



ANNUAL

Induction Ceremony

CLASS OF 2025

DENVER, COLORADO
SATURDAY, NOVEMBER 15, 2025

PROGRAM

Welcome Cynthia E. Nance, *President*

PROCESSION OF NEW FELLOWS

Joined by Officers of the College:

Cynthia E. Nance, *President*
Barbara J. D'Aquila, *Vice President*

Yona Rozen, *Secretary*
Cynthia N. Sass, *Treasurer*

Formal Induction of the Class of 2025 Cynthia E. Nance, *President*

DINNER

2025 Law Student Writing Competition Winner Barbara J. D'Aquila, *Vice President*

ALLISON HUANG

Cornell Law School, Graduating May 2026

Recognition In Memoriam of John Prescott LeCrone Judith Droz Keyes, *Fellow*

Congratulations to New Fellows and State of the College Cynthia E. Nance, *President*

CELEBRATION OF THE CLASS OF 2025

Please join us for dessert and drinks at the program's conclusion.

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*Maurice Wexler - 2009
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*Robert M. Dohrmann - 2003
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Harold J. Datz - 2001
Vicki Lafer Abrahamson - 2000
*Donald P. MacDonald - 1999
*Charles A. Powell, III - 1998
*Stephen E. Tallent - 1996, 1997

**Deceased*

The Board of Governors would like to acknowledge the hard work and dedication of the members of this year's Circuit Credentials Committees.

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Carolyn Cairns
Jeffrey P. Chicoine
Therese Lawless
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M. Patricia Gallivan, KC
Theodore Goloff
Raylene Palichuk
*Susan M. Ursel
Douglas J. Wray

*Signifies Committee Chairperson

The College would like to recognize and thank those firms, organizations, and individuals who have financially supported College endeavors during the past year by either hosting a College event or serving as an event sponsor.

Their support helps us to pursue our mission of
Leadership for Greater Purpose:

Akerman LLP

Cozen O'Connor

The Employment Law Group

John Higgins & Rosemary Pye

Cynthia E. Nance and
University of Arkansas School of Law

Rubin and Rudman LLC

Signature Resolution

Sherrard Kuzz LLP

Upton & Hatfield

IN MEMORIAM – FELLOWS LOST IN THE PAST YEAR

Vincent J. Apruzzese
Liberty Corner, New Jersey
Inducted 1996

Robert A. Blackstone
Bellingham, Washington
Inducted 2006

Edward D. Buckley
Atlanta, Georgia
Inducted 2010

James Burstein
Chicago, Illinois
Inducted 1997

Victor A. Cavanaugh
Atlanta, Georgia
Inducted 2005

Bennett W. Cervin
Dallas, Texas
Inducted 2008

Laurence J. Cohen
Washington, DC
Inducted 1996

Ronald S. Cooper
Alexandria, Virginia
Inducted 1997

Clifton Elliott
Kansas City, Missouri
Inducted 1997

Carl B. Frankel
Pittsburgh, Pennsylvania
Inducted 1996

Eugene S. Ginsberg
Garden City, New York
Inducted 2001

Joseph R. Grodin
Berkeley, California
Inducted 2006

James E. Hautzinger
Denver, Colorado
Inducted 1999

Stephen J. Holroyd
Philadelphia, Pennsylvania
Inducted 2018

John P. LeCrone
Los Angeles, California
Inducted 2015

Michael J. Lotito
San Francisco, California
Inducted 2017

Pierre E. Moreau
Montreal, Quebec
Inducted 2013

George T. Roumell, Jr.
Grosse Pointe Farms, Michigan
Inducted 1998

Thomas F. Sonneborn
Springfield, Illinois
Inducted 2003

Arnold R. Weber
Evanston, Illinois
Inducted 2002

Jack Whitacre
Kansas City, Missouri
Inducted 1997

THE COLLEGE OF LABOR AND EMPLOYMENT LAWYERS

MISSION STATEMENT

The College of Labor and Employment Lawyers is a fellowship of the most accomplished members of the labor and employment law community. Its mission is

- *To promote achievement, advancement, and excellence in the practice of labor and employment law;*
- *To establish by example high standards of professionalism and civility for the practice of labor and employment law;*
- *To share our experience and knowledge to improve existing systems of dispute resolution and conflict management and to develop new ones;*
- *To recognize and honor distinguished members of the labor and employment law community;*
- *To convene meetings and sponsor programs to pursue our mission, to induct new members, and to celebrate our fellowship; and*
- *To act as a resource of labor and employment law knowledge, skills, experience, and history for the bar, for academia, for government, for the judiciary, and for the community at large.*

FELLOWS INSTALLATION CHARGE

By accepting fellowship in the College I commit myself -

To maintaining the highest standards of professional conduct;

To absolute integrity in all I do;

To excellence in the practice of labor and employment law; and

To advancing the College's ideals of civility and professionalism.

*The Fellows of the
College of Labor & Employment Lawyers
extend a hearty congratulations
to the newest members of our organization.*

*We recognize your
achievements and accomplishments,
ones that have been found by your peers
to warrant this distinguished honor.*

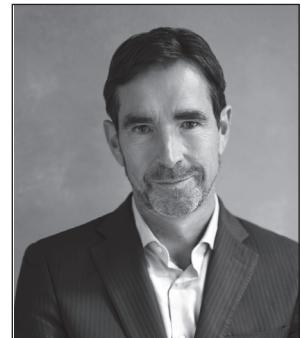
Fellows - Class of 2025

Gregg McLean Adam

Union

Messing Adam Jasmine & Shore LLP
San Rafael, California

Born in Scotland and a graduate of Edinburgh University and UC Hastings, Gregg has spent his career representing California public employee unions. His work spans litigation, bargaining, and strategic counsel. He has litigated in the US Supreme Court and argued three California Supreme Court cases, and in 2024 secured the largest public employee settlement in state history. Gregg is grateful to clients and colleagues who made this honor possible.



Mark Asbell, KC

Neutral

Asbell Dispute Resolutions Inc.
Sherwood Park, Alberta

Mark is a former Chair of the Alberta Labour Relations Board, now an arbitrator and mediator in Edmonton, Canada. He honed his craft when he went from zero to five kids in 20 minutes, give or take an “I do!” He formerly served on many boards, but otherwise became occupied at fields, gyms, and arenas coaching, driving, or cheering on the kids in everything from dancing, to music recitals, lacrosse, hockey, basketball, and football.



David S. Baffa

Management

Seyfarth Shaw LLP
Chicago, Illinois

Dave has been an employment lawyer at Seyfarth for over thirty years and chairs the Workplace Counseling & Solutions Practice Group. Dave devises innovative compliance tools, processes and resources relied on by Seyfarth lawyers and clients, advises on workforce restructuring, global pay equity, big data and nationwide compliance matters. A *Legal 500* “Hall of Fame” inductee, Dave is a trusted advisor offering practical, business-focused solutions to clients navigating complex challenges.



Jana S. Baker

Management

Ogletree Deakins Nash Smoak & Stewart, PC
Dallas, Texas

Jana Baker is a long-time Shareholder at Ogletree Deakins, a leading national law firm representing employers. She oversees a robust practice in Dallas, Texas, assisting clients with legal compliance across the US. Her practice includes advice and counsel, drafting policies and contracts, conducting investigations, handling agency charges and audits, and litigating in federal and state court. She is a regular speaker at national seminars.



Allison D. Balus

Management

Baird Holm LLP
Omaha, Nebraska

Allison (“Allie”) Balus’s practice has focused primarily on defending national and regional employers against a wide array of employment and other claims. She has considerable experience defending clients in class and collective actions, particularly those involving wage and hour and ADA claims. She is a partner at Baird Holm, LLP, in Omaha, Nebraska, where she and her husband, Matt, are raising four daughters.



Lisa Barré-Quick

Management

Apruzzese, McDermott, Mastro & Murphy, PC
Warren, New Jersey

Lisa Barré-Quick is a partner at Apruzzese, McDermott, Mastro & Murphy, PC, advising clients on the spectrum of employment law issues to facilitate compliant, collaborative, inclusive, and litigation free workplaces. When litigation cannot be avoided, she vigorously defends harassment, discrimination, retaliation, wage and hour, and other employment claims in various forums. Ms. Barré-Quick is an experienced investigator and trainer and a frequent writer and speaker on employment law topics.



Bryan K. Benard

Management
Holland & Hart LLP
Salt Lake City, Utah

After beginning his legal career in California, Bryan returned to Utah in 2001 joining Holland & Hart LLP to help build its Utah employment practice. He provides sound advice to clients on thorny workplace issues, and defends employers in all types of employment litigation, with particular emphasis on wage and hour collective actions. Bryan has served on his firm's Management Committee and as the Labor & Employment Practice Group Leader.



Susan Bisom-Rapp

Law Professor
California Western School of Law
San Diego, California

Susan Bisom-Rapp is the Dean Steven R. Smith Professor of Law at California Western School of Law. She teaches workplace law courses and torts. An international and comparative workplace law scholar, she received the 2019 Paul Miller Award for Outstanding Contributions to Labor and Employment Law Scholarship. Susan has taught in China, France, and Italy. She received her JD from UC Berkeley, and her LLM and JSD from Columbia University.



Cynthia A. Bremer

Management
Ogletree Deakins Nash Smoak & Stewart, PC
Minneapolis, Minnesota

Cynthia Bremer is a shareholder with the Minneapolis office of Ogletree Deakins, which she co-founded in 2010. Cynthia serves as co-chair of the firm's Healthcare Industry Group and is on the steering committee of the Workplace Investigations and Organizational Assessments Practice Group. She has significant experience defending employment law claims, conducting investigations, and advising and training employers in nearly all facets of employment law.



Lisa Stephanian Burton

Management

*Ogletree Deakins Nash moak & Stewart, PC
Boston, Massachusetts*

Lisa Stephanian Burton is the managing shareholder of the Boston and Portland, Maine offices of Ogletree Deakins. She works closely with clients to develop effective strategies for litigating and resolving legal actions, approaching each case zealously and strategically with a steadfast commitment to client service. She actively advises, counsels, trains and conducts investigations for clients on a wide variety of employment issues with the goal of avoiding litigation.



Kathleen McLeod Caminiti

Management

*Fisher & Phillips LLP
Berkeley Heights, New Jersey*

Kathleen McLeod Caminiti is a partner of Fisher Phillips, a national labor and employment firm, in the New Jersey and New York offices. Kathie co-chairs both the Wage and Hour and Pay Equity practice groups and represents clients throughout the country. She has extensive experience handling all aspects of employment litigation, including defending individual plaintiff discrimination and benefits claims, as well as class and collective action litigation.



Michael G. Canaras

*Management / In-House Counsel
The Home Depot
Atlanta, Georgia*

Michael Canaras has practiced employment and labor law for thirty-four years and is currently an Associate General Counsel for The Home Depot. Michael graduated from Tulane University and the University of Michigan Law School. He is active in the American Bar Association and is currently on the Board of the American Employment Law Council. Michael also serves on the Board of the Georgia Justice Project.



Erin M. Connell

Management

Orrick Herrington & Sutcliffe, LLP
San Francisco, California

Erin M. Connell is co-chair of Orrick's Equal Employment Opportunity ("EEO") Compliance Group and Pay Equity Task Force. She represents employers in high stakes employment litigation and specializes in class action defense and systemic discrimination government investigations. She also regularly advises employers regarding pay equity, pay transparency, EEO best practices, and the use of AI in employment decision making.



Paul P. DeCamp

Management

Epstein Becker & Green, PC
Washington, DC

Paul DeCamp co-chairs his firm's national wage and hour practice. A former Administrator of the US Department of Labor's Wage and Hour Division, he has three decades of experience litigating class and collective actions across the country, challenging agency actions, defending investigations, and helping businesses develop compliant pay practices. He frequently testifies before Congress, speaks at conferences, and provides commentary to the media. He also plays bass in a band.



Lori L. Deem

Employee

Hughes Socol Piers Resnick & Dym, Ltd.
Chicago, Illinois

Lori L. Deem, a Shareholder with Hughes Socol Piers Resnick & Dym, Ltd., represents senior executives in a wide variety of employment matters, including severance and employment agreement negotiations, employment discrimination and retaliation litigation, and restrictive covenant matters. Lori serves as an Employee Council member for the ABA Labor & Employment Law Section, and as a member of the Advisory Board of the International Forum of Senior Executive Advisors (IFSEA).



Thomas A. Delegal, III

Employee

*Delegal Poindexter & Underkofler, PA
Jacksonville, Florida*

Practicing since 1991, Tad Delegal along with James Poindexter and Alexandra Underkofler leads a firm representing employees. He is the only Florida Attorney certified in both Labor & Employment Law and State & Federal Government & Administrative Practice. Tad has chaired both certification committees and served as President of the Jacksonville Bar Association, is a member of ABOTA, and has received pro bono and professionalism awards.



Pankit Doshi

Management

*McDermott Will & Shulte LLP
San Francisco, California*

Pankit J. Doshi is the Managing Partner of McDermott Will & Shulte's San Francisco and Silicon Valley offices. He serves as lead counsel in employment litigation through trial and appeal around the country, focusing on trade secret and restrictive covenant issues, wage and hour disputes, whistleblower claims, breach of contract claims and allegations of harassment, discrimination, retaliation, and wrongful termination.



Donald C. Dowling

Management

*Littler Mendelson PC
New York, New York*

Since the late 1980s, Don Dowling has been a pioneer of international employment law practice, advising multinational headquarters on cross-border labor/employment law matters involving most aspects of labor/employment practice. He has published dozens of international employment law articles, including in journals of Cornell, Northwestern and the ABA, and adjunct-taught "International Employment Law" and "EU Law" law schools including University of Cincinnati and Hamline's Modena, Italy program.



Elizabeth Grace Ford

Neutral/Law Professor

Seattle University School of Law

Seattle, Washington

Professor Ford teaches the Workers' Rights Clinic at Seattle University School of Law, which operates in partnership with several community organizations, including the Fair Work Center Legal Clinic, founded in 2015 by Professor Ford. She frequently serves as a mediator and arbitrator in labor and employment disputes. She is a member of the Federal Mediation and Conciliation Service and serves as a Commissioner on Washington's Public Employment Relations Commission.



Sandro Garofalo

Management / In-House Counsel

Whirlpool Corporation

Benton Harbor, Michigan

Sandro Garofalo is Chief Labor & Employment Law Counsel for Whirlpool Corporation. Over his twenty-five year career, Sandro also has held legal leadership roles at Target Corporation and practiced at a global labor and employment law firm. Sandro is active in the ABA's Labor and Employment Law Section, having served as a management-side co-chair on the Pro Bono, Immigration and Human Trafficking, and International Labor & Employment Law committees.



Emily Glendinning

Management / In-House Counsel

BAE Systems, Inc.

Falls Church, Virginia

Emily Glendinning is lead employment counsel and the Chief Privacy Officer at BAE Systems, Inc., an aerospace and defense company. She provides comprehensive advice on employment and privacy matters and leads the company's insider threat program. Ms. Glendinning serves on the senior leadership teams of both the Legal organization and the Human Resources organization. She holds degrees from Williams College and the University of Chicago Law School.



Eric A. Gordon

Management

Akerman LLP

West Palm Beach, Florida

Eric Gordon chairs Akerman's Labor and Employment Practice Group, representing employers nationwide in legal compliance, dispute prevention, and litigation. He defends Fortune 500 companies in hospitality, healthcare, retail, and telecom, with expertise in trials, class actions, arbitrations, and administrative claims. Eric also provides preventive counseling and in-house training on hiring, firing, harassment, diversity, FMLA, discrimination, and wage-hour compliance to help clients avoid lawsuits.



Angie Cowan Hamada

Government Official

National Labor Relations Board

Chicago, Illinois

Angie Cowan Hamada has been the Regional Director of Region 13 of the National Labor Relations Board since 2022. Previously, she represented unions and employees at Allison, Slutsky & Kennedy, and served as Commissioner and Chair of the Cook County Human Rights Commission. She graduated from Chicago Kent Law School in 2005 with a certificate in Labor and Employment Law. Angie is an editor of *The Developing Labor Law* treatise.



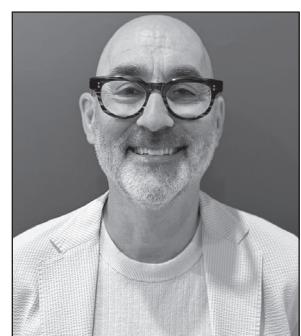
Clifford Jonathan Hart

Management

Borden Ladner Gervais LLP

Toronto, Ontario

Clifford Hart is a partner at Borden Ladner Gervais LLP. A trusted advisor to private and public sector employers, he has extensive experience in collective bargaining, certification proceedings, unfair labour practice complaints, grievance arbitrations and human rights matters. Clifford prides himself on understanding his clients needs and in providing strategic and practical advice. He is the author of several papers and frequently presents on topical labour and employment law issues.



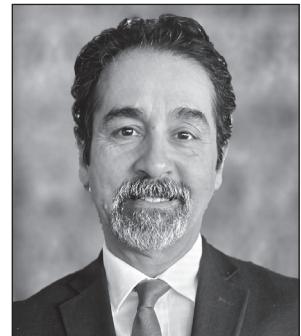
J. Najeeb Hassan

Neutral

NHLC Consulting Ltd.

Vancouver, British Columbia

Najeeb Hassan is a labour and employment arbitrator and mediator. He draws upon experiences gained during his thirty-year legal career representing employers and employees, and on his time as a neutral at the British Columbia Labour Relations Board (2003-2006 and 2019-2025) where he served as a Vice-Chair, Registrar and most recently, Associate Chair, Mediation and Adjudication. Najeeb also served as Director of the BC Collective Agreement Arbitration Bureau.



John Ho

Management

Cozen O'Connor

New York, New York

John is co-chair of Cozen O'Connor's national OSHA Practice and a former trial attorney with the US Department of Labor, Office of the Solicitor. John represents employers focusing on safety and health and wage and hour matters. John is the author of the safety and health blog the *OSHA Chronicle* and a founding member of the Wage and Hour Defense Institute.



Helen Holden

Management

Spencer Fane LLP

Phoenix, Arizona

Helen Holden helps employers navigate complex federal and state employment laws with practical, strategic guidance. With over thirty years of experience in management-side employment law, she delivers trusted advice and training on HR issues, and effective representation in disputes. Known for her collaborative approach, Helen partners with clients to resolve challenges effectively while fostering a compliant, positive workplace culture. Helen Co-Chairs Spencer Fane's Labor and Employment Practice Group.



RyAnn McKay Hooper

Management / In-House Counsel
New York Life Insurance Company
New York, New York

Ms. Hooper is Head of Employment Law at New York Life Insurance Company, where she manages employment law strategy and advises senior leadership on workplace risks. She previously spent more than a decade at the National Labor Relations Board and later practiced at Epstein Becker & Green. A Michigan and Chicago native, she graduated from the University of Michigan and Vanderbilt Law School and is recognized in *Best Lawyers in America*.



Danny W. Jarrett

Management
Jackson Lewis PC
Albuquerque, New Mexico

Danny W. Jarrett is the office managing principal and litigation manager at Jackson Lewis PC in Albuquerque, New Mexico. A certified labor and employment law specialist, he represents employers, government entities, and tribal organizations in complex labor and employment disputes. With experience in employment litigation, union negotiations, and regulatory matters, Danny has held leadership roles within the State Bar of New Mexico and contributes actively to legal governance and education.



Arlene K. Kline

Management
Akerman LLP
West Palm Beach, Florida

Arlene Kline is a veteran litigator defending employment matters on behalf of banking, hospitality, healthcare, manufacturing, media, distribution, transportation, law firms, and non-profit sector clients, including advising on transactions, policy development, compliance audits, preventative measures, litigation, and appeals. Arlene litigates in state/federal courts and arbitral forums across the nation, defending claims involving whistleblowers, wage and hour, discrimination (including harassment), retaliation, and unfair competition, including the defense of class actions.



Joseph M. Lovretovich

Neutral

*Signature Resolution
Los Angeles, California*

Joseph M. Lovretovich is a member of the California Bar Association since December 1976 and has engaged in employment law for his whole career. He is a member of ABOTA. He was lead attorney in *Colmenares v Braemar*, a California Supreme Court case and *Biel v St. James*, a US Supreme Court case. He and his wife Donna have seven children and twelve grandchildren.



Margaret (Meg) A. Luger-Nikolai

Union

*Education Minnesota
Saint Paul, Minnesota*

Margaret (Meg) Luger-Nikolai has been an attorney with Education Minnesota since 2010. She represents union clients with negotiating and enforcing collective bargaining agreements, and individual union members in employment and licensing actions. Before Education Minnesota, she represented unions and workers in various industries as outside counsel. She has chaired the Governing Council of the MSBA's Labor & Employment Section and is currently a member of Minnesota's Public Employment Relations Board.



Donna E. Lurie

Neutral

*Lurie Workplace Solutions
Woodinville, Washington*

Arbitrator and Mediator Donna Lurie has thirty plus years' experience in labor and employment law. Formerly, a chief negotiator, litigator, and workplace mediator. Presently, an arbitrator and fact-finder of labor, employment, and consumer cases for several agency and private panels. Licensed in WA State. Speaker on arbitrability, ethics, and ADR topics. Well-versed in mental health and neurodiversity challenges.



Jerry J. Marzullo

Union

Asher, Gittler & D'Alba Ltd.

Chicago, Illinois

Jerry J. Marzullo, JD, MB, is a Partner at Asher, Gittler & D'Alba, Ltd., concentrating his practice in union-side labor, employment, and public pension law. He represents public and private sector clients before state and federal courts, administrative agencies, and pension boards in Illinois and Colorado. He frequently lectures on labor, employment, and pension topics, is a published author, and serves as an arbitrator.



Sheila Gay Mayberry

Neutral

Arbitration Services

Portland, Maine

Sheila Mayberry, Esq., from Falmouth, Maine, is a full-time labor-management arbitrator. She is on the Board of Governors of the National Academy of Arbitrators (NAA) and Chairwoman of the Maine Labor Relations Board. Arbitrator Mayberry is the editor of the Labor and Employment Arbitration treatise (LexisNexis/Mathew Bender), and has taught several courses at the American Arbitration Association and the "Becoming a Labor Arbitrator (BALA) course with the FMCS.



Stephen C. Mitchell

Management

Fisher & Phillips LLP

Columbia, South Carolina

Stephen Mitchell is the managing partner of the firm's SC office, concentrating in labor law, complex labor and employment due diligence in private equity/venture capital, and complex class action litigation. He holds the position of co-chair of the firm's manufacturing industry team. He advises clients on collective bargaining, responding to unfair labor practices, navigating acquisitions involving unionized facilities, managing union organizing efforts, corporate campaigns, labor arbitrations, and addressing work stoppages.



Ramit Mizrahi

Neutral

Mizrahi Law, APC

Pasadena, California

Ramit Mizrahi is an employment mediator. She is also Chair of the Pasadena Bar Association Labor & Employment Law Section, past Chair of the CLA L&E Section, and past Editor-in-Chief of the *California Labor & Employment Law Review*. She is a graduate of Yale Law School, UC Berkeley, and the LSE. Ramit is among the *Top 100 Super Lawyers* and *Top 50 Women Super Lawyers* in Southern California.



Michael J. Mueller

Management

Hunton Andrews Kurth, LLP

Miami, Florida

Mr. Mueller has represented management in labor and employment cases since 1987, with a focus on private wage-hour class/collective actions and USDOL enforcement actions, employment-related RICO claims, and labor unions' "corporate campaigns." He has written and spoken extensively for ABA conferences, programs sponsored by the Greater Miami Chamber of Commerce, and numerous publications. He is currently Secretary-Treasurer of The Academy of Florida Management Attorneys and becomes President in 2027.



Justin Mulaire

Government Official

US Equal Employment Opportunity Commission

Chicago, Illinois

Justin Mulaire is an Assistant Regional Attorney in the Chicago District Office of the EEOC. His work involves litigating and supervising the agency's enforcement litigation in federal district court. While at the EEOC, he has also served as chief counsel to the Commission's vice chair and as an advisor to the general counsel. Prior to the EEOC, he clerked for a magistrate judge in the Southern District of New York.

James J. Murphy

Management

Ogletree Deakins Nash Smoak & Stewart, PC
Washington, DC

Jim Murphy joined Ogletree Deakins in 2015 and is the Office Managing Shareholder of the firm's Washington, DC office. He started his career at Akin Gump and then joined Northrop Grumman Corporation as senior counsel for labor and employment. From 2005 to 2015, he led the labor and employment law team at General Dynamics Corporation. Jim and his wife Michele have three adult children and live in Potomac, Maryland.



Nathan Oleson

Management

Littler Mendelson, PC
Washington, DC

Nathan Oleson has more than twenty-five years' experience representing clients in complex employment litigation, providing counsel on a wide range of employment law issues, and advising companies on employment issues in corporate transactions. He also has served as counsel to sports associations and teams in numerous high-profile disputes with athletes and officials. Nathan has served for two decades on the senior editorial board of the ABA's *Fair Labor Standards Act* treatise.



Camille A. Olson

Management

Seyfarth Shaw LLP
Chicago, Illinois

Camille Olson is a partner at Seyfarth Shaw LLP and National Chair of its Complex Discrimination Litigation Practice. She represents employers in high-stakes litigation and sensitive investigations. Camille chairs the US Chamber's EEO Subcommittee and frequently testifies before Congress. A *Forbes Top 200 Lawyer*, she serves on several national boards and is widely recognized for her leadership in employment law and public policy.



Fiona W. Ong

Management

Ogletree Deakins Nash Smoak & Stewart, PC
Baltimore, Maryland

Fiona W. Ong, a shareholder at Ogletree Deakins, is a trusted advisor to employers on a wide range of employment issues. Additionally, as general counsel and Labor & Employment committee co-chair for the Maryland Chamber of Commerce, she advocates for Maryland employers before state legislators and government officials. An award-winning writer and experienced speaker, Fiona is renowned for her insightful articles on employment law developments.



Jennifer S. Park

Management

Dentons Cohen & Grigsby PC
Pittsburgh, Pennsylvania

Jennifer Park is a Shareholder in the Employment and Labor Group in Dentons' Pittsburgh office. Jennifer has extensive experience representing health care, education, technology, and manufacturing clients in employment discrimination, retaliation, and harassment claims and conducting workplace investigations. Jennifer is admitted to practice in both Pennsylvania and New York. She has been recognized by *Super Lawyers*® and *The Best Lawyers in America*®.



Jennifer G. Redmond

Management

Sheppard Mullin LLP
San Francisco, California

Jennifer Redmond is a seasoned trial attorney representing employers and executives in high-stakes disputes involving trade secrets, noncompetes, defamation, and equity and contractual disputes. Jennifer provides trusted counsel to management and C-level executives on employment matters such as clearance and enforcement of non-solicitation and non-compete agreements, cause/good reason terminations, contract interpretation, and the like. She has served in key firm management and bar association leadership roles.



Marytza J. Reyes

*Management
Sanchez & Amador LLP
Los Angeles, California*

Marytza J. Reyes has almost twenty-five years of experience managing complex employment litigation for national and regional employers across a wide range of industries. Marytza co-chairs S&A's Employment Litigation and Counseling group and oversees S&A's Investigation group. She has particular expertise conducting investigations on sensitive personnel issues. She has conducted almost 100 high-level investigations and currently leads a team of five partners and associates in conducting investigations for S&A's clients.



Gina M. Rocanova

*Neutral
Rocanova ADR
San Francisco, California*

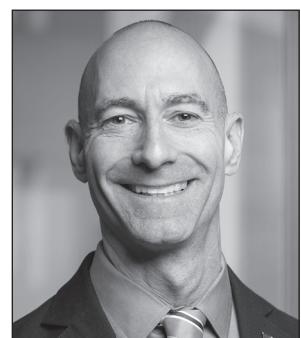
Gina launched her full-time neutral practice in May 2025, after nearly thirty years representing employers in the public and private sectors in labor and employment matters, including labor negotiations, arbitration, advice and counsel, training, investigations, and litigation. She previously served as a mayoral appointee on the San Francisco Civil Service Commission and currently serves as Chief Judicial Commissioner for the San Francisco Democrats Special Committee on Sexual Assault and Harassment.



Jacob (Jake) M. Rubinstein

*Management
Cozen O'Connor
Boulder, Colorado*

Based in his hometown of Boulder, Colorado, Jake Rubinstein combines more than twenty-five years of experience as a trial lawyer with a background of high-level human resources leadership to provide unique versatility in counseling and representing clients in all aspects of labor and employment law. Jake primarily represents employers but also advises individuals on employment agreements and job exits.



Micheil Russell

Union

CaleyWray

Toronto, Ontario

Mr. Russell is a partner at CaleyWray. He was called to the Bar of Ontario in 1995. He practices labour law before courts, arbitration boards and tribunals across Canada, including the Federal Court of Appeal, and the Divisional Court in Ontario, as well as human rights commissions and tribunals in Ontario and federally. He has appeared frequently before the Ontario Labour Relations Board, and the Canada Industrial Relations Board.



Donna M. Rutter

Neutral

Rutter Law Group

San Francisco, California

Donna is the founder of Rutter Law Group and currently devotes most of her practice as an Arbitrator for employment disputes, serving on the AAA Employment Panel. Over her thirty plus years of practice, Donna has litigated a myriad of employment disputes in Federal and California State courts. She continues to counsel employers and executives on employment matters and conducts high-level workplace investigations.



Jahan C. Sagafi

Employee

Outten & Golden LLP

San Francisco, California

Jahan runs the San Francisco office of Outten & Golden LLP, where he represents workers and governments challenging violations of employment law, including discrimination, wage and hour abuses, speech suppression, and other types of exploitation. He is active in the community, serving on various boards. He lives in Oakland with his wife and their son, who teach him every day and are simply magical.



Andrew M. Schpak

Management
Barran Liebman LLP
Portland, Oregon

Andrew is the Managing Partner at Barran Liebman, where he represents management in employment litigation and provides advice to employers. He is a Board Member of the Portland Metro Chamber and the Tigard Chamber of Commerce, the incoming Treasurer-Elect of the ABA, and the outgoing President of the American Counsel Association. He is certified as a SPHR and as a SCP. He graduated from Reed College and Cornell Law School.



Bryan J. Schwartz

Employee
Bryan Schwartz Law PC
Oakland, California

Bryan Schwartz is the Firm Principal of Bryan Schwartz Law, PC in Oakland, California, a six-lawyer firm representing workers in discrimination, harassment, whistleblower, wage-and-hour, federal and public sector claims, in class, collective, multi-plaintiff, and individual actions. He has recovered tens of millions of dollars for tens of thousands of workers nationwide, effecting major policy changes at some of America's largest government and corporate institutions.



Cathleen Scott

Employee / Neutral
Scott Law Team, LLC
Jupiter, Florida

Cathleen is the founder of Scott Law Team, a multi-lawyer, nationwide firm. Her team provides tenacious, solution-oriented representation to employees and companies. Cathleen is also a neutral known for finding creative solutions to a variety of cases. She is a member of local and state bar associations, serving in various executive roles. Cathleen is a frequent speaker at CLE events and hosts her own podcast, *The Cathleen Scott Podcast*.



Nonnie L. Shivers

Management

Ogletree Deakins Nash Smoak & Stewart, PC
Phoenix, Arizona

Nonnie Shivers co-chairs Ogletree's Diversity, Equity and Inclusion Compliance Practice Group and serves as Office Managing Shareholder of its Phoenix office. Nonnie's advice and counsel practice focuses on creative, proactive compliance solutions to employers' fifty-state challenges with a focus on airlines, energy, education and retailers. Employers seek Nonnie for c-suite investigations and her super subject matter expertise on cutting edge employment issues, including parental leave, inclusion programs and LGBTQ+ rights.



Adria Lynn Silva

Employee

Sass Law Firm
Tampa, Florida

Ms. Silva, a graduate of the University of California, Berkeley and the University of Miami School of Law, is currently a shareholder at Sass Law Firm in Tampa, Florida with over twenty-seven years of experience. Ms. Silva focuses her practice on employment discrimination and Title IX, advocating for victims of discrimination, harassment, and retaliation. Ms. Silva is on the board of NELA and frequently speaks on employment law topics.



Sheehan H. Sullivan

Management

Davis Wright Tremaine LLP
Seattle, Washington

Sheehan is an experienced litigator with a successful track record defending companies through all stages of complex class action, multi-plaintiff, and single-plaintiff litigation. She is creative and strategic in her approach to litigation, always keeping her clients' goals top of mind. Sheehan is a trusted counselor, advising her clients on risk mitigation and litigation avoidance, particularly in the areas of wage-and-hour law and complex disability accommodation issues.



Tanya A. Tate

Neutral

Miles Mediation & Arbitration
Atlanta, Georgia

Tanya has over thirty years of experience practicing in the area of employment law. After working as a litigator for the first half of her career representing both management and employees, Tanya has spent the last fifteen years working as a full-time mediator and arbitrator throughout the US. She is a member of the National Academy of Distinguished Neutrals and serves as a Senior Neutral at Miles Mediation & Arbitration.



Mishell Parreno Taylor

Management
Akerman LLP
Houston, Texas

Mishell litigates complex employment matters including wage and hour class, collective and representative actions, government enforcement efforts and high stakes claims of discrimination, harassment, retaliation, and wrongful termination claims across the country. She also partners with clients in the healthcare, medical manufacturing, fintech, finance, energy, retail, food and transportation services industries as they navigate executive-level employment issues, labor disputes, global business restructuring, business transformation and equity and inclusion matters.



J. Hagood Tighe

Management
Fisher & Phillips LLP
Columbia, South Carolina

Mr. Tighe is a partner in the firm's Columbia, South Carolina office and co-chair of the firm's Wage and Hour practice group. He has extensive experience handling class and collective action litigation around the country, including large WARN Act cases. Hagood is a recent past President of the South Carolina Bar and has held many other leadership roles in civic, bar and charitable organizations.



Jeremy Tubb

Management

*Fuller Tubb Bickford Warmington & Panach
Oklahoma City, Oklahoma*

Jeremy Tubb has been representing employers in labor and employment matters for the past thirty years. He conducts a nationwide practice from Oklahoma City and routinely travels across the country for trials, arbitrations, and union negotiations. Between cases, he also serves as the Honorary Consul for Germany in Oklahoma.



Timothy L. Watson

Government Official

*National Labor Relations Board
Fort Worth, Texas*

After receiving his JD degree in 1988, Tim began his career with the NLRB. He has worked as a trial attorney; Deputy Regional Attorney; Regional Attorney; and has been the Regional Director in Region 16 since 2017. As Regional Director, Tim is responsible for processing NLRA cases throughout Texas. Tim is an adjunct professor at Southern Methodist University Dedman School of Law.



Jenny R. Yang

Employee

*Outten & Golden LLP
Washington, DC*

Jenny R. Yang is a partner in Outten & Golden's Washington DC office, representing employees. She is also a technology policy executive Fellow at UC Berkeley. She served in the White House as Deputy Assistant to President Biden for Racial Justice and Equity and as Director of OFCCP at DOL. She served as Chair of EEOC in the Obama Administration.



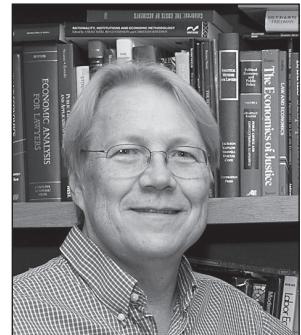
Fellows - Class of 2024

Kenneth G. Dau-Schmidt

Law Professor

*Indiana University, Maurer School of Law
Bloomington, Indiana*

Professor Dau-Schmidt is the Carr Professor of Labor and Employment Law at Indiana University. He received his BA from the University of Wisconsin and his JD and PhD from the University of Michigan. He is the author of seven books and numerous articles and recipient of the AALS Scholarly paper Award and numerous teaching awards. He has been fortunate enough to teach in Germany, France, England, Taiwan, and China.



Corrado De Stefano

Management

*Borden Ladner Gervais LLP
Montreal, Quebec*

Corrado specializes in labour and employment law. His practice includes collective bargaining, first-contract arbitration, certification proceedings, unfair labour practice complaints, wrongful dismissal cases, and providing strategic practical advice. He has represented employers before the Supreme Court of Canada, Quebec Court of Appeal, Quebec Superior Court, the Federal Court Of Canada and arbitration tribunals. He obtained his civil law and common law degrees at McGill University.



Charlotte Garden

Law Professor

*University of Minnesota
Minneapolis, Minnesota*

Charlotte Garden is the Julius E. Davis Professor at the University of Minnesota, where she teaches labor and employment law courses, as well as constitutional law. She is especially interested in the intersection of workplace rights and the Constitution, and how technological change affects labor rights.



Julie Helenbrook Gottshall

Management

Katten Muchin Rosenmen LLP

Chicago, Illinois

A long-time partner of Katten Muchin Rosenman, Julie Gottshall practices employment law predominately on the management side. She rounds out her counseling and litigation work by serving as an arbitrator with the AAA and Deputy General Counsel to her firm. Julie lives on the North Shore of Chicago, always with her husband and occasionally with their two twenty-something daughters.



Jeffrey M. Hirsch

Law Professor

University of North Carolina School of Law

Chapel Hill, North Carolina

Jeffrey Hirsch, the Geneva Yeargan Rand Distinguished Professor of Law at the University of North Carolina School of Law, received his JD degree from New York University and was a judicial clerk on the US Court of Appeals for the Federal Circuit and the Ninth Circuit. Professor Jeff worked for the NLRB's Appellate Court Branch before moving to the University of Tennessee College of Law, where he taught before moving to UNC.



Messages of Congratulations

**Members of the Board of Governors congratulate our newest Fellows
on their induction into The College of Labor & Employment Lawyers.**

**Your achievements in our profession are well recognized
for integrity, civility, scholarship and professionalism as well as
your work in the labor and employment law field.**



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—————

The past Presidents of the College join in congratulating the **Class Of 2025** upon your election as Fellows of the College. As a Fellow, you are charged with keeping the flame of excellence, professionalism, and civility burning brightly, lighting the path for others to follow in the service of the law, thereby fulfilling the mission of the College –

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—————

We cordially welcome you and join your many colleagues, friends, and family in now proudly being able to call you a Fellow of the

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Lynne E. Deitch - 2018	Hope B. Eastman – 2006
Norman Brand -2017	John E. Higgins, Jr. – 2005
Alan B. Epstein - 2016	Joseph D. Garrison – 2004
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John E. Sands – 2013	Vicki Lafer Abrahamson – 2000

—————



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Congratulations!

The University of Arkansas School of Law congratulates the 2025 Fellows and our Dean Cyndi Nance, president of The College of Labor and Employment Lawyers Board of Governors.

We commend your induction, which reflects your dedication to promoting achievement, advancement, and excellence in the practice of labor and employment law.

Bravo!

Celebrating Akerman Excellence

Amy Moor Gaylord and Tom Mandler, current Fellows of the College of Labor and Employment Lawyers, proudly welcome Eric Gordon, Arlene Kline, and Mishell Parreno Taylor as the newest Akerman attorneys to receive this prestigious honor as part of the Class of 2025. This distinguished recognition celebrates their exceptional contributions and unwavering commitment to excellence, professionalism, and the advancement of labor and employment law.



Eric Gordon



Arlene Kline

Akerman's nationally recognized Labor and Employment Practice Group delivers proactive counsel and defense across the full spectrum of labor, employment, and related matters, consistently earning top industry recognition for outstanding client service.



Mishell Parreno Taylor

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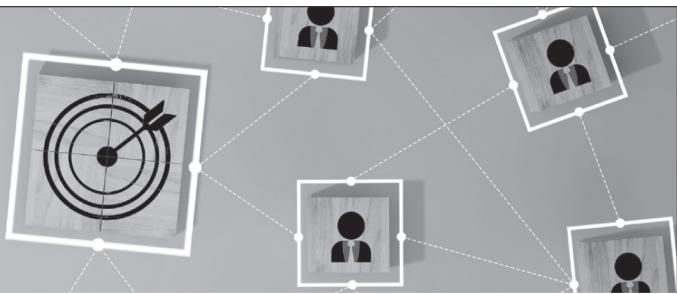
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Congratulations to Kathleen Caminiti, Stephen Mitchell, and Hagood Tighe, distinguished leaders and advocates in labor and employment law.



**Kathleen McLeod
Caminiti**

Partner and Co-Chair
Wage and Hour Practice
Group | New Jersey/New York
kcaminiti@fisherphillips.com



**Stephen C.
Mitchell**

Regional Managing
Partner | Columbia
smitchell@fisherphillips.com



**J. Hagood
Tighe**

Partner and Co-Chair
Wage and Hour Practice
Group | Columbia
htighe@fisherphillips.com

Your colleagues at Fisher Phillips and fellow members of the College of Labor and Employment Lawyers are proud to celebrate your remarkable accomplishments and induction into the Class of 2025.

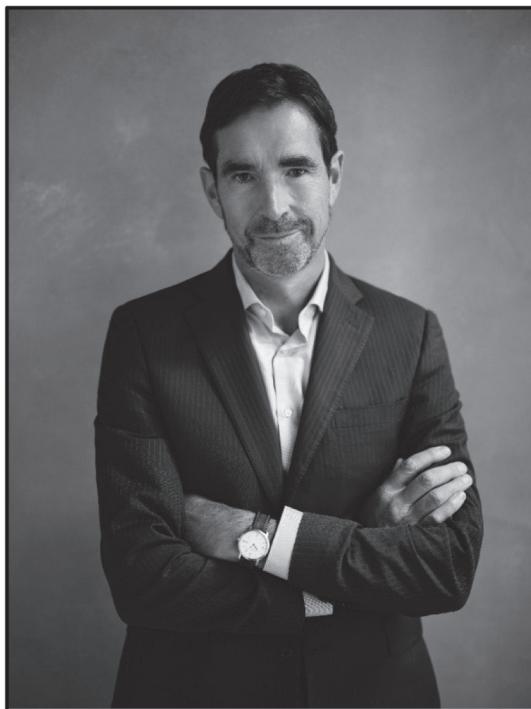
Your dedication and passion continue to inspire us all. Here's to your ongoing contributions to the field and the lasting impact you've made.

Michael V. Abcarian
William E. Altman
Joseph W. Ambash
Steven M. Bernstein
D. Albert Brannen, Jr.

J. Randall Coffey
Barbara J. D'Aquila
Rosemary S. Gousman
J. Gregory Grisham
Clyde H. Jacob III

Jeffrey E. Mandel
Gregory V. Murray
Mark J. Ricciardi
Diane M. Soubly

Messing Adam Jasmine&Shore



*Congratulations to Gregg Adam
on his induction as a Fellow into the
College of Labor and Employment Lawyers*

Our best to Gregg and everyone in the Class of 2025

*Gary, Jason, Jim, and the rest of the attorneys and
staff at Messing Adam Jasmine & Shore LLP*



Congratulations Bryan Benard!

On being recognized by your colleagues for your outstanding work and sustained contributions to labor and employment law and demonstrating integrity and professionalism.

Kudos to all of this year's Fellows!

 Holland & Hart

Bryan Benard

Partner | 801.799.5833
222 South Main Street | Suite 2200
Salt Lake City, UT 84101

CONGRATULATIONS *Lori L. Deem*

Congratulations to Lori Deem on her induction into the College of Labor and Employment Lawyers. Your colleagues at HSPRD are proud to celebrate this achievement with you.





CONGRATULATIONS TO



**TANYA TATE,
MEDIATOR AND ARBITRATOR,
ON HER ELECTION AS A FELLOW OF
THE COLLEGE OF
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GT'S FELLOWS ARE PROUD TO CONGRATULATE THE

Class of 2025 of the College of Labor & Employment Lawyers

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Carlie Diserio

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Mike Slutsky (Of Counsel)(CLEL Fellow)

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Congratulations to our colleagues
Jahan Sagafi and Jenny R. Yang,
on their election to the class of
2025 Fellows!



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Congratulations
ANGIE COWAN HAMADA
NLRB Regional Director, Chicago
and
SHEILA MAYBERRY
Arbitrator, National Academy of Arbitrators
and
All the Class of 2025 Fellows



From
Fellows and NLRB Retirees

John E. Higgins, Jr.
and
Rosemary Pye

EPSTEIN
BECKER
GREEN

Epstein Becker Green congratulates **Paul DeCamp** on his induction into the **College of Labor and Employment Lawyers**. We're proud to work alongside Paul each day and celebrate his contributions to our team.

We also extend our congratulations to **RyAnn Hooper**, Epstein Becker Green alumna, on her induction.

Cheers to Paul and RyAnn on this well-deserved honor—your work inspires us all!

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Camille Olson

**Seyfarth congratulates
Camille Olson on her induction
to the College of Labor and
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A nationally recognized leader, Camille is trusted by boards and executives for high-stakes investigations, complex litigation, and strategic counsel. Her career reflects a record of groundbreaking policy impact, influential thought leadership, and recognition among the nation's most accomplished lawyers.

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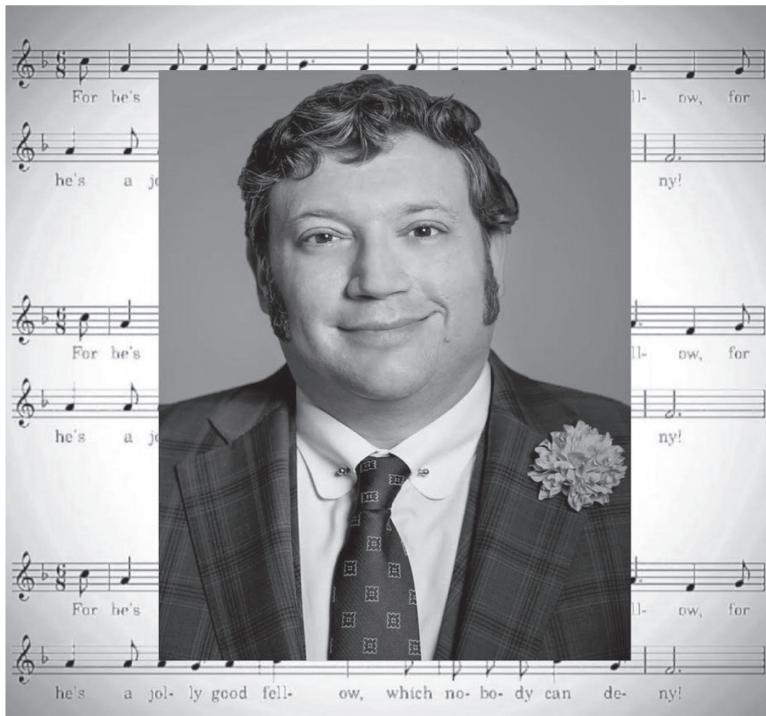
David Baffa

**Seyfarth congratulates
David Baffa on his induction
to the College of Labor and
Employment Lawyers!**

As one of the nation's leading employment law counselors, David is trusted by major organizations for their most complex and sensitive workplace challenges. His career reflects decades of innovation in legal service delivery, solutions and strategies for cultural and compliance issues, and consistent recognition among the top lawyers in his field.

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Congratulations



*Jerry J. Marzullo
and all elected Fellows of the
College of Labor & Employment
Lawyers in the class of
2025!*

AG&D

ASHER, GITTER & D'ALBA

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Congratulations to the 2025 class of **CLEL Fellows**, including our principal and friend, **Danny W. Jarrett**, who joins 11 previously inducted Jackson Lewis attorneys.

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LITTLER IS PROUD TO CONGRATULATE

Shareholders Donald Dowling and Nathan Oleson on their election as Fellows to The College of Labor and Employment Lawyers.



Spencer Fane congratulates its Labor and Employment practice group co-chair **Helen Holden** on her induction as a Fellow into the College of Labor and Employment lawyers.

We are proud to join the College and its fellows in celebrating Helen's remarkable contributions to the field of labor and employment law. We also want to acknowledge and thank her for her tireless work and leadership in the legal, business, and civic communities. **Great work Helen!**



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Congratulations

Michael Mueller

and the Fellows of the Class of 2025
on their induction into the

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Kenneth D. Kleinman | kenneth.kleinman@stevenslee.com



Congratulations to John Ho and Jacob Rubenstein on their induction into College of Labor and Employment Lawyers!

Cozen O'Connor congratulates the entire 2025 Class of new Fellows of the College of Labor and Employment Lawyers. We are especially proud to celebrate the induction of **Jake Rubenstein** and **John S. Ho**, who join the other members of our Labor & Employment team who are Fellows of the College. Cozen O'Connor supports the College's commitment to advancing the highest standards of professionalism in the practice of labor and employment law. Our team combines deep knowledge with strategic insight to deliver tailored solutions that align with the College's mission—helping clients navigate complex legal challenges with confidence and clarity.

Fellows:

Susan N. Eisenberg
Jeremy J. Glenn
Thomas S. Giotto
John S. Ho
Daniel V. Johns
Sarah A. Kelly
Barry J. Kearney
Jeffrey I. Pasek
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Proudly congratulates Class of 2025 Fellows

Gregg M. Adam, San Rafael, CA

Jerry J. Marzullo, Chicago, IL

We recognize their superb achievements, their professionalism and civility, and their selfless dedication to actively promote public sector labor and employment law knowledge throughout the legal profession and community.

CONGRATULATIONS

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Pearl Zuchlewski

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Jana S. Baker
(Dallas)



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(Minneapolis)



Lisa S. Burton
(Boston)



James J. Murphy
(Washington)



Fiona W. Ong
(Baltimore)



Nonnie L. Shivers
(Phoenix)

Ogletree Deakins proudly congratulates our attorneys on their induction as Fellows of the College of Labor and Employment Lawyers in the Class of 2025.

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Congratulations!



To all the new 2025 Fellows on your induction into the College of Labor and Employment Lawyers.



And special congratulations to our 2025 Canadian Fellows:

Mark Asbell

Clifford Hart

Jim (Najeeb) Hassan

Michiel Russell



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Congratulations to our friend and colleague

Jeremy Tubb

on his induction as a Fellow in the College of Labor and Employment Lawyers. In the verbiage of our Firm's founders and leaders: Your continued enthusiasm for taking on difficult challenges with a positive commitment to an elegant outcome embodies and honors the historical tradition of our Firm.

Your friends, co-workers, and partners—past and present—toast you and this well-earned accomplishment.

*From All of Us at
Fuller Tubb Bickford Warmington & Panach, PLLC*

Congratulations to
Sheehan Sullivan!

What a well-deserved honor for you to be inducted into the College. You bring dedication, resolve and balance to your law practice while also maintaining a great sense of humor.

Cheers to you!

Nancy Maisano



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Congratulations to Joe Lovretovich
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Andrews as a member of the College
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Joe Lovretovich
Mediator

Delegal Poindexter & Underkofler P.A.

Delegal Poindexter & Underkofler would like to congratulate Tad Delegal on his induction to The College of Labor and Employment Lawyers.

Tad, we are so very proud of your accomplishments in advancing employees' rights and protecting careers. Your induction into The College of Labor and Employment Lawyers is so well-deserved and reflects your scholarship and experience in labor and employment law. Congratulations!

Congratulations to the 2025 Inductees of the College of Labor & Employment Lawyers!

The Wage & Hour Defense Institute proudly celebrates the inductions of this year's 63 new CLEL Fellows, including three of our members:

Allie Balus (Nebraska)
Andrew Schpak (Oregon)
Sheehan Sullivan (Washington)

Your hard work, dedication, and impact in the field are truly deserving of this prestigious recognition.

We are also proud of the WHDI's current CLEL Fellows –

Rob Boonin (Michigan)	Susan Eisenberg (Florida)
David Fortney (D.C.)	Jeremy Glenn (Illinois)
Andrew Gould (Texas)	Jennifer Hagerman (Tennessee)
Erik Iskra (W. Virginia)	Danny Kaufer (Quebec)
Dennis McClelland (Florida)	Larry Peikes (Connecticut)
Fred Plevin (California)	Reed Russell (Florida)
Steven Suflas (Utah)	Joe Tilson (Colorado)

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SCHOOL OF LAW

Seattle University School of Law and Dean Anthony E. Varona would like to congratulate all incoming 2025 Fellows, including our own

Professor Elizabeth Ford.

We are so proud of Liz and her incredible commitment to Labor and Employment Law. **Congratulations!**

Congratulations,
Michael G. Canaras,
who in every respect
embodies the values of the
**College of Labor and
Employment Lawyers**,
on the honor of your
well-earned and
deserved induction
into the CLEL,
Class of 2025.

Matt Swaya
CLEL Class of 2009



Karen Evans-Putney and Litigation Resolution, Inc. congratulate and welcome the following friends and Florida colleagues to membership in the College of Labor & Employment Lawyers:

Cathleen Scott
Tad Delegal, III
Eric Gordon
Arlene Kline
Michael Mueller
Adria Lynn Silva

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my fellow new
inductees to the
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**Congratulations to
LORI DEEM
and all of the other 2025 Inductees!**

Congratulations to our partner, Sheehan Sullivan, and all the new CLEL Fellows!

"The adventure of life is to learn. The purpose of life is to grow. The nature of life is to change. The challenge of life is to overcome."

– William Arthur Ward



Carol Bernick (ret.)
Mark Berry
Robert Blackstone
(in memoriam)
Jeff Bosley
Camilo Echavarria

Henry Farber (ret.)
Peter Finch
Emilio Gonzalez
Mark Hutcheson (ret.)
Judith Droz Keyes

Michael Killeen (ret.)
Harry Korrell
John LeCrone
(in memoriam)
Thomas Lemly
(in memoriam)

Jenna Mooney
Portia Moore
Michael Reiss (ret.)
Laura Sack
Sheehan Sullivan

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Congratulations to
Pacific Northwest
Arbitrator/Mediator
Donna Lurie
on her induction
into the College.

Also congratulations to National
Academy of Arbitrators members,
Sheila Mayberry and ***Mark Asbell***,
on their induction into the College.

Luella E. Nelson
Arbitrator/Mediator
Member, National Academy
of Arbitrators
Fellow, College of Labor and
Employment Lawyers

THE COLLEGE OF LABOR AND EMPLOYMENT LAWYERS

The College was the vision of a number of our Fellows. Their purpose was to recognize this profession in all its aspects as one uniquely important to modern world economic life, individual rights, collective bargaining and dispute resolution. The College was established in 1995 through an initiative of the Council of the Section of Labor and Employment Law of the American Bar Association. It operates as a freestanding organization recognizing those who by long and outstanding service have distinguished themselves as leaders in our field.

The College is managed by its officers and a Board of Governors. The sixteen member Board of Governors is composed of an equal number of Fellows from four constituencies: those who have primarily represented organized labor, employers, or plaintiffs, and those serving as neutrals, whether in government, in academia, or as mediators and arbitrators. This structure is designed to bring every part of the profession together to further excellence and integrity in the profession. Fellows are nominated exclusively by other Fellows and elected by the Board of Governors after appropriate due diligence has established that a nominee meets the highest standards of the profession. There are three categories of Fellows: Fellow, those in active practice, Fellow Emeritus, those who are retired; and Honorary Fellow, reserved to sitting judges and outstanding individuals who have made substantial contributions to the field but are not lawyers.

The College functions entirely within the profession. It is forbidden by its Bylaws from taking legislative positions.

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