NAALJ 45th Annual Conference

Celebrating 45 Years Promoting the Independence of the Administrative Law Judiciary, The Sapphire Jubilee: Strategies for Sanity, Safety, and Success in the Hearing Room and Beyond

October 27-30, 2019
Marriott San Mateo San Francisco Airport
San Francisco Bay Area, California
The District of Columbia Association of Administrative Law Judiciary congratulates NAALJ on its 45th Sapphire Anniversary and invites you to attend the 2020 NAALJ Annual Conference.

October 4-7, 2020
Washington Court Hotel
On Capitol Hill
Washington, DC
October 27, 2019

Dear Conference Attendees:

Welcome to our Sapphire Jubilee – a celebration of NAALJ's 45th year!

And what a year it has been! Despite significant challenges to the integrity and impartiality of administrative adjudication, NAALJ continued to serve as a forum for discussion of these issues and crafted a strategic plan for the future.

Our mid-year webinar had record attendance and showed the dedication of ALJs and hearing officers to sharing ideas on best practices as well as staying current on issues that affect those who practice before us.

Your NAALJ Board should be commended for long-range planning and its commitment to diversifying the Board, the organization, and NAALJ's ability to stay relevant by addressing policy issues affecting our membership.

During this conference, I hope you take time to visit with old friends and new. We have a terrific program put together by Board member Commissioner Karen Clopton and her Conference Committee. Hopefully you will have an opportunity to network with each other while taking in the sights of the beautiful San Francisco Bay area.

NAALJ is at its best when members are familiar with its benefits and are active in committees. While here, please take the time to talk to Board members and our Executive Director, Tina Schott, about any concerns or ideas you have for NAALJ's future. Sign up for a committee or volunteer to help with next year's conference which will be held in Washington, D.C. under the leadership of incoming President, Elizabeth Figueroa.

Enjoy the conference!

Kindest regards,

[Signature]

Hon. Mary Li Creasy
President

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To our Conference Attendees:

Welcome to the San Francisco Bay Area! We are so honored to have the National Association of Administrative Law Judiciary back in California for its annual meeting this year. I wish to share some thoughts on public service, equal access to justice, and what motivates and inspires me each day. Dr. Martin Luther King, Jr., the Nobel Peace Prize Laureate, emphasized: “Darkness cannot drive out darkness. Only light can do that. Hate cannot drive out hate: only love can do that.” For me “Love” stands for the Leadership of Valuing Everyone.

Those of us who have chosen this life of public service to protect the safety, security, and affordability of basic necessities, such as education, social security, healthcare services, transportation, electricity, gas transmission, human rights, communications, including telephone and broadband, and water quality, sacrifice every day with lower pay scales, public opprobrium, and limited resources. Against all odds, the judges, attorneys, hearing officers, hearing reporters, support staff, and analysts who toil in our respective regulatory fields do so with integrity, creativity, commitment, and brilliance despite a cacophony of criticism.

Administrative law judges are the face of fairness for most Americans who come before public regulatory agencies of all types. In fact, according to the National Judicial College most Americans’ experience with the legal system and a judge is more likely before an administrative law judge than in civil or criminal court. Assistant Professor Kent Barnett, University of Georgia School of Law, noted: “Despite numbers and caseloads substantially larger than Article III courts, administrative law judges and administrative adjudicators mostly go about unnoticed, toiling in the shadows…” (U.C. Davis Law Review, Vol. 49, No. 5, June 2016)

We must continue to speak out against the relentless efforts (proposed in the guise of political expediency, so-called reform, and deregulation) to eliminate the independence and professionalism of the administrative law judiciary on both the federal and state level.

We must be able to have the conversation about implicit bias, equity, access, and inclusion without regard to the discomfort it might cause those entrenched and privileged by the status quo. All of us, as officers of the court, both lawyers and judges, owe the American public an educated, unbiased, and independent judiciary, whether in the Article III courts or the executive administrative courts.

We have an amazing roster of diverse speakers and timely presentations on judicial ethics, technological advances impacting judging, overcoming implicit bias, using mindfulness to keep order in the hearing room, and the importance of formality in safeguarding the independence and respect of the administrative law judiciary. We have made an effort to include diverse perspectives and presenters with an emphasis on wellness and we hope that each one of you will share the knowledge you glean here with your colleagues back home.

It has been a great honor to help organize the 45th Annual Meeting and to serve on the NAALJ Board of Governors. Many thanks to the NAALJ leadership team especially Judge Mary Li Creasy, the Board of Governors, our Executive Director Tina Schott, and the 45th Annual Meeting Conference Committee Team. Please take some time during your stay to visit San Francisco (an easy BART ride from SFO, or by CalTrain from the San Mateo station, or via Uber or Lyft) for great food, theatre, arts, museums, culture, and views. There is a same day theatre ticket booth at Union Square.

Sincerely,

Commissioner Karen Clopton
2019 NAALJ Conference Chair
Welcome to the City of San Mateo!

It is my pleasure on behalf of the San Mateo City Council and all of our residents, to extend greetings to the members and guests attending the National Association of Administrative Law Judiciary 2019 Annual Conference, held October 27th – October 30th, 2019 at the San Mateo Marriott San Francisco Airport Hotel. We are honored that you have selected San Mateo as the site of this important annual event.

We applaud NAAIL’s commitment to the enhancement of administrative justice by hosting seminars and conferences, publishing journals and newsletters, and conferring with state and federal government officials. For 45 years, the NAAIL has had a significant influence on the professionals it serves. Your efforts to educate, inform, and promote the recognition and understanding of administrative law has positively impacted all who regulate the operation and procedures of government agencies.

We express our sincere appreciation of the NAAIL’s efforts to enhance the status and competence of the administrative judiciary so that the highest of ethical standards are achieved in the executive branch of government.

The San Mateo City Council and staff convey their best wishes to all of the attendees and organizers of this year’s National Association of Administrative Law Judiciary Annual Conference.

With Warm Regards,

Diane Papan
Mayor, City of San Mateo
October 23, 2019

Hon. Mary Li Creasy
President, National Association of Administrative Law Judiciary

Re: Welcome To the San Francisco Bay Area – NAALJ Annual Conference

It is my honor and pleasure to welcome you and The National Association of Administrative Law Judiciary (NAALJ) to the San Francisco Bay Area! The NAALJ is an amazing organization that does great work throughout the year. We are sure that our San Francisco Bay Area judges and lawyers, along with your out-of-town guests will have an incredible learning experience given your roster of impressive panelists and speakers. We hope that your stay in the Bay Area will be empowering and enlightening and that the Bay Area will welcome your conference attendees with open arms.

We wish you the very best success for your conference and we hope that justice, diversity and fairness are at the center of your discussions and educational programming.

Congratulations to you Madame President, your board of directors and your conference planning committee on a successful year. Our best wishes to you for a very successful 2019 conference!

Very truly yours,

Yolanda Jackson
Executive Director and General Counsel
The Bar Association of San Francisco
The Justice & Diversity Center
October 22, 2019

Greetings,

The California Association of Black Lawyers Judicial Council is pleased to welcome you to California for your 45th Annual Meeting.

CABLJC supports the mission of the National Association of the Administrative Law Judiciary, "to promote an impartial, professional administrative judiciary that adheres to high ethical standards and furthers the recognition and understanding of its necessary role in the function of government." We are also so proud of our members who will be participating in your conference, including Justice Carol Codrington, Judge Brenda Harbin Forte, Commissioner Karen Clopton and CABLJC board member, Administrative Law Judge Juliette Macaulay.

We salute NAALL for its dedication to the independence of the American administration law judiciary. CABLJC lauds and supports your demonstrated commitment to access, equity, integrity and inclusion in the administration of justice.

Again, welcome to California.

Marguerite D. Downing

Honorable Marguerite D. Downing
Judge, Los Angeles Superior Court
October 27, 2019

Dear Conference Participants:

On behalf of the 2019 NAALJ Conference Committee, it is my pleasure to welcome you to the San Francisco Bay Area. NAALJ Board of Governor Karen Clopton lives and works as a Human Rights Commissioner in the San Francisco area and has been instrumental in developing and coordinating this conference. NAALJ is honored to have been invited to hold this year’s annual conference in California and the Board of Governors hopes you have a great experience sampling all the San Francisco area has to offer.

I am excited that we have such distinguished experts in their fields presenting this year. Our offerings include topics that address both timely and enduring issues related to administrative adjudication.

The annual conference is NAALJ’s major networking and fundraising event of the year. We hope you take time to meet and get to know your colleagues from across the country and have fun (and bid!) at our Silent Auction on Tuesday evening before the closing banquet.

We could not put on this event without not only our members and other participants, but also our sponsors. Please take time to stop by any sponsor tables and see what they offer.

Thank you to Board of Governor Karen Clopton, whose support and contributions made this conference happen.

Many thanks to President Mary Li Creasy for her excellent leadership during this past year. Under her leadership, the Board developed a strategic plan, which will be presented at the annual conference. The strategic plan, as adopted by the membership, will serve as my guide during the coming year as president, and also help successive presidents and Board members as they strive to serve NAALJ’s members and interests.

In addition to serving as NAALJ’s president over the coming year, I also will be working with the District of Columbia affiliate (DCAALJ) in coordinating the 2020 Annual Conference, to be held in October 2020, in Washington, DC. Be sure to let myself or other Board members know of any suggestions for presentations and events for the 2020 Annual Conference you may have, and also if you would like to volunteer to work on the conference.

Please take a moment during the conference to express your thanks to our Executive Director, Tina Schott, who handled the bulk of the logistics and communications for this conference, and who, as always, did a wonderful job!

Please enjoy your 2019 NAALJ conference!

Sincerely,

Elizabeth Figueroa
President-Elect
CONFERENCE AGENDA

Sunday, October 27, 2019

9:00AM – 6:00PM  Inspire Lobby
Registration

10:00AM – 1:00PM  Walking Tour & Lunch in Chinatown
Separate registration required.

12:00PM – 1:00PM  Connect 4
NAALJ Board of Governor’s Meeting

1:30PM – 3:00PM  Inspire 2 & 3
Welcome: Hon. Mary Li Creasy, NAALJ President
Plenary Session: Year in Review: Legislation, caselaw, societal developments affecting the independence, workload, and public perception of the Administrative Law Judiciary
Panel Moderator: Hon. Emily Chafa, Iowa

3:00PM – 3:15PM  Refreshment Break

3:15PM – 4:30PM  Inspire 2 & 3
Plenary Session: Safety and Security in the Hearing Room
Presentation by the American Red Cross Bay Area Chapter

5:00PM – 7:00PM  Engage Ballroom
Welcome Reception

Monday, October 28, 2019

8:00AM – 9:00AM  Inspire 1
Breakfast Buffet

9:00AM – 10:30AM  Inspire 2 & 3
Plenary Session: Judicial Ethics for the Administrative Law Judge: the new model code and state examples, including recent changes in California law.
Moderator: Professor Carol M. Langford, Superior Court Judge Brenda Harbin-Forte

San Francisco Human Rights Commissioner Karen Clopton

10:30AM – 10:45AM  Inspire 2 & 3
Refreshment Break & Sponsor Talk
Hon. Mary Margaret-Anderson for the National Judicial College

10:45AM – 12:15AM  Inspire 2 & 3
Breakout Session 1
Reclaiming Our Time: strategies and techniques for Stress management, coping skills, time management, and statutory deadlines
Speaker: Barbara Townsend, LMFT

Breakout Session 2  Synergy 1
NAALJ Strategic Planning Session
Speakers: Hon. Mary Li Creasy, President
Hon. Selina Malherbe, Immediate Past President
Hon. Elizabeth Figueroa, President Elect
Full NAALJ Board of Governors

Breakout Session 3  Synergy 2
Overcoming Unconscious Bias: Confronting Stereotypes, Archetypes, and Phenotypes with science, technology, and conversation
Speaker: Karen Fleshman, Esq. with Racy Conversations

12:30PM – 1:45PM  Inspire 1
Luncheon & NAALJ Annual Business Meeting

2:00PM – 3:30PM  Inspire 2 & 3
Breakout Session 4  Synergy 1
Substance Abuse in the Legal Profession and the Administrative Law Judiciary: Recognition, Resources, and Recovery
Presentation by The Other Bar

Breakout Session 5  Synergy 2
Current Trends in Special Education
Speaker: Hon. Selina Malherbe
Panel members: Hon. Michelle Cole, Hon. Todd Resavage and Hon. Mary Shock
3:30PM – 3:45PM  Synergy Lobby
Refreshment Break

Plenary Session: To Robe or Not to Robe?

Evening on Own

Tuesday, October 29, 2019

8:00AM – 9:00AM  Synergy 4
Breakfast Buffet

9:00AM – 10:30AM  Inspire 1
Plenary Session: Fostering Bias-Free Writing and Hearings. Presenter: Justice Carol D. Codrington, 4th District Court of Appeal

10:30AM – 10:45AM  Inspire 2 & 3
Refreshment Break & Sponsor Talk

10:45AM – 12:15AM  Inspire 1
Breakout Session 6
Transgender Rights and Administrative Law
Transgender Law Center Presentation
Moderator: Aria Sa’id, Transgender Law Ctr

Breakout Session 7  Synergy 2
The Hearsay Rule in Administrative Law
Hon. Juliet Macaulay, Presiding Judge, CA Dept of Social Services & Hon. Robert M. Mason, III, CA Public Utilities Commission

12:30PM – 1:45PM  Synergy 4
Challenge Grant / Foundation Luncheon

2:00PM –  3:30pm  Inspire 1
Breakout Session 8
Mental Health and Mindfulness: Practical discussion and techniques for maintaining a drama free hearing room and life
Speaker: Robert Foster, Pd.D.
Clinical Psychologist and Author

Breakout Session 9  Synergy 1
Judicial Notice, the Guardians of the Record, and the Importance of Cross Examination

Breakout Session 10  Synergy 2
How the Tech industry is influencing the law, the Administrative Law Judiciary, and judging, what you need to know about Artificial Intelligence, Virtual Reality, & Technology
Presenter: Naomi Assaraf, Founder and CEO, CloudHQ

3:30PM – 3:45PM  Synergy Lobby
Refreshment Break

3:45PM - 4:45PM  Inspire 1
Plenary Session: Keynote Address
Learning the Lessons of Yesterday and Applying Them Today
Speaker: Karen Korematsu, Founder and Executive Director of the Fred T. Korematsu Institute, and the daughter of the late civil rights icon, dedicated to the advancement of racial equity, social justice and human rights for all.

4:45PM –  5:00PM  Inspire 1
Conference Wrap-Up/Announcements

5:30pm – 7:00pm
Silent Auction and Reception

7:00pm -  9:00pm  Inspire 2 & 3
NAALJ Annual Banquet
Installation of New Officers & Board of Governors

Wednesday, October 30, 2019

8:30AM – 10:30AM  Synergy 2
NAALJ Board of Governor's Meeting
We salute the National Association of Administrative Law Judiciary and welcome all those attending the 45th Anniversary of NAALJ.

Thank you to our amazing General Counsel Karen Valentia Clopton, a dedicated San Francisco Human Rights Commissioner, and the immediate past Chief Administrative Law Judge, for Chairing the Annual Meeting and emphasizing inclusion, integrity, access, and equity in the educational programs.

The Maryland Association of Administrative Law Judiciary

Congratulates

CALJ Thomas E. Dewberry

On 18 years of service as Chief Administrative Law Judge of the Maryland Office of Administrative Hearings

Please visit us at www.mdaali.org • 11101 Gilroy Road, Hunt Valley, Maryland 21031
NAALJ thanks the following sponsors for the Conference

District of Columbia Association of Administrative Law Judges
Florida Association of Administrative Law Adjudicators
Iowa Association of Administrative Law Judges
Maryland Association of Administrative Law Judiciary
New York Administrative Law Judges Association
Incendio International

SILENT AUCTION

As always, the conference will end with an exciting silent auction! I would like to thank the many NAALJ members and supporters for their donations of items for the auction. There are so many interesting selections to choose from this year!

100% of the proceeds from the silent auction are dedicated to the NALJ Foundation, a 501(c)3 educational foundation. Copies of the Silent Auction Program Book are available for viewing at the NAALJ Registration Desk. Peruse what's being offered and get ready to bid away!

Thanks also go out to the Conference Committee volunteers who helped make this year's auction a success. It's no small task to pull together this event and I am ever grateful for the work done by so many this year. See you at the auction tables!

Hon. Anne Murphy, Silent Auction Chair

NAALJ Congratulates the Challenge Grant Award Recipients for 2019

Hon. Carrie T. Ingram – Indiana
Hon. James “Pete” Peterson, III – Florida
Hon. Nicole Proesch - Iowa
SPEAKER BIOS

Hon. Mary-Margaret Anderson
Judge Mary-Margaret Anderson was an administrative law judge with the California Office of Administrative Hearings for 20 years. She heard cases for over 150 state and local entities, including school districts and counties. The majority of cases involved denial or discipline of a professional license for physicians, nurses, family daycare homes, real estate brokers, and contractors. She received her JD from the San Francisco Law School. She has conducted numerous fair hearings and mediations on the rights of special education students and the developmentally disabled. In 2009, she was appointed to the Medical Quality Hearing Panel, hearing physician discipline matters. Judge Anderson has taught ethics, evidence, and expert evidence to administrative law judges. As an attorney, she practiced criminal and civil litigation for 20 years representing individuals and small businesses. She is a past president of the National Association of Administrative Law Judiciary (NAALJ). Her American Bar Association activities included eight years, two as co-chair, on the Judges’ Journal Editorial Board, and she is currently Judicial Division liaison to the Standing Committee on Publishing Oversight. She is also a member of the Alameda County Bar Association and an American Bar Foundation Fellow. Judge Anderson is an alumna of the National Judicial College and joined its faculty in 2012. She is a member of NJC’s Board of Trustees and chairs its Communication Committee.

Naomi Assaraf
Naomi Assaraf is Chief Marketing Officer and Co-Founder of cloudHQ, LLC. With over 15 years of marketing and sales experience, Naomi heads up our marketing department. She's well-known for her marketing creativity, and accountability by constantly A-B testing different variables in order to optimize growth in a measurable and repeatable way. She focuses on growth through: SEO, Social Media, Ads, Content, E-mail, and Social Influencer campaigns. Previous to cloudHQ, her client repertoire included: Interscope Records, NBC, Electronic Arts, and Institutional Venture Partners.

Hon. Emily Chafa
Judge Emily Chafa currently manages the Iowa Workforce Development UI Appeals Bureau. Before this position, she worked as an Administrative Law Judge with the Iowa Workforce Development (IWD) conducting hearings and issuing decisions in unemployment appeals, from April 10, 2015 until she began her current duties on July 3, 2015. For several years, Emily was an Administrative Law Judge with the Administrative Hearings Division (AHD) of the State of Iowa’s Dept. of Inspections and Appeals (DIA), hearing a variety of appeals from IDOT, DHS and IWD. She previously worked as the attorney for the Misclassification Unit of Iowa Workforce Development, as Deputy Director of Litigation for Iowa Legal Aid, as an Assistant City Attorney for the City of Des Moines, as a prosecutor for the Cook County State’s Attorney’s Office, and as an associate attorney at the Hinshaw & Culbertson law firm in Chicago, Illinois. Emily attended Wartburg College and received her B.A. degree from Drake University. She received her J.D. degree from Loyola School of Law in Chicago. She is licensed to practice law in Iowa and Illinois. Emily is active in numerous professional and community organizations.

Commissioner Karen Clopton
An award-winning trailblazer, Karen Valentia Clopton brings deep knowledge, demonstrated operational expertise, and non-partisan insight into the political and regulatory arenas. She has served in top leadership, board, and executive roles in both governmental and non-governmental organizations across many regulated industries. She discreetly assists both private and public companies navigate complex domestic and global compliance, governance, multi-cultural, human resource utilization, and regulatory/legislative challenges. General Counsel and Vice President of Access and Inclusion for Incendio International, Inc. and a nationally recognized civil rights advocate, is also a San Francisco Human Rights Commissioner. She has had an illustrious career of many historic “firsts,” challenging leadership roles, and bi-partisan political appointments across three decades.
and several diverse administrations.

- She was the first African American California Public Utilities Commission Chief Administrative Law Judge, serving nine years, timely and effectively managing over 500 cases annually impacting California’s 40 million residents until 2017.

- She was elected a Judge on the American Episcopal Court of Review in 2019 and hears complaints of clergy misconduct under Title IV of Canon Law from throughout the nation. She was also elected President of the Interdiocesan Joint Disciplinary Board, 2018-2020; and served as Presiding Judge, Ecclesiastical Court, Episcopal Diocese of California from 1996-2006.

- An accomplished author and lecturer, Commissioner Clopton graduated cum laude in Political Science and Hispanic Studies from Vassar College; studied in the Vassar Wesleyan Program in Madrid, Spain and is fluent in Spanish; earned her Juris Doctor from Antioch University School of Law; and won the prestigious and highly competitive Maguire Fellowship for postgraduate study in international and comparative labor management relations with Labor Peer Professor Lord Wedderburn of Charlton at the London School of Economics, England, and the International Labor Organization in Geneva, Switzerland.

- The American Bar Association awarded her the 2017 Robert B. Yegge Award for Outstanding Contributions to the Field of Judicial Administration and the 2010 Mary C. Lawton Award for Outstanding Government Service. The National Association of the Administrative Law Judiciary elected her to its Board of Governors in 2017. Commissioner Clopton has received many awards throughout her career, including the 2013 Silver SPUR Lifetime Achievement Award from the nation’s pre-eminent urban planning and research organization, SPUR, and was recognized for this honor by Congress, the California State Senate, California Legislature Assembly, and San Francisco's Mayor and Board of Supervisors for championing integrity, transparency, and public access in government.

**Justice Carol D. Codrington**

Justice Carol D. Codrington was nominated in 2010, unanimously confirmed by the Commission on Judicial Appointments and confirmed by the electorate. Justice Codrington is the first African American to serve in the Fourth District Court of Appeal. Prior thereto, Justice Codrington was appointed to the Riverside Superior Court in 2007. As a trial judge, she presided over various civil and criminal assignments. She was an associate at Burke, Robinson & Pearman, an associate then partner of Mallory and Brown-Curtis, Director of Litigation at the Western Law Center for Disability Rights (now Disability Rights Legal Center), and an adjunct professor of law at Loyola Law School. She was also a Deputy City Attorney with the Office of the Los Angeles City Attorney and an Associate General Counsel with the Los Angeles Unified School District. Prior to being elected Commissioner of the Superior Court by the Judges of Riverside County in 2006, she was in private practice.

Justice Codrington was active in many bar associations. She is a Past-President and a life member of the Black Women Lawyers Association of Los Angeles, Inc. She also became a life member of the California Association of Black Lawyers and the John M. Langston Bar Association of Los Angeles. Justice Codrington is an ex officio member of the Riverside County Bar Association, San Bernardino County Bar Association, and the Richard T. Fields Bar Association. Justice Codrington has served as Judicial Master and President of the Leo A. Deegan Inn of Court. She is a member of the California Judges Association, the National Association of Women Judges, the International Association of Women Judges, among other various organizations. Justice Codrington serves on several statewide and local advisory committees and boards. She completed the prestigious Sir Richard May Seminar on International Law and International Courts, in The Hague, Netherlands. Justice Codrington has received numerous commendations and resolutions for her commitment to public service from the California State Senate, California Legislature Assembly, Secretary of State, California State Controller, State Board of Equalization, County of Los Angeles, City of Los Angeles, City of Inglewood, County of Riverside, the Mayor of Riverside, Riverside City Council, San Bernardino Board of Supervisors, City of Upland, and the City of Fontana. Justice Codrington has received professional awards, including the Employment Round Table of Southern California Leadership Award; the William L. Strickland Excellence Award from Loyola Marymount University’s African American Alumni Association; the Professional Excellence Award 100 Black Men; Judicial Officer of the Year from the Southwest Riverside County Bar Association; the Bernard S. Jefferson, Jurist of the Year Award-John M. Langston Bar Association; Judge Elwood Rich Outstanding Jurist Award; Leo A. Deegan Inn of Court, Leadership in Jurisprudence Award, 16th Annual Celebration of Excellence and Jurist of the Year Award; Richard T. Fields Bar Association Judicial Officer of the Year; Champions of Justice Award from the Fair Housing Council of Riverside County Inc.; among other awards. Justice Codrington enjoys mentoring elementary, high school, college, and law students. She is a frequent lecturer, panel member, and keynote speaker. Justice Codrington was named one of 50 Inspirational Alumni of Loyola Law School of Los Angeles.
Born in Los Angeles, Justice Codrington is of Belizean descent. Justice Codrington is married, has one son, four stepchildren, and several grandchildren. She is the first in her family to earn a law degree. Justice Codrington earned her Juris Doctorate degree from Loyola Law School and her Bachelor of Arts degree in Sociology, Cum Laude, from Loyola Marymount University in Los Angeles, California.

**Hon. W. Anthony Colbert**

W. Anthony Colbert has served as an Administrative Law Judge with the California Public Utilities Commission (Commission) since September 2010 and as an Assistant Chief Administrative Law Judge since May 2018. Assistant Chief Colbert oversees the Administrative Law Judges Division’s (ALJ) Adjudicatory, Transportation and Public Purpose Program proceedings, the Docket Office and the ADR/Mediation Program. Judge Colbert was Coordinator for the Administrative Law Judges Division’s Intern/Externship program from 2011 to 2016. Prior to his service with the Commission, Judge Colbert was a Senior Counsel and Hearing Officer at the California Department of Corporations (now Department of Business Oversight). There he presided over a variety of high profile hearings including Google’s acquisition of YouTube, the dissolution of the Pacific Stock Exchange as well as hearings approving acquisitions by Apple, Cisco and Yahoo. Judge Colbert received his J.D. from the University of Virginia, School of Law, and did his undergraduate work at the University of California, Santa Barbara and the University of St. Andrews in Scotland.

**Hon. Michelle Cole**

Michelle W. Cole is an Administrative Law Judge with the Maryland Office of Administrative Hearings and the current President of the Maryland Association of Administrative Law Judiciary. Prior to serving as an ALJ at the OAH, Michelle was an Assistant Attorney General in the Criminal Appeals Division of the Maryland Attorney General’s Office for thirteen years, arguing cases before the highest courts in Maryland. ALJ Cole is a MAALJ faculty member and has presented lectures on MVA law and evidence. She obtained a Bachelor of Arts from UMBC and her J.D. from University of Baltimore School of Law.

**Hon. Mary Li Creasy**

Judge Creasy was appointed as an Administrative Law Judge for the Florida Division of Administrative Hearings (DOAH) in July 2013. She is the current President NAALJ and was the 2014 NAALJ Challenge Grant Recipient for the Florida chapter. As an ALJ for a central panel state, Judge Creasy's docket includes all areas of administrative law such as bid protests, rule challenges, adoptions, discipline, and license revocation of professionals. Also handles the due process hearings for those involuntarily committed to mental institutions in the Southern District of Florida. Prior to her appointment, Judge Creasy was a partner in the law firm of Shumaker, Loop & Kendrick, LLP, where she was the first female litigation partner in the Tampa office, and firm wide Department Administrator of its Labor and Employment law practice group. Judge Creasy served as an arbitrator and mediator for 14 years before joining DOAH and was a member of the National Academy of Distinguished Neutrals. She also served as an adjunct professor at Stetson College of Law for ten years teaching courses in Employment Law, Employment Discrimination, and Alternative Dispute Resolution. Judge Creasy is board certified in labor and employment law and previously chaired the Florida Bar's Board Certification Committee for the Labor and Employment law section. Judge Creasy was recently appointed to the Florida Supreme Court's Commission on Professionalism and as a grade challenge reviewer for the board certification exam in labor and employment law. As a graduate of Rhodes College and the University of Memphis, Judge Creasy was actively involved in the planning of the 2014 NAALJ annual conference in Memphis, securing speakers and volunteers, and coordinating the tourist activities. She was the Conference Co-Chair for the 2018 NAALJ conference in St. Petersburg, Florida.
Kelly Lou Densmore, Esq.
Kelly Lou Densmore is Director of the Office of Sexual Harassment and Assault Response Prevention (SHARP) of the City and County of San Francisco. She formerly served as Legal Director for Transgender, Gender Variant and Intersex Justice Project (TGIJP) advocating for the human rights and dignity of current and formerly incarcerated trans-gender people. Ms. Densmore is an alum of the Women's Foundation of California's Women's Policy Institute, and Golden Gate University School of Law. As an attorney, she has worked with numerous law projects focused on protecting the rights of marginalized voices- including National Center for Lesbian Rights, Transgender Law Center, San Francisco Public Defender's Office, the Lawyer's Committee for Civil Rights and more.

Hon. Carmen Fahie
Department of Licensing and Regulatory Affairs (LARA), Michigan Office of Administrative Hearings and Rules (MOAHR)-Benefit Services Division (BSD). Carmen Fahie is a Senior Administrative Law Judge (ALJ) for LARA-MOAHR-BSD with over 15 years of experience as an ALJ. As a senior-level ALJ, she is assigned to conduct complex administrative hearings for the Department of Health & Human Services (DHHS) and issue Beneficiary, Child Day Care Licensing, Child Welfare Licensing, Adult Foster Care Licensing, Expunction/Child Protection Services, Adoption Subsidy, Title IV-E, Medical Assistance (MA), and State Disability Assistance (SDA) case type hearing decisions in accordance with the applicable federal regulations, rules, policy and/or statutory authority. She obtained her Bachelor of Science, Master’s in Public Administration, and Juris Doctor degrees from Michigan State University. Before joining LARA-MOAHR-BSD, Judge Fahie worked as an information technology project manager and policy analyst for DHHS. She decided to pursue her longtime dream to become an attorney after a DHHS lawyer persuaded her that there was no time like the present.

Hon. Elizabeth Figueroa
Elizabeth Figueroa has served as an administrative law judge at the District of Columbia Office of Administrative Hearings since December 2006. She currently presides in employment cases and previously served as the Principal Administrative Law Judge over the public benefits jurisdiction. Additionally, she chairs the OAH Training Committee, has developed a robust in-house training program for new judges, and teaches at the National Judicial College. Judge Figueroa also serves on the OAH Rules Committee. Before becoming an administrative law judge, Judge Figueroa spent 20 years in the non-profit and private sectors, with a primary focus on real estate and non-profit housing. Judge Figueroa is a member of the District of Columbia and Wisconsin bars. Judge Figueroa has been a member of NAALJ since 2007, has served on the Board of Governors of NAALJ since 2015, and previously served as the president of DCAALJ, the District of Columbia NAALJ affiliate. Judge Figueroa chaired the NAALJ Membership Committee from 2015 through 2017. She was awarded the 2014 National Administrative Law Judiciary Foundation (NALJF) Fellowship, for her research and scholarly work “Transparency in Administrative Courts: From the Outside Looking In.” Judge Figueroa is certified to teach English as a second language, which she does as a volunteer. She also is a volunteer historical docent at the National Building Museum. Her other interests include mosaic arts and painting.

Karen Fleishman, Esq.
Karen Fleishman is the founder of Racy Conversations and is a racial equity trainer and government accountability activist striving to build and support a community of people committed to love, learning, accountability, and action on race in America. Her mission is to inspire the first antiracist generation in the United States. To do this, Karen co-facilitates workshops on race nationwide and online. She teaches people how to relate across differences as equals, respect and learn from each other. Karen holds a B.A. from Mount Holyoke College, a M.A. from the University of Texas, and a J.D. from New York Law School. She is a cofounder of San Franciscans for Police Accountability and serves on the workgroup overseeing US Department of Justice recommendations on ending bias at SFPD.
Robert Foster, Ph.D.

Robert Foster is a licensed Psychologist in California and has been practicing in the San Francisco Bay Area for 33 years. He has served as a staff Psychologist for several Bay Area Mental Health Agencies including Family Service Agency, La Selva Group of Palo Alto and Human Affairs International. He was also a staff psychologist for the US Navy at Moffett Field Naval Air Station and for the San Francisco office of the Drug Enforcement Agency. Dr Foster has given conference presentations on various aspects of mental health and substance abuse in the workplace and served as a consultant/coach for corporate managers and executives. For the past 20 years Dr Foster has had a solo private practice with offices in downtown San Francisco and Palo Alto. He currently has a full time psychotherapy and consulting practice in downtown San Francisco. Dr Foster served as a First Lt. in the US Army Signal Corps and is a Vietnam veteran.

Hon. Jennifer Gee

Judge Jennifer Gee served as the district chief judge with the U.S. Department of Labor Office of Administrative Law Judges in San Francisco, CA from 2007 to 2019, when she retired. She earned her J.D. from the University of California Berkeley School of Law. She has taught numerous legal education courses in ethics, employment discrimination, and MSPB law and has been a speaker at conferences for the American Bar Association, the California State Bar, the National Association of Women Judges, the National Association of Administrative Law Judges, and the Federal Administrative Law Judge Conference. She served on the board of directors of the National Association of Women Judges from 1997-1999. In 2011 she was awarded the NAJW Mattie Belle Davis Award for going above and beyond the role of a member and volunteer to help make a difference in NAJW. She has been on the faculty of the National Judicial College since 1994, teaching classes for administrative law judges about decision writing, bias, and hearing techniques. She was elected to the Faculty Council of the National Judicial College in 2014 and served as its Secretary from 2016 to 2018. She is currently in her second term as a member of the Faculty Council. In 2018, she was awarded the National Judicial College’s Robert Payant Award for teaching excellence.

Hon. Brenda Harbin-Forte

Judge Brenda Harbin-Forte was appointed to the Alameda County (Oakland) Municipal Court in 1992 and became an Alameda County Superior Court judge in 1998. Over the course of her twenty-seven year tenure on the trial court bench, she has presided over civil and criminal judicial assignments, including serving as Presiding Judge of the court’s Appellate Division, and currently sits as a full-time settlement judge for all types of civil cases. Her leadership positions in California’s judiciary include appointment to the Judicial Council of California, where she served a term as chair of the Council’s Rules and Projects (RUPRO) Committee. She was the first African American woman to serve as Dean of the B.E. Witkin Judicial College and Chair of the New Judge Education Committee. Judge Harbin-Forte has been at the forefront of efforts to improve diversity in the judiciary. She served as chair of the Courts Working Group of the State Bar’s Diversity Pipeline Task Force and led the effort to convene the first statewide judicial diversity summit in 2006. Following the summit, the State Bar created the Council on Access & Fairness (“COAF”) to advise the State Bar on ways to increase diversity in the profession, and appointed Judge Harbin-Forte as its founding chair. Her numerous honors include the California Judges Association’s Alba Witkin Humanitarian Award, American Bar Association’s Spirit of Excellence Award, Charles Houston Bar Association’s Hall of Fame Award and Judicial Excellence Award, Women Lawyers of Alameda County’s Woman Jurist of Distinction Award, California Judges Association’s Juvenile Court Judges’ Judge of the Year Award, California Women Lawyers’ Rose Bird Memorial Award, Minority Bar Coalition’s Champion of Unity Award, and California Association of Black Lawyers’ Bernard S. Jefferson Judge of the Year Award.

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Hon. Ana-Beatriz Kennedy
Judge Ana Beatriz Kennedy joined the Georgia Office of State Administrative Hearings in 2002. Her swearing-in ceremony took place at the Latin American Association, and she was sworn-in in both English and Spanish, much to the delight of her Colombian father and Cuban mother. Prior to joining OSAH, Judge Kennedy worked as a Staff Attorney with Atlanta Legal Aid Society from 1997-2002. She received her Juris Doctor from Georgia State University College of Law in 1997 (Cum Laude), and her Bachelor of Arts in Political Science with a Minor in Criminology from the University of Florida in 1994 (Cum Laude). Judge Kennedy previously served as Chair of the Georgia State Bar Administrative Law Section; President of NAALJ's Georgia affiliate; and as a 2-year Board Member of NAALJ.

Karen Korematsu
Karen Korematsu is the Founder and Executive Director of the Fred T. Korematsu Institute and the daughter of the late civil rights icon, Fred Korematsu. Since her father’s passing in 2005, Karen has carried on his legacy as a public speaker, educator and civil rights advocate. She shares her father’s passion for social justice and education and in 2009 established the Fred T. Korematsu Institute to advance racial equity, social justice and human rights for all. The Institute’s work has expanded from K-12 civic education to promoting public civic engagement and participation. Karen crisscrosses the country speaking to audiences from Kindergarten to Judges and inspiring and promoting Fred Korematsu Day of Civil Liberties and the Constitution of January 30. She has signed on to amicus briefs in several cases opposing violations of constitutional rights arising after 9/11, including Odah v. United States, Turkman v. Ashcroft, Hedges v. Obama, and Hassan v. City of New York and recently, Hawaii v. Trump. In 2015, Karen was inducted as the first non-lawyer member of the State Bar of California’s Fee Arbitration Committee. Ms. Langford understands that it can be hard to battle over fees, both for the lawyer and his or her client, so let the Law Office of Carol M. Langford handle those matters for you. Ms. Langford also serves as a national expert witness on the ethical conduct of lawyers and has consulted with hundreds of lawyers, including individual law firms and individual and institutional clients. She has evaluated numerous legal malpractice claims and has been an expert witness or consultant on a variety of attorney conduct matters. She served as Chair of the State Bar of California's Committee on Professional Responsibility and Conduct and a Special Advisor to the Committee. She was Chair of the State Bar of California's Law Practice Management and Education Committee and the State Bar of California’s Professional Responsibility Advisory Committee.

Carol M. Langford, Esq.
Ms. Langford has a solid educational background in professional responsibility matters through her adjunct professorships at the University of San Francisco School of Law and her previous lecturer position at the University of California Berkeley, Boalt Hall School of Law. She has co-authored a nationally adopted legal case book entitled Legal Ethics in the Practice of Law (Lexis, Fourth Edition), as well as Legal Ethics: Rules, Statutes and Comparisons in the past (Lexis, updated annually) and The Moral Compass of the American Lawyer: Truth, Justice, Power and Greed (Ballantine). She has published numerous articles on ethics and malpractice avoidance. She has spoken at well over 125 continuing education programs on ethics conduct issues. Recently she was appointed Chair of the Drafting Committee of the Disciplinary Standards Task Force and was appointed to the California Commission for the Revision of the Rules of Professional Conduct. Ms. Langford has many years of experience in fee dispute matters and the firm has been involved in a variety of matters involving the determination of a fair and reasonable fee. Her fee dispute matters have included everything from multi-million dollar patent matters to disputes involving lesser sums in family law, business, estate and other cases. She also served as a member of the California Bar's Fee Arbitration Committee. Ms. Langford understands that it can be hard to battle over fees, both for the lawyer and his or her client, so let the Law Office of Carol M. Langford handle those matters for you. Ms. Langford also serves as a national expert witness on the ethical conduct of lawyers and has consulted with hundreds of lawyers, including individual law firms and individual and institutional clients. She has evaluated numerous legal malpractice claims and has been an expert witness or consultant on a variety of attorney conduct matters. She served as Chair of the State Bar of California's Committee on Professional Responsibility and Conduct and a Special Advisor to the Committee. She was Chair of the State Bar of California's Law Practice Management and Education Committee and the State Bar of California’s Professional Responsibility Advisory Committee.

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Technology Committee and Chair of the Council of Section Chairs. She has also served as the Chair of the Ethics Committee of the Intellectual Property Section of the American Bar Association.

**Hon. John Larsen**

Judge John Larsen has served as an administrative law judge and mediator for the Administrative Hearing Bureau of the CA Dept. of Insurance since 2011. His jurisdiction includes a wide variety of complex insurance matters over the state of California. Previously, he adjudicated a high volume of felony, misdemeanor, and life prisoner release suitability hearings for the California Board of Parole Hearings. Judge Larsen obtained a Bachelor of Science degree in Mechanical Engineering from UC Berkeley, a Juris Doctorate degree from Santa Clara University School of Law, and a Master’s in Judicial Studies from the Judicial Studies Program (JSP) of the University of Nevada, Reno in collaboration with the National Judicial College (NJC). He is continuing his studies through the JSP PhD program and has taught for the NJC. Judge Larsen has also earned certificates from the National Judicial College in Administrative Law Adjudication Skills and Dispute Resolution Skills.

**Hon. Juliet O. Macaulay**

Juliet Macaulay became a Presiding Administrative Law Judge with the California Department of Social Services (CDSS), State Hearings Division in July 2016. Prior to admission to the California Bar, she practiced corporate/international law in Nigeria. In California, Judge Macaulay was a solo practitioner for several years handling criminal law, family law, dependency, and immigration cases. She also served as court appointed Minor’s Counsel and as an appointed attorney representing parolees in parole revocation cases. In December 2004, she left private practice and joined the Board of Parole Hearings as a Deputy Commissioner and was subsequently appointed to the Parole Board as a Commissioner, where she presided over parole consideration hearings for inmates serving life sentences. Judge Macaulay joined the CDSS State Hearings Division as an ALJ in July 2012, and since being promoted to Presiding Judge in July 2016, has been responsible for three different offices/bureaus. In her current assignment, since January 2018, she has operational and supervisory responsibility for the Bureau and Judges who hear benefit cases for recipients receiving medical benefits through the state Medi-Cal program.

**Hon. Selina Malherbe**

Selina Malherbe is an Administrative Law Judge with the North Carolina Office of Administrative Hearings. Since opening the branch office in Charlotte in 2006, she has presided over hearings in areas such as special education, occupational licensing, state employment, certificate of need and environment law. Her entire legal career has been in public service. She received a Distinguished Service Award from NAALJ in 2014 and was the 2017-18 President. She has served as the 2014-2015 Chair of the Administrative Law Section of the North Carolina Bar Association and as a 2014-2017 Member of the Board of Directors of the Mecklenburg County Bar. She received her B.A. from The University of Texas at Austin and her J.D. from New York Law School where she was Editor-In-Chief of The Journal of Human Rights. She is Immediate Past President of the National Association of Administrative Law Judiciary.

**David Mann**

David Mann is a graduate of Ohio State University and Stanford Law School. He served as a Deputy Public Defender in San Francisco before becoming a solo criminal defense practitioner. After 12 years of practice, substance abuse-related issues caused him to resign from the bar with disciplinary charges pending. Following a relentless battle with addiction which included numerous hospitalizations and periods of living on the streets, he succeeded in getting clean and sober in 1998. Since then he has worked, among other things, as a cab driver, a private investigator, a paralegal, and a drug and alcohol rehabilitation counselor. He presently serves as the Northern California Consultant to The Other Bar, a statewide organization of recovering attorneys, judges, and law students. In this capacity, he spends his time providing outreach and education to the legal community and assisting attorneys as they struggle with substance abuse and related challenges that threaten their ability and/or eligibility to practice law.
Hon. Robert M. Mason, III
Judge Robert M. Mason, III received his Bachelor of Arts Degree in English from the University of Santa Clara, his Juris Doctor from University of California, Davis. He received his Master's Degree in Liberal Arts from Stanford University. Judge Mason then joined the California Public Utilities Commission in 2007 as a Legal Advisor to one of the five Commissioners. In 2009, he joined CPUC's Legal Division. There he worked in the Telecommunications Enforcement Section. In 2012, he became an Administrative Law Judge. Before joining the Commission, Judge Mason was in private practice for 25 years, specializing in civil appeals and insurance recovery litigation.

Hon. James “Pete” Peterson
Pete grew up in Lakeland, Florida; received a biology degree from Florida State University in 1977; worked seasonally in Yosemite, Grand Teton, and Everglades National Parks off and on from 1972 through 1980; taught middle school for 2 years in Lee County, Florida, from 1980-82, and then attended Stetson College of Law, graduating in December, 1984. After graduating, Pete clerked 2 years for Federal District Judge George C. Carr in the Middle District of Florida, was in private practice in Lakeland, Florida, for 6 years, and then moved to Tallahassee with his family in 1993 to work for Florida's Agency for Health Care Administration. After that, Pete served as general counsel for Florida's newly formed Department of Health from November 1996 through October 1999, worked for Florida's Office of the Attorney General as an advocate for the Commission on Ethics from late 1999 until November 2009, and then left for his current position as an Administrative Law Judge with Florida's Division of Administrative Hearings. Pete has served on the executive committee of the Florida Bar's Administrative Law Section and as a member of the Florida Bar's board certification committee for State & Federal Government and Administrative Practice, under which he maintains his certification.

Hon. Todd Resavage
Judge Resavage was in private practice from 1998 through 2012. Practice included civil defense litigation on behalf of asbestos, pharmaceutical, railroad, trucking, hospital, and nursing home clients; representing individuals in personal injury and medical negligence cases; representing the Commissioner of Education in licensure cases; providing criminal defense in state and federal courts; representing both petitioners and respondents in involuntary commitment proceedings; and family law. He was employed by the Florida Department of Administrative Hearings on August 2, 2012, assigned to the Environmental and Specialization District, handling exceptional education and NICA cases in Education. He is a member of the National Association of Administrative Law Judiciary, the Alabama Defense Lawyers Association, and the Florida Association of Criminal Defense Lawyers.

John Ruiz
As Regional Disaster Officer with the American Red Cross, John Ruiz is responsible for the overall implementation and management of the Disaster Cycle Services program. This includes programs for preparedness, response and recovery activities for the Northern California Coastal Region. He oversees the effective recruitment, engagement, retention, and training of a highly skilled and motivated volunteer and employee disaster workforce, and the development of effective partnerships with community and governmental agencies within the region. John also served as the Red Cross Government Liaison Officer assigned to FEMA Region IX where he actively contributed to the development of catastrophic response plans and deployed as mass care support for Emergency Support Function 6 during Hurricanes Irene, Isaac, and Sandy. More recently John was the Emergency Management Coordinator for UC Berkeley where he oversaw strategic initiatives to strengthen the campus's ability to respond and recover from emergencies. He provided subject matter expertise to campus units, lead preparedness and planning efforts across campus, developed and implemented training for EOC staff, managed a network of 200 Building Coordinators, and served as the
primary Limited Emergency Response Coordinator (LERC) during campus emergencies. John has a Master’s Degree in Public Administration from San Francisco State University.

Aria Sa’id
Aria Sa’id is a celebrated transgender advocate and award-winning political strategist based in San Francisco. She is a founder and currently Executive Director of the world’s first legally recognized transgender district: the Compton’s Transgender Cultural District. She is founder of Kween Culture Initiative. Ms. Sa’id and her efforts have been featured in numerous print and television media including CNN, The Guardian, Forbes, Vice, Huffington Post, San Francisco Chronicle, Buzzfeed, Marie Claire and Daily Mail.

Hon. Mary Shock
Mary Shock has been Administrative Law Judge with the Maryland Office of Administrative Hearings since 1998. She has presided over hearings in areas such as special education, occupational licensing, state personnel, and entitlement programs for the Maryland Department of Health and the Department of Human Services. Before serving as an Administrative Law Judge, ALJ Shock was in private practice in Baltimore, Maryland. She has taught business and administrative law as an adjunct professor at the Johns Hopkins University and the University of Baltimore School of Law. She has served on the NAALJ Board since the Fall of 2017. She received her B.A. from Towson University and her J.D. from the University of Baltimore School of Law.

Barbara Townsend, LMFT
Barbara Townsend believes in the power of relationships to help us heal and grow. Building a solid, trusting connection with you is the most important task as we begin the journey of therapy together. Through a strong collaborative effort, she helps you to re-discover your strengths and skills in order to resist the current difficulties in your life. She is an ally, a coach, and an advocate for your well being. She can help you strengthen your relationships and increase connection with the important people in your life. Barbara brings a wealth of life experience to my work with you. From her former careers as an artist in television & film, she brings creativity, humor, compassion and mindfulness to problem solving. As a parent of teenagers, she understands the unique challenges young people have today. She listens. Her approach is engaged, deeply empathic, with a healthy dose of humor. She is a collaborator bringing more compassion, self awareness and acceptance, and ultimately deeper connections with yourself and the ones you love. Barbara is a licensed Marriage and Family Therapist (#109771) with the State of California and a certified Mediator with the San Francisco Bar.

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