been named to the 2016 Fastcase 50. Dean Andrew Perlman was among the honorees on last year's list. It's an accolade reserved for the nation's "smartest, most courageous innovators, techies, visionaries and leaders in the law."

### **"A CENTRAL PART OF EVERY CONVERSATION"**

In its 2015 profile of Dean Perlman, Fastcase wrote: "It's no wonder that Andy is invited to be a central part of every conversation about the future of legal services. He is the vice chair of the ABA Commission on the Future of Legal Services,

and he served as chief reporter of the ABA Commission on Ethics 20/20, among many other committees related to the future of law."

Teninbaum is director of Suffolk Law's Legal Technology and Innovation Concentration and its Institute on Law Practice Technology and Innovation. The Institute was named Pro Bono Innovator of the Year by *LegalTech News* in 2016.

Colarusso teaches basic coding, document automation, and the use of expert systems to solve legal problems. His profile in the *ABA Journal* notes: "Colarusso, 37, is a hacker. He's happiest when doing a deep dive into an information system, finding problems and creating fixes."



## The Spirit of Generosity / Edward Bray leaves \$1.2 million



### Gift to support students in variety of ways

**WHEN CHICAGO-AREA ATTORNEY AND CONSULTANT EDWARD BRAY JD '58** passed away in 2015 at age 89, he left approximately \$1.2 million to Suffolk Law. “Unfortunately, the Law School did not learn about Mr. Bray’s intentions until after his death,” says Dean Andrew Perlman, “so we never got the chance to thank Mr. Bray for his generous gift, which will be used to support our students in a variety of ways, including scholarships.”

Mr. Bray was born in Framingham, Mass., and married his wife, Joann, in 1950. She passed away in 2013. Mr. Bray was a veteran of the U.S. Armed Forces, serving in the Korean War. He was honorably discharged from the U.S. Army in 1946 at the rank of Staff Sergeant and from the Air Force in 1952 at the rank of Technical Sergeant.

While in the military, he attended CSI Training School in Washington, D.C.

Mr. Bray was a philanthropist, donating to disabled veterans, animal shelters, the American Heart Association, Parkinson’s research, the Alzheimer’s Association, Special Olympics, and other causes.

To show appreciation for Mr. Bray’s dedication and generosity, Dean Perlman announced the establishment of the Ed Bray Legacy Award, which will be conferred each year to honor one of the most generous contributors to the Law School.

“We hope that Mr. Bray’s spirit of generosity will be an inspiration to others to give back to the Law School, an institution that did so much to shape and guide their lives,” Dean Perlman says.



## Graduate’s TED Talk Goes Viral

### Clinic alum leads reform movement with Academy Award-winner

**Adam Foss JD '08** is using some of the lessons he learned in Suffolk Law’s Defenders Clinic to build a movement for prosecutorial reform. Foss, a former prosecutor himself, delivered a February 2016 TED Talk on the subject, which has over

1.4 million views. He teamed up with Academy Award-winning musician John Legend to build a nonprofit, Prosecutor Integrity, to help train prosecutors “using recent advances in social, behavioral, and neurological sciences.” Foss was profiled

on NPR, in the *Boston Globe* and in an article in *Forbes* titled, “How a Former Prosecutor, an Ex-Con and a Billionaire Are Working to Fix America’s Prison System.” Foss was recently honored by the Law School for his achievements.



## The Art of the Practical

### Dean's-level role focuses on experiential education

**Associate Dean for Experiential Education Kim McLaurin**, who also directs the Law School's Clinical Programs, has been asked to look at the school's experiential offerings—clinics, internships, simulation courses, and other hands-on learning opportunities—to ensure that Suffolk Law's students continue to develop the skills that have long helped the School's graduates stand out.

#### Why was the position created? What will your priorities be in this role?

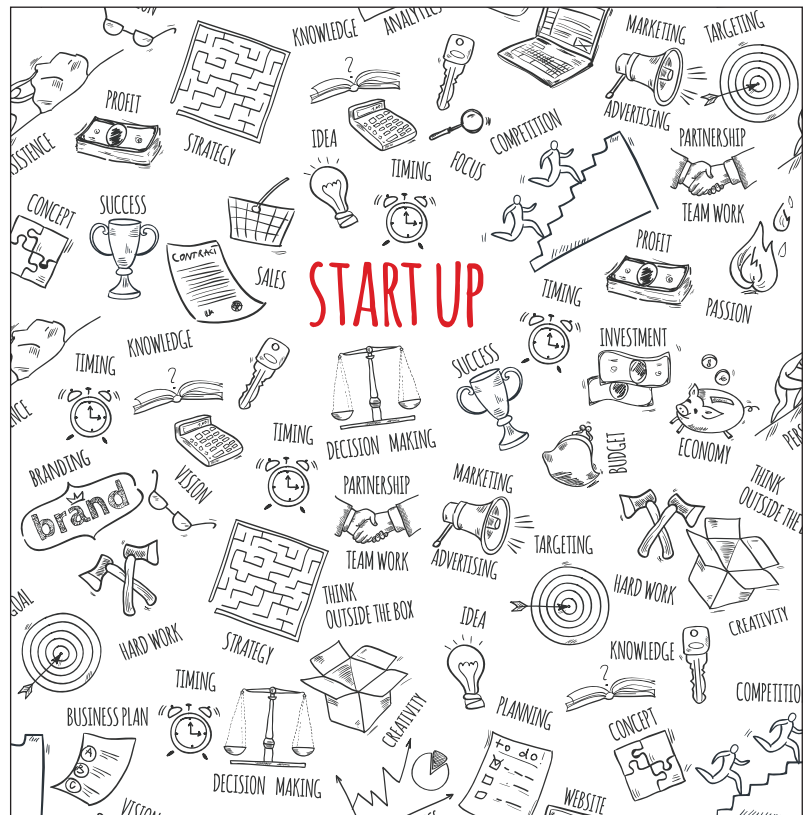
"I would say it's a joint vision of mine and Dean Perlman to ensure that, while our students are in law school, they are gaining real-world practical experiences across the curriculum. For example, let's say there's a paradigm shift in dispute resolution training [Suffolk Law is ranked #17 in Dispute Resolution by *U.S. News*]. How do we ensure that our curriculum responds? The Accelerator-to-Practice Program is tapping into real-world innovations in legal technology and process improvement. How do we incorporate those developments into the curriculum? In other words, how do we ensure that Suffolk Law's students continue to receive the practical, experience-based learning opportunities that they need for success?"

## Building a Startup Culture

Biotech course calls for great ideas

In the course "Biotechnology and Life Science Start Up for Lawyers and Business Professionals," Suffolk Law students are challenged to create their own company, beginning with a "great idea," and then building upon it week

by week, with research, design, IP development, an investment strategy, the creation of a business model and business plan, review of regulatory and FDA requirements, and drafting of IPO plans—all of which play into the final project.





## Havana Nights Understanding “the wizards of invention”



**This March, Suffolk is bringing a group of 25 Suffolk University alumni and their guests to Cuba** for a special one-week program. (The deadline for signing up was just before Thanksgiving).

While Cuba is generally known for its beautiful beaches, rum, cigars, music and dance, it is a complex nation, culturally, economically and politically. During the trip, some of that complexity will start to become more evident, says the trip's leader, Judge Isaac Borenstein (ret.), Visiting Professor at Suffolk Law. "Participants will visit world-class museums, learn about Cuban history, admire the country's architecture, and begin to understand why so many call Cubans the 'wizards of invention,'" he says. That moniker describes a people able to keep decades-old American and Eastern European cars running on the roads, while earning kudos for their

work in medicine and bio technology.

Suffolk has a history of collaboration with the University of Havana, offering an academic course for Suffolk Law and Cuban students at the University of Havana Law School for the last three years. That course—team-taught by Suffolk and University of Havana professors—has drawn the attention of the *Boston Globe* ("Suffolk Law Students Making Well-Timed Visit to Cuba") and NPR ("Former Mass. Judge Talks Nation's Relationship with Cuba Ahead of Teaching in Havana"). This year's student seminar, also in March, will focus on comparative criminal law and procedure.

Borenstein, a native of Havana and fluent in Spanish, has returned to his home many times, forged close relationships with law faculty at the University of Havana, and established many friendships there with people from all walks of life.

## Law Student of the Year National spotlight for Cherie Ching

Cherie Ching JD '16 was named "Law Student of the Year" by *National Jurist* magazine. She was one of 25 students across the country who received the honor. In announcing the award, *National Jurist* wrote, **"Ching has encouraged the Suffolk University Law School minority community toward public service and to become involved in conversations surrounding diversity, discrimination and inequalities in the justice system."**

As a student attorney in the Law School's Accelerator Practice, Ching represented low- and moderate-income clients in consumer protection and housing discrimination cases.



## From Classroom to Election Winner Recent graduate brings tech-savvy approach to old-school court



Stephanie Fattman JD '16 was elected register of probate for the Worcester (Massachusetts) Probate and Family Court in 2014. Now she's using Suffolk Law know-how to rethink the court's systems.

Fattman, 28, threw her hat into the political ring as a candidate for the register's seat as a second-year student. She was elected by the time she entered her third year. According to Go-Local, her win was a "huge upset" over longtime incumbent Stephen Abraham.

Fattman's platform focused on making the family court experience easier for patrons and staff. "It can be overwhelming here," she says. "Generally when families and individuals use our services, they are dealing with huge personal issues like divorce and child custody matters. When

they enter our office, they are then faced with a myriad of forms, legal jargon, and a lack of familiarity with how things work."

She credits Suffolk Law School's tech institute with teaching her how to combine technology and the practice of law. This knowledge, she says, will go a long way toward making the Probate Court more user-friendly and efficient.

In one of her Suffolk automation courses, **Fattman created an avatar that walks users through the steps necessary to complete a complicated children's court form.** "If you hover over a legal term, you see a definition. It isn't a substitute for legal advice. It just takes the mystery out of navigating the system," she says, and makes a stressful experience easier for individuals and families.





# THE NEXT WAVE

**A New Generation Reimagines  
the Practice of Law**

By Michael Fisch / photo by Amber Fouts







Automation by robotic tools is making certain repetitive jobs done by humans obsolete, says Professor Gabriel Teninbaum. “But there’s definitely a job for the people who are programming, building, or fixing the robots,” he says.

“That’s not a perfect metaphor for the legal field,” he adds, “but the legal market is increasingly driven by technology and process improvement. Recent graduates have a leg up when they’re searching for jobs if they’re comfortable with the technologies that are—and will be—streamlining work in firms and government offices.”

Teninbaum leads Suffolk’s Law Technology and Innovation Concentration (LTIC) and its Institute on Law Practice Technology and Innovation, the concentration’s research and networking arm.

A few years ago, then-professor Andrew Perlman, now the Law School’s dean, set out to build a suite of courses designed to prepare students for lawyering in the mobile age. The program has already made a national imprint, winning a spot among the 10 best in the nation in one recent ranking.

## WHAT SHE DOESN'T SAY: "THAT'S NOT MY AREA"

The innovation curriculum’s early adopters include Vedika Mehera JD ’15, who now works on process improvement at law firm Davis Wright Tremaine LLP in Seattle. Her job title is probably new to most readers: legal solutions architect.

Recently, she’s been helping implement a tool developed in-house for clients who asked for an easier way to track their legal spend. “How much money has a client spent and on what?” she says. “I work with the firm’s IT department to make that information easy to digest, easy to visualize and in real time.”

Her other clients want to know how legal processes can be made more efficient so they can not only save money but also send the firm more work without increasing costs. To answer their questions, she says, you need to understand tech tools that collect and provide data, analyze that data and then pinpoint inefficiencies. “Clients want an attorney with enough tech and process understanding to conceptualize a solution—not to just shake their heads and say, ‘That’s not my area.’”

Mehera says she got a part-time job as a contractor at Davis Wright Tremaine—which grew into a full-time position—because of her background in Legal Lean Six Sigma, a legal project management and process improvement credential she earned through an LTIC core class taught by Adjunct Professor Catherine Alman MacDonagh, a leader in that field. Her two internships helped as well.

During her 3L year, as an intern at the Trial Court, Mehera worked on automating guardianship and name change forms. “I’d see lines of confused people filling out forms longhand and not enough people there to assist,” she says. She also worked with the Committee for Public Counsel Services, creating and improving legal apps to make simple day-to-day tasks for attorneys easier.

The position at Davis Wright Tremaine grew out of a phone call that Dean Perlman received from the Seattle firm, which was searching far and wide for interns with process know-how. Perlman immediately

thought of Mehera.

Another LTIC graduate, Gerald Glover III JD ’15, says contract management innovators Exari Systems hired him as a business analyst precisely because he could bridge the gap between IT and law. The Boston company builds tools that can quickly generate visually digestible data on contract deadlines, costs, and liability, including an algorithm that analyzes and assigns a risk score to avoid breaches.

Recent graduate Mike Cappucci JD, MBA ’15 combined his passion for business startup culture and his legal tech background in Adjunct Professor Marc Lauritsen’s “Lawyering in the Age of Smart Machines” course. During the class, he built an app that helps entrepreneurs request venture capital funding and answers basic legal questions on topics like incorporation. Cappucci went on to co-found his own consulting company, Foundation Lab, creating tools for law firms to improve efficiency.

## FILL THE GAP, BUT HOW?

When it comes to the role of technology in improving legal service, William Hubbard, immediate past president of the American Bar Association, notes recent reports from the National Center for State Courts and the Conferences of Chief Justices. Those papers indicate that in three-quarters of civil cases, one of the parties is not represented by a lawyer. “What we have is a disconnect,” says Hubbard—a structural problem in the delivery of legal services.

“That problem cannot be solved, paraphrasing Einstein, using the same kind of thinking that created the problem,” he adds.

Hubbard says Suffolk Law and Perlman are leaders in searching for new ways to deliver legal services in ways that are cheaper and more streamlined—and that open the doors to moderate-income clients. As chair of the Governing Council of the ABA’s Center for Innovation, Perlman is at the center of that national effort.

“It’s not so important that students be experts in technology as it is for them to get a sense of the opportunities that technology provides,” Hubbard says. They should learn some basic skills in applications and new software, he says, with the understanding that the tools change daily. “But more important is that Suffolk is inculcating a sense that there’s a new way, a better way to address the needs of our country.”

## MORE THAN "PLAIN VANILLA"

Lisa Damon, partner at Seyfarth Shaw LLP and national chair of its Labor & Employment department, says hiring managers at her firm pay special attention to new graduates with legal tech and project management skills. Seyfarth Shaw is an Am Law 100 firm that also has a consulting practice focusing on legal project management and process improvement.

“At some point in litigation, I want to look at the facts and develop a trial storyline or framework,” she says. “One of your Suffolk lawyers who has training in project management and process mapping or an

innovative way to think is going to be much more valuable on the team than someone who has not had that training.”

In complex litigation, she says, she’s managing thousands of documents and pieces of information. “If I have a lawyer who is facile with the technology, who could look at the platform we’ve built for the case and suggest a better way to use it, that’s value I’m going to get from no one else.”

When it comes to lawyers with tech and process savvy, she says, firms are on the verge of a talent shortage. “We can’t fill positions with lawyers who don’t have the proper skill base. We want people who can solve our clients’ problems.”

Eric Parker JD ’86, co-founder and managing partner of Parker Scheer LLP, agrees with Damon that the graduates’ skill set will be useful on the job market. “Suffolk is producing a student who can do something that most other students can’t,” he says.

Parker argues that specialization—in legal technology or patents (see story page 23), for example—has become increasingly important to hiring managers: “They’d rather not hire a plain vanilla JD. They want someone with a special skill set. Someone who can start providing value the day they arrive.”

The streamlining of legal practice, across various specialties, is already happening, he says, “and your tech students are in a position to help oversee that. Patent law has already undergone some streamlining, but a field like real estate conveyancing [transfer of home ownership] is still medieval.”

**IN THE EARTH-QUAKE** Perlman sees the program as fitting squarely into the Law School’s tradition of focusing on skills training. “We always have focused on teaching our students the skills necessary to be outstanding lawyers,” he says. “But we need to supplement those traditional skills with a skill set that’s critical in the 21st century.”

And an understanding of legal technology, project management, and process improvement can be helpful across legal fields. “Do students want to work at a Fortune 100 company, a large law firm or a small firm? The government? Do they want a career in public service?” he asks. “No matter what path they choose, they will be better lawyers if they understand both traditional skills as well as the skills that 21st-century lawyers need to be successful.”

Whichever direction students take, the field is in the midst of an earthquake, Perlman argues: “We can’t continue to train students like the tech revolution everywhere around us never happened.”

Twenty years from now, most law schools will be folding technology into their curriculum, he contends. Sophisticated corporate clients are demanding technological competence and asking firms to experiment with alternatives to the billable hour. When a firm offers a flat fee for service, there’s suddenly an incentive to be more efficient—to work faster and spend less. “That’s the new way, and our students are already helping to drive that change.”



Gerald Glover III JD '15



## SIMPLIFYING THE TANGLED MAZE STUDENTS LEARN “DESIGN THINKING” FOR LAWYERS

Law school is supposed to teach students how to think. But like the law itself, ways of thinking evolve, and the problem-solving skills that worked in the past do not always apply to modern practices.

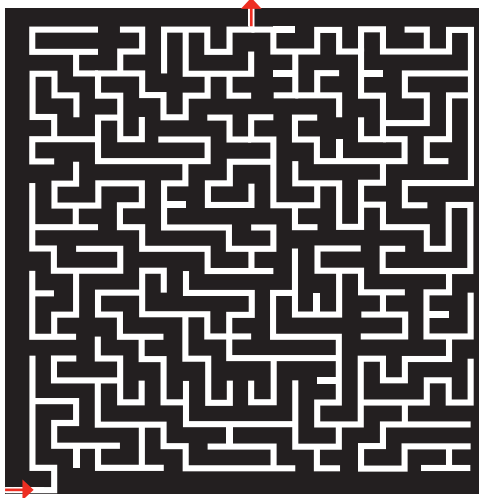
A familiar example: the myriad legal disclaimers that pop up in front of people as they shop or do business online. The language itself may be exacting, but is the message getting across to the consumer, or is it being lost in a welter of perplexing terminology and clumsy, off-putting interfaces?

In that vein, the Law School offered a seminar on the growing field of “design thinking,” or human-centered design, through its Legal Technology and Innovation Concentration. In simple terms, design thinking focuses in on clients’ needs and on working collaboratively to develop solutions that can be tested relatively rapidly. In devising prototype solutions, design thinking deploys sketch pads, sticky notes, scissors, iPads and 3D printers to break down problems and solve them with human needs at the forefront.

Too vogue an idea for the staid field of law? Not in the opinion of the successful attorneys who embrace it, or of the students who took part in “Design Thinking for Lawyers and Business Professionals” during an intersession course last January.

“Lawyers are consistently trained to reduce their analysis to a fact pattern so that they can apply a developed legal approach,” says Alexander C. Gavis, senior vice president and deputy general counsel at Fidelity Investments, one of the two instructors who taught the weeklong seminar. “But only when we really understand what the client’s underlying issues and problems are can we hope to develop viable and lasting solutions.”

“If lawyers don’t understand consumer research and this concept of empathy,” adds Gavis’s teaching colleague, Philippe M. Maul-



din, managing director of Fidelity’s Center for Applied Technology, “they may be creating agreements that are completely misunderstood or that go over the heads of customers, ultimately driving up complaints, litigation and business costs. That doesn’t serve anyone.”

The seminar took a hands-on approach. Students were split into groups and took part in real-life exercises, like observing how customers purchase MBTA CharlieCard subway passes in Boston with the goal of designing a better ticketing process. The groups then focused on applying design thinking to more detailed case studies like simplifying the steps people take to file deeds and other legal documents at courthouses or apply for and consolidate student loans. They also worked on a system to help parents give their children supervised approval for online purchases.

The goal, the instructors say, was “to observe and recognize the pain points” that people encounter—those moments when the language or the instructions or the process itself simply grows too legalistic and frustrating—and “try to re-engineer it.” Pointedly, that included talking to consumers.

In the case of the CharlieCards, says Adrian Velazquez JD ’16, doing so meant standing by the card machines, watching how well they worked and interviewing people about the buying process.

“We stepped out of our Law School roles and asked the people who worked and use the ‘T’ what would be a more intuitive and better experience,” he says. “Then we collaborated intensively on how to do that.”

The same process applied when the team took on rethinking “a long and complex government manual” aimed at showing students how to avoid predatory loan practices. “We came up with an idea for an app that would walk people through the best practices in a simple way,” Velazquez says. They did not create an actual piece of software, but used sticky notes and simple visuals to imagine what the app would do.

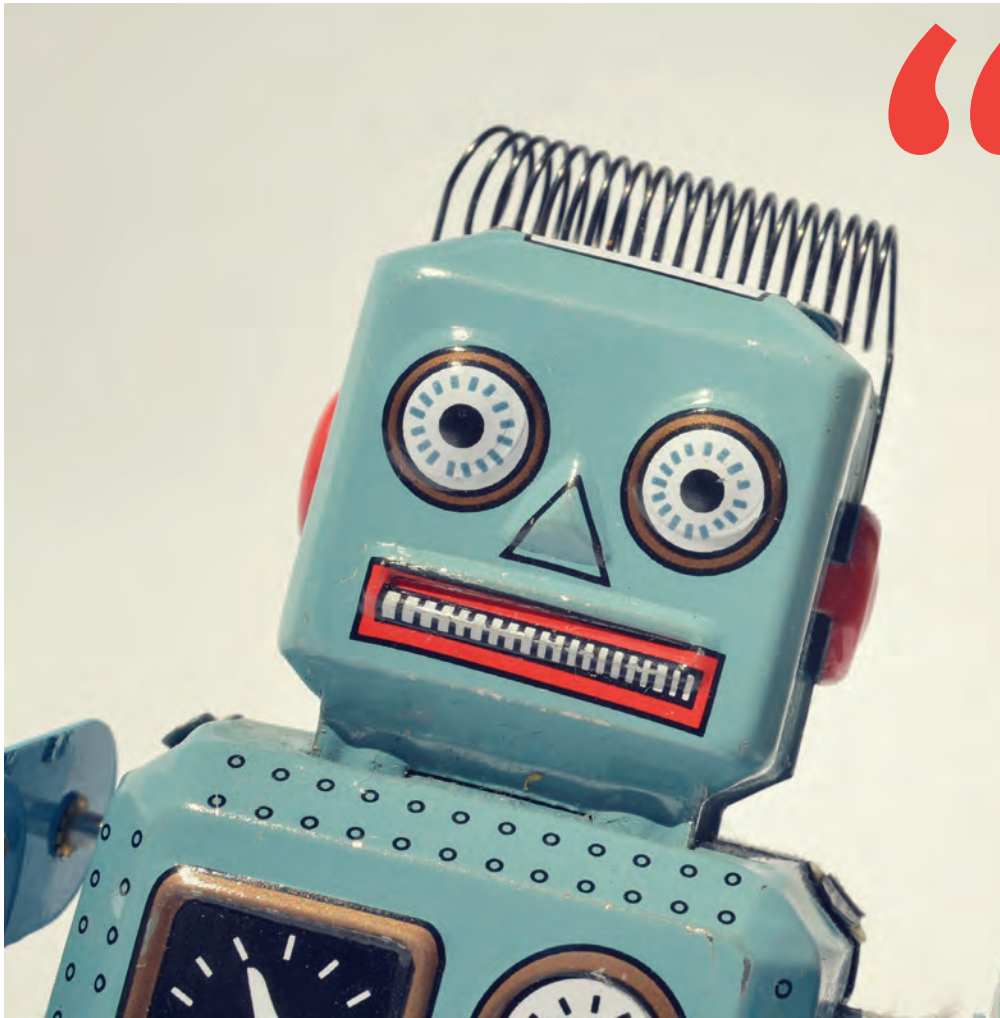
“I never thought I could develop an app by just doing a prototype on paper,” he says. “Now I think I could make it. I’d have to learn some technical skills, but we were able to build a concept that would work.”

From his perspective as an in-house counsel at Fidelity, Gavis says such skills would make any young attorney more desirable in a tight market. “The lawyers of the next five to 10 years will absolutely need these skills,” he says, “and today’s lawyers and their firms will be taking note, given the pressures on them to be more efficient and consumer-minded.”

“Say a law firm is losing business because the attorneys there don’t appear to be relating well to a new generation of clients,” he adds. “Perhaps the firm needs to rethink its client marketing, outreach and intake processes. If the attorneys develop a fresh understanding and empathy for prospective clients’ problems, this may assist them in relating to and recruiting new clients.”

For Velazquez, the experience of doing hands-on consumer research, working to understand problems, and brainstorming and prototyping—and then presenting simpler ways to cope with opaque legal problems—has him convinced that “every law student should take this course.”

## THE WISDOM TO KNOW IT'S A MACHINE'S JOB INSIDE THE INTEGREON PARTNERSHIP / By Julie H. Case



“By using those sorts of efficiencies, by having lawyers practice at the top of their licenses, what we do is we outsource the work that lawyers shouldn’t be doing anyway.”

Last spring, between “Conflicts of Law” and “Intellectual Property Survey”, Maddy McCormick, 3L, was slipping away to a lab on the sixth floor of the library. There, surrounded by law books and computers, McCormick would review, dissect and evaluate some 20 different contracts for a biosciences company.

Welcome to the new partnership between Integreon and Suffolk Law. Integreon supplies legal services to sophisticated corporate counsel, and Suffolk supplies tech-savvy students who get paid to work for Integreon’s clients. Suffolk is among the first law schools in the nation to partner with a legal process outsourcing firm, and perhaps the first law school to put a

dedicated lab and training facility on campus.

### Going where legal education tends to fail

Integreon sees this as a win-win. “We view this as a part of our corporate and social responsibility,” says Integreon’s Mark Ross, global head of legal process outsourcing. “Yes, we believe having delivery capabilities in a major U.S. metropolis helps our company, but we also believe that legal education has not done enough to arm students with the tools they need to thrive in an evolving market.”

The partnership with Suffolk Law is one step in addressing that knowledge gap, he

says. The work offers students exposure to technology that accurately and precisely extracts and organizes data from contracts; automatically assembles contracts; and learns to predict which documents in a large set of discovery materials are deserving of human review. Students will also benefit from seeing firsthand how disciplines such as project management and Lean and Six Sigma are applied to legal services, says Ross.

### The wolf at the door?

Some might argue that Integreon is the wolf at the door, and that legal process outsourcing companies take food off the plate of lawyers





Maddy McCormick JD '17

and firms. That's an idea that McCormick and Gabriel Teninbaum, director of the Law School's Institute on Law Practice Technology & Innovation and the Law Technology and Innovation Concentration, are quick to counter. Rather, they say, Integreon takes less-skilled work off the plate of higher paid attorneys, who might be better focused elsewhere.

Teninbaum compares this to doctors making diagnoses rather than performing nursing

duties. "Doctors should practice at the top of their license. The person who takes your blood pressure when you first walk in shouldn't have an MD after their name," he says. Similarly, getting a third-year armed with software to perform the tedium of comparing clauses in contracts frees attorneys to do research, meet with clients, and draft contracts themselves.

"By using those sorts of efficiencies, by having lawyers practice at the top of their

licenses, what we do is we outsource the work that lawyers shouldn't be doing anyway. And, in so doing, we train the next generation of lawyers to know when those tools should and shouldn't be used in their own practices."

Mastering tools that make you more effective and able to work faster leads to higher productivity and the ability to deliver legal services for a lower cost to more people, Teninbaum argues.

### Contract dissection

Integreon tasked McCormick with dissecting, analyzing and comparing 40 clauses—which could contain up to eight subgroups each—across 20 contracts. She was trying to identify clauses that seemed non-negotiable; commonality in clauses in parallel contracts; and how clauses that weren't identical varied. As for who that big life sciences firm was, no one is saying. It's part of the deal—confidential information protected by attorney-client privilege remains confidential, even when it's outsourced. The end goal, however, was clear: creation of a contracts playbook for said biosciences company, with data and knowledge it could use in future contract negotiations and to streamline its contracting process.

"It's the kind of work that would be useful for a client, but not one they'd want to pay a senior attorney to do," says McCormick. "You're not drafting a new contract. What you're doing is trying to help them be efficient in drafting subsequent contracts."

The kind of skills students gain working on these matters are easily translatable to a small firm or solo practice, says Dean Andrew Perlman, who has known Ross for nearly 10 years and eagerly embraced the partnership when Ross pitched it.

"We are teaching our students a new form of issue spotting," says Perlman. "Rather than just spotting legal issues, we want them to spot when technology can help them deliver their services better, faster and cheaper. That's a skill that can help lawyers in any practice setting, but it's also helping students get jobs that didn't even exist a few years ago."

# SMALL FISH BITE BACK



**From a tiny windowless office in Sargent Hall, an adviser and eight Suffolk Law students defend the little guys against trademark bullies. In the students' favor: free internet, practical courses on intellectual property law and plenty of coffee.**

**On the opposing side: huge bank accounts, expert lawyers and dozens of similar trademark infringement cases ending in either settlement or the demise of the small business. **BY RACHEL SLADE****



## AGAINST ALL ODDS, THE STUDENTS USUALLY WIN /

“What I want to focus on is helping students acquire skills that make them a valuable asset as startup attorneys,” says the Intellectual Property & Entrepreneurship Clinic director Loletta Darden JD ’91, who has worked in large and small firms around the country. “That requires interdisciplinary skills. So I draw on my in-house counsel experience and government background to ground them in what’s needed to add value to a startup.”

That Suffolk Law students want to test their IP mettle defending small businesses should surprise exactly no one. These days, the bulk of college grads—including Suffolk alums—consider themselves latent entrepreneurs. But while they are pulling all-nighters and raising capital, many of these budding capitalists fail to consider the possibility that they might become embroiled in an IP dispute.

Trademark Trial and Appeal Board (TTAB) cases are notoriously pricey and demanding due to the lengthy procedural work of discovery and brief filing. Certainly, companies have a right to defend themselves from knock-offs, look-alikes and opportunists who want to

make a buck from the goodwill that brands have built. But increasingly, large companies file what many regard as frivolous lawsuits against smaller organizations. They are known as “trademark bullies.”

Lacking the resources to defend themselves, small businesses nearly always settle—agreeing to rejigger their brands to appease the giant—or end up in bankruptcy. It’s the classic David versus Goliath story, and from the start, Suffolk’s clinic was set up to defend the Davids.

## THE LAW ON OUR SIDE /

Sifting through student applications, Darden seeks soon-to-be lawyers who would thrive in real-world situations. She also hunts for clients to keep the clinic busy, and that’s the easiest part of the job, because so many small businesses need help.

Take Lih Chih, a Maryland-based wholesale distributor with a passion for exotic predatory jumbo fish. Chih had collected them since he was a teen, and in 2005 built an online forum for other hobbyists like him to swap know-how, photos and stories.

His troubles began seven years later when he registered his trademark, MonsterFishkeepers, along with his logo—an “M” with a Neptune-like flourish—and printed up swag to sell at trade shows. In short order, a strongly worded cease-and-desist letter from Monster Beverage Corp. arrived in his mailbox. Lacking the hundreds of thousands of dollars necessary to defend himself, Chih reached out to his 100,000 website members, one of whom contacted then-director of the clinic, Eve Brown.

Defending MonsterFishkeepers from Monster Beverage would provide Suffolk Law students ample opportunity for discovery, briefwriting and case-law research. Plus, they’d be challenging an unusually aggressive opponent. Monster Beverage has had a long history of using trademark law to scare away anyone daring to use the “m” word.

## SEA CREATURE OR SOFT DRINK? /

The notoriously litigious Monster Beverage wasn’t accustomed to having the merits of its trademark cases challenged. So when Eve Brown



Quincy Jones used Auratone speakers when producing Michael Jackson’s biggest hits. The IP Clinic is representing Auratone.



and the two students first assigned to the MonsterFishkeepers case, Alex Chiulli JD '13 and Jerome (Dan) Duval JD '13, placed that first conference call to Monster Beverage's attorney, the attorney responded as if a couple of meddling kids were wasting her mega-client's time. "We said that we were looking into the merits of Monster's claims," says Brown, "and we were blown away by the tone and conviction of the opposing party. Really antagonistic."

"But seriously," thought Chiulli, "who would confuse a caffeine-riddled soft drink with a website devoted to collecting sea creatures?" Chiulli says at stressful moments, he reminded himself that his lack of experience didn't change the contours of the law. "I went in thinking: 'The law isn't different for me.'"

"All of the students were well-prepared," says Brown, "and we got on the phone and the attorney just started yelling at them. Not about the case. It was straight-up bullying. I had to write the students [a note] to abort the call. There's no reason to engage in this discourse. This isn't what we're about."

Fortunately, Brown didn't have to worry about the effect of Monster Beverage's intimidating tactics. "When we hung up, we knew we were going to fight," says Chiulli. "It fired me up to push back. We said, 'OK, we have resources at our disposal and the law on our side.'"

## **YOUNG, HUNGRY AND TIRELESS**

While the Monster case was being decided at the TTAB, 20-something Alex Jacobsen was having problems of his own. Fresh out of the University of Tennessee at Chattanooga, Jacobsen looked like a lot of the students in the IP clinic, young and full of energy—the quintessential Millennial entrepreneur. He'd just taken over his family's company, Auratone, which manufactured and sold audio speakers. His grandfather, Jack Wilson, had founded the company, building his first cube speakers in his California garage in 1958.

Since then, Auratone speakers had become an industry standard for checking tracks in music studios. Their unique design revealed weaknesses in the mix—problems not apparent when listening through big studio monitors. They uncovered muddiness in the middle range, tinny high-end or too much bass—issues that would be pronounced when listening through earbuds, car speakers or boomboxes. Quincy

Jones used Auratones when producing Michael Jackson's biggest hits.

Wilson died in 2005 when Jacobsen was 15, and neither Jacobsen's aunt nor mother was quite sure what to do with the company. So they shipped all of the inventory, prototypes and drawings from California to their garage in Atlanta, and built a website so that fans and clients could contact them to buy remaining stock or replacement parts.

When Jacobsen graduated from college in 2012, he pored over

**“WE LOOKED FOR STUDENTS  
WHO I KNEW WOULD CARE  
DEEPLY ABOUT THE PEOPLE,  
AND WHO WOULD DEVOTE  
THEIR TIME AND INTEREST  
WHEN BUSINESSES ARE ON  
THE LINE.”**

Wilson's drawings and prototypes, reached out to distributors and suppliers and fired up a new website, only to discover that the trademark registration had lapsed and a large company, Music Group, based in the Philippines, had applied to take it over. Jacobsen hired a lawyer to file an opposition to registration, but after a year and a half, he was blowing more money on the lawsuit than he could invest in his company. "That's what they want to happen," he says of big companies like Music Group.

Music Group was a large company that wanted to take over a mark that it deemed to be nostalgic. Auratone was a small, family-run business, on the other hand, that had built up goodwill in the market and was fighting to maintain a brand already recognized worldwide.

After Jacobsen signed on with the clinic, Jessica Gonzalez JD '16 and Devon Ramsdell JD '16 began digging into hundreds of files from





his lawyer. A few weeks into the semester, Music Group filed a request for summary judgment. Now the clock was ticking. Gonzalez and Ramsdell—both full-time law students—had just a couple of months to plow through the documents and case law and file a response in the middle of finals.

The duo worked until midnight several nights a week, alternately losing faith and rooting for each other. It was exhausting. At first, the opposition’s strongly worded filing seemed impenetrable. But when they probed further, their opponent’s argument started to unravel,

**“DON’T EVER TRY TO FIGHT A CLINIC ... THEY MAY BE EXCELLENT, ELOQUENT, SEASONED ATTORNEYS, BUT WE’RE YOUNG, HUNGRY AND TIRELESS.”**

they say. Gonzalez and Ramsdell found plenty of case law to support their assertion that the trademark had not been abandoned. They argued that the mark use never stopped and that the registration merely unintentionally lapsed due to extenuating circumstances. They took the position that everyone in the industry identifies the family as the source of these handmade speakers and that there was only one source making them, so it was ludicrous that another company could swoop in and take over the mark for nostalgic purposes.

They filed their opposition to summary judgment in December 2015, then waited. And waited. Ramsdell says that at first, he checked the TTAB website daily for an update. Then weekly. Then he stopped.

Excellent news came in February 2016, but it wasn’t about Auratone: Suffolk had won the MonsterFishkeepers case and had gained national media attention in doing so, with stories about the clinic in the *Washington Post* and the *Boston Globe*.

Lih Chih was free to use his company’s name and free to keep his

website. The “M” logo with the Neptune flourish will have to go—it was deemed too close to Monster Beverage’s clawed logo—but that was OK with Chih.

Deep into the spring semester, close to graduation, Ramsdell and Gonzalez received an email about the Auratone matter. Their opponent had been denied its request for summary judgment, which would have closed the matter in its favor. This was a huge initial victory for the two students, then furiously studying for the bar. The case continues this fall with a fresh Suffolk team defending Jacobsen’s right to his grandfather’s trademark.

In a city with so many entrepreneurs, high-tech and biotech among them, Darden says there’s a tremendous need for IP legal help. Many of these startups don’t have the capital to hire major firms to handle their IP work and protect their most valuable assets.

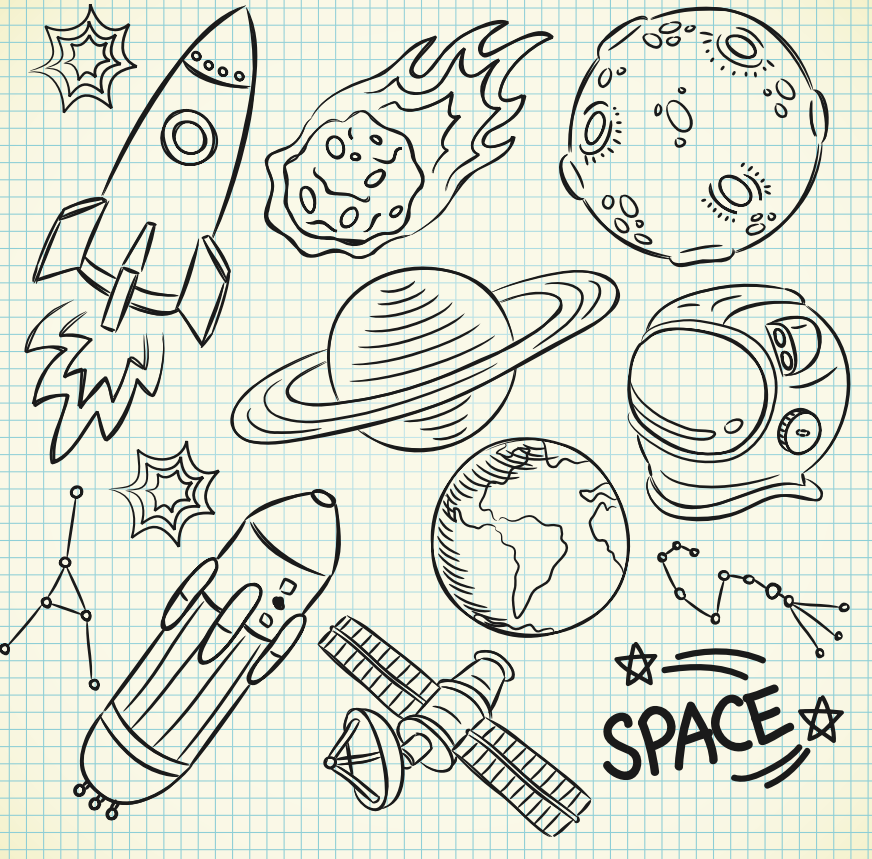
“Don’t ever try to fight a clinic,” Gonzalez says, summing up her experience at Suffolk. “They may be excellent, eloquent, seasoned attorneys, but we’re young, hungry and tireless.”

Below: IP Clinic alumni Devon Ramsdell JD ’16 (left) and Jessica Gonzalez JD ’16 (right) with Auratone’s Alex Jacobsen (center)



## LAWYER AND ROCKET SCIENTIST?

## 32 SCIENCE PhDs AT SUFFOLK LAW / By Rachel Slade



“Boston’s IP law market is strong,” says Professor Andrew Beckerman-Rodau, co-director of the Intellectual Property Law Concentration at Suffolk Law. “What I see is law firm recruiters scrambling to find tech specs and associates with a background in science and IP law. Our Law School is a hub for those students, and they find good jobs. Suffolk has more patent law associates and partners in the state’s biggest firms than any other school in the country.”

As to the Law School’s ability to draw students with doctoral degrees in science and engineering, the numbers bear him out. Suffolk’s program has 32 students with PhDs in areas ranging from aerospace to physics. “They’re attracted by the strength of the evening program and the school’s reputation for solid IP training and successful job placement,” says Beckerman-Rodau.

Peter Devlin JD ’85, president and CEO

of Fish & Richardson, one of the nation’s premiere IP law firms, agrees that the evening program is a big draw. The firm, known for its technical firepower, has 85 PhDs on staff. Among the firm’s PhDs in Boston, seven are attorneys who attended Suffolk at night while working as patent agents at Fish during the day. “PhD scientists have already spent many years as students and often don’t want to go back to school full-time,” says Devlin.

“Suffolk’s flexible evening program provides an excellent legal education on a part-time schedule. That’s a winning combination.”

Amy McMahon, slated to receive her JD from Suffolk in 2017, earned an undergraduate degree in cell and molecular biology from University of Washington, a PhD in biology from CalTech and did a postdoc at MIT. After spending a few years doing research and publishing papers in esteemed peer-reviewed journals like *Science*, McMahon sought a way to use her scientific background outside of the lab.

“One of the things about biology and chemistry is that there’s a lot of unpredictability in the field,” she says. “I wanted certainty, and I wanted to do something that I could be proud of and help somebody.” McMahon searched on LinkedIn for CalTech alums in her major, and found that many in Boston were working as patent agents.

Now McMahon works as a patent agent at Wolf Greenfield and attends Suffolk in the evening. Going the patent law route gives McMahon the opportunity to see cutting-edge science up close. Her clients are usually universities or pharmaceutical companies seeking patents to protect their inventions or scientific processes and license them out.

The science behind McMahon’s clients’ applications is complex—minute distinctions in a chemical process or device can determine whether the U.S. Patent and Trademark Office deems it worthy of a patent. McMahon and her team spend a lot of time identifying those technical distinctions, as well as considering what competitors could do to get around the proposed patent.

Stephen Myers JD ’17 discovered law as an undergrad studying biomedical engineering at Georgia Tech, and then earned a PhD in biomedical engineering from the University of Florida. Once working in his industry, though, he began to reconsider his long-term job prospects: “I looked around and saw older people doing the same work that I was doing. I realized that my job would be unchanging if I stayed.” In search of fields that would take advantage of his skills but expose him to more interesting opportunities, he sent his resume to Boston’s Foley & Lardner. Two weeks later, he relocated to Massachusetts.

As a patent agent, Myers says, “I get to see some really interesting technology work with startup companies in their early stages and help them raise money.” He adds, “I think the great thing about law is that you can practice for a long time. You’re always learning.”

The Law School’s IP Law Concentration is one of the largest and most developed of its kind in the country, offering a range of courses—patents, copyright, trademarks, trade secrets, and licensing—to introduce students to the diversity of the field.







## The Barrier

# FALLS

**Learning a new language helped Annabel Rodriguez JD '16 advocate for her family. A legal education enabled her to speak for her clients.** / BY ALYSSA GIACOBBE

Annabel Rodriguez JD '16 was raised in East Boston by her Dominican-born single mother, Miguelina, who spoke only Spanish, and wasn't integrated into an English-speaking classroom until the fourth grade. "I was reading below grade level," she remembers. But it sparked in her a certain determination to practice English as often as she could, not only to catch up, but to excel. At home, she and her younger brother, Gany, spoke only English to each other. She developed a mild obsession with watching *Judge Judy*—an excellent English language tutorial that also, she says, helped foster her interest in the law, public service and social justice.

Within a few years, Rodriguez's English was good enough to allow her to begin acting as her mother's translator, helping her with household paperwork and accompanying her to appointments. "I was a support system," says Rodriguez. "She always joked and called me her 'little lawyer.'"

The joke stuck. After college at Boston University, during which she spent a summer interning with U.S. District Court Judge Denise Casper as part of the court's highly selective Lindsay Fellowship Program, Rodriguez chose Suffolk for law school. She liked the school's proximity to the East Boston home she shares with Miguelina and Gany—just three stops away on the Blue Line—and also its diversity and opportunities to get involved.

"Academics are very important to me, but I wanted the whole experience," says Rodriguez, whose work with Judge Casper,

as well as her experience advocating for her mother, had encouraged an interest in litigation. In her second year, she applied for and was offered a spot on Suffolk Law's Moot Court Honor Board (MCHB). The MCHB also publishes the *Suffolk Journal of Trial & Appellate Advocacy*, a biannual journal containing analyses of legal issues relating to trial and appellate practice, written by faculty, students and outside attorneys. "I love writing, and I love researching, so the *Journal* was a great fit for me," says Rodriguez, who became editor-in-chief of the *Journal* her third year, overseeing 40 other student editors. "But the best part was really the people. Moot Court and the *Journal* is a tight and strong community. People told me before starting law school that it was a cutthroat environment, but I never saw any of that at Suffolk."

At least some credit for that goes to Rodriguez, who faculty and classmates say makes encouragement of others a priority. "She listened when critiqued and was thankful, which you don't always get, and was clearly respected by her peers for her kindness and generosity of spirit," says Ann Santos, Suffolk Law's associate dean of students, who taught Rodriguez in her first-year "Legal Practice Skills" course and has worked closely with her since. "She's clearly embraced by a great group of smart women who support and root for one another, which, from a female attorney's perspective, is amazing to see, since it's not always the case."

Kassandra Tat JD '16, who worked as a *Journal* staff editor under Rodriguez, echoes

the sentiment. "Annabel is someone who is able to connect with people, and who has a dedication to the law and to her clients," she says. "Everyone on staff admired her for the things she did but also who she was. She's very human and very smart, a mentor and also an incredible friend."

Tat also collaborated with Rodriguez in the Suffolk Law Family Advocacy Clinic, where they worked with victims of domestic violence seeking legal help with divorce, child support and custody. She recalls how seriously Rodriguez took her work. "She'd make sure she met with her client every single week without fail, even if it had to be on a Saturday, even when it was snowing," says Tat. "She has an immense sense of responsibility. She'll show up even if she's sick, and she will sit there and engage." As Santos says, "She knows what she wants to accomplish, and that makes for a successful law student and attorney."

Rodriguez is well on her way. During an internship in the Appeals Division of the Suffolk County District Attorney's office last summer, she argued—and won—a case involving an alleged illegal search and seizure, which served to further cement her interest in litigation. After spending the summer studying for the Massachusetts bar exam, she has clerkships lined up until 2018. The first will be with Associate Justice Mary T. Sullivan in the Massachusetts Appeals Court, and the second, which she'll begin in the fall of 2017, is with Judge William G. Young in the U.S. District Court—both extremely competitive assignments.



# Can the Targeted GET JUSTICE?

**David Yamada's legislation fights workplace harassment** / BY RACHEL SLADE

Professor David Yamada is known on campus as an authority on workplace bullying, as well as for his Hawaiian shirts. The latter have been standard Yamada attire since he joined the Suffolk Law faculty in 1994, but they still produce cognitive dissonance on this April day in a Sargent Hall classroom—where you don't expect to see banana tree fronds and longboats fighting the Pacific surf.

You can hear Yamada's Midwestern roots in his Indiana accent and choice of expletives (“holy smokes,” “oh my gosh”), so what's up with his sartorial choice? He wears the shirts to remind himself of his family's Pacific roots.

But the prints may serve a deeper purpose as well: With those Hawaiian shirts, Yamada announces his outsider status loud and proud. Being different has shaped his work since he first joined Suffolk's faculty 22 years ago. As a Japanese-American from outside New England, Yamada found himself an instant outsider, a status that afforded him a unique view of workplace culture in academia and beyond. He saw and heard things insiders might not, and empathized with those who were marginalized by exclusionary environments.

When he stumbled on an online interview with social psychologists Gary and Ruth Namie in 1999, Yamada found his calling. The Namies were among the first American researchers to address what they called workplace bullying, a phenomenon they describe as “health-harming mistreatment” of an employee (and sometimes of an employer) that includes “threatening, humiliating or intimidating” conduct, sabotage, or verbal abuse. Their research explores the

psychological roots and consequences of such behavior. But Yamada was most intrigued by the lack of legal recourse for the targets, and that's the focus of today's lecture.

On this April afternoon, Yamada stands in front of two dozen second- and third-year law students to talk about workplace bullying. But first, he asks the class to think about the risk scenarios of workplace violence in a university—unhappy students packing weapons, violent people walking into buildings off the street, or even angry faculty, such as Amy Bishop, a biology professor at the University of Alabama who killed three co-workers during a faculty meeting in 2010.

“What happens if you're harmed at work?” he asks the class. OSHA guidelines were designed to reduce the risk of workplace injury through safety education, good lighting, guards and other preventative measures. But if an employee does become a victim of violence, it's not easy to sue the employer.

“What gets in the way?” Yamada asks.

A student speaks up: “Worker's comp.”

Right. “If you're slugged by a co-worker, you could go to a lawyer and sue the employer, but in most states, you wouldn't be able to do that,” Yamada says. “In most states, you'd be limited to worker's comp remedies. It's a no-fault insurance system that provides benefits for those who have been injured on the job. For the most part, worker's comp has superseded the tort law system.”

The class already knows that it probably wouldn't be worth suing the violent co-worker because he or she wouldn't have deep enough

pockets to make a lawsuit worthwhile. You could take action based on race or sex, “but it's a loosey-goosey collection of liability laws as to where workplace violence fits into the picture,” says Yamada.

Yamada's point is that even if an employee is physically injured by a violent act, U.S. law doesn't make it easy to seek a claim.

If the injury is on the inside—that is, if an employee is a target of relentless emotional abuse—finding protection under the law is exponentially more difficult. “I looked at instances when employees looked to sue employers for intentional infliction of emotional distress, that's the obvious tort claim,” Yamada says. “I looked at hundreds of cases. When the cases weren't dismissed outright, the courts just hated those claims. I don't care how bad the cases were, the courts just said, ‘We don't want to mess with workplace stuff like this. It's not discrimination, it's not harassment, what we believe to be emotional distress.’ Many states, including Massachusetts, have used workers' comp to preempt these claims.”

Yamada emphasizes the difference between incivility and abusive behavior. “Workplace bullying is repeated, malicious, health-harming behavior. Not a bad day in the office or a dust-up. It's about intentional harm and targeted victims.” He rattles off a list of bullying methods: withholding resources/information; exclusion/ostracizing; sabotage/defamation; excessively criticism; unreasonably heavy workloads designed to make the employee fail.

He asks the students to think of prominent people who have a reputation for abusing employ-



PHOTO: MARK WILSON

ees. One suggests Michael Scott in the TV show *The Office*. But Yamada wants real-life examples, and students tick off the names of notorious bosses, from Naomi Campbell to Steve Jobs.

Researchers estimate that one-third of the nation's workforce have been a target at some point during their careers—but unlike most countries in Europe and South America, we lack laws to address the phenomenon. In 2000, Yamada wrote a lengthy law review article about how American law doesn't apply. Since then, he's worked on proposed legislation, called the Healthy Workplace Bill, that gives severely bullied workers a legal claim of action and creates legal incentives for employers to engage in prevention of and response to workplace bullying. Modeled after the sexual harassment terms under Title VII, the legislation doesn't make it easy to sue. "I set the bar higher for recovery—you need to show intent to harm," Yamada says. "We need to open this door carefully."

State Representative Danielle W. Gregoire JD '06, a former student of Yamada's, says that his work on policy in the workplace has had a ripple effect across the country and in Massachusetts. "It was at his urging that I co-sponsored his legislation to ban workplace bullying, and I'm happy to continue our work together to see this bill become law so we can better protect Bay State employees and make their lives better," Gregoire says. Variations on Yamada's legislation have been introduced in 30 states, and he's optimistic that support is growing. As students pack up their notes, Yamada says, "Maybe this is something whose time has come."



## INTRODUCING THE DEAN'S CABINET



Patricia M. Annino JD '81



Marc S. Geller JD '71



Joseph W. Glannon, Professor of Law



Ernst Guerrier BS '91, JD '94



Michael McCormack JD '72



Eric J. Parker JD '86



Lewis A. Sassoon JD '69



Janis Boyarsky Schiff JD '83



Miche Jean JD '15



George N. Keches JD '75



Konstantinos Ligris JD '01



Alan B. Sharaf JD '87



Kenneth J. Vacovec JD '75

# THE CHANGE AGENTS





## THE CHANGE AGENTS

### Introducing the Dean's Cabinet / By Tom Mashberg

In June, Dean Andrew Perlman established the Dean's Cabinet, described as a "distinguished community of loyal benefactors" who each pledge a major donation to the school and meet with Perlman to offer advice, enhance Suffolk's profile and encourage Law School friends and colleagues to advance Suffolk's mission. As of December 2016, the cabinet has 13 members.

"As the legal market—nationally and for our graduates—is changing, I reached out to the dean and I said, 'We need some jet fuel here to help propel our students—help them get an edge,'" says Lewis A. Sassoon JD '69, co-founder of Sassoon & Cymrot in Boston and a force behind the new cabinet. "The idea became really contagious, and we are already seeing positive results."

Patricia M. Annino JD '81, of Prince Lobel, says becoming an inaugural member was a natural extension of her years of involvement as a mentor to young lawyers and as a past president of the Suffolk Law Alumni Association.

"His vision is strong and unique," she says of Perlman, "and I think the direction he's taking is energizing the Law School. It's a critical time to support students."

Suffolk Law is not alone in implementing the Dean's Cabinet concept. Many universities have leadership committees whose members pledge generous sums, serve as ambassadors for their schools, and are honored by the university community, says Jeff Foss MPA '00, senior director in advancement, who worked with Sassoon and Perlman to create the Cabinet.

#### "SKIN IN THE GAME"

In this case, he says, members must pledge at

least \$50,000 and agree to five-year terms on the cabinet. Gift commitments can be completed through five annual contributions and must be fulfilled by the fifth year of service. "They're really putting skin in the game, both in terms of their financial commitment and their strategic advice," he says.

An enticing aspect of the financial pledge, cabinet members say, is that they can direct their donations to the programs of their choice. For some, that means putting money in the general fund; for others, it means supporting a specific scholarship or initiative.

Eric J. Parker JD '86, co-founder of Parker Scheer LLC, says he donated to the Accelerator-to-Practice Program, a three-year course of study that includes cross-training in law firm management and legal technology. "It's one of the most innovative and essential programs Suffolk has adopted," he says.

Another longtime benefactor, Ernst Guerrier BS '91, JD '94, who owns a practice in Dorchester, says, "It became clear right off the bat when Andy took over that we needed to make a commitment to him to ensure his success. So when they came to me, I jumped at the chance."

Guerrier is donating part of his gift to the Marshall-Brennan Constitutional Literacy Project. Students in the program learn constitutional law while simultaneously teaching it to Boston-area high school students in urban minority areas.

"Suffolk has done more for me than I could ever do for it," Guerrier adds. "Those who can pay the debt forward really need to step up and get into the habit of contributing."

#### "CAN'T SIT ON THE SIDELINES"

Konstantinos Ligris JD '01, founder of Ligris & Associates in Newton, says his \$50,000 will endow a scholarship "for someone who might not be able to afford to get a legal education otherwise." He says Suffolk Law immersed him in a "collaborative environment where people learn to work together and check their egos at the door."

"I can't just sit on the sidelines when a place like the Law School, which did so much for me, needs me most," he says, adding that alumni who want a voice in the school's future "have a duty to give back in terms of advice, financial support and strong feedback."

Sassoon said his donation would go mostly to scholarships and the general funds. Annino said hers would support a scholarship created by her family in honor of her aunt, the Barbara Connolly Hughes Memorial Scholarship, aimed at "Suffolk Law students currently working in education or a related field or to students who have a demonstrated interest in providing criminal defense counsel to the economically disadvantaged."

#### IT'S TIME TO ADAPT

Again and again, cabinet members said they felt they would never have achieved their professional and personal successes without their Suffolk Law education and that they embrace Perlman's vision for the School, which includes "developing a new curriculum to prepare law students for the 21st-century marketplace."

As Parker puts it, "The legal market is radically different than it was when I came up; we need to work together to help our school and our graduates adapt to the new normal. We all need to step up here."

## 1972

"We are happy to advise that our third grandchild has arrived," notes **Leonard Krulewich**. "Sawyer Lexington Fuller Krulewich joined her brothers Maverock Casey, 5, and Hudson Wallace, 2." Leonard is retiring at the end of 2016, and his wife, **Helen Krulewich JD '74**, retired in 2014.

## 1973

**Wesley S. Chused** has joined the Boston office of Preti Flaherty as a director focusing on transportation law.

**Robert W. Carlson** reports, "I am now Of Counsel to the law firm of James & Snider LLC in Jacksonville, Fla."

## 1974

**David G. Sacks**, a Probate and Family Court judge in Springfield, Mass., since 1986, has been named chair of the Trial Court's Standing Committee on Dispute Resolution by Trial Court Chief Justice Paula M. Carey.

## 1975

**Katherine Triantafillou**, a volunteer for Mediators Beyond Borders, presented a workshop on mediation and diversity, "Difficult Conversations: Looking Within," in Boston. She also conducted training sessions on building community mediation centers and public policy dialogues in Cambodia and the Czech Republic.

## 1977

**Kenneth A. Graham**, retired Assistant Attorney General for the State of Connecticut, has been reappointed by the Chief Justice of the Supreme Court of Connecticut to his sixth term of office as Connecticut Superior Court Trial Referee.

## 1978

Suffolk Law Practitioner in Residence **Christine Butler** has been selected as a 2016 recipient of the Leila J. Robinson award from the Women's Bar Association of Massachusetts. The award recognized Butler for "her outstanding work advocating for the rights of domestic violence survivors."

**Richard L. Few, Jr.**, an attorney for Smith Moore Leatherwood in Greenville, S.C., was included in the 2015 *Chambers USA Guide* as a leading lawyer in corporate mergers and acquisitions.

## 1980

**Lawrence D. Dietz**, General Counsel for San Jose, Calif.-based TAL Global, moderated a very successful panel, "Ransomware in Healthcare," at Cybertechnia in Beverly Hills. He was admitted to the D.C. Bar on May 13, 2016, complementing his memberships to the bars of the U.S. Supreme Court and the State of California.

**Thomas Madonna** was appointed Chair of the Rhode Island Supreme Court's Unauthorized Practice of Law Committee.

**Carla W. Newton** was named to the 2015 Massachusetts Top 50 Women Super Lawyers list.

**Kathleen M. O'Donnell**, of the O'Donnell Law Firm in Lowell, Mass., was recognized as a "Distinguished Lawyer" by the Expert Network.

## 1981

**Nancy F. Bern** has been named a board member of the School for Advanced Research in Sante Fe, NM. Bern recently retired from

IBM, where she worked as a Client Executive for American Express and AXA Financial. She currently serves on the board of New Mexico Women in the Arts.

**David E. Cherny**, a partner in the Boston law firm Atwood & Cherny PC, was included in *The Best Lawyers in America, 2016* for family and appellate law.

## 1983

"I continue to enjoy tutoring lawyers and law students in writing," writes **Joan Bohl**. "My newest client hails from Texas, so I now have clients in all parts of the country."

**James E. Carroll** was elected a shareholder in the Boston office of LeClairRyan LLC, a national law firm. Jim specializes in trial and appellate work, specifically, complex, multiparty litigation involving catastrophic losses and insurance coverage matters.

**The Hon. William M. Fitzpatrick**, Associate Justice for the Lynn, Mass., District Court, announces that his daughter, **Kaleigh C. Fitzpatrick**, has joined the ranks of Suffolk Law alumni. She received a juris doctor degree cum laude in May 2016.

**S. Catherine "Katy" Longley** joined the Jackson Laboratory in Bar Harbor, Maine, as Vice President and Chief Financial Officer following a 14-year career at Bowdoin College in Brunswick, Maine, and a legal career at Verrill & Dana LLP.

## 1984

**Anthony M. Cerreto** is a graduate fellow for the 2015-2016 program of the Hudson Valley (N.Y.) Pattern for Progress. The Fellows Program identifies Hudson

Valley leaders and enhances their ability to address issues facing nine New York counties.

**Mario Iglesias** joins the Fort Lauderdale, Fla., office of Burr & Forman LLP as a partner in the firm's Banking and Real Estate Group.

**Daniel J. Lemire** is pleased to announce that his son, Daniel P.A. Lemire, received his BSBA from the Sawyer Business School in June 2016.

## Virginia A. (Ginny)

**McCarthy** recently joined the Workers' Compensation Rating and Inspection Bureau of Massachusetts as General Counsel.

**Laurie Santorio-McNabb** writes, "For the past five-plus years I have served as the Registrar of the Dispute Tribunal for the UN Relief and Works Agency for Palestine Refugees, in Amman, Jordan, where I manage the operations of an administrative labor tribunal for 30,000 UN staff members."

## 1985

**Tony C. Clawson** is currently employed in roles including Co-Custodian of Records-Expert Witness for Redflex Traffic Systems and a closing manager at Kings Super Markets.

**John Farina**, a partner at Boyes, Farina & Matwiczzyk PA in Palm Beach Gardens, Fla., was selected a Top 100 Trust and Estates Lawyer for 2016 by the American Society of Legal Advocates.

**Robert Ferrieri** was named Chief Judge of the Rhode Island Workers' Compensation Court.

## 1986

**Ray Campbell** was appointed Executive Director of

the Massachusetts Center for Health Information and Analysis.

**The Hon. Michael DiChiro** is the Chief Judge of the Municipal Court in Johnston, R.I. He is a member of the board of commissioners for the Narragansett Bay Commission and serves on the Rhode Island Blue Cross Blue Shield board of directors.

**Donald R. Pinto** joined the Boston office of Pierce Atwood LLP as a partner.

## 1987

**Michael J. Donlan**, an attorney in the Portland, Maine, office of Verrill Dana LLP, was included in the 2016 edition of *The Best Lawyers in America* for litigation and real estate law.

**John F. Milton**, Vice President and General Counsel for Imprivata, Inc., in Lexington, Mass., was named an In-House Leader for 2016 by *Lawyers Weekly*.

## 1988

**Walter J. Ramos** was named president of Carney Hospital in Dorchester, Mass.

**Stephen G. Roche** was recently re-elected as a constable for the Town of Natick, Mass.

## 1989

**Felice Glennon Kerr** was appointed a Family Court judge in Delaware.

**Steven Minicucci**, Rhode Island Probate Judge for Warren, R.I., and a practicing attorney, was recently honored by the R.I. Institute for Labor Studies and Research with a prestigious Eagle Award for community service and outreach to the immigrant worker community.



1991

**Hon. James Caruolo** has been named Associate Justice of the Rhode Island District Court.

After serving in a number of roles in Massachusetts state government, most recently as General Counsel for State Auditor **Suzanne Bump JD '88**, **Gerry McDonough** has opened up his own legal practice in Cambridge.

**Robert Rivers** was named Family Law Lawyer of the Year for 2015 by *Best Lawyers*. He practices family law at Lee & Rivers LLP in Boston.

**John Valente** was appointed a Vermont Superior Court judge.

**Doreen Zankowski** has joined the Boston office of Duane Morris LLP as a partner focusing on litigation and construction law.

1992

**Sarah N.A. Camougis** has joined the Boston law firm Choate, Hall & Stewart LLP as a partner in the firm's Private Equity Group.

**Robert J. Howley**, president of the Law School Alumni Board of Directors, served as the Alumni Marshal at the 2016 Law School Commencement ceremony at the Blue Hills Bank Pavilion on the Boston waterfront. Howley said it was "the biggest honor in [my] professional life."

1993

**Bruce Lipsey**, of Epstein, Lipsey & Clifford PC, was named a 2015 Super Lawyer for his expertise in workers' compensation issues.

1994

**Jane E. Freedman**, Vice President and General Counsel for TechTarget, Inc. in Newton, Mass., was

named an In-House Leader for 2016 by *Lawyers Weekly*.

1995

**Mark J. Casey** was appointed Senior Vice President, General Counsel and secretary of the board of directors for Idera Pharmaceuticals in Cambridge, Mass.

1997

**Joyce Anagnos** was selected as an Ohio State Bar Foundation fellow for 2016-17. She was appointed to the Toledo Bar Association Board of Directors.

"I left the practice of law in 2008 to live more creatively," notes **Esther Piszczek**. "Since then, I've become a certified Zentangle teacher. Zentangle is a contemplative form of non-representational pattern drawing that is fun and relaxing. I teach Zentangle in Duluth, Minn., as well as sell and show my artwork in local galleries. My first coloring book is *Patterned Peace*."

Shrewsbury, Mass., resident **Erin (Moran) Shapiro** was selected for inclusion in *The Best Lawyers in America*, 2016 in the field of family law.

**Bronwyn L. Roberts**, a partner in the Duane Morris LLP Boston office, was appointed to the advisory board of the Massachusetts Commission Against Discrimination.

**Bari Zell Weinberger** has opened the Weinberger Law Group's fifth office in Mount Laurel, N.J. The law firm was featured on the cover of ALM's *Legal Leaders* for 2015 and named to the *NJBIZ* magazine's list of Best Places to Work in New Jersey for 2015.

1998

**Shannon Kirk**, E-Discovery Counsel at Ropes & Gray in Boston, has published a book, *Method 15/33*.

**John N. Lambros**, a family law partner at Brinkley Morgan, was named a 2016 Florida Super Lawyer and was listed among the 2016 Legal Elite by *Florida Trend* magazine.

**Stephen Pepe BS '95** co-authored an article, "'Orphan' Elders," published in *NAELA News* (vol. 28, no. 1).

**Augusto Cookie Rojas, Jr.** was named Senior Vice President/General Manager of the New Orleans Zephyrs baseball club, the Triple-A affiliate of the Miami Marlins.

**Adrienne K. Walker**, member of the Bankruptcy & Restructuring Practice of Mintz Levin, has been named a 2016 "Top Women of Law" honoree by *Massachusetts Lawyers Weekly*.

2000

**Erika Fitzpatrick** was appointed to the Bourne (Mass.) School Committee.

**Elissa Flynn-Poppey**, chair of the Government Law Practice at Mintz Levin in Boston, was named one of the "Top Women of Law" for 2016 by *Massachusetts Lawyers Weekly*.

**Mark J. Maier** joined the Washington, D.C., office of Kaye Scholer as a partner. He will lead the firm's National Security Practice.

**John E. Quigley BSBA '97** joined the Private Client Group at the Boston-based law firm Burns & Levinson LLP.

**John Verner** was named Supervisor of Special Homicide Investigations for the Massachusetts Suffolk

County District Attorney's Office. He works on cold case homicide investigations with Boston and Massachusetts State police.

2001

**Richard Brederson** was named a "Rising Star" by *Super Lawyers* magazine.

**Kevin Maltby** was named a shareholder at Bacon Wilson PC in Springfield, Mass.

2002

**Lisa Bond** was named a partner at Baker, Braverman & Barbadoro PC in Quincy, Mass., practicing in domestic relations, contract and personal injury law.

2003

**Eric Gyllenborg** was promoted to Director at Rackemann Sawyer & Brewster.

"I was presented with a Top Lawyers Under 40 award from the Hispanic National Bar Association and its annual national Corporate Counsel Conference in March," reports Suffolk University Trustee **Jessica Massey**.

**James McMahon** has been honored by *New Jersey Biz Magazine* as one of its 2016 Forty Under 40 honorees.

**Lee Peterson** was appointed a Massachusetts Probate and Family Court judge.

**Nakisha L. Skinner BS '98**, General Counsel for the Massachusetts Department of Transitional Assistance, was named an "In-House Leader" for 2016 by *Lawyers Weekly*.

2004

**Kelly Aylward** was elected a partner at Tarlow Breed Hart & Rodgers PC, a Boston-based law firm.

**Dana Flynn**, a director in Group Tax at UBS AG

in Stamford, Conn., was named a member of the Information Reporting Program Advisory Committee by the Internal Revenue Service.

**Marren Sanders** is the Associate Dean of Academic Outcomes at Arizona Summit Law School.

**Jonathan Slawsby** married Lisa Oseychik in a ceremony at Caneel Bay, St. John (U.S. Virgin Islands), on April 9. **Kyle DeValerio JD '04** was a groomsman. **Matt Tisdale JD '04**, **Brian Degan JD '04**, **Adam Stewart JD '04**, **Theodore Hook JD '04**, **Jeremiah Johnston JD '04**, **Alyson Bagley JD '04**, **Professor Sabrina DeFabritiis JD '02** and **Carl Fumarola JD '03** all attended.

2005

**Jennifer L. Bogacki** has become a shareholder and principal at the Vernon Law Firm PA. Jennifer maintains a general practice focusing primarily on immigration and employment matters. She resides in Greensboro, N.C., with her husband, Jared, and their two daughters.

**Suzanne Duni-Briggs** married Peter Briggs in October 2014. They live in East Greenwich, R.I. Suzanne is Director of Law Prevention for Lifespan Corporation in Providence, R.I.

**David Friedman** was promoted to Director at Rackemann Sawyer & Brewster in Boston.

**Keith K. Grissom** has joined Greensfelder, Hemker & Gale PC in St. Louis, Mo., as an associate in the firm's Trusts and Estates Practice Group.

**Natalie H. Mantell** was named Director, Products Liability at Gibbons PC in Newark, N.J. She is

president-elect, 2016-17, for the New Jersey Defense Association.

**Jason Wiener** and his wife, Meghan Edwards, welcomed their first child, Alden Darrow, on February 16. Parenthood has brought a new source of passion, inspiration and drive to Jason's work as the president of his eponymous law firm, which is celebrating its third year as a successful social and environmental enterprise boutique law and consulting practice.

**Robert Ziemian** was named a partner in the Denver, Colo., office of Haynes and Boone LLP, where he is a member of the Intellectual Property Practice Group.

## 2006

"After experience with the Worcester (Mass.) District Attorney and eight years with a local firm, I have opened my own law office in Worcester focusing on trial work in the areas of criminal defense and personal injury," reports **Leonardo Angiulo**.

**Ann Hetherwick Cahill** has joined the Private Client Group at the Boston-based law firm Burns & Levinson LLP.

**Linda T. Cammuso**, a partner at the Worcester-based Estate Preservation Law Offices, was elected president of the Montachusett Estate and Retirement Planning Council.

**Fangli Chen** has joined the Boston office of the international law firm Proskauer as a partner and Vice Chair of its Life Sciences Patent Law Practice.

**Vincent Lorenti** was appointed Director of the Office of Community Corrections, a division of the

Massachusetts Probation Service.

## 2007

**William F. Lyons, Jr.**, joined the Real Estate Group at the Boston-based law firm Burns & Levinson LLP.

**Michael Koehler MPA '07**, an associate at the Boston law firm Keegan Werlin LLP, has joined the Boston Bar Association's Class of 2016-17 Public Interest Leadership Program.

## 2008

**Chris Cornetta** is a partner with the law firm of Cornetta Babine LLC in Danvers, Mass.

**Stephanie L. Everett** received the Boston Bar Association's 2015 Beacon Award for Diversity & Inclusion.

**Michael Murray** was named Executive Vice President of Hockey Operations for the American Hockey League.

**Sheriece M. Perry** received the Boston Bar Association's 2015 Beacon Award for Diversity & Inclusion.

**David Raymon** has joined the Boston-based law firm Burns & Levinson LLP as an associate in the Trusts & Estates Practice and the Private Client Group.

**Natasha Walwyn-Robinson** received the Boston Bar Association's 2015 Beacon Award for Diversity & Inclusion.

## 2010

**Sheena Foye** joined Brown & James PC, in Kansas City, Mo., as an associate focusing on commercial litigation, insurance law and the defense of civil lawsuits.

**Stephen Hall** received the Boston Bar Association's 2015 Beacon Award for Diversity & Inclusion.

**Christine Hammer** serves as an Attorney Advisor in the Office of Science and Technology at the White House.

**U.S. Army Captain Brian Kelly** deployed for a year in June as the Command Judge Advocate to Joint Task Force Bravo in Central America, while his wife, **Jessie Pellegrini Kelly JD '10**, serves as a civilian attorney for the U.S. Army Medical Command at Fort Meade, Md.

**Casey Lyons** and **Dan Sieck JD '10** married on August 29, 2015, at Loon Mountain in Lincoln, N.H. In attendance at the wedding were **Ben Maki JD '10**, **Mike Lafleur JD '11**, **Phil Pulitzer JD '10**, **Paul Connors JD '10**, **MBA '10** and **Rachel Connors JD '09**.

**Heidi Seely**, an associate at Rackemann Sawyer & Brewster in Boston, has co-authored a book, *The Boston Trustee*.

## 2011

This past spring, **Claire McClintock** opened McClintock Law, a real estate and probate practice located just a couple of doors down from Suffolk. She still lives in Charlestown with her dog, Bobcat, and is enjoying growing her practice.

## 2012

**Christopher Abbott** has joined Weil, Gotshal & Manges LLP, in Washington, D.C., as an associate in the Global Antitrust and Competition Group. He was elected as a member of the Suffolk University Law School Alumni Board of Directors for the 2016-17 academic year.

"I am a fourth-year asset management associate at Ropes & Gray LLP here in Boston," writes **George**

**Baxter MSF '07**. "I live in Hingham with my wife, Nicole, and our four kids: George (10), Charlotte (8), Libby (6) and Margaret (1)."

**Derek M. Gillis** joined the Business Litigation Group at the Boston-based law firm Burns & Levinson LLP.

"I am currently employed at the Massachusetts Executive Office of Education, working primarily in employment law and labor relations," reports **Monica Javia**. "I also recently had a beautiful baby girl in February!"

**Tiffany A. Reiter**, an associate in the Boston office of Fish & Richardson, was selected to attend the Leadership Council on Legal Diversity's 2016 Pathfinders program.

**Monica Shah** received the Boston Bar Association's 2015 Beacon Award for Diversity & Inclusion.

## 2013

"Since graduating, I joined the Peace Corps as a Community Development Specialist and am currently serving in Armenia," reports **Brian Badgley**. "I have had the privilege of working on many incredible projects here. I have helped to build a center for children with disabilities, through the aid of both the U.S. and Polish embassies. I have also assisted in founding a country-wide initiative to teach girls leadership and human rights through soccer."

**Matthew Bown** has joined the Boston office of Hermes Netburn O'Connor & Spearing PC as an associate focusing on litigation, insurance law and professional liability.

**Allyson Holmes** has joined Smith Green & Gold LLP, in Pittsfield, Mass., as an associate focusing on estate

planning, estate administration and real estate.

**Anna Lusardi**, an assistant district attorney for Massachusetts' Suffolk County, received the Paul McLaughlin Advocacy Award for Top Prosecutor in recognition of her outstanding trial work during the 2016 Advanced Trial Training Program.

**Kristi Panduku** began working at Erskine & Erskine in April. His practice focuses on estate planning, wealth management, trust administration and estate administration for individuals, as well as business planning, strategy and tax planning, and succession planning for small businesses.

"On June 15, at 8:34 a.m., my wife and I welcomed our second child, Riley Walter Lubomyr Zozula, weighing in at an impressive 8 pounds, 10 ounces and 20.25 inches long," reports **Nicholas Zozula**. "Everyone is doing great and in love with our little dude."

## 2014

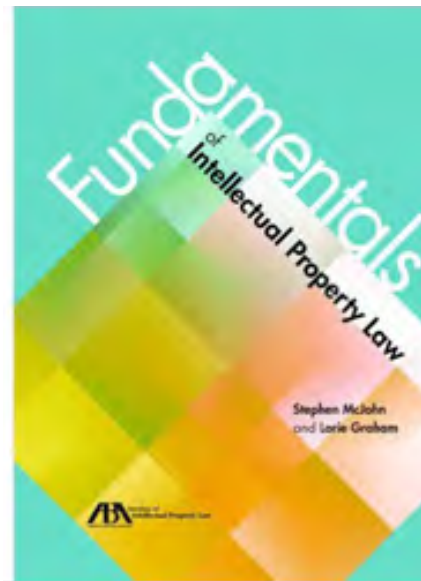
**Sammy Nabulsi** has been elected as a member of the Suffolk University Law School Alumni Board of Directors for the 2016-17 academic year. He is an Assistant Corporation Counsel for the City of Boston.

**Pavan Nagavelli** has been elected as a member of the Suffolk University Law School Alumni Board of Directors for 2016-17. He is an associate at Morrison Mahoney LLP in Boston.

## 2015

**S. Grant Bowen** has joined Baker, Braverman & Barbadoro PC, in Quincy, Mass., as an associate in business and corporate law, intellectual property, finance and litigation.





## *The Information Age's Go-To Guide for IP Law*

IP law offers a tangle of new concerns: software as a service, social media contracts, mass-market licenses, and Safe Harbor 2.0, to name just a few. Adding to the complexity, different countries take their own approaches. Law practitioners and academics alike are finding up-to-date guidance on the issues in **Prof. Michael Rustad's** 2016 edition of *Software Licensing, Cloud Computing Agreements, Open Source, and Internet Terms of Use: A Practical Approach to Information Age Contracts in a Global Setting*. The co-director of the Intellectual Property Law Concentration at Suffolk Law, Rustad offers insight into the book's issues by way of podcasts produced by Suffolk Law's *Journal of High Technology Law*.

## *And the Guide for Beginners*

Future IP lawyers will someday benefit from Rustad's book, but first, they'll get their introduction through *Fundamentals of Intellectual Property Law*, a new textbook written by Suffolk Law professors **Stephen McJohn** and **Lorie Graham**. The trick for engaging undergraduates, the authors determined, is to examine practical questions such as: Are Neanderthal genes patentable? May a fan write *Harry Potter 8*? And could Amazon.com shut down Amazon Books, a women's bookstore?

## + FACULTY BOOKS (2015-16)

**Karen Blum** *Local Government Liability Under Section 1983*, Volumes One and Two, Practising Law Institute: 33rd Annual Section 1983 Civil Rights Litigation (2016).

*Police Misconduct, Law and Litigation*, Avery, Rudovsky, Blum & Laurin (3d ed. 2016-17).

*Section 1983: Qualified Immunity*, Volumes Three and Four, Practising Law Institute: 33rd Annual Section 1983 Civil Rights Litigation (2016).

**Steven Ferrey**, *The Law of Independent Power* (New York & London: Thomson Reuters/West Publishing Co., 36th ed. June 2015, 37th ed. October 2015, 38th ed. 2015, 39th ed. 2016, 40th ed. 2016).

### **Dwight Golann**

*Lawyer Negotiation: Theory, Practice, and Law* (co-author) (Wolters Kluwer, 3d ed. 2016).

*Mediation: The Roles of Advocate and Neutral* (co-author) (Wolters Kluwer, 3d ed. 2016).

*Resolving Disputes: Theory, Practice, and Law* (co-author) (Wolters Kluwer, 3d ed. 2016).

**Andrew Perlman**, *Regulation of Lawyers: Statutes and Standards* (with Stephen Gillers and Roy D. Simon) (Aspen 2016).

### **Michael Rustad**

*Computer Contracts* (5 volume set) (Matthew Bender and Co., 2015 and 2016 editions).

*Global Internet Law Hornbook* (West Publishing Co., 2d ed. 2015).

*Global Internet Law in a Nutshell* (West Publishing Co., 3d ed. 2015).

*Software Licensing* (Lexis/Nexis IP Law & Strategy Series, 2015 and 2016 eds.).

# IN MEMORIAM

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**Stephen J. Bandoian**  
BS '70, JD '74

**Robert D. Bowes Sr.**  
BSJ '52, JD '63

**Peter F. Brady**  
JD '89

**Edward Bray**  
JD '58

**Charles W. Brides**  
AA '48, JD '51

**Maureen Calkins**  
JD '94

**Hon. Dorothy Allison Caprera**  
JD '59, HLLD '78

**Robert J. Carnes**  
JD '79

**John A. Carnevale**  
JD '90

**Frank J. Carolan**  
JD '72

**Patrick R. Carroll**  
JD '69

**William Clements**  
JD '76

**Patrick J. Connolly**  
JD '93

**Thomas F. Connors**  
JD '78

**John M. Cooney**  
JD '90

**Hon. James E. Cradock**  
JD '70

**Richard A. Cutter**  
JD '72

**George R. Day**  
BSBA '53, JD '57

**Kathy DeSisto**  
JD '82

**William M. Dolan**  
JD '69

**David W. Dugan**  
JD '84

**Rev. Amy E. Edwards**  
JD '89

**Ivan L. Ericson**  
JD '87

**Elque L. Falkner**  
JD '54

**David F. Flaherty**  
JD '65

**Thomas Frates**  
JD '67

**Joseph E. Gallucci Sr.**  
JD '58

**John P. Garan**  
JD '75

**Christine M. Giordano**  
JD '02

**Jay S. Goodman**  
JD '78

**William E. Halmkin**  
JD '74

**Michael P. Healy**  
JD '71

**Thomas F. Healy**  
JD '79

**Jerome D. Jackson**  
JD '87

**Peter E. Jensen**  
JD '70

**Bruce K. Johnson**  
JD '66

**Marion Marcel Kearns**  
JD '82

**James L. Lalime**  
BS '58, JD '60

**Peter A. Lizotte**  
JD '80

**David R. MacKay**  
JD '70

**David M. Mahoney**  
JD '70

**Russell L. Mahony**  
BA '57, JD '60

**Richard E. McCue**  
JD '67

**Erland McLetchie**  
JD '75

**Ferdinand J. Molak, Jr.**  
JD '76, MBA '81

**Barbara Neuman**  
JD '83

**Vincent Oddo**  
JD '80

**James A. O'Donovan**  
JD '53

**Laurence Packenham**  
JD '80

**John W. Pendergast**  
BSBA '70, JD '76

**Peter J. Philliou**  
JD '75

**Victoria Scoville Price**  
JD '86

**Michael R. Rezendes**  
JD '80

**Charles H. Riley Jr.**  
JD '67

**Nina J. Rosen**  
JD '80

**Margaret Ellen Ross**  
JD '99

**Robert B. Serino**  
JD '69

**Kathleen Norie Smith**  
BA '71, JD '76

**Richard R. Szpak**  
JD '92

**Hon. William J. Tierney**  
BA '61, JD '63, HLLD '97

**Hon. David T. Turcotte**  
JD '74

**Harold Vaughan**  
JD '68

**John T. Walsh, Jr.**  
JD '67

**William E. Walsh**  
BA '64, JD '68

**Drew Zabriskie**  
JD '78



# TRIBUTE

## JOYFUL SPIRIT

Remembering Professor Charles P. Kindregan / June 18, 1935–April 19, 2016



In 2016, even as his health was failing, Professor Charles (Charley) Kindregan was set on co-teaching a new family law course with Associate Clinical Professor Maritza Karmely. “He wanted to get back into the classroom,” says Karmely, “even if he couldn’t do it full time.”

That optimism and vitality marked Kindregan’s career of almost 50 years at Suffolk Law, during which he mentored generations of students and junior faculty, shaped the school’s nationally known clinical program, served as associate dean, and built a national reputation as a prescient, prolific family law scholar. “Charley thought he had the best job in the world, and he loved it,” says his former student and long-time colleague, Professor Karen Blum JD ’74. “He always had a smile—he would always give you the bright perspective on life.”

He brought that same cheerful energy to family life with his wife, Patricia Anne Kindregan MPA ’77, who died in 1998, and their two sons and two daughters. Even when rousing four sleepy children for school, “he was always in a good mood, talking about the glorious morning in front of us,” says his son Charles (Chad) Kindregan JD ’89, a Boston-based trial lawyer. His father balanced personal life and work admirably,

Chad says, making time for his family, and acting as his wife’s devoted primary caretaker after she was stricken by ALS (Lou Gehrig’s disease), while continuing to produce books and articles “at a fantastic pace.”

“I’ve never met anyone as prolific in terms of his scholarship—his breadth of knowledge was incredibly expansive,” says Maureen McBrien JD ’03, who co-taught family law courses with Kindregan for nine years and co-authored, with Kindregan and his daughter Patricia A. Kindregan BA ’91, JD ’94, the four-volume *Family Law and Practice with Forms* (3rd edition). As far back as the 1960s, says McBrien, Kindregan was predicting the impact of reproductive technologies on family law, and the two later co-authored the ABA’s *Assisted Reproductive Technology: A Lawyer’s Guide to Emerging Law and Science* (2006, 2nd edition 2011.)

Retired litigation attorney Ted Schwartz JD ’69 was a student in Kindregan’s first *Wills and Trusts* class in the fall of 1967. They bonded quickly over their shared Philadelphia heritage and fondness for cheesesteaks and soft pretzels. Kindregan’s teaching technique required students not only to recite the facts in a case, but also to “postulate the position of one side and then the other,” an approach that Schwartz later used in his own teaching, to Kindregan’s delight. Another keen student of Kindregan’s teaching and coaching skills, who also became a lifelong friend, was Robert (Bob) Ward JD ’78, formerly dean of the University of Massachusetts School of Law and now in private practice in Boston. Kindregan invited Ward to be his



assistant coach for Little League in 1979. During the four years they coached together, their team won four titles. “Charley’s strength was talking to the players, building their confidence,” says Ward.

With a characteristic self-deprecating laugh, Kindregan told a Suffolk Oral History Project interviewer that he had been a runner in college until his coach said, “You’re getting a little heavy. You might want to try shot-putting.” His joy in good food and drink limited his athletic potential, and though he loved to watch his family ski at Sunday River near their vacation home in Bethel, Maine, he never skied himself, joking that “if we’d been meant to ski, we’d have been born with boards on our feet.”

At the family’s vacation home in Maine, Kindregan would sit out on the porch with a pile of books and visit with the many neighbors who would drop by. “He just had that ability to strike up relationships anywhere in the world,” Chad says. Back in Boston, Kindregan rented a cabana at the Charles River Health Club. “He was never in the pool, he was never exercising,” recalls fellow club member Karen Blum, laughing. “He’d walk in with his books, go sit in his cabana, in a far corner in the shade, and just relax and read all day.”

Many of the books would be on the American Civil War, a passion of Kindregan’s since his studies as a history major at La Salle University in Philadelphia. A highlight of his year was his annual visit to the Civil War Institute summer conference at Gettysburg College, says his son. Attending the gathering one broiling summer day, Kindregan collapsed from heat exhaustion on the Gettysburg battlefield, after which he would joke that he had “fallen in the cornfield at Gettysburg.”

“You could ask him anything about the Civil War, and he knew the specifics of every battle,” says Blum, but Kindregan’s interest went beyond military topics. Associate Dean Ilene Seidman remembers being his guest at a talk he gave at the Union Club on women and the Civil War.

“If I had to choose one word for Charley, it would be ‘kind,’” says Seidman. She recalls how, on a faculty/alumni trip to Cuba in 2004, Kindregan joyfully immersed himself in Cuban history, met local lawyers and judges, and drew attention in the streets for his striking resemblance to “Papa” Ernest Hemingway, who lived near Havana on and off from 1939 to 1960. “He loved the kids pointing at him in the street and saying ‘Papa,’” she says. But he would also often stay behind to provide company for an older faculty member who had difficulty keeping up with the group. “He was always aware of when somebody might need a little help,” says Seidman.



Karmely marvels at “how intuitive he was in terms of students’ needs, even though he was a man in his late 70s who could easily have lost touch with what it was like to be a student.” Kindregan never lost touch, and his legacy of humor, human kindness, and insatiable intellectual curiosity will live long at the Law School he served and loved for nearly half a century.

*Charles Kindregan’s spirit of practical generosity lives on in the Charles Kindregan Memorial Fellowship, which will provide a summer- or semester-long stipend to a student who is working in the area of family law. Students will be selected from among applicants who have demonstrated excellence in the study of family law and a commitment to practicing in this field upon graduation. This legacy fund will be sustained by donations. To inquire about honoring Professor Kindregan through this fellowship, please contact Jeff Foss MPA ’00, Senior Director, Corporate & Foundation Relations at 617-573-8441, [jpfoss@suffolk.edu](mailto:jpfoss@suffolk.edu).*



# ALUMNI NEWS

## Alumni Dinner and Awards Ceremony

Saturday, October 15, 2016  
Ritz-Carlton Boston Common Hotel, Boston

Nearly 200 members of the Suffolk Law community gathered at Boston's Ritz-Carlton Hotel for a celebratory evening where we honored three extraordinary alumni for their achievements and service as well as recognized the distinguished contributions of our alumni members of the judiciary.



Alumni Honorees: Adam Foss JD '08; Stephani Hildebrant JD '00; and Hon. Gustavo A. Gelpi JD '91, HLLD '06



Smith Utubor; Ernst Guerrier BS '91, JD '94, Member, Dean's Cabinet and Alumni Board of Directors; and Dionne Osei JD '17



Hon. Michael Bolden JD '78; Adam Foss JD '08; and Karen Blum JD '74, Professor of Law



Kate Clayman JD '09; Marisa Kelly, Acting President; Hon. Stacey Fortes JD '90; John Dodge JD '89; and Hon. Amy Nechtem JD '85, Trustee



Robert Howley JD '92, President, Alumni Board of Directors, Law School and Joseph Delisi BS '04, JD '10 President, Alumni Board of Directors, College of Arts and Sciences



Andrew Perlman, Dean; Hon. Gustavo A. Gelpi, JD '91, HLLD '06; and Kenneth Gear, BSBA '89, JD '95 Vice President, Alumni Board of Directors



Stephani Hildebrant JD '00 and Jessica Massey JD '03, Alumni Trustee

## Alumni Reunion Night

Friday, June 10, 2016  
New England Aquarium, Boston

More than 350 alumni gathered at the New England Aquarium to celebrate Reunion Night and the life aquatic.



Thomas Barrett and Renée Landers, Professor of Law



Judy Song Losey JD '11; Radu Brestyan JD '11; Shah Nizami JD '11; and Keerthi Sugumaran JD '11.



Steven Wollman JD '78 and Hon. Bonnie MacLeod JD '72



Jolethia Rogers JD '16; Bennett David JD '15, MBA '15; Krissie Gibbs; and Dominic Yee JD '15



Abdellatif Banaja JD '16 and Sebastian Royo, Acting Provost



Alumni from the class of 1986 celebrate their 30th reunion at the New England Aquarium.



### Half-Century Club Luncheon

Friday, June 10, 2016  
Omni Parker House Hotel, Boston

At this annual tradition, Suffolk honored members of the Class of 1966, as well as alumni celebrating their 51st reunion or higher.



Angelo Fisichella JD '66; Daniel G. Harrington BSBA '59 JD '65; and Daniel M. Harrington BSBA '89, JD '94



Carolyn Lichtenstein; Mark Lichtenstein JD '60; Ann Der Marderosian BA '60, HDHL '06; and Armen Der Marderosian BA '58, JD '60, HDHL '06

### Annual Harry H. Dow, JD '29 Immigration Law Lecture Series

Thursday, November 10, 2016  
Sargent Hall, Boston

Suffolk Law's annual lecture series honors Harry H. Dow's distinguished career as a lawyer, activist, mentor and defender of immigrants' rights. The Dow Memorial Scholarship supplements tuition costs for a student who has demonstrated interest in public interest or immigration law.



Frederick Dow (son of Harry H. Dow, JD '29) and Samantha Marie Gallardo JD '18, Recipient of the Harry H. Dow Memorial Scholarship Award



Alumni, students and members of the Suffolk Law community attended the 3rd Annual Harry H. Dow Lecture at Sargent Hall.

***Suffolk Law Review***  
**is turning 50!**

**Celebrate this impressive  
milestone with the  
Suffolk community on  
Thursday, April 20, 2017**

**Email [lawalumni@suffolk.edu](mailto:lawalumni@suffolk.edu) for more information.**



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Questions? Please call 617-573-8445.