

2002 NAALJ ANNUAL MEETING & CONFERENCE AGENDA
October 19-23, 2002
Radisson Plaza Hotel
Lexington, Kentucky

FRIDAY, OCTOBER 18, 2002

5:00 p.m. — 9:00 p.m. Pre-conference meeting of NAALJ Board - Black Diamond Board Room.

SATURDAY, OCTOBER 19, 2002

8:15 a.m. - 6:00 p.m. Special Events (see schedule below)

5:00 p.m. - 8:00 p.m. Registration Table Open

5:30 p.m. Meetings: ADR Committee - Clay Room
Bylaws Committee - Black Diamond Room

6:00 p.m. Meetings: Membership Committee - Kincaid Room
Conference Planning Committee - Breckinridge

8:00 p.m. - 11:00 Hospitality Room

SPECIAL EVENTS SCHEDULE

Horsing Around — Spend the day at Keeneland, a National Historic Landmark and one of the world's most prestigious thoroughbred racetracks. Watch the races from the exclusive Lexington Room. Note: The Lexington Room is a non-smoking area. Coat and tie required. No denim.

\$60 per person

11:15 a.m. Motor coach arrives at Radisson Plaza for boarding at Broadway entrance

11:30 a.m. Depart Radisson Plaza for Keeneland. Lunch Buffet served until 2:30 p.m.

3:00 p.m. First motor coach departs Keeneland for Radisson (for those wanting to return early)

5:30 p.m. Second and final motor coach departs Keeneland for Radisson

6:00 p.m. Arrive Radisson Plaza

Historical Bluegrass Tour - Experience Horse Country on a guided tour through the Bluegrass!

\$55 per person

8:15 a.m. Motor coach arrives at Radisson Plaza for boarding at Broadway entrance

8:30 a.m. Depart Radisson Plaza for Scenic Bluegrass Tour

8:45 a.m. Tour Keeneland Race Course and watch the morning workouts

10:15 a.m. Tour Three Chimneys horse farm 11:15 a.m. Tour Labrot

& Graham Distillery 1:00 p.m. Arrive Berry Hill Mansion for catered

lunch in Music Room

2:00 p.m. Depart Berry Hill Mansion for narrated tour of Frankfort's historic sites

2:30 p.m. Tour Rebecca Ruth Candy Factory

3:30 p.m. Depart Rebecca Ruth Candy Factory

4:15 p.m. Arrive Radisson Plaza

SUNDAY, OCTOBER 20, 2002

10:00 a.m. Registration Table Open

COMMITTEE MEETINGS

8:30 a.m. Meeting: Journal Committee — Burley Room

10:00 a.m. Meeting: Education Committee — Black Diamond Room

SPECIAL EVENTS SCHEDULE

Shaker Village

Enjoy a country buffet breakfast and self-guided tour at Shaker Village of Pleasant Hill, a premier living history museum where costumed interpreters chronicle Shaker life in thirty-three original 19th century buildings on 2,800 acres of farmland.

\$39 per person

6:45 a.m. Motor coach arrives at Radisson Plaza for boarding at Broadway entrance

7:00 a.m. Depart Radisson for Shaker Village

8:00 a.m. Arrive Shaker Village - Breakfast in Trustees' Dining Room

9:30 a.m. Buildings open for self-guided tour

11:00 a.m. Depart Shaker Village

12:00 p.m. Arrive Radisson Plaza

Golf Outing

Experience the pleasure of a morning at Kearney Hill Golf Links, a Scottish links style course designed by Pete and P.B. Dye that hosted a stop on the Senior PGA Tour from 1990 to 1997. Kearney Hill Golf Links has been rated in the top 10 best golf courses in Kentucky by Golf Digest magazine.

\$55 per person

7:00 a.m. Vehicle arrives at Radisson Plaza for boarding at Broadway entrance

8:00 a.m. First Tee Time

12:00 p.m. Arrive Radisson Plaza

SUNDAY, OCTOBER 20, 2002

PROGRAM SCHEDULE

12:30 -1:00 Welcome, Host Remarks & Announcements

Ballrooms 1-4

Larry Craddock, NAALJ President, and Susie Bargo, KAAA President

Stanley Cygan, NAALJ Past President

William Dressel, President, National Judicial College

1:00 - 2:45 Winning the Battle But Losing the War: Ensuring the Hearing
Both Provides Due Process and Promotes Public Confidence

Ballrooms 1-4

Materials: Tab A

Professor Henry L. Stephens

Northern Kentucky University, Salmon P. Chase College of Law

Lori Davis, Hearing Officer

Kentucky Cabinet for Health Services, Administrative Hearings Branch

3:00 - 4:00 Fellowship Presentation

Ballrooms 1-4

Materials: Tab B

Comparing the U.S. System of Administrative Justice with the System of Another
Country — A.D.R. in the United States and in Nigeria

Professor Phyllis E. Bernard

Oklahoma City University Law School

5:00 - 8:00 Sunday Evening Reception

Kentucky Horse Park - Casual Attire

400 Motor coaches at Radisson - board at Broadway entrance

5:00 Reception at Kentucky Horse Park. Bandanas distributed to all guests. Show
your bandana through October 23rd for free park admission.

5:15 Welcoming Remarks in Grand Pavilion

Carol Palmore, Secretary, Ky. Personnel Cabinet (Invited)

5:15 - 7:00 Stroll through the horse park, explore the International Museum of the Horse,
take a hayride, browse the Kentucky Horse Park Gift Shop, and listen to live
music by the Kettleheads (a bluegrass band)

6:15 - 6:45 Parade of Breeds Presentation in the Breeds Barn - an entertaining and colorful
demonstration and narrative of the history and uses of equine breeds

7:00 Kentucky Style Buffet - Burgoo, Cornbread, Skillet Fried Chicken, Pulled BBQ
Pork, Shredded Fatmer's Slaw, Green Beans, Rolls and Pecan Pie

7:30 Area Cloggers perform a foot-stomping show!

8:15 Begin boarding busses for Radisson

MONDAY, OCTOBER 21, 2002

7:30 a.m. Registration Table Opens

8:30 - 9:00 **Welcome, Host Remarks & Announcements**

Ballrooms 1-4

Governor Paul E. Patton
Commonwealth of Kentucky

9:00 - 10:00 **Public Confidence in the Judiciary**

Ballrooms 1-4

Materials: Tab C

Hon. Jennifer B. Coffman
Judge, U.S. District Court, Eastern District of Kentucky

TWO ALTERNATE TRACKS

Track One:

10:15 - 11:00 **State Administrative Law Case Update**

Ballrooms 3 & 4

Materials: Tab D

Professor Gregory L. Ogden
Pepperdine University School of Law, California

11:00 - 11:45 **Federal Administrative Law Case Update**

Ballrooms 3 & 4

Materials: Tab E

Professor Michael Healy
University of Kentucky College of Law

Track Two:

10:15 - 11:45 **Comparing Methods of Dispute Resolution: One Size Might Not Fit All**

Lincoln 1 & 2

Materials: Tab F

Susan Durant, Hearing Officer

Ky. Office of Attorney Gen., Division of Administrative Hearings

David Marcus, Administrative Law Judge
Oregon Employment Department

Professor Henry L. Stephens
Northern Kentucky University, Salmon P. Chase College of Law

Both Tracks:

12:00 - 1:15 Luncheon With Speaker - Judicial Independence
Ballrooms 1 & 2

Hon. Joseph Hood
Judge, U.S. District Court, Eastern District of Kentucky

Serving Caesar Salad with choice of Caesar Dressing or Sun Dried
Tomato Dressing, Chicken Marsala with Potato Gnocchi, Green Beans
Amandine, Vegetable Pasta, and Key Lime Pie or Cheese Cake

1:30 - 3:00 Do You Mean What I Thought You Said?
Cultural Differences and Courtroom Behavior

Ballrooms 1-4

Materials: Tab G

Professor Edwin S. Segal
University of Louisville, Kentucky, Anthropology Department

3:30 - 5:00 NAALJ Membership Meeting
Ballrooms 1-4

5:30 Meeting: Non-Attorney Committee — Daniel Boone Room

8:00 - 11:00 "No-Talent" Show
Ballrooms 1-4 No Cover Charge - \$5.00 Escape Fee

Professional DJ, sound system complete with cables, microphones and hook-ups for
musicians, lighting, karaoke system with 4000 songs and TV monitor for lyric
display, dance music library, stage and dance floor provided ... come join the fun!

Remember, if you play, you don't pay!

TUESDAY, OCTOBER 22, 2002

7:30 a.m. Registration Table Opens

8:30 - 8:45 **Welcoming Remarks**

Ballrooms 3 & 4

Albert B. Chandler, III

Commonwealth of Kentucky, Attorney General

THREE ALTERNATE TRACKS

Track One:

8:45 - 10:15 **Admission and Use of Documentary Evidence**

Ballrooms 3 & 4

Materials: Tab H

Professor William H. Fortune

University of Kentucky College of Law

10:30 - 12:00 **Ethical Use of Technology in the Hearing Process**

Ballrooms 3 & 4

Materials: Tab I

Michael Losavio, Manager

Ky. Administrative Office of the Courts, Division of Education Services

Track Two:

8:45 - 10:15 **Managing a High Volume Docket**

Lincoln 1 & 2

Materials: Tab J

Susie Bargo, Hearing Officer

Ky. Cabinet for Families and Children, Admin Hearings Branch

Jacquelyn Watts, Admin. Law Judge

Louisiana Division of Administrative Law

Thomas G. Stovall, Admin. Law Judge and Assistant Director

Tenn. Office of Secretary of State, Admin. Procedures Division

Sheila Lowther, Chief Administrative Law Judge

Kentucky Department of Workers Claims

10:30 - 12:00 **Roundtable Discussion of Future NAALJ Resolutions**

Lincoln 1 & 2

Materials: Tab K

Julian Mann, III, Chief Administrative Law Judge

North Carolina Office of Administrative Hearings

Lois F. Oakley, Chief Administrative Law Judge

Georgia Office of State Administrative Hearings

Track Three:

8:45 - 12:00 Special Issues in Complex Litigation

Ballrooms 1 & 2

Materials: Tab L

Dennis J. Moss, Review Judge
Washington Utilities and Transportation Commission

James F. Horan, Administrative Law Judge
New York State Department of Health

All Tracks:

12:00 - 1:30 Lunch Break [Registrants On Your Own]

Track One:

1:30 - 3:45 Excellence in Decision Writing

Ballrooms 3 & 4

Materials: Tab M

Professor Allison Connelly
Director, Legal Clinic, Univ. of Ky. College of Law

3:45 - 4:45 Current Issues in Central Panel States

Ballrooms 3 & 4

Materials: Tab N

Bruce Johnson, Assistant Chief Administrative Law Judge
Minnesota Office of Administrative Hearings

Marvin "Buddy" Kittrell, Chief Administrative Law Judge
South Carolina Administrative Law Judge Division

Sheila Bailey Taylor, Chief Administrative Law Judge
Texas State Office of Administrative Hearings

Thomas E. Dewberry, Chief Administrative Law Judge
Maryland Office of Administrative Hearings

Track Two:

1:30 - 2:30 Becoming A Federal ALJ

Lincoln 1 & 2

Materials: Tab O

Raymond A. Limon, Acting Deputy Assistant Director
Federal Office of Personnel Management, Office of ALJs

2:30 - 4:45 The Nuts And Bolts Of Conducting An Administrative Hearing

Lincoln 1 & 2

Materials: Tab P

Ann Sheadel, Chief Hearing Officer
Ky. Office of Attorney Gen., Division of Administrative Hearings

Ann Breen-Greco, Administrative Law Judge
Illinois State Board of Education

Track Three:

1:30 - 2:30 **Electronic Aids in Judicial Processes**

Ballrooms 1 & 2

Materials: Tab Q

Michael Losavio, Manager

Ky. Administrative Office of the Courts, Division of Education Services

2:45 - 3:45 **Tech Tips From The Pros**

Ballrooms 1 & 2

Materials: Tab R

Matt Cegelis, Manager, State & Local Government Marketing

Lexis/Nexis

3:45 - 4:45 **Tech Tips From The Pros**

Ballrooms 1 & 2

Materials: Tab S

Timothy E. Moore, Government Account Manager

West Group

All Tracks:

6:00 - 7:00 p.m. Cocktail Hour - Cash Bar

Window Box Foyer outside Ballrooms

7:00 - 8:15 p.m. Banquet with Speaker

Ballrooms 1-4

Remarks by Hon. James E. Keller

Justice, Supreme Court of Kentucky

Installation of NAALJ Officers, Special Recognition and Awards

Hon. Sammie Chess, Jr.,

Recipient of Rosskopf Award for Judicial Professionalism and Ethics

Serving Mixed Field Greens Salad with choice of Ranch Dressing or Raspberry Vinaigrette Dressing, Dijon Strip Loin and Pork Loin Duo Entrée, Polenta, Carrots, Broccoli, and Chocolate Cake

9:00- 11:00 p.m. Hospitality Room - Radisson

WEDNESDAY, OCTOBER 23

7:30 a.m. Registration Table Opens

8:30 - 8:45 **Welcoming Remarks — NAALJ**

President Ballrooms 1-4

8:45 - 9:45 **When Winning Isn't Everything - The Judge's Role in Determining Whether Hardball Is Fair Game**

Ballrooms 1-4

Materials: Tab T

Hon. Mary C. Noble
Circuit Judge, Fayette Circuit Court

10 – 11 **Opening The Judicial Process To All**

Ballrooms 1-4

Materials: Tab U

Hon. Janice R. Martin
District Judge, Jefferson District Court

11 – 12 **Ethics for Judges**

Ballrooms 1-4

Materials: Tab V

Professor Richard H. Underwood
University of Kentucky College of Law

12:00 noon Adjourn Conference

12:15 - 4:00 NAALJ Board Meeting
Black Diamond Board Room

CONTRIBUTING AUTHORS & SPEAKERS

DONNA SUZANNE BARGO has, for the past 15 years, been an Administrative Hearing Officer with the Cabinet for Families and Children in Kentucky. Judge Bargo's docket consists mainly of appeals of findings in child abuse/neglect investigations. Prior to becoming an AHO, Judge Bargo conducted this type investigation as a MA level Social Worker for the same Cabinet. Judge Bargo received both her undergraduate and graduate degrees from Eastern KY University. She has completed the Administrative Law program presented by the National Judicial College and has been awarded Hearing Official Certification by the National Association of Hearing Officials. In her second term as member of the NAALJ Board of Governors, Judge Bargo is Chairperson for the Non-Attorney ALJ Committee and is Co-chair, with Judge Janet Thompson, of the 2002 National Conference. In addition, Judge Bargo is a charter member and the President Elect of NAALJ's KY affiliate, the KY Association of Administrative Adjudicators.

PHYLLIS E. BERNARD is Professor of Law and Director of the Center on Alternative Dispute Resolution at the Oklahoma City University School of Law. Professor Bernard received her A.B. degree from Bryn Mawr College; her M.A. from Columbia University; and her J.D. degree from the University of Pennsylvania. She has served as a consultant to the Administrative Conference of the United States in developing an ADR process to replace most Medicare adjudications for institutional providers. As a state commissioner serving on the Oklahoma Merit Protection Commission, she helped develop rules and procedures replacing much of the state merit system appeals process with ADR, and helped develop the first ethics rules for Merit Protection commissioners. She has served as a consultant to the U.N. World Health Organization, advising the Lao People's Democratic Republic on privatization of their health care system and development of a quality of care dispute resolution system. Professor Bernard has started a pro bono consultation with the International Federation of Women Lawyers in the Niger Delta, where she was asked to design an appropriate tribal peacemaking program. She is widely published and a frequent lecturer on alternative dispute resolution.

ANN BREEN-GRECO is an Administrative Law Judge with the Illinois State Board of Education, presiding over special education hearings. Previously, she was an Administrative Law Judge at the Illinois Department of Children and Family Services, presiding over child welfare hearings, including abuse and neglect, licensing, and service appeal cases. She is an arbitrator with the Federal Mediation and Conciliation Service, U.S. Postal Service, and Illinois Cook County Mandatory Court-Annexed Arbitration. She is also a mediator with the Illinois Department of Human Services, mediating vocational rehabilitation and early intervention cases and for many years was a mediator with the Center for Conflict Resolution. Judge Breen-Greco has also chaired a number of panels as a hearing officer with the U.S. Track and Field Doping Review Board. Judge Breen-Greco is on the board of the National Association of Administrative Law Judges and President of the Illinois affiliate. She is a regular faculty member for annual conferences for administrative law judges, conducting a number of workshops on professional development for administrative law judges. She has also served as adjunct faculty of Cornell University School of Industrial Labor Relations' Mediation Training Program. Judge Breen-Greco was the co-editor of the NAALJ newsletter for a number of years and also continues to serve as Chair of Publications and Editor of the newsletter for the American Bar Association

National Conference of Administrative Law Judges. A long-time political and social activist, she is co-chair of the Legislative Committee of the Women's Bar Association of Illinois (WBAI). She is also a recipient of the U.S. Customs Department Woman of Vision and Courage award; Illinois Institute of Technology Women's Network Julia Beveridge award; Illinois Treasurer's Woman to Woman award—Women Making a Difference, motivational category;. Judge Breen-Greco has led stress reduction sessions for judges, community groups, day-care providers, students, and individuals. She has written a book titled, *Women In Control: A Guide To Creating Your Own Fitness Lifestyle For Body, Mind, And Spirit*, recently published by iUniverse.com.

MATT CEGELIS is the Manager of State & Local Government Marketing for LexisNexis.
* Full Biographical Not Available At Time Of Assembly *

A. B. "BEN" CHANDLER was first elected Attorney General of Kentucky in 1995. Having built a strong record of fighting against government corruption, he was reelected without opposition to a second term in 1999. He previously served a four-year term as Kentucky State Auditor. As Attorney General, he has been an independent public servant representing and protecting the citizens of the Commonwealth. For example, on behalf of the people of Kentucky, he filed a lawsuit against the Anthem Insurance Company of Indiana and recovered \$45 million in charitable assets once belonging to the former Kentucky Blue Cross Blue Shield Insurance Company. He has also worked hard to protect consumers, seniors, victims of violent crime and all citizens by successfully fighting against public corruption, financial identity theft, telemarketing fraud, prescription drug trafficking and nursing home abuse. He also won passage of legislation that requires violent offenders to serve at least 85% of their prison sentences, and increases the amount of restitution that all criminals must pay to the victims of their crimes. Ben Chandler and his wife, Jennifer, have three children -- Lucie, Albert IV, and Branham. The Chandlers live in Woodford County, Kentucky and are members of the Pisgah Presbyterian Church.

SAMMIE CHESS JR. has been an Administrative Law Judge with the North Carolina Office of Administrative Hearings since 1991. He graduated from North Carolina College at Durham (now North Carolina Central University) receiving his B.A. in 1956 and his law degree in 1958. From 1960 to 1971 he was a trial lawyer, participating in numerous civil rights cases involving sit-ins, demonstrations, equal employment, picketing, school desegregation and hospitals, among others. He was a cooperating attorney with the NAACP Legal Defense Fund in the case of *Griggs v. Duke Power*, 401 U.S. 424 (1971). From 1971 to 1975, he was Judge of the Superior Court in North Carolina, the first African-American to be appointed to the Superior Court in North Carolina. From 1975 through 1991, he practiced law in High Point, North Carolina, and is a past President of the High Point Bar Association. He is a former member of the Board of Trustees of Winston-Salem State University and of the North Carolina Board of Higher Education, and has been a member of the NAALJ Board of Governors since 1995.

JUDGE JENNIFER B. COFFMAN, a United States District Judge for the Eastern and Western Districts of Kentucky. She was appointed to the federal bench by President Clinton in 1993. Before her appointment she was a trial lawyer in private practice and a legal writing instructor at the University of Kentucky College of Law, from which she graduated in 1978. She also holds a Bachelor of Arts in English and a Master of Science in Library Science from the University of

Kentucky. Judge Coffman's publications include two student publications in the Kentucky Law Journal and a chapter of Employment Law (University of Kentucky College of Law, Office of Continuing Legal Education 1992). She frequently speaks at law-related conventions and seminars. Her professional activities include chairing the Kentucky Bar Association Convention, serving on the Fayette County, Kentucky, Bar Association Board of Governors, and serving the UK College of Law as President of its Alumni Association and as a member of its Visiting Committee and twice on its Dean Search Committee. She was awarded the Kentucky Bar Center Award by the Kentucky Bar Association in 1993 and she was a charter member of the UK College of Law Alumni Hall of Fame. Judge Coffman serves on the Judicial Resources Committee of the Judicial Conference and on the Sixth Circuit Pattern Jury Instruction Committee. Her civic activities include Board of Directors service for both the YWCA of Lexington, Kentucky, and Shepherd Center Rehabilitation Hospital Board in Atlanta, Georgia, as well as service in various capacities at her church. She received the YWCA Woman of Achievement Award in 1994 and in 2001 she received the Equipoise Award, for maintaining a family-life balance, from the Lexington, Kentucky chapter of National Association of Women Business Owners.

ALLISON CONNELLY joined the faculty of the College of Law as an Assistant Professor in 1996 and as the first Director for the UK College of Law Legal Clinic. Prior to joining the law school she spent 13 years as a state public defender. She rose through the ranks to become the first female Kentucky Public Advocate, the head of Kentucky's statewide public defender system, and has several published appellate decisions to her credit. She received her B.A. degree from the University of Kentucky and was awarded her J.D. degree from the University of Kentucky College of Law. Prior to joining the faculty, she served as an adjunct professor with UK beginning in 1986 teaching in legal writing, litigation skills, criminal procedure, and criminal trial process. She has lectured locally and nationally on criminal justice issues, and serves as a member of UK's Council for the Aging.

LARRY CRADDOCK has been very active with NAALJ (board member, 1995-1997, treasurer, 1998-2000, president-elect, 2000-2001, president 2001-2002). Judge Craddock was also the first president of the Texas Chapter of NAALJ, the Texas Association of Professional Administrative Adjudicators (TAPAA), 1999-2000. He was also a chair of the 2001 NAALJ Annual Convention and Training Conference in Austin, Texas. In the past, Judge Craddock has also been a chair of the NAALJ Membership and State Affiliates Committee, and the NAALJ Budget Committee. Judge Craddock has been an administrative law judge with the Texas Department of Banking since 1992 and an administrative law judge with the Texas Finance Commission agencies (the Department of Banking, the Savings and Loan Department, and the Office of Consumer Credit Commissioner) since 1995. Before becoming an ALJ, Judge Craddock was at various points in his career an Assistant Attorney General of Texas, an Assistant General Counsel to the Governor of Texas, the General Counsel to the Texas Comptroller of Public Accounts, and Special Counsel to the Texas Public Utility Commission.

STANLEY J. CYGAN is Manager of the Office of Administrative Hearings-Tax, Illinois Department of Employment Security. He received his B. A. from the University of Illinois at Chicago in 1971 and was awarded his J. D. from Loyola University School of Law, Chicago in 1974. He is also an Alumnus of the National Judicial College, Reno. Mr. Cygan is Director at

Large, Government Bar Association (GBA) (1994-1996); Chair, GBA Chicago Program and Activities (1994-1996); President, National Association of Administrative Law Judges (NAALJ) (1991-1992); Secretary, NAALJ (1979-1985); Board of Governors NAALJ (1979-1996); President, Illinois Association of Administrative Law Judges (IAALJ) (1979-83); Treasurer, IAALJ (1999-Present); Director, IAALJ (1978-Present); Editor, The IAALJ, newsletter of the IAALJ (1996-Present); Member, NAALJ, IAALJ, GBA, American Bar Association (ABA), Chicago Bar Association (CBA), and National Conference of Administrative Law Judges; Chair, CBA Administrative Law Committee (1982-1983, 2001-2002); Chair, CBA Administrative Law Judges Committee (1997-1998). Recipient CBA David C. Hilliard Award (1977); Chair, Co-chair, NAALJ Ethics Committee (1992-1995); Chair, NAALJ Audit Committee (1996-Present); and Director, NAALJ Survey of Administrative Law Judge Salaries (1996-Present). He has served as the Managing Editor for the Journal of the National Association of Administrative Law Judges (J.NAALJ) from 1983-present. Mr. Cygan is the Author of Adjudicative Procedure and the Model State Administrative Procedure Act (1981), 3 J.NAALJ 27 (1983) and Development of the Model Code of Judicial Conduct for State Administrative Law Judges, 14 J.NAALJ 269 (1994). He also served as Co-author of the NAALJ Model Code of Judicial Conduct for State Administrative Law Judges (1994).

LORI A. DAVIS is an Administrative Law Judge / Hearing Officer with the Kentucky Cabinet for Health Services in Frankfort, Kentucky. Ms. Davis graduated from the University of Cincinnati in 1991 and the University of Tennessee College of Law in 1994. She is licensed to practice law in both Kentucky and Tennessee. Prior to her current position, Lori practiced civil rights law with the Kentucky Department of Public Advocacy. In this position for over four years, Lori represented many Kentuckians with disabilities in asserting their legal rights. As a member of the ABA, she serves as the Young Lawyers' Division Liaison to the Administrative and Regulatory Practice Section and as a judge with the Young Lawyers' Division Awards of Achievement program. She is also a member of NAALJ; the Kentucky Association of Administrative Adjudicators; and the ABA's General Practice, Small Firm and Solo Practice Sections and its Judicial Division, National Conference of Administrative Law Judges. Lori is involved with the Lexington-Fayette Urban County Human Rights Commission, the Kentucky Board of Nursing and the Bluegrass Women's Political Caucus.

THOMAS E. DEWBERRY is the Chief Administrative Law Judge of the Maryland Office of Administrative Hearings, appointed by Governor Parris N. Glendening, and effective May 22, 2002. A 1977 graduate of Baltimore Law School, he served as Hearing Examiner and Senior Hearing Examiner for the Maryland Public Service Commission beginning in 1979. He is a member of the American Bar Association; the Maryland State Bar Association; the Baltimore County Bar Association; and the State and National Association of Administrative Law Judges. Mr. Dewberry is active in numerous professional and civic organizations.

WILLIAM F. DRESSEL became the President of The National Judicial College in November 2000. He obtained his B.A. from Cornell College, Mt. Vernon, Iowa, and his J.D. from University of Denver Law School. From 1966-1978 he was in private practice, in both Denver and Fort Collins, Colorado, specializing in trial practice. In July 1978 he was appointed as a judge to the 8th Judicial District, State of Colorado, and retained in 1980, 1986, 1992 and 1998 general elections. Judge Dressel was licensed to practice law in the State of Colorado in April

1966 and has been admitted to practice before the Supreme Court of the State of Colorado, 10th Circuit, and the U.S. Supreme Court. Judge Dressel has been president of the Colorado District Judges' Association and chair of the Colorado Trial Judges' Council, which represents both district and county judges in the State of Colorado. From August 1992 to August 1993, Judge Dressel was chair of the National Conference of State Trial Judges, and from 1987-1993 was chair of the Court Delay Reduction Committee of the National Conference of State Trial Judges. In 1991 Judge Dressel was appointed by Colorado Chief Justice Rovira to be the Judicial Department's representative on the Colorado Legislature's Criminal Justice Commission, and was reappointed for a second term in 1993. He is the principal author of the Trial Management Standards adopted by the American Bar Association House of Delegates in 1992. He has also served as adjunct professor of law at the University of Denver, teaching criminal procedure and trial tactics; a consultant to the National Center for State Courts, the Center for effective Public Policy, the Justice Management Institute, and a member of the Colorado Judicial Faculty. He served as a member of the faculty of The National Judicial College from 1989-1993, and in June 1993 was appointed to its Board of Trustees, where he served as vice-chair from 1999-2000. He was the 1998 recipient of the Justice Management Institute's Ernest C. Friesen Award of Excellence presented in recognition of his vision, leadership and sustained commitment to the achievement of excellence in the administration of justice. NAALJ is pleased that President Dressel serves on the NAALJ Journal Board of Advisors.

SUSAN S. DURANT has been a Hearing Officer in the Division of Administrative Hearings, Office of the Attorney General, since February, 1996. She received her law degree from the University of Kentucky College of Law in 1986 where she was a member of the Order of the Coif, an editor of the Kentucky Law Journal, and a member of the Moot Court Board. She clerked for Judge Henry R. Wilhoit, United States District Court, Eastern District of Kentucky, from 1986-1988. She practiced law with a small law firm in Lexington, Kentucky, from 1988 until 1996. Ms. Durant received her training as a mediator in 1993 and was certified in 1995 by the Mediation Center of Kentucky. She has served as a mediator and trainer with the Mediation Center since her certification. She helped initiate and establish the mediation functions of the Division of Administrative Hearings. The Division offers mediation services for over sixty boards and agencies. Predominantly the disputes mediated concern professional disciplinary actions. Ms. Durant is the co-author of Kentucky Administrative Law, UK/CLE Practice Handbook, 1999; "Procedural Due Process Past Due: Kentucky's Uniform Administrative Hearing Procedures Act Goes into Effect," Kentucky Bench & Bar. Winter 1997;"Medical Benefits Subrogation and Personal Injury Tort Recovery Conflicting Claims: Prescriptions for Relief," Kentucky Bench & Bar. Winter 1994. She has participated in presentations before the Kentucky Association of Administrative Adjudicators, the National Association of Administrative Law Judges, the Governor's Safety and Health Conference and Exposition, and the United States Occupational Safety and Health Review Commission, Safety and Health Adjudicators' Conference.

WILLIAM H. FORTUNE is a Professor with the University of Kentucky College of Law where he has been a member of the faculty since 1969. He received both his undergraduate degree and his law degree as a Coif graduate from the University of Kentucky. His areas of teaching include evidence, criminal procedure and legal ethics. Prior to joining the law faculty and on several occasions since, he has been actively engaged in the practice of law. He has

practiced with a Lexington law firm, served as Deputy Federal Public Defender in Los Angeles, California and as Assistant State Public Defender in Pikeville, Kentucky from 1991-1992. His University appointments have included service as university-wide Ombudsman and as Associate Dean for Academic Affairs at the College of Law. He currently serves as the Chair of the University Senate. Bill and Professor Rick Underwood co-authored a book published by Little, Brown & Company entitled Trial Ethics. That book served as a basis for their 1996 book written with Edward Imwinkelried of University of California at Davis, entitled Modern Litigation and Professional Responsibility Handbook. Professor Fortune was selected as an Alumni "Great Teacher" in 2001.

JOHN W. HARDWICKE was appointed the first Chief Administrative Law Judge of the Maryland Office of Administrative Hearings in 1989 by Governor William Donald Schaefer and reappointed in 1996 by Governor Parris N. Glendening for a six year term. He retired from that position in June 2002. Hardwicke received his A.B. Degree from the University of North Carolina--Chapel Hill in 1950 and his LL.B Degree from George Washington University, in 1953. From 1953-1955 he was Assistant Counsel, to the Controller of the Currency, Washington, D.C. Since 1955, he served as Instructor in Commercial Law, Evening School, Hopkins University, Baltimore, Maryland. From 1955-1957, he was an Associate, with Piper and Marbury, Baltimore, Maryland. He engaged in the general practice of law in Baltimore City, with emphasis on Corporate and Business Law from 1957-1989. He was an elected member of the Maryland House of Delegates from 1963-1967 and chaired the House Judiciary Subcommittee on the Uniform Commercial Code. He was an elected member of the Maryland State Constitutional Convention from 1967-1968. In 1969, Hardwicke served as one of the organizers of the Florida Phosphate Council, Tampa, Florida, broad-based consortium of phosphate miners, state and federal environmental, tax and mining problems and from 1972-1990 he served as Counsel to the Maryland Industrial Group, a broad-based consortium of Maryland industry established to deal with natural gas, electricity, energy curtailments and related problems as well as taxation and environmental matters. He was elected Councilman at Large, Harford County, Maryland, Council from 1972-1974 and elected President, Harford County, Maryland Council 1978-1990. In 1987, Hardwicke co-authored, with Robert W. Emerson, Business Law, a textbook published nationally and internationally by Barron's Educational Series, Inc. In 1992 he was a member of the Maryland Commission to Revise the Administrative Procedure Act. He is a past President (1996) of the National Association of Administrative Law Judges and chair-elect of the National Conference of Administrative Law Judges (2001-2002). He is a member of the Maryland Bar Association, the American Bar Association and the Bar of the United States Supreme Court.

MICHAEL P. HEALY is the Dorothy Salmon Professor of Law at the University of Kentucky College of Law. He teaches in the areas of environmental law, torts, and administrative law. Mike received his undergraduate degree from Williams College and his law degree from the University of Pennsylvania where he was articles editor of the University of Pennsylvania Law Review. Mike came to the law school in 1990. Prior to entering teaching he served as an attorney with the Environment and Natural Resources Division of the U.S. Department of Justice and as a law clerk for Judge Edward R. Becker of the U. S. Court of Appeals for the Third Circuit.

JOSEPH M. HOOD is United States District Court Judge for the Eastern District of Kentucky, Lexington, Kentucky. Judge Hood was nominated for appointment Jan. 24, 1990 by President Bush; confirmed by the Senate on April 27th 1990. Judge Hood's education background is as follows: University of Kentucky, Lexington, 1960-65, B.S. in commerce, 1965-1966, graduate studies, Dept. of Economics, graduate teaching asst.; University of Kentucky College of Law, Lexington, 1970-72, J.D. He entered active duty, U.S. Army in 1966 and was released as CPT in 1970 after service as infantry commander in Vietnam, 1968-69. He served as Law Clerk to Judge H. David Hermansdorfer, U.S. District Court for the Eastern District of Kentucky, Catlettsburg; 1976-1990, and as Magistrate Judge, U.S. District Court Eastern District of Kentucky, Ashland and Catlettsburg. He was admitted to KY Supreme Court and U.S. District Court for the Eastern District of KY, 1973. Judge Hood received the Kentucky Bar Association Outstanding Judge Award in 1999. His military awards and decorations include the Bronze Star with "V" Device and four oak leaf clusters, Air Medal, Army Commendation Medal with "V" Device and one oak leaf cluster and the Purple Heart. He is a member of the KY, and Fayette County Bar Associations; Lambda Chi Alpha; Phi Delta Phi; University of Kentucky Alumni Association; Federal Judges Association; and the Judicial Conference of the United States Committee on Financial Disclosure.

JAMES F. HORAN has served as an Administrative Law Judge at the New York State Department of Health since 1991. Previously, he served as a Senior Attorney with the Health Department's Bureau of House Counsel and on temporary assignment at the Bureau of Legislation. He also conducts hearings by designation for the New York State Department of Economic Development and the State Consumer Protection Board. Upon graduation from law school, he served as Law Assistant to Fulton County Judge and Surrogate Robert P. Best. Judge Horan graduated from the University of Notre Dame and from Albany Law School and he has completed various courses in adjudication at the National Judicial College. He serves as a panel member for the Surrogate Decision-Making Program of the New York State Commission on the Quality of Care for the Mentally Disabled. He served as the President of the New York State Association of Administrative Law Judges (2001-2002) and was Program Chair for the National Association of Administrative Law Judges' National Conference and Seminars in Albany, NY in October 2000. He has lectured at continuing legal education programs for Albany Law School, the New York State Bar Association and the National Association of Administrative Law Judges and he has published articles on Administrative and Health Law. He chairs the Administrative Law Judge Sub-Committee in the New York State Bar Association's Committee on Attorneys in the Public Service. He also serves on the Executive Committee of the New York State Bar Association Health Law Section and co-chairs that Section's Membership Committee. He is a member of the Executive Committee of the Board of Directors of Special Olympics New York and received the 1999 Dorothy Buehring-Phillips Award for outstanding continuing service to Special Olympics at the state and local level. He is also President of the Parish Council at the Cathedral of the Immaculate Conception in Albany (2002-2003).

BRUCE H. JOHNSON currently serves as Assistant Chief Administrative Law Judge of the Minnesota Office of Administrative Hearings. He received both his A.B. and J.D. degrees from Duke University. After graduating from law school, he was appointed Assistant District Counsel for the U. S. Army Corps of Engineers' office in Wilmington, North Carolina. He subsequently served for five years as an Assistant United States Attorney for the Eastern District of North

Carolina, first as head of that office's Land & Natural Resources Section and later as Chief of the Civil Division. In 1979 he entered private law practice in Duluth, Minnesota, specializing in admiralty law. He left private practice in 1984 and served for the next six years as Executive Director of the Neuroscience Institute and Center for Health Care in Duluth. From 1990 through 1996, Johnson served in a number of positions in Minnesota state government, including: Director of the Office of Health Facilities Complaints, Ombudsman for Mental Health and Mental Retardation, a project director in the Department of Administration's Management Analysis Division, State Labor Negotiator, Commissioner of the Department of Employee Relations, and Commissioner of the Department of Children, Families and Learning. He was appointed an Administrative Law Judge in 1996.

JAMES E. KELLER is a Justice on the Kentucky Supreme Court, where he has served since May of 1999. Prior to his service with the Supreme Court, Justice Keller served as Fayette Circuit Court Judge beginning in 1976. Prior to his service on the bench, Justice Keller spent ten years engaged in private practice and served as Master Commissioner for the Fayette Circuit Court from 1969-1976. He attended Eastern Kentucky University for his undergraduate education and later graduated from the University of Kentucky College of Law. Judge Keller is well known for his extensive work with and dedication to the legal professional. He has lectured and written widely. His treatise written with UK law professor Louise Graham, Kentucky Family Law, is well known, and used by family law practitioners on a daily basis.

MARVIN F. KITTRELL ("Buddy") is Chief Administrative Law Judge for South Carolina. Mr. Kittrell graduated (cum laude) from Furman University, was awarded his J.D. degree from the University of South Carolina, and earned his LLM (taxation) from the University of Florida. He is Past President of the Newberry County Bar Association; Past President of the Rotary Club of Newberry; and a Board Member and Past President of the National Association of Administrative Law Judges. Mr. Kittrell is Past President of the National Association of Central Panel Directors and Chief Administrative Law Judges and served on the National Judicial College in 1993, 1995 and 1999. He was engaged in the private practice of law with Dennis and Dennis from 1971-1973; Griffith and Kittrell, 1977-1990; served as a Commissioner with the S.C. Workers' Compensation Commission from 1990-1994 and was elected Chief Administrative Law Judge in 1994, serving continuously since that time.

RAYMOND A. LIMON received his B.A. in Political Science from the University of Nevada-Reno and his J.D. from Indiana University in Bloomington. In between college and law school, he had the honor of serving in Honduras as a Peace Corps volunteer. After law school, he practiced toxic-tort litigation and immigration law in the private sector in Washington, DC. In January 1997, his return to public service brought him to the U.S. Office of Personnel Management where he practiced employment/labor law. Mr. Limon is a member of both the Maryland and District of Columbia bars. In August 2000, Mr. Limon left the General Counsel's office to manage and administer the Federal Administrative Law Judge (ALJ) program. Among other duties, Mr. Limon is responsible for overseeing a national program to recruit and examine for Federal ALJ positions and for directing program operations in all areas of personnel management affecting Ails, including promotions, classification, pay, transfers, details, reassignments, and reemployment. Mr. Limon routinely meets with agency representatives, ALJ associations, and other Bar organizations to discuss ALJ issues and concerns.

MICHAEL LOSAVIO is the manager of Education Services for the Kentucky Administrative Office of the Courts. An attorney, Mr. Losavio has taught at the University of Louisville on computer and technology-related topics in the Computer Engineering/Computer Science and Paralegal programs. He writes on technology matters; his volunteer work includes work on child protection issues in the Commonwealth.

SHEILA C. LOWTHER is Chief Administrative Law Judge for the Kentucky Department of Workers Claims. She graduated cum laude from Transylvania University in 1977. She received an English Speaking Union Fellowship and attended the University of London. She received her J.D. from the University of Kentucky in 1980. Judge Lowther was in private practice in Madisonville, Kentucky, from 1980 through April 1995. Her practice focused on workers compensation, and involved the representation of both employers and injured workers in both injury and occupational disease claims. She was appointed an administrative law judge for the Kentucky Department of Workers Claims on May 1, 1995. Since January 1, 1999, she has served as the Chief Administrative Law Judge.

JULIAN MANN, III has been Chief Administrative Law Judge and Director of North Carolina's Office of Administrative Hearings since 1989. He is Codifier of Rules for the State of North Carolina (Publisher of the North Carolina Register and North Carolina Administrative Code) and from 1974 to 1989 was an administrative law practitioner in Raleigh, North Carolina (General Legal Counsel - North Carolina Board of Architecture, North Carolina Veterinary Medical Board and American Association of Veterinary State Boards). He is an Adjunct Professor at North Carolina State University in Administrative Law, Business Law, Regulatory Law, and Construction Law. He is former chairman of the Administrative Law Committee of the North Carolina Bar Association. Judge Mann received his B.S. from the University of North Carolina, his M.P.A. from North Carolina State University, and his J.D. from Samford University. In 1998, he served as President of the National Association of Administrative Law Judges (NAALJ). He is a member of the Central Panel Directors Conference and is active in many other professional and community associations. He has written numerous articles and is a frequent CLE presenter on such legal subjects as administrative law, special education, due process and mediation.

DAVID MARCUS is an Administrative Law Judge, Arbitrator and Facilitator with the Oregon Hearing Officer Panel in Salem, Oregon. His area of concentration is construction contract disputes and contractor licensing and disciplinary cases referred to the Panel by the Oregon Construction Contractors Board. Mr. Marcus formerly served as an Administrative Law Judge for the Oregon Department of Transportation and has also served in several capacities in the Department of Human Resources. Mr. Marcus received his B.A. magna cum laude from the University of Cincinnati; has completed the "Administrative Law: Advanced" course at the National Judicial College in Reno, Nevada; and completed Mediation Training for Professional and Community Mediators through the University of Oregon School of Law. Over the past five years, Mr. Marcus has facilitated settlements in over 300 construction claim cases and has served as arbitrator in over 50 cases that would otherwise have been heard as contested cases under the Oregon APA. Mr. Marcus is an active member of the Oregon Association of Administrative Law Judges (OAALJ), and currently serves as chair of its Programs, Education and Conference

Committee. He is an active member of the National Association of Hearing Officials (NAHO) and the National Association of Administrative Law Judges (NAALJ), for which he served as ADR Committee Chair, 1999-2001, and currently serves as chair of the Non-Lawyer ALJ Issues Committee and as Co-Chair of the Membership Committee.

JANICE R. MARTIN is a District Court Judge for the Jefferson District, Commonwealth of Kentucky. She is an honors graduate of the University of Louisville and was awarded her J.D. degree by the University of Louisville School of Law. Prior to being elevated to the bench, she was Division Chief for the Juvenile Division of the Jefferson County Attorney's Office. Judge Martin received the 1992 Distinguished Alumni Award from the University of Louisville Alumni Association; was awarded the Court of Justice Law Day Award from the Administrative Office of the Courts in 1997; and is a 1999 Inductee to the Jefferson County Office for Women Hall of Fame. She is a frequent lecturer at legal education programs, and is active in numerous professional and civic organizations.

TIMOTHY E. MOORE is a veteran West Group Government Account Manager. Tim has taught Westlaw research across the country over the last twelve years. He knows how to introduce researchers to the power of computer assisted legal research, and specializes in Westlaw. His objective is to make research easy, productive and fun. Tim is a graduate of Illinois State University and was awarded his J.D. degree by Northern Illinois University College of Law. He served in the military for ten years, and left the U.S. Army as a Captain. Tim currently serves as an elected, voting member of the Sangamon County Board in Springfield, Illinois. He is Chair of the Elections Oversight Committee and Vice-Chair of the Civil Liberties Committee. Tim also serves on the Health, Safety and Zoning Committee for that body.

DENNIS J. MOSS received a Juris Doctor with Honors from the University of Texas at Austin in 1982. He began his legal career as an associate with the Washington, D.C. office of Baker & Botts where he represented major national and international energy corporations in complex litigation matters before state and federal courts and before various federal agencies. In 1987, Dennis became a partner in the Washington, D.C. based firm of Travis & Gooch where he represented natural gas producers before the Federal Energy Regulatory Commission. In 1991, Dennis relocated to Florida and established a solo alternative dispute resolution and law practice, which included regular service as a mediator in land use proceedings and as a presiding officer in formal administrative adjudicatory proceedings including utility rate proceedings, and ad valorem tax assessment, exemption and classification disputes. Dennis accepted the position of Review Judge at the Washington Utilities and Transportation Commission in 1997. His practice includes service as a presiding officer in complex administrative hearings, mediation, and facilitation in rulemaking proceedings. Dennis occasionally serves as a contract mediator or presiding officer in utility sector matters outside of Washington State.

MARY C. NOBLE obtained a bachelor's degree in English from Austin Peay State University in 1971 and a master's degree in psychology in 1975. She attended law school at the University of Kentucky in Lexington, and received her J.D. in December, 1981. She was elected to the bench in 1992, and has served two terms as Chief Judge of the Fayette Circuit Court. Judge Noble has been a speaker on a variety of legal topics, and has served as Chair of the statewide Gender Fairness in the Courts Committee, the Juvenile Justice Advisory Board, and the Attorney

General's Task Force on Prescription Drug Abuse. She presently serves on the State Civil Rules Committee, the AOC Drug Court Advisory Committee, and is Secretary-Treasurer of the Circuit Judges Association of Kentucky. She is on the Board of Chrysalis House, a residential treatment facility for women, and conducts Drug Court. As a practitioner, Judge Noble was a litigation attorney, practicing in the areas of school law, personal injury and criminal law. She has done both defense and plaintiff representation. Prior to her election as circuit judge in 1992, she served as Domestic Relations Commissioner for Third Division, Fayette Circuit Court.

LOIS F. OAKLEY is the Chief State Administrative Law Judge for the central panel in Georgia. Prior to her appointment to this position in 2000, Judge Oakley practiced corporate law with a major Southeastern law firm, served as an Assistant Attorney General for the State of Georgia, engaged in the legal search business, and served as the Academic Director of a post-graduate paralegal program. Judge Oakley is a graduate of Wellesley College and the Georgetown University Law Center.

GREGORY L. OGDEN is a professor of law at Pepperdine University where he has taught since 1978. He teaches administrative law, civil procedure, professional responsibility, and remedies. He is a graduate of UCLA, (BA, cum laude) UC Davis school of Law (JD, Law Review Editor), and he has two LLM's, one from Temple University in legal education, and one from Columbia University in administrative law. He has been an administrative law consultant to the Administrative Conference of the United States, and to the California Law Revision Commission. He has taught administrative law for over 20 years, and was the principal author of California Public Agency Practice, (three volumes, Matthew, Bender & Co., Inc. 1989), and California Public Administrative Law (two volumes, Matthew Bender & Co., Inc. 1997), the leading treatise on California administrative law. He has authored several articles in the administrative law field, including most recently the following article in the Journal of the NAALJ: Ogden, Gregory L., "The Role of Demeanor Evidence in Determining Credibility of Witnesses in Fact Finding: The Views of ALJ's, " 20 Journal of NAALJ 1 (2000). Professor Ogden is the faculty editor of the Journal of the NAALJ. Professor Ogden has spoken at several recent NAALJ conferences on current developments in administrative law, and judicial ethics for ALJ's. He was on the planning committee for the Evidence for ALJ's program hosted at Pepperdine Law School in May, 2001. Professor Ogden also served as a speaker at the California Office of Administrative Hearings Judges' College (February II, 2002) hosted at Pepperdine Law School; a speaker on the topic "Judicial Ethics for ALJ's"; and a speaker at the California Office of Administrative Hearings Judges' College (March 29, 2002) hosted at the Oakland office of OAH.

GOVERNOR PAUL PATTON is the Commonwealth of Kentucky's 59th governor having been first elected in 1995 and winning reelection for a second term in 1999. Paul Patton is unabashed when he pays tribute to the role his family and his home near Louisa have played in his life and career. He is proud of his heritage and says there aren't many places on earth that can leave an impact on one's values like Eastern Kentucky. "I know of no place with greater extremes - physical and human - or greater pride and strength." Governor Patton graduated from Louisa High School in 1955. Because his father, a teacher, knew first hand the value of education and saved every month for his son's education, Paul attended the University of Kentucky. It was there that he began preparing for his successful career in business and

government, graduating in 1959 with a degree in mechanical engineering. He then worked as a laborer in a coal mine in McDowell in Floyd County where he learned everything he could about the coal business. That determination led to establishing his own coal company which he ran for twenty years, until 1979. He then looked to public service, joining the administration of John Y. Brown Jr. in 1979 as deputy transportation secretary. During this time he also served as chairman of the Democratic Party of Kentucky. He ran for office himself in 1981 and won the race for Pike County Judge-Executive. In 1991, Paul Patton won his first statewide race for the office of Lieutenant Governor of the Commonwealth of Kentucky and became the first person elected to that office to also head a state cabinet. In his capacity as Secretary of the Cabinet for Economic Development, Patton continued his work to bring jobs to Kentucky. Economic development legislation Governor Patton wrote and helped pass in 1992 was modeled on his 1987 proposal to provide incentive programs to counties with consistently high unemployment rates. These programs have been credited with creating thousands of jobs across Kentucky.

EDWIN S. SEGAL is Professor of Anthropology at the University of Louisville. At the University Professor Segal is a member of the President's Commission on Diversity and Racial Equality, the University Diversity Committee, the Multicultural Center Advisory Board, and the Women's Center Advisory Board. Some of his courses are cross-listed with, and counted as part of the curricula of the Pan African Studies Department, Women's Studies Program and the Program of Studies in Religion. He has been a participant in diversity workshops sponsored by the Association of American Colleges and Universities, the Kentucky Council on Postsecondary Education, Indiana University and the National Institute for Leadership Development. He has spoken about diversity in a variety of venues, including the Louisville Science Center, and the Louisville Jewish Community Center. Professor Segal's research interests focus is on the intersections of ethnicity and gender in the context of developing nations. He has also written about teaching and curricular reform.. He has focused his research on Africa and has done field work in Nigeria, Cameroon, Kenya, Tanzania, Malawi, and South Africa. However, his most recent field experience was in Kyrgyzstan, in central Asia. He was a participant in an exchange program funded by the U.S. State Department and given to Indiana University and the Indiana Consortium for International Programs. The program is located at the American University in Kyrgyzstan. While there, he taught two classes for undergraduates, conducted a Faculty Seminar and participated in a variety of curricular and administrative consulting activities. These were all part of the university's effort to create an educational institution modeled along the lines of a U.S. university. Unfortunately, as a result of the events of September 11, most U.S. citizens working in Kyrgyzstan were asked, by the U.S. State Department, to leave at the end of September.

ANN M. SHEADEL graduated magna cum laude from Wittenberg University in 1970 and magna cum laude from Wayne State University Law School in 1978. She has practiced law since 1978 in a variety of public service and governmental organizations, as well as in private practice, including the Upper Peninsula Legal Services, the U. S. Department of Justice, the Rhode Island Attorney General's Office, Wyatt, Tarrant & Combs law firm, and the University of Louisville. Currently, Ms. Sheadel works in the Kentucky Attorney General's Office, where she is serving as the Director of the Division of Administrative Hearings. She also has served that Office as the Director of the Consumer Protection Division, the Director of the Civil and Environmental Law Division, and the Assistant Deputy Attorney General.

HENRY L. STEPHENS, JR. is Professor of Law and former Dean at the Chase College of Law at Northern Kentucky University where he teaches courses, lectures and produces scholarship in the areas of Alternative Dispute Resolution, Evidence, Environmental Law, Administrative Law, Trial Practice and Mining Law. Dean Stephens is in charge of the Northern Kentucky office of the Center for the Resolution of Disputes, Inc. Dean Stephens' practice experience is primarily in the area of general civil litigation. His career includes 15 years of general litigation practice with the firms of Middleton, Reutlinger and Baird, Louisville, Kentucky; Robinson & McEtwee, Charleston, West Virginia (Lexington, Kentucky office) and Greenbaum Doll and McDonald, PLLC in Covington, Kentucky, as well as service as a former prosecutor with the Kentucky Natural Resources & Environmental Protection Cabinet. Dean Stephens is the founder and executive director of the Ohio Valley Environmental Law and Natural Resource Law Institute affiliated with the College of Law. He has been a consultant to business and industry in the environmental area for more than 20 years. He practices civil mediation with the Center including commercial, employment, personal injury, medical malpractice and environmental disputes. Dean Stephens is a 1975 graduate of the University of Kentucky College of Law where he was a published member of the Kentucky Law Journal and a member of the Moot Court Board. He completed mediator training at the Harvard Law School Program of Instruction for Lawyers and began serving as a mediator in 1996. He is past Chair of the Natural Resources Section of the Kentucky Bar Association, a Life Member of the Sixth Circuit Judicial Conference and a past member of the Commonwealth of Kentucky's Environmental Quality Commission. He has served as trustee-at-large of the Eastern Mineral Law Foundation and is a Past President of the Kentucky Bar Foundation. He currently serves as a member of the Board of Trustees of AIK Comp, a workers' compensation self insurance fund in Louisville, Kentucky.

THOMAS G. STOVALL is an Administrative Judge and Assistant Director of the Administrative Procedures Division, Office of the Secretary of State. He received his B.A. degree from Earlham College and was awarded his J.D. from the University of Tennessee. Judge Stovall has been approved by the Supreme Court of Tennessee, Alternative Dispute Resolution Commission, as a Rule 31 Mediator in the field of general civil mediation. He is a Member of the American Bar Association, the Tennessee Bar Association, and the National Association of Administrative Law Judges. Judge Stovall presides over contested case hearings on behalf of various Tennessee administrative agencies. He has served as a Presenter on administrative law topics before the Tennessee Bar Association, Nashville Bar Association, and Tennessee Attorney General's continuing legal education seminars. He is a former instructor of administrative law at the Southeastern Paralegal Institute.

SHELIA BAILEY TAYLOR has served as Chief Administrative Law Judge (ALJ) of the Texas State Office of Administrative Hearings (SOAH) since her appointment by then Governor George W. Bush in May 1996. Prior to this appointment she served as Deputy to SOAH's first Chief ALJ, Steven L. Martin. Judge Taylor is board certified in Administrative Law and has extensive experience in this subject area. Prior to joining SOAH, she served as an ALJ for the Public Utility Commission of Texas for more than ten years. Judge Taylor is active in the Administrative and Public Law Section of the State Bar of Texas and has served as treasurer, secretary, vice chair and chair of that association. She also has served as a member of the board of the National Association of Administrative Law Judges and is a member of the local affiliate,

the Texas Association of Professional Administrative Adjudicators. Judge Taylor is a graduate of the Center for Public Policy Dispute Resolution Fellows Program and is a Public Policy Fellow. Judge Taylor received her undergraduate degree from Southern Methodist University in 1978 and her law degree from The University of Texas at Austin in 1981.

JANET THOMPSON is a Hearing Officer with the Office of Administrative Hearings for Kentucky's Natural Resources and Environmental Protection Cabinet. In this position, she conducts hearings and related proceedings in cases contesting final determinations of the Cabinet's various environmental divisions. She then prepares final Reports and Recommendations to the Secretary who issues the final order. Judge Thompson is a graduate of Georgia State University. She graduated from the University of Kentucky College of Law in 1982. Subsequently, she served as a staff attorney with the Kentucky Court of Appeals from 1982 to 1992, where she was responsible for researching and writing draft opinions, as well as presenting motions and preparing orders. Judge Thompson has served on the Board of Governors of the National Association of Administrative Law Judges since 1997. She served as Secretary for two years prior to becoming President-Elect and served as co-editor of the NAALJ News for three years. Judge Thompson was instrumental in the organization of the Kentucky Association of Administrative Adjudicators (KAAA), an affiliate of NAALJ since 1998.

RICHARD H. UNDERWOOD is Spears-Gilbert Professor of Law with the University of Kentucky College of Law where he has served on the faculty since 1980. He teaches litigation skills, federal courts, evidence and professional responsibility. Prior to joining the law faculty, Rick was with the Columbus, Ohio law firm of Vorys, Sater, Seymour & Pease and had clerked for the Honorable David S. Porter of the U.S. District Court for the Southern District of Ohio. Kentucky lawyers were for many years familiar with Rick as the Chair of the Kentucky Bar Association Ethics and Unauthorized Practice of Law Committee, a position which he held from 1984 to 1998. As such, Rick was on call to lawyers across the state to offer assistance with legal ethics questions and was involved in the drafting and writing of official KBA Legal Ethics Opinions. He is co-author with Professor William Fortune of the Little, Brown & Company publication, Legal Ethics, and shared a co-editorship with Todd Eberle of the, Kentucky Legal Ethics Opinions and Professional Responsibility Deskbook which is now in its second edition.

JACQUELYN WATTS has served as an administrative law judge in the State of Louisiana for the past six (6) years. Prior to becoming an administrative law judge, she was employed as a judicial law clerk at the 19th Judicial District Court and the First Circuit Court of Appeal in Baton Rouge, Louisiana. She also held the position of Staff Attorney with the Department of Social Services. Presently she is one of two administrative law judge supervisors with the Division of Administrative Law. Jacquelyn holds a B.S. in Social Science from Medaille College-in Buffalo, New York, a M.S. in Education from State University of New York at Buffalo, and a Juris Doctor from Southern University Law Center in Baton Rouge, Louisiana. She taught school for five (5) years in New Orleans, before going to law school. After law school she practiced as a private attorney (family law, criminal law and personal injury), and then held the positions stated above. She has served as Vice-President of the Louisiana Association of Administrative Law Judges, and is the Immediate Past President. She is a member of the Louisiana State Bar Association, Baton Rouge Bar Association, Louis A. Martinet Legal Society (former Vice-President) and the National Bar Association/Judicial Council. She currently

supervises eight (8) administrative law judges who specialize in Public Safety Implied Consent (DWI) hearings. To that end, she has been a co-presenter at Continuing Legal Education Courses, in particular "Conducting DWI Hearings" and most recently "Recent Developments in Administrative Law".