Lead On

100 Years of Women at UVA Law
FEW WEEKS AGO, I SPOKE TO AN AMERICAN BAR ASSOCIATION luncheon about “Gender Equality in the Legal Profession: Past, Present, and Future.” With the centennial of the 19th Amendment upon us, mine is one among many reflections this year on how far women have come in the last hundred years and what mountains remain to be climbed. For me, those questions reflect not only the commemoration of women’s suffrage in this country but also an anniversary that is closer to home: our own centennial of coeducation.

As I’ve written before in these pages, it is impossible to capture the entire sweep of the Law School’s first two centuries in one edition of a magazine. With this issue, we continue the journey begun with our spring 2018 issue—when we saluted Gregory Swanson, the civil rights pioneer who integrated UVA Law and the University of Virginia, and told the stories of some of our remarkable African American alumni—and our spring 2019 issue, when we highlighted some of the change-makers who began their careers at UVA Law.

Here, with our centennial upon us, we honor some of the women who have transformed and strengthened the Law School over the past century. You will find a timeline of that history, as well as tales of the trailblazing women who enrolled in 1920, joined the Virginia Law Review in the early 1940s, and led the student body in 1972. And you will see, in the current news about the school, a portrait of the Law School as it is today: a place that celebrates the female students, faculty, administrators and alumnae who both enrich the life of the Law School and shape the world beyond North Grounds.

Of course, such stories belong to the present as much as the past. Just as this issue highlights the history of women at UVA Law, it also showcases 10 alumnae who have helped lead their industries—and all of us—to a better future. By sharing with us their experiences, these women teach us profound lessons about the challenges and possibilities that our graduates will face in the years to come.

These stories remind us that our history is made by each of us and all of us. When coupled with many others from our first two centuries, they form a picture of the school’s complex and gradual evolution toward a more inclusive institution that still affirms our founding values of educating lawyers with rigor, breadth, and a commitment to serve and lead our democracy.

Indeed, I hope that looking back inspires us to continue to strive to be, as UVA President Jim Ryan puts it, both “great and good.” We are committed to educating our students and alumni for careers defined by both professional success and service to others. We applaud our faculty for their groundbreaking scholarship as well as their contributions to the public and the profession. Because we know that healthy democracies are sustained, in part, by lawyers in the public and scholars in the academy, we announce in these pages the first Martha Lubin Karsh and Bruce A. Karsh Bicentennial Professors of the Karsh Center for Law and Democracy.

This October, we are launching the Honor the Future capital campaign. Our campaign priorities reflect who we are and what we value: the people—students, faculty and staff—who make this institution so special. As we launch this historic campaign, we look to the past and the future. We celebrate who we have become and anticipate who we yet will be. I thank you for the part you have played so far in UVA Law’s story. And I thank you for the role you will play in our future.
As forecast by the subtitle, ‘A Completely Incomplete List of UVA Lawyers Who Changed the World,’ the article indeed committed some sins of omission. Readers suggested we could have included Eugene Meyung ‘51, who was head of GEICO; M. Caldwell Butler ‘50, a Republican congressman from Virginia who famously voted to impeach President Richard Nixon; and Alan S. Boyd ‘48, who served as the first U.S. secretary of transportation.

A few alumni also weighed in critically on the inclusion of Linda Fairstein ‘72 on the list, stating that her role in the controversial Central Park Five case should have been mentioned in order to provide balance to her uncontroverted accomplishments.

There were also some inaccuracies: John Bassett Moore 1880 (p. 32) should have been listed as a judge, rather than a justice, on the Permanent Court of International Justice; Christopher Brearton ‘98 (p. 55) should have been listed by his more recent job title, chief operating officer of MGM; and the graduation years of three alumni should have been listed as David Carr ‘83 (p. 45), Judge Brian Kimeny ‘83 (p. 63) and Thomas Boyd ‘71 (p. 83).

Also, as you will read later in this issue (p. 54), Margaret Gordon Sleeter ‘70 (mentioned last issue on pp. 76-77) was not the first female board member of the Virginia Law Review, a mistake the Law School has repeated for a number of years now.

In addition, although the Law School indeed educated two U.S. Supreme Court justices (p. 62), Justice Howell Edmunds Jackson 1854 also attended UVA.

—Eds.
“ONE WOMAN AND THE CHOICES SHE MAKES and how she lives her life just can’t be a role model for all women. If you look at the women faculty members now, there are all kinds of life experiences and choices represented, and students can see that there are all kinds of possibilities open to them.”

—PROFESSOR EMERITUS LILLIAN R. BEVER, reflecting on her career and change at the Law School in 2000

“You asked me about being the first woman CEO of Commonfund, and the first woman board chair of Villanova. It’s not about being the first. It’s about not being the last, and supporting other women in the way so many women and men have supported me:

—Catherine M. Keating ’87, now CEO of BNY Mellon Wealth Management

“MOST OF THE TIME I WAS THE ONLY WOMAN AT THE FACULTY MEETINGS. I would sometimes express an opinion on a topic, whatever it was being talked about. They would wait for me to finish speaking, and then they would pick up the conversation where they left off, as though I hadn’t opened my mouth. A few minutes later in the course of the discussion someone would make the same suggestion I had made. And then they would go ahead and adopt it.”

—Janet Mary Riley LL.M. ’60, the first female LL.M. graduate, in a 1976 oral history of the Law School

“I was satisfied and proud to be elected editor-in-chief as a result of my hard work and dedication to the paper. It did not even occur to me that I was the ‘first woman.’”

—Virginia Dunhure ’79, first female Virginia Law Weekly editor-in-chief

“EDUCATION IS PERHAPS THE MOST IMPORTANT FUNCTION of state and local governments. It is no overstatement to declare that an educated citizenry is the glue that holds our society together.”

—Professor Mildred Robinson, first tenured black female faculty member at UVA Law

“How you set public policy and how you establish priorities is partially determined by what you think is important, and what you think is important is influenced enormously by your own experiences and the aperture through which you see the world. Because not enough women are in public life, we don’t get that experiential base and aperture expressed enough, and if it is, too often it’s on an issue that gets marginalized as a women’s issue.”

—Janet Napolitano ’83, president of the University of California and former homeland security secretary, speaking at the Law School in 2015

“It’s a belief that everyone, no matter their race, ethnicity, religion, sexual orientation or economic background, has a right to justice and equity. The fight for this worldview is difficult and there are not enough people fighting this fight, which is why a part of doing this work is supporting the next generation of public servants.”

—Jeree Thomas ‘11, policy director at Campaign for Youth Justice, 2018 Shaping Justice Rising Star Award recipient

“How you set public policy is the glue that holds our society together.”

—Professor Emeritus Lillian R. Bever

“I thought maybe I should sort of see what it was like to practice law.”

—Holly Fitzsimmons ’76, second U.S. magistrate judge and first female teammate to win the William Minor Lile Most Court Competition

“Law isn’t something out there that exists in the world in a vacuum outside of human control. The law is what people make it.”

—Risa Goluboff, first female UVA Law dean

“I didn’t take this job to win a popularity contest. I took this job because I had a mission.”

—Frances Farmer, Law Library director and first female teacher at the Law School, in 1976 on the eve of her retirement

“This is a victory for working women. It sends a clear message to employers that pregnancy is not incompatible with the workplace.”

—Christine Tschiderer Dinan ’12, speaking to The Washington Post after winning a 2016 settlement against Chipotle on behalf of her client, who allegedly was denied breaks and had her access to drinking water restricted

“I have to say, when we were writing the regs, we were very fixated on separate and equal facilities. We were writing regs in a time which football teams were in these mega-incredible facilities and women’s teams were changing down the hall in the restrooms.”

—Claire Guthrie Gastánaga ’74, executive director of ACLU of Virginia, in a 2006 Law School talk on Title IX. Gastánaga’s first job was as a civil rights lawyer with the Department of Health, Education and Welfare, in the division that was the precursor to the Department of Education,

“Most of the time I was the only woman at the faculty meetings.”

—Catherine M. Keating ’87, now CEO of BNY Mellon Wealth Management

“Of course, no woman had ever won that competition before, so we had that argument, and Sam [Turner ’76] and I won. Because of that experience, I thought maybe I should sort of see what it was like to practice law.”

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GRADUATES in the Class of 2018 were ranked the best in the nation at landing elite jobs, according to an analysis by Law.com. Law.com defines an “elite job” as either working in a large law firm or a federal clerkship.

Out of the 299 graduates in the class, 83.28%, or 249 alumni, went to work either for law firms employing more than 100 lawyers or served in federal clerkships, based on data released by the American Bar Association.

“Employers like the combination of intelligence and people skills that our graduates bring to the job, and they know the education students receive here is top-notch,” said Kevin Donovan, senior assistant dean for career services. “This was a particularly impressive class, and they worked really hard in the job search. We are proud of their accomplishments.”

In addition, UVA Law is No. 2 nationally in the percentage of 2018 graduates landing full-time, long-term jobs that require a law degree, with 92.64%, or 277 alums. The national average is 78.6%.

The Law School ranks No. 4 in federal clerkships for 2018 graduates, with 15.05%, or 45 alums. Only Yale, Stanford and the University of Chicago have a higher percentage of 2018 graduates clerking for federal courts.

—Mike Fox

ACCOLADES

1. GRACE E. HAUSER ’21, MATTHEW D. COOPER ’21 and ANNIE MADGOVERN ’21 received the 2019 Monroe Leigh Fellowship.
2. ANDREW EBRAHEM ’21 received the Morgan Lewis Foundation’s Diversity Scholarship award, which promotes inclusion in the profession.
3. The VIRGINIA LAW WEEKLY won its third straight award for ABA Newspaper of the Year in 2019.
4. AMY FLY ’19 received the Law School’s Pro Bono Award for volunteering 750 hours of service.
5. DANIEL RICHARDSON ’18 was chosen to serve as one of five Brustow Fellows in the Office of the Solicitor General in the U.S. Department of Justice.
6. DANA WEEKES ’09, managing director at Arnold & Porter, received the BLSA Alumni Spotlight Award.
7. A. CAMERON DUNCAN ’19 and DAVID GOLDMAN ’90 received the 2019 Rosenbloom Award.
8. KUNCHOK DOLMA ’21 won a New York Emmy for a civic education video produced by We Speak NYC.
9. MCCOY PIT ’13 will clerk for Judge Yuji Iwasawa S.J.D. ’97 at the International Court of Justice in 2019-20.
10. J.D.-MBA candidate RACHEL BARNES ’21 was elected vice chair of the National Black Law Students Association.
A CAMPAIGN TO HONOR THE FUTURE

THE LAW SCHOOL will officially launch its Honor the Future campaign Oct. 11 with a $400 million goal. As part of the broader $5 billion UVA campaign, the effort will position the school to thrive and flourish well into its third century.

“We have long benefitted from the generosity of our alumni in supporting one of the most powerful educational experiences in the country,” Dean Risa Goluboff said. “But there are new challenges ahead that this campaign will help us meet, and new opportunities to grow programs and initiatives that expand upon the core strengths of our school and the support people make UVA law so unique.”

Luiz Alvarez Jr. ’88, president and CEO of the Law School Foundation, said the school has “an amazing array of alumni leaders” serving as co-chairs for the campaign, including honorary co-chairs Martha Lubin Karsh ’81 and Bruce A. Karsh ’80, who are the school’s first lifetime $50 million donors.

THE LAW SCHOOL’S CAMPAIGN WILL FOCUS ON FOUR PRIORITIES:

- SCHOLARSHIPS AND LOAN FORGIVENESS, which will help attract talented and diverse students, remove barriers to accessing a legal education and enable careers in public service.
- PROFESSORSHIPS to enable the Law School to attract, support and retain faculty who are leaders in their fields and in the profession, transformative clinical practitioners and award-winning teachers.
- PROGRAMS AND CURRICULAR INITIATIVES that will prepare students for the future in a rapidly changing society, such as through investments in the Program in Law and Public Service, new initiatives in law and technology, and an expansion of the school’s clinical and experiential programs.
- UNRESTRICTED GIFTS, contributions made without limitation as to their use in order to power the school’s ability to deploy funds where they are needed most.

MEET THE CAMPAIGN CO-CHAIRS

DAVIA SMITH ’98, executive vice president and general counsel, Oaktree Capital Management, and former president of the Law School’s alumnae, is a leader in the nonprofit world and a co-manager of the Karsh Family Foundation, which has contributed more than $250 million in education philanthropy. Karsh also founded the Los Angeles design firm Clark & Karsh and serves on the national board of the Knowledge is Power Program, the nation’s largest network of high-performing public charter schools. She is co-chair of the University-wide Honor the Future campaign and a trustee emerita of the UVA Law School Foundation.

BRUCE A. KARSH ’80, co-founder and co-chair of the nonprofit and co-manager of the Karsh Family Foundation, which has contributed more than $250 million in education philanthropy, Karsh was a lifetime member of the Law School Board of Visitors before founding his own firm, Buc & Beardsley, which specialized in real estate investment management and OPO offerings involving real estate investment trusts and other real estate companies.

DARCY GOMULKA ’21, who served as president and former CEO of Commonfund, a non-profit serving endowments, foundations and public sector investors, she was Commonwealth’s first female CEO. Before that, she spent nearly two decades at JP Morgan Chase & Co., where her various roles included head of investment management and operational activities. She has served on numerous boards including that of the University of Virginia Investment Management Co.

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THE LAW SCHOOL, and the country, have been better at democracy—though there remains much work to do—than at equity, and the idea that better equity could create better democracy and that better democracy might create better equity is a compelling one,” she said.

“Nancy blazes new trails with her gift, not only because it is the first Research Professorship in Democracy and Equity across the whole University, but also because it is the first professorship named for and by an alumna at the Law School,” Goluboff said.

“Nancy’s timing is especially propitious as we approach a century of coeducation at the Law School in 2020. Naming professorships for our outstanding alumna has been my dream throughout my deanship. Nancy has made my dream come true, and I am confident that others will follow her lead,” she said.

At the Law School, the professorship will support scholarship in the legal, sociopolitical or historical aspects of democracy or equity in the United States.

“Supporting our faculty is one of my highest priorities,” Goluboff said. “Supporting their research into subjects that are crucial to our constitutional democracy will redound not only to the benefit of the Law School itself, but to our legal system and our society as a whole.”

Buc said she hopes the position will lead to greater knowledge and understanding of the forces that shape our law and our society—and even to change and reform.

“I always recall the legend on the Clark Hall portico—that those alone may be servants of the law who labor with learning, courage, and devotion to preserving liberty,” Buc said, referring to the motto carved on the Law School’s former home and now emblazoned on Clay Hall. “I have tried to be that kind of lawyer, and I am proud to be establishing a professorship devoted to democracy and equity, words which add meaning and specificity to liberty and justice.”

Buc graduated from the Law School at a time when women were a tiny minority of the student population (she was one of seven in her class), and when some senior faculty and students resisted women’s attendance. She went on to a distinguished legal career focused on health care policy and government service, including stints as chief counsel for the U.S. Food and Drug Administration and at the Federal Trade Commission. She was the managing partner of the Washington, D.C., office of Goulston & Gauntlet before founding her own firm, Buc & Beardsley, which specialized in food and drug law (see p. 38).

Retired since 2011, Buc was a lifetime member of the Law School Council and served on the Charlottesville Foundation Board of Trustees and the Campaign Executive Committee for the school’s first capital campaign (1993-2000).

“—Jenny M. Abel
FACULTY AND CLINICS MADE AN IMPACT at the U.S. Supreme Court in the 2018 term, winning arguments and influencing jurisprudence. The Supreme Court Litigation Clinic argued two cases before the justices. The clinic won a unanimous ruling in Culbertson v. Berryhill, which clarified attorneys’ fees for Social Security claimants. Professor Dan Ortiz, the clinic’s director, presented oral argument for the sixth time in his career. The clinic also argued Quarters v. United States, a sentencing enhancement case. Additionally, the justices agreed to hear the clinic’s 17th case since its inception in 2006, Georgia v. Public.Resource.Org, Inc., which tackles a 19th-century copyright doctrine, in the 2019 term.

Professor Toby Heytens ‘00, serving as Virginia’s solicitor general, won two cases for the commonwealth handed down the same day: Virginia House of Delegates v. Bethune-Hill, which addressed standing in a redistricting lawsuit, and Virginia Uranium, Inc. v. Warren, which tackled federal preemption over state law. Heytens and his team were named co-winners of the National Association of Attorneys General’s 2019 Supreme Court Best Brief Awards for the brief filed in Bethune-Hill.

The Environmental and Regulatory Law Clinic filed an amicus brief in Warren co-authored by Professor Caleb Jaffe ’06, the clinic’s director, on behalf of regional stakeholders defending Virginia’s ban on uranium mining against claims that the law violated the Atomic Energy Act. The court voted 6-3 to uphold Virginia’s law. The clinic had been involved with the case since its movement through federal appeals courts.

—Mike Fox

"COMMON LAW," A PODCAST sponsored by the Law School and hosted by Dean Risa Goluboff and Vice Dean Leslie Kendrick ’06, returned Oct. 1 for season 2, “When Law Changed the World.”

“Our faculty and special guests are telling stories about turning points in the law and in culture in a way you haven’t heard before,” Goluboff said. “Last season we looked at the future of law; this season we’re looking at how we got to where we are now.”

Kicking off the first show, UVA historian Sarah Miller, the author of “The Cigarette: A Political History,” discusses how lawyers and citizens worked to create the nonsmoking identity and turn the tide in the war against tobacco—and cancer. Other scheduled guests this season include UVA Law professors G. Edward White, Saikrishna Prakash, Cynthia Nicoletti and Kimberly Robinson, and University of Alabama law professor Joyce White Vance ’85. Episodes will be posted about every other week in the fall and spring semesters.

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STAND FOR SOMETHING. It’s a powerful way to approach your life. That was the message delivered by Linda G. Howard ’73, vice president for legal at Landmark Worldwide, a company focused on personal and professional growth, in her commencement speech to the Law School’s Class of 2019 on May 19.

Howard, who attended a segregated school in her early years growing up in Virginia, holds the distinction of being both the first black student and the first woman to serve as the Law School’s student council president. She has continued to be a trailblazer for women and people of color in her career, including helping to address issues of harassment and parity in the workplace.

After sharing details from her own life, Howard presented a challenge. “My invitation to you is to stand for something that is important to you, something bigger than yourself and your own comfort and your personal success and gratification,” she said. “Standing for something is very powerful. Standing for something being possible is different than being wedded to your point of view. It includes speaking up for something, acting in the direction of something and inviting others to participate in causing something. It also includes listening to others. Standing for something allows you to deal with challenges to your point of view and your beliefs.”

—Eric Williamson

MARGARET G. HYDE AWARD
To the graduate whose scholarship, character, personality, activities in the affairs of the school, and promise of efficiency have entitiled him or her to special recognition.

Amanda Virginia Limberry

JAMES C. SLAUGHTER HONOR AWARD
To an outstanding member of the graduating class.

Kendall L. Burchard

THOMAS MARSHALL MILLER PRIZE
To an outstanding and deserving member of the graduating class.

Derek Anthony Keaton

Z SOCIETY SHANNON AWARD
To the graduate with the highest academic record after five semesters.

William H. Hall

LL.M. GRADUATION AWARD
To an outstanding member of the graduating LL.M. class.

Lina Leal

ROBERT E. GOLDSTEN AWARD FOR DISTINCTION IN THE CLASSROOM
To the graduate who has contributed the most to classroom education by his or her outstanding lecture and discussion.

Chinmayi Sharma

ROGER AND MADELINE TRAYNOR PRIZE
To the graduate or graduates who have produced outstanding written work.

Rebecca Jewel Chandler

Jamaica Tevoy Akande

HERBERT KRAMER/HERBERTBangEL COMMUNITY SERVICE AWARD
To the graduate who has contributed the most to the community.

Robert A. Pomeroy

MORTIMER CAPLIN PUBLIC SERVICE AWARD
To a graduate entering a career in the public service sector who demonstrates the qualities of leadership, integrity and service to others.

Spencer Ryan

EDWIN S. COHEN TAX PRIZE
To the graduate who has demonstrated superior scholarship in the tax area.

Elizabeth Francesca Donald

EARLE K. SHAWE LABOR RELATIONS AWARD
To the graduate who shows the greatest promise in the field of labor relations.

Kyle Patrick O’Malley

JOHN M. OLIN PRIZE IN LAW AND ECONOMICS
To a graduate who has demonstrated the most promise and potential for the practice of family law.

Sabrina Sara Schell

EPPA HUNTON IV MEMORIAL BOOK AWARD
To a graduate who demonstrates unusual aptitude in courses in the field of litigation, and who shows a keen awareness and understanding of the lawyer’s ethical and professional responsibility.

William Devlin McDermott

VIRGINIA TRIAL LAWYERS TRIAL ADVOCACY AWARD
To a graduate who shows particular promise in the field of trial advocacy.

Jamaica Tevoy Akande

VIRGINIA STATE BAR FAMILY LAW BOOK AWARD
To the graduate who has demonstrated the most promise and potential for the practice of family law.

Sabrina Sara Schell
**Discovery**

**Students in the International Human Rights Clinic**

**Students’ Research Aids UN Meeting**

**First Amendment Clinic Returns**

**The Law School**

brings back its First Amendment Clinic for the 2019-20 academic year. In the yearlong clinic, students work closely with Reporters Committee for Freedom of the Press lawyers to conduct legal research, meet with clients and counsel, and draft legal briefs. Assignments may lead to appellate-level litigation.

**The Clinic is supported in part by a gift from the Thomas Jefferson Center for the Protection of Free Expression, which is donating its assets to relaunch the clinic.**

**The clinic’s research was utilized to help the United Nations committee monitor implementation of related U.N. human rights policies.**

**The students’ review included looking at the living conditions of migrants in each country, and related issues of safety and possible forced detention.**

**“The clinic’s research was utilized to help provide context of the migrant situation and formulate relevant questions that committee members presented to the country delegations,” clinic director Camilo Sánchez said.**

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**UVA’s First Amendment Clinic is one of the oldest of its kind in the country and had been on a brief hiatus.**

**The relaunched First Amendment Clinic “will teach the next generation of lawyers and advocates to advance crucial values, and we are grateful to the Thomas Jefferson Center for its support,” Dean Risa Goluboff said.**

**U.S. Judge Carlton W. Reeves ’89 called upon the public to defend the judiciary at an address he gave April 11 in honor of receiving the 2019 Thomas Jefferson Foundation Medal in Law.**

**President Barack Obama appointed Reeves to the U.S. District Court of the Southern District of Mississippi in 2010, a time of historic gains for diversity on the bench.**

**Reeves became the second African American appointed to a federal judgeship in the state. Other racial minorities and the LGBT community also witnessed breakthroughs in representation, he said.**

**“For a brief moment there were so many firsts, each one making our judiciary better reflect the best of America,” Reeves said. “I know, because I was there.” But he said those gains have been under attack in a new period of pushback.**

**“The proof is in my mailbox, in the countless letters of hatred,” the judge said. He added, “The deliverers of hate, who send these messages, aim to bully and scare judges.”**

**Reeves said the current administration’s confirmed Article III judges—federal judges appointed for life by the president and confirmed by the Senate—have been 90 percent white, including only one black and two Hispanic judges.**

**In order to truly represent “we the people,” he said, “we need a judiciary as diverse as our country.”**

**Reeves also questioned the current trend of political attacks on the judiciary—“when the executive branch calls our courts, in their words, ‘stupid,’ ‘horrible,’ ‘ridiculous,’ ‘incompetent,’ ‘a laughing stock’ and ‘a complete and total disgrace’”—and the impact it has on public perception about judges’ ability to administer justice.**

**The judge has been an important voice for upholding the rights of minorities in Mississippi. In Campaigning for Southern Equality v. Bryant, a same-sex marriage dispute, and Barber v. Bryant, Reeves ruled in favor of LGBT rights. In his hate-crime sentencing in United States v. Butler, a case that involved the racially motivated killing of an African American man, Reeves gave moving remarks on the related history of lynching in the state. He said with each major stride for racial justice by “brave leaders, judges, plaintiffs,” white supremacy has mustered resistance, including through organized attacks on the courts.**

**“We are now eyewitnesses to the third great assault on our judiciary;” he said. But Reeves said he has hope. Not just for racial justice, but on all fronts. For every hate-driven letter he receives, he said, he receives 10 others that are positive and appreciative.**

**Sponsored jointly by UVA and the Thomas Jefferson Foundation, the nonprofit organization that owns and operates Monticello, the Thomas Jefferson Foundation Medals are awarded each year to recognize the achievements of those who embrace endeavors in which Jefferson—author of the Declaration of Independence, third U.S. president and founder of the University of Virginia—excelled and held in high regard. The law medal, and its counterparts in architecture, civil leadership and global innovation, are UVA’s highest external honors.”**

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**By the Numbers: The Class of 2022**

**At a Glance**

- 45% Men, 55% Women
- 17% Self-identify as LGBT
- 7% Students self-identify as people of color
- 33% Have acceptance/scholarship experience

**Where They’re From**

- 147 from U.S.
- 86 from international institutions
- 27 from out of state and the District of Columbia

**Academic Credentials**

- Median LSAT score: 167
- 25%-75% GPA: 3.90
- 25%-50% GPA: 3.60
- 90% of students have been admitted to the bar

**Graduate Studies**

- 336 students from 14 countries
- 55% Men, 45% Women
- 7% Students self-identify as people of color
- 36% Students are people of color
- 25%-50% GAL 164-172
- 25%-50% GAL 170-180
- 50% of students are legal professionals

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**UVA Lawyer Fall 2019**

“Courts can and should be criticized,” Reeves said. “Judges get it wrong—all the time. That includes me. Scrutiny of our reasoning is not, on its own, troubling. But, he said, the ‘slander and falsehoods thrown at courts today are not those of a critic seeking to improve the judiciary’s search for truth. They are the words of an attacker, seeking to distract and twist that search toward falsehood.”
JESSICA WAGNER ’15 clerks for U.S. Supreme Court Justice Samuel Alito during the 2019 term.

“When I went up for the interview and then came out of it, I had a sort of a pinch-myself moment,” Wagner said. “I had just spent 45 minutes with a Supreme Court justice.”

Wagner applied for the clerkship before graduation, at the behest of professors who thought she would be a good match. Two years passed.

“The call from the Alito chamber was sort of out of the blue,” she said. “They asked if I’d still be interested.”

Wagner, a Montana native, will bring to the court her experience clerking for Senior Judge Diarmuid O’Scanlan in L.L.M. ’92 of the Ninth U.S. Circuit Court of Appeals and Judge Jerry Edwin Smith of the Fifth U.S. Circuit Court of Appeals.

“Both of my judges really modeled humility and servant leadership,” she said.

At UVA Law, Wagner received the Thomas Marshall Miller Prize, was a member of the Supreme Court Litigation Clinic and a notes editor for the Virginia Law Review. She earned a Bachelor of Arts degree summa cum laude in government from the University of Virginia, where she was a member of the Supreme Court Litigation Clinic and clerking for Senior Judge Diarmuid O’Scanlan L.L.M. ’92 of the Ninth U.S. Circuit Court of Appeals and Judge Jerry Edwin Smith of the Fifth U.S. Circuit Court of Appeals.

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U.S. SEN. SHELDON WHITEHOUSE ’82 looks to courts on climate change

THE LAW SCHOOL FOUNDATION received a total of $23.6 million in gifts—the second-highest amount in school history—during the 2018-19 annual giving campaign. During the campaign, which finished June 30, more than half of alumni gave for the 14th consecutive year. “Our alumni are remarkably generous and loyal,” Dean Rosa Golomb said. “Their gifts not only reflect gratitude for their own experiences at the Law School, but their interest in supporting future graduates for years to come. We are dedicated to strengthening a 200-year legacy of educational excellence, and we are so grateful to our alumni for carrying that same spirit forward for the next 200 years.”

Luis Alvarez Jr. ’98, president and CEO of the Law School Foundation, said he was grateful for the ongoing effort of volunteers across the country who help with the campaign. “Our alumni come through year after year,” he said. “We’re so thankful to our volunteers and all the graduates who realize how important it is to give back.”

BY THE NUMBERS:

- 8,871 ALUMNI DONORS, PLUS 1,290 OTHER DONORS
- $23.6 MILLION IN TOTAL GIFTS
- $4 MILLION MATCHED FROM UVA BICENTENNIAL SCHOLARS AND BICENTENNIAL PROFESSORS FUNDS AND OTHERS
- $4.9 MILLION IN UNRESTRICTED GIFTS

BEVERLY PINES HARMON, a former Law School assistant dean for student affairs known for her warm spirit, died July 13 from cancer. She was 73.

Harmon led the Office of Student Affairs from 1996-2005, and was so beloved by students that many called her “Mom.” In that role, she built a student-centered environment while counseling her charges on everything from organizing an event to dealing with an illness during exam season. And when students had a big problem, they turned to Harmon first.

“It is hard to express just how much Dean Harmon contributed to the Law School,” said Patrice Hayden J.D.-MBA ’02, now director of associate recruitment at Hogan Lovells and a former Law School administrator. “I can think of so many times she responded to people in need on big occasions—an apartment fire right before exams, or 9/11—or small daily frustrations. But she went above and beyond doing what was necessary. She gave students the tools she knew she needed to be successful both in law school and in life. And did so with a smile.”

Harmon left the Law School to live in Houston, where her husband, William Harmon, had become president of Central College in February 2005. William, who died in 2017, had also worked with the University’s senior vice president and vice president for student affairs. The couple were the first African Americans to live in a pavilion in UVA’s Academic Village. In an interview marking her retirement from the Law School, Harmon said she thought of the students “as my children.”

“I know that people probably believe that I am sort of exaggerating, but our students are phenomenal,” she said in 2005. “If you need ideas, they’re always around to help with that; they volunteer to assist others, and they’re very supportive, and for the most part very appreciative. This is that kind of environment—where giving back is the norm.”

Former Dean John C. Jeffries Jr. ’73 said Harmon “was infinitely patient and always calm.”

“She somehow managed to combine constructive, level-headed advice with unfailing tenderness and sympathy,” Jeffries said. “Students loved her.”

A New Jersey native, Harmon earned her undergraduate degree in English from Johnson C. Smith University. After graduating, she taught first and second grade, then earned her master’s degree in educational administration and supervision from Wichita State University. She worked as an assistant to two superintendents before becoming a principal who turned around troubled schools. At one point, while principal at a school in Wichita, Kansas, the superintendent asked her to take on responsibility for a second school—and change the school’s morale within six weeks.

“Problem-solving has been a career for me,” she said in 2005. “I like challenges very much. I like people saying, ‘No, I don’t think that’s possible.’ That’s a great motivator for me.”

During her time at UVA, the Class of 1998 gave as a class gift a scholarship named in her honor, and the Black Law Students Association named its service award the “Beverly Harmon Service to BLSA Award” in honor of her contributions to the organization.

Hayden said many graduates maintained connections to Harmon well after they graduated.

“For me personally, Dean Harmon was a sounding board for personal and professional decisions in life,” Hayden said. “And while I suspect that she served in this role for many people, she did so in a way that made each person feel like they were the sole focus of her attention and her love. Dean Harmon was truly loved by all and will be sorely missed.”

—Mary Wood with reporting by Lee Kolber ’06
Unedited text
ALUMNAE LEADING AS GENERAL COUNSEL IN THE CORPORATE WORLD
Katherine J. Brennan ’83 New York

Deputy General Counsel, Corporate Secretary and Chief Compliance Officer of AX, Mark & McLean Cos.

Works on quarterly compensation, employment law, cybersecurity, privacy, corporate regulatory transactions, M&A, trade sanctions and preparing for meetings of the full Board.

Preceded served as senior vice president and deputy general counsel at S&P Global.

Kathleen J. Secretary and Chief Compliance Officer, GEM Systems.

Katherine J. Brennan ’83 New York 5 years of experience working as a senior vice president and general counsel for GE

India, Africa and Capital Real Estate.

Serves on the boards of several nonprofits that help underprivileged women and youth.

Former managing partner at Akin Gump’s global Real Estate practice and a real estate and litigation partner for 29 years.

Former senior vice president and hiring partner for the firm’s New York Office, and member of the firm’s Global Operations Committee.

Emily Epstein ’84 New York

Chair of the Andrews Kurth Keyes Anti-Trust Practice Group prior to joining long-time client GACCT, an industry leader in payments and identity fraud prevention.

Advocates for benefit corporations and their communities by prioritizing social and environmental considerations over financial outcomes.

Is a co-chair of the Consumer Protection Committee of the ABA Antitrust Section.

Grace Fu New York

Executive Vice President of Human Resources.

Oversees the firm’s largest department and advises on firm governance, professional development programs for P&G’s legal team and serves as an executive sponsor of the GABLE (Gay, Ally, Bi, Sociosexual, Lesbian and Transgender) Employee Resource Group.

Serves as a member of the firm’s Policy Committee and on the board of the DLA Piper Foundation.

Karen A. Washington, D.C.

Former employment counsel of the firm’s Diversity Committee and now serves as the firm’s diversity general counsel.

Tracy Preston ’81 Dallas

Senior Vice President, General Counsel, Corporate Secretary, and Chief Compliance Officer.

Former compliance officer at blue chip energy company as in-house counsel.

Preceded served as chief regulatory affairs and compliance officer at Noble.

Christa Miller ’86 Dallas

Senior Vice President, Corporate Secretary, Chief Legal Officer and Corporate Governance Officer.

Leads the team responsible for the design and administration of Amazon’s anti-corruption, risk management, and legal compliance programs.

Acts as a regulatory affairs and compliance consultant at Noble, Topaz, Gold

Water Consultants.

Faye Rice ’85 Seattle

Senior Vice President, General Counsel, Corporate Secretary, and Chief Compliance Officer.

Includes more than 20 years in the industry as counsel to Noble and as counsel to the federal government for major public sector transactions.

Serves on the firm’s Policy Committee and as a member of the United Arab Emirates, Libya, Oman and Qatar.

Caroline Miller ’90 Los Angeles

General Counsel, Corporate Secretary, and Chief Compliance Officer of the California Public Utilities Commission.

Serious for advising on retail company.

Serves on the board of directors of the Alphonse Foundation, National Capital Chapter, and is a member of the American Bar Association.

Grace Fu New York 3 years of experience as a partner at Weil, Hadad, Abramson.

Serves on the board of directors of the Alphonse Foundation, National Capital Chapter, and is a member of the American Bar Association.

Former chief compliance officer and deputy general counsel at Tiger Management, and U.S. attorney at Skadden Arps, both based in New York City.

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Former chief compliance officer and deputy general counsel at Tiger Management, and U.S. attorney at Skadden Arps, both based in New York City.
Robbie King Jr. ’09
Senior Attorney
Nextera Energy Partners
Miami

Describe Your Work:
About 15 months ago, I joined the National Student Legal Defense Network, where I represent student loan borrowers who attended predatory for-profit colleges. From litigation to federal and state policy advocacy to regulatory challenges, my work aims to expand equal access to higher education for students who are traditionally underserved, including students of color, students from low-income backgrounds and first-generation students, among others.

What activities do you enjoy outside of work?
I love to read, try out new group fitness classes, and take our French bulldog, Eugene, on neighborhood adventures. I also like benefiting from my husband’s uncanny ability to find yet another great restaurant we haven’t tried. Finally, I’m an equally avid fan of “Grey’s Anatomy” and the UVA men’s basketball team.

Are you where you expected to be at this stage of your career and life?
I never expected to work on higher education issues while in law school. But the 2016 election presented some unexpected challenges and opportunities during my post-clerkship job search. I’ve tried to analyze each new opportunity for whether it’s a way to “do the work.” For me, that means ensuring that all students have the right to receive an excellent education. If I’m doing the work, then I’m right where I need to be.

What do you like about your life 5 years after law school?
I have amazing friends. I reconnected with and then married a great life partner. I’ve gotten to work on issues that really matter to me with some of the best colleagues. But I’m also grateful for the times when I’ve felt stuck, both in my life and my career. Those moments have helped me to be more intentional about charting the right path forward.

Bobbie L. King Jr. ’09
Senior Attorney
Nextera Energy Partners
Miami

Describe Your Work:
Since 2014, I have led the legal operations for Nextera Energy Partners, a publicly traded clean energy “yieldco” formed in 2014 by NextEra Energy Inc. I provide advice on company strategies, manage the legal function and oversee NEP’s business transactions. It allows me to cover a wide variety of topics, including M&A, capital markets, corporate debt financing, joint ventures, Exchange Act compliance, corporate governance and any other topics that may become relevant to our management team. So my work presents a different and interesting challenge every day.

What activities do you enjoy outside of work?
I love to travel with my wife, Ashley; particularly to places with good food and wine, and I am an avid golfer. Also, I spend a great deal of time working with local charities.

Are you where you expected to be at this stage of your career and life?
The core of what I thought I would be doing is the same—public company representation, M&A and capital markets. I got almost everything else wrong. I expected that I would be in Boston, where I started my career, working toward being a partner at Skadden. Instead, my career has taken me from Boston to London, New York and Miami. In addition to practicing law, I have worked as a college professor and campaign staffer. Now I am working in an industry that is of incredible importance to the world we live in. I did get the most important prediction right—whom I would marry.

What do you like about your life 10 years after law school?
Everything. Every facet of my life is a blessing.
Claudia Gee Vassar ’04
President and General Counsel
Houston Botanic Garden
Texas

Describe Your Work: After practicing law for nearly a decade, I followed my desire to work in the social sector and launched a career as an intentionally interim executive director. I specialized in helping organizations in transition prepare for their next leader with a focus on change management and organizational capacity building. My law school education and legal training has helped me with strategic problem-solving, advocating for access and leading organizations to meaningfully impact society. My last interim ED gig was at the Houston Botanic Garden, where I made the transition to my current role as president and general counsel. We are a startup nonprofit building a world-class botanic garden and my primary work is to oversee a $35 million capital campaign, a complex construction project on 132 acres, the building of a team and organizational culture, and the planning and execution of the operations and programs HBG will host to inspire guests to love plants and nature.

What Activities Do You Enjoy Outside of Work? New experiences. I love experiencing the world with friends and family, through all the amazing things to do in Houston and getting out and traveling. I love seeing the world through my kids’ eyes, and being with and learning from people who have had different experiences in life. I also love jigsaw and reenacted puzzles, playing piano, watching sports and eating dessert. Of course, I now visit botanic gardens every chance I get.

Are You Where You Expected to Be at This Stage of Your Career and Life? Absolutely not! While I did not have any preconceived ideas about what my future would be, working in the social sector and launching a startup nonprofit building a world-class botanic garden have been particularly fascinating as I continue to be challenged with strategic problem-solving, advocating for access and leading organizations to meaningfully impact society.

What Do You Like About Your Life 10 Years After Law School? I have found a good balance for me of activities that satisfy my intellectual curiosity; personal and professional growth opportunities; friends who challenge me, support me and make me laugh; an amazing partner in my husband; and three delightful children.

Stephanie Shepard Cobb ’94 (Comm ’93)
Head of Compliance, Europe
Millennium Capital Partners
London

Describe Your Work: After over 10 years as a corporate lawyer at large firms in Boston, London and Amsterdam, I moved in-house and have not looked back. I started as general counsel for a U.K.-based asset manager, where the work quickly expanded into dual general counsel/chief compliance officer roles. I moved exclusively into compliance three years ago at Ares Management. Earlier this year, I joined Millennium, a global investment management firm, overseeing its European compliance team. I enjoy navigating the complexities of regulations and laws across Europe. The past few years have been particularly fascinating as the financial services industry in Europe prepares for the uncertainties surrounding Brexit.

What Activities Do You Enjoy Outside of Work? Permanently, I enjoy spending time with my husband (Shane Cobb ’93) and our three children. We love traveling together, particularly exploring new countries, cultures and food. Recent highlights have been Japan, Russia and Costa Rica. We also enjoy taking advantage of the theaters and museums in London (the Donmar Warehouse is a favorite). One of the unexpected benefits of living in London is frequent visits from friends and family, as a result, living on an ocean apart does not seem so isolating. I am also looking forward to becoming a UVA parent this autumn.

Are You Where You Expected to Be at This Stage of Your Career and Life? Absolutely not! While I did not have any preconceived ideas about what my future would be, working in Europe and raising a family there was not at the top of the list. What I never imagined, though, was how much I would enjoy regulatory and compliance work. What historically was considered a “tick the box” role has become tantamount to critical financial services firms. Compliance definitely has a seat at the table these days.

What Do You Like About Your Life 25 Years After Law School? I have an amazing family and fantastic job, and I live in a diverse, tolerant and vibrant city. I love the unpredictable way my life has unfolded. It keeps me guessing about what lies ahead over the next 25 years. Who could ask for more than that?
IN CASES INVOLVING GERRYMANDERING AND POLITICAL CORRUPTION, THE U.S. SUPREME COURT has followed two different paths on judicial oversight. The inconsistent jurisprudence has implications for how we uphold our democratic values.

The recent U.S. Supreme Court decision in Rucho v. Common Cause rests on the claim that the court cannot determine when districting is unfair because it lacks a constitutionally mandated standard of fair districting. Without a standard of fairness, there is no baseline against which to judge whether particular gerrymanders violate the Constitution, according to Chief Justice John Roberts.

The crux of Rucho’s holding is the claim that these two ideas—unfairness and fairness—are crucially dependent on each other, like flip sides of the same coin. That this is the heart of the majority’s argument is confirmed by Justice Elena Kagan’s dissent, which rejects precisely this point. In her view, the court does not need to adopt a definition of fair districting in order to hold the North Carolina and Maryland maps at issue in this case unconstitutional. Instead, we just need to recognize certain types of unfairness, which these maps exhibit. Unfairness, in her view, exists when partisanship and/or incumbency-protection play such a large role that the enacted map is a statistical outlier, as compared to those maps that the state could have adopted consistent with its own districting principles (partisanship excepted). For Justice Kagan, the opposite of unfairness is not fairness; it is the absence of excessive partisanship.

Perhaps surprisingly, Chief Justice Roberts’ rationale has important implications for the court’s campaign finance jurisprudence. When states or Congress enact laws that restrict giving or spending money in connection with elections, the Supreme Court has long held that such laws implicate the First Amendment. Because these laws restrict “speech,” in the court’s view, they are permissible only if they are justified by a compelling state interest, which the court has limited to preventing corruption or the appearance of corruption. Since 1976, when the court first adopted this approach, “corruption” has been defined in various ways. When it is defined broadly, more laws are upheld; when it is defined narrowly, more laws are struck down. All this is familiar. What is important to notice about the doctrine is this: The court defines corruption of a legislator without being able to articulate the reciprocal idea—proper legislative conduct.

“Corruption,” even more than unfairness, depends on a definition of its opposite. What counts as corruption of one institution is different from what counts as corruption of another, and so we need a definition of how the institution or official ought to act in order to know when we have corruption. I’ll borrow an example from my article “Defining Corruption and Constitutionalizing Democracy,” 111 Mich. L. Rev. 1385 (2013).

Suppose I am a public official hiring someone for a public job. Giving the job to my brother-in-law, John, despite the fact that he is less qualified than other applicants, constitutes a classic case of corruption. Contrast this example with the following one: Suppose I decide to invite John to a holiday dinner at my house. I invite him, even though he is a less-gifted conversationalist than other possible dinner invitees, because he is my brother-in-law. Here I do not act corruptly.

We can only determine that inviting John is corrupt in the first instance but not in the second because we have in mind a sense of how each actor ought to act. In other words, defining legislative corruption is dependent on a definition (not provided by the court) of proper legislative behavior. Yet, in its campaign finance cases, the court freely defines corruption without defining its opposite.

In both contexts—redistricting and campaign finance—we are dealing with central questions of democracy. While there are good arguments for both judicial supervision and judicial restraint in both contexts, what should be avoided is supervision in one and restraint in the other. Either the court can define unfair and corrupt legislative action without a constitutionally mandated and clear definition of fair representation and good government, or it cannot.

Deborah Hellman is the David Lurton Massee, Jr., Professor of Law and the Roy L. and Rosamond Woodruff Morgan Professor of Law. Her work focuses on equal protection law and its philosophical justification, and the relationship between money and legal rights. This article was adapted from Hellman’s July 1 post for Election Law Blog, part of the symposium “Partisan Gerrymandering after Rucho.”
Why did you want to become a lawyer?

My grandfather was a lawyer, my dad’s dad. He was a real estate and civil rights attorney in Nashville in the ’40s through the ’60s—really until he died in the ’80s. And I got interested in government and politics really as a middle schooler learning about history. The more I read, the more I felt government is an important force for change. Lawyers have been integral to that, from the legislative process to the use of the legal system.

What was your time in law school like?

My time there was a little unique. I was president of the Virginia Young Democrats my entire time in law school. I had been drafted to run the summer before school started. And so especially that first year, when a lot of people end up playing softball and mainly stick around law school, I spent my weekends traveling all around the state in the fall doing campaign invasions. I got to know some of the undergrad students very well through the university Democrats. And from that I actually got involved with student council. A friend of mine who was elected president of student council appointed me to be on the appropriations committee that decides how activity fees are spent. I did have the traditional experience of being on the Virginia Law Review—I was the notes development editor. I was involved with the Black Law Students Association, I was involved with Law Democrats, so in that way it was very traditional, but my extra-curricular time was really spent off campus doing campaign work across the state and in the city, too.

What made you finally take the plunge and run for public office?

It was always something I had in the back of my mind that maybe one day I would do after I got married and had kids and made partner at Hunton & Williams. But I left Hunton in 2002 to go in-house at Verizon, and was thinking about it enough that when I was recruited I said, look, this might be something I may want to do one day. Is this something you’d be open to? They said yes. And then in 2005, Viola Baskerville decided to run for lieutenant governor instead of running for reelection to her House seat, and I lived in that district. A lot of my friends started saying, are you going to run for this? You should run for this. And I was really at kind of a crossroads where I was trying to decide what’s my path. The more I thought about it, I thought I really love government, I love politics, I love the legislative process, I love helping people. If I ran and lose, then that’s my answer. If I don’t run, I’ll always wonder what if. So I ran. There was a contested primary that I won with 65% of the vote. It was the most Democratic district in the state, so the primary really was the race. And the rest is history.

How do you balance working basically two full-time jobs?

The longer I’ve done it, the easier it gets, because you kind of know what to expect. Most of my work at Verizon is email or conference calls that I can take from anywhere. I don’t do very much regulatory litigation anymore. Those cases are so long that the 60 days you’re in session is like a blip. And so I just kind of learned to manage my caseload and my workload around sessions, and then have good teammates who, when I’m in session and something comes up, could cover for me. After enough time in office you sort of know the schedule, and you can check email anytime, anywhere.

A lot of times, I’ll have a full legislative day and then I’ll go home and read emails and make sure that everything at work is on track. And then you add on that I’m also a parent. So I think working moms just figure out how to multitask.

We served together for a couple of years in the House before he ran for Senate. And then when he got elected to the Senate he would often ask, “You think one day you might want to run for the Senate?” I was like, I don’t know, I really like the House.

My last year in college right up to when I went to law school I had worked in the Senate Clerk’s Office. So once he decided to run for Congress and the opportunity came I thought, you know, I might like the Senate better.

He was very helpful. Actually his campaign headquarters became mine with all the furniture and everything. He was at my office opening. He campaigned for me.

Why did you want to become a lawyer?

My grandfather was a lawyer, my dad’s dad. He was a real estate and civil rights attorney in Nashville in the ’40s through the ’60s—really until he died in the ’80s. And I got interested in government and politics really as a middle schooler learning about history. The more I read, the more I felt government is an important force for change. Lawyers have been integral to that, from the legislative process to the use of the legal system.

What was your time in law school like?

My time there was a little unique. I was president of the Virginia Young Democrats my entire time in law school. I had been drafted to run the summer before school started. And so especially that first year, when a lot of people end up playing softball and mainly stick around law school, I spent my weekends traveling all around the state in the fall doing campaign invasions. I got to know some of the undergrad students very well through the university Democrats. And from that I actually got involved with student council. A friend of mine who was elected president of student council appointed me to be on the appropriations committee that decides how activity fees are spent. I did have the traditional experience of being on the Virginia Law Review—I was the notes development editor. I was involved with the Black Law Students Association, I was involved with Law Democrats, so in that way it was very traditional, but my extra-curricular time was really spent off campus doing campaign work across the state and in the city, too.

What made you finally take the plunge and run for public office?

It was always something I had in the back of my mind that maybe one day I would do after I got married and had kids and made partner at Hunton & Williams. But I left Hunton in 2002 to go in-house at Verizon, and was thinking about it enough that when I was recruited I said, look, this might be something I may want to do one day. Is this something you’d be open to? They said yes. And then in 2005, Viola Baskerville decided to run for lieutenant governor instead of running for reelection to her House seat, and I lived in that district. A lot of my friends started saying, are you going to run for this? You should run for this. And I was really at kind of a crossroads where I was trying to decide what’s my path. The more I thought about it, I thought I really love government, I love politics, I love the legislative process, I love helping people. If I run and lose, then that’s my answer. If I don’t run, I’ll always wonder what if. So I ran. There was a contested primary that I won with 65% of the vote. It was the most Democratic district in the state, so the primary really was the race. And the rest is history.

How do you balance working basically two full-time jobs?

The longer I’ve done it, the easier it gets, because you kind of know what to expect. Most of my work at Verizon is email or conference calls that I can take from anywhere. I don’t do very much regulatory litigation anymore. Those cases are so long that the 60 days you’re in session is like a blip. And so I just kind of learned to manage my caseload and my workload around sessions, and then have good teammates who, when I’m in session and something comes up, could cover for me. After enough time in office you sort of know the schedule, and you can check email anytime, anywhere.

A lot of times, I’ll have a full legislative day and then I’ll go home and read emails and make sure that everything at work is on track. And then you add on that I’m also a parent. So I think working moms just figure out how to multitask.

We served together for a couple of years in the House before he ran for Senate. And then when he got elected to the Senate he would often ask, “You think one day you might want to run for the Senate?” I was like, I don’t know, I really like the House.

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He was very helpful. Actually his campaign headquarters became mine with all the furniture and everything. He was at my office opening. He campaigned for me.
What challenges have you personally overcome in your career?

When I first got elected, I was 32. I was the youngest woman. I was an African American. I was in the most Democratic district in the state. So I think just being sort of a four-times minority, and in a General Assembly that was predominantly white, older and male—just being able to navigate that in general, and build good working relationships both across the aisle and with people who don’t look anything like me and have very different experiences, is a challenge that I’ve overcome. But I’ve been pretty blessed.

What do you think took you from lawyer to leader?

The ability to listen actively and empathically. You can’t lead a group if you don’t know where you are. Where have you been, where are you going, who are the people who are leading you, what are their strengths and weaknesses, what are your shared values and goals, and where are there differences in how do you navigate those? And the only way to do that is actively and empathically listen.

I would add to that a deep knowledge and understanding of history, and more than just the history they teach in school. As the great-great-great-grandchild of slaves, and parents who lived through Jim Crow, and as someone who just has a love of history in general, I have always immersed myself in learning all aspects of Virginia and American history, and world history, really.

I do that because you can’t understand how we got where we are as a people and a society if you don’t understand all aspects of the history that’s shaped this country. We are all individually and collectively the sum total of our experiences. And if you don’t understand that, and know what those experiences were, and understand how they shaped us as a culture, and as a people and as a country, then you won’t fully understand how some of the problems that we’re still grappling with came about, and you won’t be able to fix them and help other people understand that.

What would be your priorities as governor?

My No. 1 priority is the same as it is as a legislator, and that is living up to the promise in our state Constitution of a free, high-quality public education system for all Virginians. The quality of education you get should not matter based on your ZIP code or neighborhood. And our education system is the foundation for our government. Thomas Jefferson understood that. That’s why public education was included as a right in the Constitution of 1868. Public education was viewed as vital to a strong, thriving democracy.

Education is also the foundation for a strong, thriving economy and workforce. And the achievement gap begins as soon as you walk in the door in kindergarten, and so I think my No. 1 priority is just trying to remove some of those inequities and make sure that all Virginians have access to that free, high-quality public education.

People expect their government to solve problems. And to solve problems, you’ve got to be accessible. You’ve got to—again—listen empathetically, get out and talk to the people, and not just sit in the Capitol building theorizing about them.

I’ve read that you launched a PAC. Do you plan to run for governor?

I’ve got to get through this year first, running for reelection, and stay really focused on getting Democrats back the majority. But I am very seriously thinking about that, yes.

So we worked with the Alliance Against Sexual and Domestic Violence, and the YWCA on legislation to increase the penalties for stalking. And it didn’t pass that year because anytime you add felonies there’s a fiscal impact, and it passed the court committee but didn’t get funded in the budget, so it died. And De’Nora’s mother came to testify, and I made her a promise that I’d put the bill in every year until it dies.

And then there was another young lady in my district, Tiffany Green, who was killed. And her mother got involved. And so we just kept at it, we kept at it, we kept at it. Finally in 2018, we got part of the bill passed. And then a few years later we got the rest of it passed, working with David Albo, who was the Republican chair of the courts committee.

It shows if you just persist and keep on top of things, things will happen.

The second one is very similar. It shows how incremental progress can make a big impact. Working with the Legal Aid Justice Center, I was on the education committee in the House. They had a lot of anecdotal evidence from working with their clients that the school discipline and referral to law enforcement was having a disproportionate impact on students of color. So working with them, I put it in a bill to require the school divisions to report long-term suspensions, short-term suspensions and expulsion to the education committee. And it passed.

Once those reports started happening, the Legal Aid Justice Center was able to use that data to create a report that they call “Suspended Progress” that actually demonstrated what the anecdotal evidence showed. And then over time, we were able to use that data to build bipartisan support that culminated last year in a couple of bills to try to reduce long-term suspension by saying you can’t long-term suspend pre-K through third graders, and to shorten the maximum time of a long-term suspension from 364 days to 45 days.

And we’re still working on referrals for law enforcement. But again, that showed you identify a problem, you quantify the problem, you use that to build bipartisan support, and then you work it to fruition. Then the last one is that I worked on with Jill Vogel when she was in the Senate and I was still in the House, dealing with child marriage. It used to be the law that 16- and 17-year-olds could get married with their parents’ permission. Girls under 16 who were pregnant could also get married with their parents’ permission. Girls under 16 who were pregnant could also get married with their parents’ permission. Girls under 16 who were pregnant could also get married with their parents’ permission.

In fact, there was once a defense to carnal knowledge of a child 14 or older when there is a subsequent marriage of the victim and the perpetrator. In 2008, I passed legislation to repeal that defense, but the marriage provision for those girls was still in place.

One issue of child marriage was brought to our attention, Jill Vogel and I passed bills prohibiting child marriage except for 16- or 17-year-olds who are emancipated by a court based on findings that it is the minor’s wish to enter into the marriage, that the individuals to be married are mature enough to make a decision to marry, that the marriage will not endanger the safety of the minor, and that it is in the best interests of the minor to be emancipated. That way at least the minor has all the rights and privileges of an adult, which they didn’t before.

That was one where I had no idea it was even an issue. Like most people, I assumed child marriage is something from the past. In fact, my granddaughter is married at 14. Or at least that didn’t happen here. But it is a huge problem here in America. And since that bill has been passed, I’ve seen states like New York, Maryland, even can’t get that legislation passed. But we were able to do it here in Virginia.
After I left the White House, I took a little bit of time off and sort of regrouped. I looked at what I had done in my career that I liked, where I thought I’d done well, and at the skills that I really wanted to draw upon in my next job and thought a lot about things like: How do I want to feel in the morning when I go to work? And, what was my obligation at this time in our nation’s history? It was that thought process that led me to We The Action.

I was one of the thousands of lawyers who went to the airport and tried to help [when the executive order limiting visas in several countries was first announced].

I had friends who wanted to go to airports but don’t live near an international airport, or have children and their schedules didn’t allow it. It was becoming clearer and clearer that there were a lot of people who wanted to do something.

But there was no ready way to have people plug their skills as lawyers into what the needs were and what the needs frankly have always been. People who work at law firms are really fortunate to have access to great pro bono departments, particularly those who work at large law firms, where they have really wonderful opportunities to help people.

But a lot of lawyers don’t work at large law firms. A lot of large law firms don’t offer the kinds of pro bono opportunities that lawyers are looking to do. And so I started to think this idea [that the co-founders had] for We The Action, which was to create a platform to make it really easy to connect supply and demand, is a really great idea.

And if this would be useful in my life, I assume it would be useful in other people’s lives. That has certainly proven to be true, because we’ve grown pretty tremendously over the last two years.

Every single day, I get to come in and see the best side of the legal profession. I get to see the best side of humanity. In a profession where time is actually money, people are using their time to help others.

How did you get involved with We The Action?

When I was working in the White House Counsel’s Office, I was surrounded by some of the smartest lawyers in the country—most of them had clerked at the Supreme Court. All of them were incredibly impressive. And I think I needed to figure out what skills I had that would make me feel less intimidated by having these really impressive colleagues.

I started to draw on what I think are totally unfairly described as “soft skills”—understanding people and managing a lot of different things, a lot of different issues and problems, and tackling problems from sort of different directions, but also incorporating a lot of human skills.

That’s where I felt like I had more to contribute and where I could demonstrate my value to this incredibly august group.

I think my leadership style is very collaborative. And I believe that most decisions are better made with more voices at the table and the contributions of others, which probably takes me back to why UVA was so appealing to me to begin with. That’s never left who I am and is very much part of how I do my job now.

What do you think took you from lawyer to leader?

I was one of the kids who would hear some story on the news that broke my heart. And I would knock on people’s doors and collect money and send $27 to a relief organization. I think that was just sort of always part of who I was.

I have felt very, very, very fortunate in my life. And I’m cognizant that a lot of that was not the result of luck. And I’ve always felt not so much an obligation but a desire to want to give back, because I feel like I’ve been given so much.

Sometimes, I find myself talking to young law students or being part of panels with people who are doing public service. And I’m always careful to point out that just because you don’t choose public interest as a profession, as a path, that doesn’t mean that you aren’t a “public service” person and that you can’t do good work for people who need it and use your law degree for good.

Most of our community right now at We The Action work at law firms. And these are people who spend an hour every few months reviewing a lease for a rural health clinic or doing research for a voting rights organization. Lawyers sometimes get a bad rap, but a law degree is an incredible tool for good. And it’s inspiring to see so many lawyers using their law degrees to help organizations, institutions and people facing some of their darkest hours.

How did you become dedicated to pro bono work?

Sarah Baker ’04

PRESIDENT AND EXECUTIVE DIRECTOR, WE THE ACTION

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What was law school like when you were a student and one of only seven women in your class?

The Law School was not uniformly welcoming. A lot of the students thought we were, as they put it, taking up a space a man could have had. At least some of the men were in law school to avoid the draft during the Vietnam War. And I finally took to saying to some of the men who objected to our presence, “Look, we’re here because we want to be lawyers. We’re not just draft dodgers.” And that usually took care of that. But I have lots of male friends from my class and the classes before and ahead of me. The faculty was very mixed [in how they reacted to female students]. There were some faculty members who were very unhappy about having women at the Law School, some were approving—and hired us as their student assistants—and some were at least neutral.

I had a good time in law school. But you were always sort of aware that if you were a woman in the law school in 1966 to 1969, that you were at least a curiosity and sometimes a villain.

What stands out about your time at the FDA?

Being the general counsel of an agency like FDA is enormously challenging and enormously fun because the agency is involved in so many things that are both important and interesting. For example, while I was there, it was the time of the toxic shock syndrome [crisis] with the Rely tampons, primarily, and then later, others as well. That was a real problem, and tampons were and are regulated as medical devices by FDA. And so, together with the Centers for Disease Control, which was busy trying to figure out what the problem was, I was principally in charge of organizing the recall of the Rely tampons with Procter & Gamble. And that recall was and may still be the most comprehensive recall effort ever. And so that kind of thing in a government agency is really interesting and important.

Did you have trouble finding employment after law school?

I had interviews with a whole bunch of law firms that basically told me they didn’t hire women. And I would say to them, “Well, what did you interview me for?” But the government was a good choice for women, even then. And when I interviewed did, like bankruptcy, where they’d have 25 or 50 lawyers working on it at one time. It was hard to imagine being able to get my associates to become partners, which meant I’d be constantly turning over the people I worked with, which didn’t particularly appeal to me. Also, it just seemed like a good thing to do. And so [I and Kate Beardsley] just decided to do it.

We were successful pretty much from the start. All of my clients came with us. And over time, the other people brought in clients as well. So it was a very successful transition.

How did you decide to start your own firm?

At Weil, the food and drug practice was tiny compared to the other things the firm did, like bankruptcies, where they’d have 25 or 50 lawyers working on it at one time. It was hard to imagine being able to get my associates to become partners, which meant I’d be constantly turning over the people I worked with, which didn’t particularly appeal to me. Also, it just seemed like a good thing to do. And so [I and Kate Beardsley] just decided to do it.

We were successful pretty much from the start. All of my clients came with us. And over time, the other people brought in clients as well. So it was a very successful transition.

What took you from lawyer to leader?

Lawyers are famously not always such great managers. When you start your own law firm, you and your founding partners are leaders sort of de facto, and you just have to do it. And we did.

I liked bringing in clients. I did it not just because it was profitable, but because I always liked new challenges in representing clients. I liked trying to see if I could get the FTC off their backs or get the FDA to approve something. And I always liked practicing law. We’re in a very difficult time right now in terms of the rule of law, but I believed and believe that doing things the right way that is in accordance with the law, and helping your clients observe the law, and also persuading the government about what the law is if they’re not doing it the right way—that are good things to do. I retired because I’d done it for a long time, not because I didn’t like the law.
Elissa Cadish ’89
Justice, Supreme Court of Nevada

What was a challenge in your career you overcame?

I had decided, early in my career, back when I was a law clerk right after law school, that I ultimately would want to be a judge down the road. But in Nevada, state court judges are elected, as they are in many states. I’ve never been political, and I’ve never been involved in any campaigns. The idea of going out and campaigning and talking about myself was a pretty scary prospect. But ultimately, I decided, if I really wanted to be a judge, and this was my goal, then this was the process.

I had the benefit of being initially appointed to an open seat in 2007 as a district judge in Clark County. But I then had to run in 2008 for a full six-year term to keep my seat. And it was definitely outside my comfort zone to have to do that. But I just got to the point that I was determined that I really wanted to be a judge and felt that this was where I should be. So I had to learn to campaign, and meet and talk to people and get comfortable talking about myself and talking to strangers and crowds, which was not an easy thing for me.

What makes for a good judge?

I think it’s a combination of the fact that I work very hard and take my job very seriously, and it’s about integrity as a lawyer and obviously as a judge. I stand by my word. If I tell you I’m going to do something, I’m going to do it. And I’m not going to lie, ever, about anything that happened or try to backtrack on an agreement that I make with someone.

And as a judge, to have the courage to make a decision, even if it’s a tough decision, even if it may be politically unpopular, I have to be willing to make that call because that’s my job. And I think that I earned the respect of the legal community and, eventually, the community at large by being willing to do so and having that courage of my convictions.

Justice, Supreme Court of Nevada

What about your clerkship experience inspired you to be a judge?

The judge who I clerked for, Judge [Philip] Pro, is now a retired U.S. district judge in Las Vegas. He was the model of the perfect public servant because he would work hard, he was prepared for every hearing and would always follow the law, but he was also aware of the practical implications of his decisions. And he was always in control in his courtroom, but without ever being rude or condescending to anybody. He was also active out in the community and not just going to work and going home.

I could see the difference that he made in the courtroom, the way the lawyers respected him and treated him. And I just decided that I wanted to do that. Also, I saw that it really suited my personality to be a neutral person, to consider both sides of the issue, to decide what the right outcome should be. I really enjoyed that role as well. So all of that came together.

I grew up on the East Coast in New York and New Jersey. I was never further west than Chicago in my whole life when I accepted the two-year clerkship, but came to Las Vegas, ended up seeing opportunity, met my future husband, and built my career and my life here in Nevada, which is certainly not something I ever thought was going to happen. But by taking advantage of the opportunities that were presented, I achieved success. And it’s really been a pleasure to be a part of Nevada for all these years and appreciate what I’ve gained by being willing to take that chance.

What took you from lawyer to leader?

Partly, you have to have the kind of personality where you don’t leap to conclusions with the first thing you hear. You have to be able to sit back and consider all sides, all arguments—what is the applicable law, what evidence has been presented—in order to really think about it and analyze it to reach the right conclusion under the law. And also, you have to be the kind of person who can separate what your own personal feelings may be from what the law requires in order to apply the law fairly and consistently and uphold the rule of law. So you have to be able to compartmentalize to do that. You have to be able to stay calm and inspire respect by treating others with respect. And of course, you have to work hard and make sure that you’re looking into the legal issues to reach the right conclusion.

LAWYER TO LEADER FALL 2019 UVA LAWYER 41
What was your toughest death penalty case? What did you learn from it?

I remember meeting for the first time a man who had been convicted and had been pegged as a serial killer. And he was my first white client. I remember the night before I went to go visit him, I just didn’t know what to expect. And there was a certain level of fear that I didn’t have with visiting some of the other folks I had visited.

I think it was because all I knew about him was what I had read in the newspaper, just like everyone else, you know, in terms of what people hear about incarcerated people who are on death row.

And then I got to finally meet him, and we hit it off immediately. I became the person he trusted most, and his family really cared for me and really appreciated me. It was a lesson, even for me as a new lawyer doing capital defense work, that you can’t judge a book by its cover.

And the more I learned about the death penalty, the angrier I got. Mainly because of the racism and classism that’s involved. So that’s kind of how I got hooked.

I was able to interview jurors and witnesses and be in people’s living rooms and watch them cry, on the one hand, thinking that they’re not sure if the person who was convicted is the right person. Or on the other hand, realizing that there is evidence that didn’t come out at trial that might have changed their mind.

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I continued volunteering with them throughout my time at UVA. When I was getting ready to graduate, I had a job offer at a large law firm in Mississippi, and an offer for a fellowship at the Fair Trial Initiative in Durham, North Carolina. And I decided to choose me, in terms of choosing to do something I felt would make a difference in the world, and that would impact people who need it.

When did you decide you wanted to pursue helping death-row inmates as a career?

I started reading the transcripts as a volunteer for the Virginia Capital Representation Resource Center during law school and I just was sort of amazed at some of the things that I was noticing that didn’t seem to be right. There were alternative suspects and things like that that didn’t seem to come out at trial, or there were other things that didn’t quite sit right in terms of how the lawyers performed or what the investigation turned up.

I was able to interview jurors and witnesses and be in people’s living rooms and watch them cry, on the one hand, thinking that they’re not sure if the person who was convicted is the right person. Or on the other hand, realizing that there is evidence that didn’t come out at trial that might have changed their mind.

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I started really trying to be intentional about my career path, it was helpful to have somebody looking at me from the outside, giving me that feedback and helping me start thinking about what else do I need. What other skill set do I need to amplify in terms of helping other people see me as more than “this is a person who gets things done”? Because that just wasn’t enough.

How did you make the leap from lawyer to leader?

One of things that my friend Monica McCoy told me was that I was a worker bee. And I was like, “Oh, that sounds like a good thing.” And she was like, “No, that’s not good at all.” And that, you know, it’s great when you’re early in your career. But when you’re at a point in your career where you’re wanting to be perceived as a leader, you have to shed the worker-bee image. And that was sort of a light-bulb moment for me. She helped me realize that being a worker bee isn’t good enough to be considered a leader. You know, people will respect you for working really hard, and they’ll appreciate you, but the promotions go to the leaders.

When I started really trying to be intentional about my career path, it was helpful to have somebody looking at me from the outside, giving me that feedback and helping me start thinking about what else do I need. What other skill set do I need to amplify in terms of helping other people see me as more than “this is a person who gets things done”? Because that just wasn’t enough.
What was it like to work your way up the ranks at Alcoa?

It was very much a meritocracy. I was the third woman Alcoa hired in the legal department. And I was ambitious. So I took all of the assignments that I got, which stood me in good stead because I was hired the year that RCRA [Resource Conservation and Recovery Act, related to hazardous waste] passed. And then the next year, Superfund passed, so I became the environmental expert because we were all starting from scratch when that legislation was passed.

I enjoyed doing health and safety work. I did antitrust work, which I really loved, as well as doing international transactions. That was something that I had studied and really enjoyed in law school. It was really very much an opportunity to be a generalist, and that's what I wanted to do because I ultimately wanted to be general counsel at Alcoa. So I rotated through a lot of the disciplines and also embraced management opportunities.

How did you get into the corporate side of the company?

I was a lawyer for the first 20 years I was there, and then I moved over to lead our corporate development group. I was responsible for buying and selling anything that we bought or sold. I also did a number of deep-dive strategic analyses of the company on where we could grow. At the point I took over corporate development, we had largely exhausted our opportunity to grow in the United States. Most of what was available to us at that point was acquisitions internationally, or partnerships internationally. We tripled our revenue, largely through acquisitions.

We expanded the business into non-aluminum businesses and acquired titanium businesses that took us deeper into aerospace and into other materials. And we reshaped the portfolio by doing a number of divestitures of companies that we thought were all better owned by other people. So I led some of those deals and a number of those deals were led by people who worked for me.

What's something you're proudest of in your career?

The metals industry is not the most diverse industry in the world. In 2001-02, at a time when we actually had a number of women in senior management, I got the group together and said, “Let's form our first affinity network, the Alcoa Women's Network.” These are not groundbreaking things in other companies—many companies had multiple affinity networks for a long time. We hadn't had any. So I'd say one thing I was most proud of was forming the Alcoa Women's Network in a way that made it successful at Alcoa, because it was a grassroots effort funded by all of us senior women out of our own budgets and something that was really needed in the organization. After we formed ours, an African American network was formed and an LGBTQ network followed. The idea was to give professional women the opportunity to talk to senior women role models, to get coaching and mentoring if they needed it professionally, either from other women inside Alcoa, or from outside organizations.

We also generated a lot of tools for managers who needed help understanding how to deal with diversity in their environment. For example, if somebody needs a flexible work schedule, it is in the company's best interest to try to make that work. We lost a lot more when someone who has been with us a lot of years walks out the door—in terms of talent, experience and the ripple effect of somebody who is well-regarded leaving. One of my colleagues gave me a phrase I still use a lot, which is, “At some point in your life, everybody needs special treatment—whether it's a sick parent, a sick child or a sick spouse.”

What do you think took you from lawyer to leader?

This is going to sound arrogant, but I've always been a leader. I was a leader in high school. I was a leader in college. I was the first female managing editor of the Virginia Journal of International Law—I wanted to spend my career doing international work so the subject matter of the journal was a great fit for me, and I liked the challenge of the management side of the journal. I'm a really competitive person. And I enjoy leading teams. And certainly, in my career at Alcoa, I was a leader in the legal department, and then I became a leader in the company while raising two wonderful daughters.
Catharina Min 'go

Partner, Covington & Burling

**Why did you decide to become a lawyer?**

When I first started at UVA undergrad, my initial interest was journalism. But during my second year, it really dawned on me that my new country was a melting pot of people from many different cultures and customs. The main thing that held all of us to each other was our legal system, so I wanted to know it, to not just be a spectator of it but to master it.

One of other things that really drove home that point was when my father was charged with an accident when he didn’t actually cause it. The kid who was driving the car who hit my father told the police officer that it was all my father’s fault. And when the police wanted my father to sign a piece of paper that said you’re being charged and you’ll show up in court, he didn’t realize what he was being asked to sign. Because he thought maybe it was an admission of guilt, he wouldn’t sign it. And the police officer almost put him in handcuffs. I drove up from Charlottesville to help him defend himself. The charges were dropped after the kid failed to show up in court. I remember thinking, law is just so important to our daily lives—how we behave, how we hold each other account- able—that I decided to go to law school.

I was in school, so he was able to get some body else to come and translate. And he did sign it. So I drove up from Charlottesville to help him defend himself. The charges were dropped after the kid failed to show up in court. I remember thinking, law is just so important to our daily lives—how we behave, how we hold each other accountable—that I decided to go to law school.

I went to Cooley because I wanted to see what it was like out here in San Francisco and Silicon Valley. I ended up working there about four years. And then I had this amazing opportunity to work as a U.S. lawyer for Shin & Kim, one of the largest law firms in Korea. So in the beginning, I went there about four years. And then I had this amazing opportunity to work as a U.S. lawyer for Shin & Kim, one of the largest law firms in Korea. And so I left to go to Korea lawyer for Shin & Kim, one of the largest law firms in Korea. And so I left to go to Korea because I really wanted to help some of the biggest Korean companies, like Samsung, Hyundai and SK, do deals all over the world, and also help foreign companies coming into Korea, because Korea was liberalizing its foreign investment laws. The Korean president at that time had this big mantra of globalization. It was really an exciting time to be in Korea, and I learned so much.

I think confidence builds on itself over time. And you realize that you do know a lot more and that you actually can bring so much more value than just your legal reasoning and legal analysis. It’s something that is almost innate in me, to lead. When I was 17, six years after I came to this country and really just having learned English, I ran for school president in my high school and won. There was a big hoopla, articles written about it in Fredericksburg, the first Asian American to ever become student council president. And to me, it was just what I wanted to do—I didn’t like sitting around. I really wanted to contribute and get the most out of my high school and see what I could do for my school.

One of the things I think that really helped me be a good business lawyer was that I was a translator for my dad since I was 12 years old. So I would go help him buy a car, and we would go rent an apartment for the family. I actually filed our income taxes when I was 12, for my father. Every year, I just would read the instructions, and I would file the income taxes until I was in college, when they finally got an accountant because they bought a small business.

At first I was just a translator. But soon enough, I would just start asking the questions that I knew my dad would ask. And then I would just follow up with another question that I knew that he would ask, or maybe he hadn’t even yet thought of. Each time, my negotiation skills got stronger, and I became very comfortable with speaking to adults and asking questions in a way that got a helpful response.

**What lessons stand out from your time in South Korea?**

What I found was, I brought with me the way U.S. law firms did things and how U.S. companies negotiated. So in the beginning, I got there and I started to try to do it the same way, which was a lot more direct, which was a little bit aggressive. And what I realized was, boy, we’re in a totally different country. It’s a little bit like “when in Rome, do as the Romans do.” You have to listen more. You have to figure out what the nuance is of what they’re trying to say to you.

They have different layers of decision-making. They have different ways of getting to a consensus. And just trying to charge into an agreement, and sometimes threatening, and sometimes being overly aggressive—all of those things actually backfire.

So that was probably my biggest lesson that I still to this day use in my negotiations, which is listen, try to figure out what they need, what they’re trying to say, and try to get to an agree- ment, of course.

And then, the other thing was just try to also let the other side save a little bit of face. It’s a dif- ferent concept, but don’t try to pick every nickel and dime and penny off the negotiating table. There’s usually a lot of post-closing matters and issues that come up, especially if it’s a joint venture or an investment. If you are too aggressive in how you get there, you just won’t get the co- operation that you need going forward. And so helping the other side save face, giving them something that might not be as crucial to your client, and letting there be this give-and-take and good relationship-building is really very important and an understanding that has served my clients well.

**What path did your career take after law school?**

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**What took you from lawyer to leader?**

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What lawyering skills are helpful to be good at what you do?

The lawyering skills that make corporate lawyers good at what they do include the ability to build relationships with people inside companies over a period of time. And there are a couple of things I mean by that. First, this firm, our corporate practice and I work with a number of emerging-growth companies—startups, everything. And we represent these companies from the time that it’s two entrepreneurs until they become public companies and members of a Fortune 500 or a Fortune 1000—much bigger companies.

As a corporate lawyer, we build relationships with our clients throughout the company. So when you’re a junior lawyer, you build relationships with the people who are junior at the company, the “doers”—the people who aren’t the CEO, but they may be the controller, or they may be a lawyer in the legal group. Or it may be someone in HR. But you build relationships with people who, like you, are not senior. And then you further develop those relationships as they—and you—become more senior, whether it’s at your client’s business, or when they go off to new companies where they achieve further success, where they become members of management over time in their own right. You’ve built these relationships early on and you continue to develop a series of relationships with people, and then with companies, as those people move along.

You’re also deep in the middle of some big decisions with them. When I first became a corporate lawyer, I remember in my first couple of years, a client would call and ask a question. And you’d think and say, “Well, you’re asking me three things. And two of them aren’t really legal issues. You don’t need me to make those decisions. And then the third one is a legal question, and I’m happy to help you with that.”

And then over time, you realize that because you’ve developed a relationship with them, they want your judgment even on issues that are not legal. So what makes a lawyer a good corporate lawyer is relationship-building, is judgment that you certainly develop over time, and of course, knowledge of the law and ability to apply it in different situations.

What’s an obstacle you’ve overcome in your career?

In 1986 when I started practicing here, we didn’t have many corporate lawyers who were women. In the first couple of weeks of joining the firm, I was put on a matter, representing a small, early-stage startup company. And the client wanted to replace me. It wasn’t that he didn’t like my work, because I hadn’t done any. He said to the partner with whom I was working, who was a senior-level partner and a leading corporate lawyer, “Don’t you have another young lawyer with whom I could work? It’s nothing personal against Susan. But don’t you have another young lawyer who could work on my matter?” Through those sentences, he was making it clear that he had some new male lawyer in mind. I learned later, because I wasn’t in the room, that the partner said, “I have a whole cadre of young corporate lawyers, of young, male corporate lawyers, who could quite capably do your work. But I’m not going to introduce you to any one of them because the right lawyer for this matter is Susan. And if you don’t want to work with Susan, then I suggest that you find another law firm.”

It was interesting to me at that time that I immediately came up against gender bias—I don’t think we called it that then. It was interesting to me that the partner pushed back so aggressively. We did lose the client. I’m not sure the company ever became anything, but that wasn’t important to the partner.

At the time, I remember thinking, huh, gender bias doesn’t have a home in big law. But certainly, that wasn’t true. At the same time, that experience with that partner gave me confidence, made me think in my early years that gender biases weren’t an issue. And I think now that the fact that gender bias is a challenge—and has been a challenge in the legal profession for some time—that partner gave me confidence early on, and it probably helped me to not see challenges in my own career.

How did you make the leap from lawyer to leader?

From the time I started here, I took on firm roles. And whether that was being a mentor in the summer program, to being on the hiring committee and running the hiring committee, and then running a practice group and being on committees of all sorts. I was one of those people who was always involved in whatever was going on.

Whenever someone came to me with a project—whatever it was, I took it on. And sometimes it took more time than I expected. Sometimes I was swearing at myself for taking things on. I never aspired to be a managing partner. But I do think I became a leader of the firm because I had led so many endeavors over the years. By leading so many things, I got to know many people in the firm, not just in my own little corporate lawyer world or on my own hall. Through that, I was seen as someone who could lead initiatives, and I was well-known to people. And that is probably how I got to where I am now.
How did you end up founding your own government relations firm?

After law school, I practiced law as a young associate and then went in-house at the Airlines Trade Association. Then Sept. 11 happened, and I realized I wanted to return to public service. I went to Capitol Hill to work for a couple of members of the House Ways and Means Committee. After working on the passage of the Bush tax cuts and realizing it was no fun to be in the Democratic minority, I left Capitol Hill to be a partner at a law firm. I loved practicing law and I loved building a book of business. My practice was primarily regulatory and government relations.

I started to benchmark my salary, asking other firms what they would pay me, expecting them to say, “Oh, we’d give you an extra $50K or $100K to have you join our firm,” and being sort of surprised to learn the three firms I was talking to all said, “Oh, we’d double your salary.”

Then my firm hosted its annual New York City holiday party. I see the chairman of the firm talking to the CEO of a client I brought in. I was so excited, happy and proud of having brought in that business. After I walked over, the chairman said to my client, “Isn’t Heather our most beautiful partner?” I did a laugh and eye-roll. You go for the laugh line to deflect from that type of dynamic.

But I realized it was time to try something new. I was concerned that law firms have their own challenges, so I wanted to see if I could create a different model.

It was an interesting time politically as well. The marketplace had shifted. It was late 2006. Nancy Pelosi had just won back the House and it was expected she would be speaker in January. There was a need suddenly for lobbyists who knew House Democrats.

For me, it was really important to take the discipline and the rigor of being a lawyer-lobbyist and have that be the firm’s DNA from day one. And now, 13 years later, we are one of the largest government relations firms in the country. I have 24 people working with me. In terms of revenue, we’re regularly one of the top 20 revenue-generating firms in D.C.

Can you tell me about a time you overcame a challenge?

So one thing I’ve never talked about publicly as one of the bigger challenges that I’ve had professionally was being a young associate and being sexually harassed and knowing very quickly that it was an untenable, unhealthy situation.

At the time, I understood the situation was not going to change or improve, and that I could only improve my own situation by finding a new job.

What are the keys to success in lobbying?

Being supersmart on our client issues. Being a strategic, yet relentless, advocate and understanding we are always judged on your last 15 minutes. There’s never any point where your work is done, and integrity is paramount. Your word means everything.

What do you think took you from lawyer to leader?

I still think of myself as a lawyer. Being a lawyer makes me a really good leader. All the skills I brought to bear on behalf of clients when I was at the law firm are deployed to lead Invariant and build out teams and come up with solutions for our clients.

I like building an organization that reflects my values. When I started the firm, I wouldn’t pay for parking, but I would pay for peoples’ subway passes. To build a culture that places the highest priority on taking care of our clients and taking care of our colleagues is hugely rewarding.

In the law firm, people can get siloed in their book of business, in their practice, and I have really tried to rethink the service model in terms of “the clients belong to all of us.” And it’s a model that works well for our clients. They know we’re focused on their best interests and providing the best possible strategic advice, advocacy and public affairs counsel.
Why did you decide to become a lawyer?

I never met a lawyer until I went to law school. But in a seventh-grade class, we had a disciplinary system that involved students acting as prosecutors, defense lawyers and judges. We didn’t know any better, so we called it a kangaroo court. In retrospect, it was. But I was the prosecutor and thought it was great fun. I decided then that I wanted to go to law school. It was a brilliant but not particularly well-informed decision.

What words of advice would you have for future litigators?

Know the record cold. Be prepared for anything. Make friends with the court personnel. Treat opponents with respect in the courtroom. Be yourself. Leave legal lingo and affectations at the courthouse door.

What advice do you pass on to junior lawyers in general?

Again, be yourself. Don’t sweat the small stuff. Keep your sense of humor. Don’t make precipitous career decisions because you’ve had a bad month, but if you don’t really love what you do, find something else.

What do you like about your career?

Being a lawyer has been a great education about the world. I’ve been blessed to work for clients and with colleagues on matters all around the globe. What I understand about issues and events doesn’t just come from books or the media. It also comes from being on the ground and hearing the perspectives of people with firsthand experience. For better or for worse, I’ve had the chance to see other legal systems in action, which has been a fascinating learning experience. And maybe best of all are the many wonderful friendships I’ve had the chance to develop abroad.

What’s an example of an adventure you’ve had abroad?

A number of years ago I was invited by a Saudi client to give a talk at a law school that had just opened up for women in Saudi Arabia. There was a very impressive group of ambitious, smart, talented women who had a view of where they wanted to go in life and in their careers that was completely at odds with the media portrayal of the role of women in Saudi Arabia.

Now there are and were a lot of problems in Saudi Arabia— I don’t mean to minimize it. But it was really an eye-opener to see how, even with all the cultural barriers, you could produce a generation of women with that level of talent and energy and ambition. Those are the kinds of insights that you can’t get by reading books.

What do you think took you from lawyer to leader?

The view at Jones Day is that the firm can never have enough leaders. We want all of our lawyers to lead by example, to take ownership, to solve problems and to make themselves indispensable on whatever client or firm matter they’re working on. You can do all of that without a title. But doing well on the smaller things can lead to opportunities to take on formal leadership roles. I worked with lawyers who gave me opportunities, both as an associate and as a young partner, to take on increasingly significant leadership roles in cases and in firm management. And I guess the rest is history.
Women Who Led the Way
A Timeline of Trailblazers at UVA Law

1920
Three women began their studies at the Law School: Elizabeth Tompkins ’23, Catherine Rebecca Davis ’23, and Rose May Lipop, then the school’s law librarian, who entered as a “Special Student”—meaning she was not a degree candidate—and took classes until 1922. She married law professor Charles Graves in 1925 and served as a librarian until 1946. After passing the bar in 1922—the same year as Tompkins—Davis entered into law practice with her mother instead of returning for her final year of law school. She eventually earned a Ph.D. in chemistry from Duke University and was the first woman to get her Ph.D. at the University. In 1923, she joined the legal department at DuPont.

1923
When Frances Farmer graduated in 1923 from the University of Richmond’s law school—the only woman in her class—she received a medal as the class’ best all-around graduate. In those days, women found the doors of law firms often closed to them. Farmer stayed on at the University of Richmond, serving as secretary to the dean and gradually taking charge of the law library. This proved her mettle. In 1942, Farmer moved to the University of Virginia, being appointed as law librarian in 1944. When Farmer came on board, UVa’s law library was a leaking ship. The library had fewer than 45,000 books, none of them catalogued. Students and faculty had to poke through the shelves, hoping to find what they needed. Under Farmer’s supervision, in a little over two years’ time, the entire collection had been catalogued and enlarged. Within 10 years of Farmer’s taking over, the law library celebrated the acquisition of its 100,000th volume, making it the largest law library in the South. No librarian has ever fought more tenaciously to advance her cause. Finding state funding skimpy, Farmer persuaded the Law School’s alumni to give generously to the library—more than $400,000 in those years, by the time of Farmer’s retirement in 1976, the library had 300,000 volumes, and she had organized and coordinated the library’s move to North Grounds.

1925
Farmer guarded her turf with passion. Students who put their stocking feet on the library’s floors were not welcomed. “It was not a job, it was a war. It was an all-out battle. Women in those days particularly were not strong enough to deal with these problems. So I think she appreciated the strength of not only physically, but emotionally and mentally,” said Janet Taliaferro ’60 and her daughter, Elizabeth “Sandy” Taliaferro ’83, who attended the Law School at the same time.

1942
“[My mother] was very much the first female law professor at Loyola University New Orleans, and was the first woman to obtain an L.M. from UVa Law. She used her law degree not only to teach, but to foster equality. As an African American property law expert, Riley had a committee to draft proposed revisions to the state’s civil code. She looked at areas of the law that unfairly discriminated on the basis of sex, including as she related to marital property.”

She was also a civil rights activist and member of the Community Relations Council, the Commission on Human Rights of the Catholic Community Relations Council, and the South. She worked in the Louisiana Supreme Court, reversing the sexual convictions of protestors who did not eat at a restaurant when instructed.

1955
Taliaferro was the first woman elected to the editorial board of the Virginia Law Weekly.
GAIL S. MARSHALL ’68 became the first female full-time faculty.

ELLEN BAS BRANTLEY ’75, ELIZABETH TRIMBLE ’75 and MARY JANE McFADDEN ’74 jointly founded Virginia Law Women.

Becoming the first female teaching faculty in 1970.

ELAINE JONES ’70, the first black woman to graduate from the Law School, later served as the first black woman to serve on the Fourth U.S. Circuit Court of Appeals, but her nomination, along with that of her classmate Mildred Robinson, was blocked by political forces.

Breaking the Glass

When LILLIAN R. BEVIER attended Stanford Law School, she was one of five women in a class of 130 students. As she began looking for a job in the mid-1960s, she found doors closed to her at law firms—despite the fact that she graduated as valedictorian at the Stanford Law Review. Bevier instead turned to higher education, and eventually teaching, first at Santa Clara University Law School and then at UVA Law, where she became a role model to students and faculty alike.

“Lillian BeVier was a pathbreaker when she arrived at the Law School, and she remained one,” said DEAN LEESELENBERG ’06. “She exerted a profound influence on the institution and was a force in the legal academy. She did all of this while remaining a kind and generous mentor to generations of law students, hosting countless student organization events at her home, and bringing homecoming recruits to every single session of her seminars, including the ones we taught together. Like so many others, I’m grateful for all that she taught—about being a lawyer, a teacher and a scholar.”

Along the way, BeVier published two books, numerous law review chapters and more than 40 articles. From 2003-09 she served on the board of the Legal Services Corporation, including as vice chair, and as a visiting scholar at the National Constitution Center in Philadelphia. She received the UVA Alumni Association’s Distinguished Professor Award and the Faculty Raven Award from the Raven Society. In 1991 she was nominated by President George H.W. Bush to serve as a judge on the Fourth U.S. Circuit Court of Appeals, but her nomination, along with several others, stalled in committee when Bush’s popularity began to decline.

BeVier has served on boards of organizations like the Martha Jefferson Hospital and the Radford Society. After retiring from the Law School in 2010, she continued to teach January term courses with U.S. Judge Amul Thapar until 2019.

A New Voice for the Students

LINDA HOWARD ’73 became the first female and the first black president of the student body in 1972. Howard, who spoke at graduation in 2010 (see p. 12), is now vice president for legal at Landmark Worldwide, an international personal and professional growth, training and development company.

As an executive for the New York City Law Department from 1990-2003, Howard oversaw attorney hiring and continuing legal education, and also developed and conducted sexual harassment training.

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HOLLY FITZSIMMONS ’76 was the first female team member to win the William Minor Lile Moot Court Competition, working alongside her classmates SARA TYNER ’76.

When Holly FitzSimmons ’76 took office as the first female president of the Student Bar Association in 1973, two students—Linda Howard ’73 and Mildred Robinson ’70—were her classmates. The two women both went on to be trailblazers at UVA—Howard as the first female student body president, and Robinson as the first female tenured faculty member.

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In the 1940s, a mother and daughter attended law school together. Here’s how their lives unfolded.

By Eric Williamson

Ruth Smith’s divorce was acrimonious. She and her husband, a physicist who once studied under Albert Einstein, had three children together. But that didn’t stop her from completing her bachelor’s in business education at Mississippi State College for Women, where her husband taught, before the couple split.

In 1945, with her children in tow, Ruth relocated to Virginia to serve as the registrar at Madison College in Harrisonburg, a school that trained young women to become teachers. (Today it’s James Madison University.)

She remarried, too—to a hotelier—and took his name, becoming Ruth S. Taliaferro.

She began her studies at the Law School in the fall of 1947, at age 39. It was the beginning of a mother-daughter alumnae story unlike any in the Law School’s history—one that spans from the formative years of the women’s rights struggle into the 1970s.

Ruth’s perspective was no doubt radically different than those of the young men, mostly in their 20s, whom she attended classes alongside.

“Mrs. Taliaferro’s education was interrupted by several considerable delays named Elizabeth, James and Verell,” the Virginia Law Weekly quipped in its Nov. 4, 1948, edition—then her second year.

The reason for the Law Weekly article was something more unusual than a woman studying at the Law School, which had happened on occasion since Elizabeth N. Tompkins ’23 broke the gender barrier in 1920.

Ruth Taliaferro’s daughter—Elizabeth “Betty” Taliaferro, 18—had just entered the Law School, becoming the youngest graduate student at UVA.

“At present the Taliaferros plan to form a partnership upon graduation, and to practice law in Harrisonburg,” the Law Weekly piece continued, speculating that Betty’s brothers might one day join the mother-daughter practice.

Elizabeth was advanced. She graduated high school at age 14. She entered Madison College at 15, and obtained a degree in education, with minors in English and French, at 17.

The article ended with, “Mr. John Taliaferro of Harrisonburg, no lawyer, was not available for comment.”

Elizabeth was advanced. She graduated high school at age 14. She entered Madison College at 15, and obtained a degree in education, with minors in English and French, at 17.

She looked to take on law school next—but it was unclear if that would be allowed.

“At the time, there was a Virginia statute that prohibited women under 21 years of age from attending professional
“for personal reasons,” according to her obituary. But Elizabeth left in the 1949-50 school year “after being trained in the law,” the Law Weekly reported. As a widening field existed in international affairs for women, the sorority’s faculty adviser, Professor Neill H. Alford, “suggested that firms in the South weren’t looking to hire women, the sorority reportedly had the highest grades in her class.

THOUGH THEIR CLASSES would have been different, mother and daughter were indeed “sisters in law.” They were both charter officers in Kappa Beta Pi, the international legal sorority, which was installed at the Law School in January 1950. Ruth served as dean, the highest-ranking officer, and Elizabeth as corresponding registrar and historian.

Several other female law students completed the group. At the first meeting, with the knowledge that major law firms in the South weren’t looking to hire women, the sorority’s faculty adviser, Professor Neill H. Alford, “suggested that a widening field existed in international affairs for women now being trained in the law,” the Law Weekly reported. The Taliaferros’ time together as students was shorter than expected, however. Elizabeth left in the 1949-50 school year “for personal reasons,” according to her obituary.

Two of Elizabeth’s sons, Sam and Ted Allen, said the reason wasn’t anything controversial, but rather a story as old as parents and children. “My grandmother drove my mother crazy,” Sam Allen said. “So she dropped out.” Elizabeth taught sixth grade in Gordonsville, Virginia, then moved to New York City.

During her time in the Big Apple, she became a corresponding secretary for the American Red Cross and attended night classes at New York University Law School, where she reportedly had the highest grades in her class.

“BETTY’S MOTHER WAS a feminist before it was fashionable,” according to Elizabeth’s obituary. But Ruth wasn’t just interested in women’s rights. She supported equality for all. After Ruth graduated in 1950 and before she was set to begin her LL.M. studies that fall, she and other grad students were surveyed regarding their opinions about the inclusion of black students at the graduate level, along with other race-related questions. Respondents were told they did not have to identify themselves.

Ruth wrote at the bottom of her survey, “(I) can sum up my whole philosophy on this subject in one sentence. ‘There, but for the Grace of God, go I! Why should the state of Virginia give me any better opportunity than it does any other citizen, black or white?’” She signed it, “Ruth S. Taliaferro.” She and the three other students seeking advanced law degrees were joined for the academic year by Gregory Hayes Swanson, who won his lawsuit on Sept. 5, 1950, to become the first black student admitted to UVA.

Ruth vowed on her survey to be among those who created a welcoming environment. AFTER RUTH FINISHED her time at the Law School, stopping short of obtaining her LL.M., Elizabeth returned to UVA in the fall of 1952. She landed a spot on the Virginia Law Review, becoming among the handful of women who had joined its ranks since the journal was first published, almost 40 years earlier.

“Miss Taliaferro is now the only girl on the Review and steps into the vacancy left by Miss. Margaret E. [Steller] Gordon,” the Law Weekly reported that November. But Elizabeth wasn’t filling a token spot. She earned the position, and against some pushback, according to her son Ted.

By writing onto the journal, she also got to know her future husband, Samuel N. Allen Jr. ’53, the Law Review’s Virginia editor.

“During her public defense of her paper, my father needled her pretty good—to the point where my mother interrupted and said, ‘Oh the hell do you think you are? Do you think you’re a little tin god?’ And my father said, ‘Actually, I do. But I think we [the Law Review board] should put it to a vote.’ So they put it to a vote, and they all agreed they were little tin gods.

“But what my mother didn’t know for many years was there was another member of the Law Review who was going to blackball my mom simply because she was a woman. And my dad, in the background, said, ‘Here’s the deal: You’re going to let that woman on, or I’m going to blackball every single other candidate, because she’s clearly written the best paper. And either we’re going to be intellectually honest, or we’re not.’ And she didn’t know for years that my dad had actually been the one to defend her.”

Elizabeth thrived on the review and graduated fourth in her class in 1953. The next year, she married Sam, her champion. The ceremony was held in Richmond at the Thomas Jefferson Hotel (famous then for its marble pools containing live alligators).

“That day, she told Sam she wanted to have four boys, all exactly like Sam,” her obituary reads. Her prediction of four sons would indeed come true.

ELIZABETH—NOW ELIZABETH ALLEN—worked in the latter half of the 1950s for the blue-chip Wall Street firm Lord, Day & Lord. She represented such clients as the Pennsylvania Railroad.

Herbert Brownell Jr., who had been attorney general under President Dwight D. Eisenhower, served as her mentor at the firm. But the couple found the pace of life in New York incompatible with how they wished to raise their children. The growing family relocated to Haddam, Connecticut, in the early 1960s.
By 1960, all of Elizabeth’s children were grown, so she decided to open her own general practice and become more involved in her community. She served as head of the Haddam Republican Party for several terms.

But her more lasting impact came in the form of an organization called Checkerboard Homes, which helped minority families obtain home loans from local banks.

Sam was a prominent attorney who worked with most of the banks in the central part of the state. That connection provided Elizabeth a unique opportunity to bend their ears.

“She was real segregation and red-lining going on in lending. So my mom kind of forced the presidents of all these banks into a meeting and just shamed them,” Ted Allen said. “She got all of the banks to agree to contribute to a fund called the Checkerboard Foundation that would make mortgages, but agreed not to ask any of the traditional census questions.”

Many area residents of Italian, Irish, African American and Slavic descent were newly empowered to become homeowners through Checkerboard.

“It was interesting to see how it affected the views of those bank presidents, who were kind of surprised, because the best-performing loans were the ones from the Checkerboard fund,” Ted said.

RUTH’S LIFE TOOK a different path. She was named regional director of the National Association of Women Lawyers in February 1953. She was in charge of five states, including Virginia, and the District of Columbia. During that time, as an ex-officio member of the governing body, she likely would have been party to the association’s efforts to draft a “Uniform Divorce Bill,” which was modeled on no-fault divorce legislation proposed in 1952 that could be adopted by states across the country. The effort aimed to protect women at a disadvantage against husbands who shopped for the state with the most favorable divorce laws.

Mississippi, where Ruth had first married, did not have no-fault divorce law in place until 1976. She practiced law for several years. Then the former registrar returned to academia. She joined the faculty of Longwood College in Farmville, Virginia, in 1955.

THE WOMEN’S SCHOOL, previously known as State Teachers College, was renamed in 1949 to reflect its growing number of degree offerings. (Today it’s Longwood University.) Ruth taught a wide variety of business courses—and even some involving law.

“It is not uncommon to find Mrs. Taliaferro in the classrooms teaching her students about her Supreme Court credentials.”

The schools reached a milestone in 1952 when they were reorganized from the School of Commerce to the School of Business and Economics. Ruth oversaw its expansion and development.

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argued.) And she was being forced to retire, despite having tenure under her original hiring agreement that said she could teach until age 70.

Longwood apparently wasn’t the only school in Virginia’s higher-education system that treated women differently; additional teachers joined the complaint. They sought “monetary and injunctive relief on behalf of themselves and others similarly situated.”

The women were represented by Philip J. Hirschkop, of Loving v. Virginia fame, as well as other attorneys, in the U.S. District Court for the Eastern District of Virginia. Hirschkop, during the time period, was taking important cases related to women and educational settings. In fact, he had joined John Lowe ’67 in representing Virginia Scott and three other young women in their lawsuit against the University of Virginia to force undergraduate coeducation—a case they won in 1969.

“The evidence reflects that the plaintiff was hired at a lower rate of pay than her male counterparts,” Judge Robert Reynolds Merhige Jr. wrote in his opinion about Ruth’s case. “It was uncontroverted that Dr. [Francis G.] Lankford offered Mrs. Taliaferro the lower paying position because the men in the department would not like it if she were given a higher position. Dr. Lankford further explained that Mrs. Taliaferro was old enough to understand how these things were.” Despite such findings, the charges of sex discrimination did not stick.

The court maintained that a current Longwood president could not be held accountable for a past president’s actions. Henry Irving Willett Jr. was the president in Ruth’s final years before retirement, and the court did not find examples where he treated her, or women in general, differently than their male counterparts.

“In her case, all of these problems were complicated by the fact that she had to sue individual officers of Longwood University rather than the university itself,” said Professor George Rutherglen, an expert in employment discrimination who has been teaching at UVA Law since 1976.

“That meant that many of the instances of sex discrimination that she alleged were attributable to individuals who had long since left the university, well before the actual defendants whom she could sue. Her case was therefore an awkward one to bring up the constitutional claims she alleged.”

BUT RUTH HAD a separate complaint within the same case, one of early termination—essentially age discrimination. The court ruled she should have been allowed to remain in her position until age 70. Although the academic policy changed during her tenure, there was no previous understanding that the policy might be changed, which helped her case. Ruth won five years’ back pay. The judgment provided a measure of validation for her cause.

However, her fortunes were reversed in 1978.
For the first time at the U.S. Supreme Court this past term, a majority of the clerks were women. But in 1983, it was a different picture. Only six of the 32 clerks were women.

Three were UVA Law alumnae.

CLASS OF 1982 ALUMNAE Kerri Martin Bartlett, Cammie Robinson Hauptfuhrer and Elizabeth G. Taylor became good friends during law school and worked together on the Virginia Law Review. And in 1983, all three women journeyed to Washington, D.C., to serve as Supreme Court clerks. Before that term, only two alumnae had clerked for the court. “Clerking at the Supreme Court can be an intimidating experience, even for the most confident,” Bartlett said. But clerking with friends “was great.”

The women recently looked back on the experience, and what they took with them on the way to successful careers. Bartlett clerked for Justice William H. Rehnquist,

“Every justice had a different relationship with his clerks, but on the whole, I think it was quite an intimate, close relationship, and the clerks all had fierce allegiances to their justices,” Hauptfuhrer recalled. “It was just a very special time because of that.”

Although Rehnquist was committed to a meaningful work-life balance, Bartlett said, she remembered her boss as a true “taskmaster” who valued efficiency over excessive contemplation. She said that tool was key when she began working in the U.S. Attorney’s Office for the Southern District of New York after her clerkship.

“Efficiency was a skill that was really important to me because I had a lot of balls in the air and lots of different cases assigned to me, and I didn’t have the luxury of sitting around, twiddling my thumbs and thinking lots of lofty thoughts,” she said. “I really needed to move through my work to get it done.”

One of the biggest cases she worked on in the U.S. Attorney’s Office was a two-year investigation and trial of the FBI’s most-wanted fugitive at the time. Bartlett held a number of positions in the U.S. Attorney’s Office over the years, including chief appellate attorney and chief of the general crimes unit, a rewarding role that involved supervising new lawyers who were learning how to do the job, she said.

Now retired, she spends her time serving on several boards and volunteering for educational causes, including a national literacy program helping needy schools and students.

“For me, one of the best ways to address the problem of crime prevention is to shore up education in underserved communities,” she said. During exit interviews with his clerks, Powell stressed not only being a good lawyer who respects the rule of law, but being a valuable problem-solver in their communities, Hauptfuhrer said. She has taken his advice to heart ever since. After her clerkship, Hauptfuhrer moved to New York to work for Davis Polk & Wardwell, and then the Legal Aid Society of New York’s Criminal Appeals Division. When she returned to her hometown of Charlotte, North Carolina, she joined Robinson, Bradshaw & Hinson, started by her father in the 1960s. She said that law firm has always modeled Powell’s advice, encouraging all its attorneys to participate in community affairs.

Hauptfuhrer retired from law in the mid-1990s to focus on civic engagement. She helped launch an initiative that takes a holistic approach to family poverty. Today, she chairs the board of directors of MDC Inc.—“a think tank with muddy boots”—that focuses on building more equitable communities in the South.

She said, as a student, it was important to have Professor Lillian R. BeVier, the first tenured female professor at the Law School, as a role model. “Watching the male faculty around her, the mutual respect and the friendships, that was important to see,” she said. As a clerk for Blackmun, Taylor learned the importance of meticulous detail and that good judging isn’t just about the intellectual aspects of the job, but also has “a lot of heart involved.”

“He really cared about the people whose lives were going to be impacted by the decisions that he was making, and he worried about them, so that was a wonderful model to grow up under,” she said.

Taylor said that, as a student and then a Supreme Court clerk, she didn’t feel her gender was an impediment because she was surrounded by successful women and supportive professionals. Blackmun often hired multiple women as clerks, she noted. However, she found that landing her own cases could be difficult in the private sector.

“I think it was a perception there that maybe women wouldn’t be quite as tough and aggressive,” she said. Taylor recalled being most proud of working in the District of Columbia’s public defender’s office immediately after clerking, because the job involved in her a duty of seeking justice for everyone, especially those with the least power. She has carried that ethic with her into her current position as executive director of the National Health Law Program, a nonprofit advocating for the health rights of low-income people.

She also served for three years as principal deputy associate attorney general in the U.S. Department of Justice and 15 years at a law firm litigating civil and criminal cases.

The women live in different cities, they still keep in touch. Bartlett recently organized a 1983 clerking class reunion dinner. She reached out to Hauptfuhrer and Taylor for help planning.

To date, 24 alums have clerked at the Supreme Court, out of 113 alumni total.

“At the dinner, I remember getting chills hearing the decision that all of us had been involved in,” Bartlett said. “It was a privilege to be a part of that in a small way.”

“HE REALLY CARED ABOUT THE PEOPLE WHOSE LIVES WERE GOING TO BE IMPACTED BY THE DECISIONS THAT HE WAS MAKING.”

—ELIZABETH G. TAYLOR ’82
ON JUSTICE HARRY BLACKMUN

SUSAN LAHINE ’79
Justice Harry Blackmun, 1980

VIRGINIA WHITNER HOPFTHORN ’93

KERRI MARTIN BARTLETT ’92
Justice William Rehnquist, 1983

CAMMIE ROBINSON HAUPTFUHRER ’92
Justice Lewis Powell, 1983

ELIZABETH G. TAYLOR ’92
Justice Harry Blackmun, 1983

MELISSA SALDERS ’97
Chief Justice William Rehnquist, 1988

ELIZABETH GARRETT ’88
Justice Thurgood Marshall, 1989

LAURA INGRAHAM ’91
Justice Clarence Thomas, 1992

HELGI C. WALKER ’94
Justice Clarence Thomas, 1995

M. ELIZABETH MAGILL ’95
Justice Ruth Bader Ginsburg, 1996

MELISSA ARBUS SHERRY ’03
Justice John Paul Stevens, 2004

ALLISON ORR LARSEN ’04
Justice David Souter, 2005

PAMELA BOOKMAN ’06
Justice Ruth Bader Ginsburg, 2009

LESLE KENDRICK ’06
Justice David Souter, 2007

PORTER WILJAMSON ’07
Chief Justice John Roberts, 2008

KATHERINE TWOMEY ALLEN ’08
Justice Antonin Scalia, 2009

MEGAN LACY ’10
Justice Brett Kavanaugh, 2018

E. REBECCA GANTT ’11
Justice Stephen Breyer, 2012

LAUREN S. WILLARD ’11
Justice Anthony Kennedy, 2012

KATHERINE MIMS CROCKER ’12
Justice Antonin Scalia, 2013

GALEN RACCOM ’13
Justice Stephen Breyer, 2015

KATIE BARBER ’15
Justice Ruth Bader Ginsburg, 2018

NICOLE FRAZER REAVES ’15
Justice Samuel Alito, 2016

JESSICA WAGNER ’15
Justice Samuel Alito, 2019

FALL 2019 UVA LAWYER
THE SUPREME COURT
FORT BEND COUNTY, TEXAS
V.
DAVIS
TITLE (VIA)
JURISDICTION

“THE SUPREME COURT held that the need to file a case with a judge or Employment Opportunity Commission before suing in court was a ‘mandatory claim-processing rule subject to forfeiture’ rather than a ‘jurisdictional prescription’ that could not be waived. The plaintiff in Fort Bend had attempted to amend her charge of discrimination to add discrimination on the basis of religious discrimination. Several issues came to litigation, the defendant argued that her attempted amendment was ineffective. The court held that the defendant had forfeited this objection by waiting too long to raise it. The court followed a line of recent decisions generally reserving the term ‘jurisdictional,’ absent long-time practice or statutory language to ‘describe the classes of cases a court may entertain (subject-matter jurisdiction) or the persons over whom a court may exercise (adjudicatory authority (personal jurisdiction)).’ ”

—GEORGE ROTHERMEL

FOURTH ESTATE PUBLIC BENEFIT CORP. v. WALL-STREET.COM WHEN DOES COPYRIGHT REGISTRATION HAPPEN?

“THE SUPREME COURT held that copyright registration happens when the Copyright Office processes an application to register a work (whether favorably or not for the applicant), rather than the earlier moment in which the application is merely submitted to the Office. What satisfies registration matters to copyright owners of U.S. works because they can file infringement actions only after they register their works. It takes the Copyright Office several months to process registration applications, and one effect of this decision is that copyright owners may be unable to sue infringers while their application is pending. As registration is not automatic or unenforceable, this decision should make copyright owners more inclined to register their works and to do so early in order to be able to effectively file infringement actions, when needed.”

—DOTAN QILAR

HOME DEPT v. JACKSON CLASS-ACTION CLAIMS

“THE SUPREME COURT held that only original defendants may remove actions (including class-action Fairness Act class actions) to federal court. This decision corrects and unearths, given the language of the relevant statutes. Although Justice Alito and his fellow dissidents (Roberts, Gorsuch and Kavanaugh) argued that the text and intent of Congress supported permitting third-party counter-claim defendants to remove CFAA claims lodged against them, Justice Thomas—who penned the majority opinion—reliably dismissed the dissenters as attempting to legislate from the bench by using their policy preferences to shape their view of whether the removal statute should be broad.”

—A. BENJAMIN SPENCER

IANU v. BRUNETTI FIRST AMENDMENT AND TRADEMARKS

“INIANU v. BRUNETTI, the Supreme Court invalidated an First Amendment grounds a portion of the Lanham Act, which regulates the registration of federal trademarks. It held that only original de-

MITCHELL v. WISCONSIN SEARCH AND SEIZURE

“MITCHELL v. WISCONSIN, the court’s most recent effort to apply the Fourth Amend-

RUCO v. COMMON CAUSE Partisan Gerrymandering and Jurisdiction

“We’re looking at the question of whether the Supreme Court’s recent decision in RUCO v. COMMON CAUSE means that the court’s conclusion ‘does not address the constitutional issues presented’ in the Wisconsin gerrymandering case. Under the Fourteenth Amendment, the court will consider whether the Wisconsin gerrymandering plan is ‘unconstitutional’ or ‘unconstitutional.”

—DANIEL SCHWARTZ

NIEVES v. BARTETTI FIRST AMENDMENT AND RETALIATORY-ARREST CLAIMS

“It is widely accepted that people are arrested solely because of otherwise-protected speech activity. And it is equally widely accepted that engaging in otherwise-protected speech activity cannot be used to avoid what would otherwise be a valid arrest. So it turns out that everything turns on the burden of proof when legitimate grounds for arrest are conjoined with protected speech activity. And the government will lose the fact finding stage in this case because of a ‘procedural’ issue and in some sense technical, it is not surprising that some justices did not divide along ideological lines.”

—FREDERICK SCHAER

THE AMERICAN LEGION v. AMERICAN HUMANIST ASSOCIATION SEPARATION OF CHURCH AND STATE

“FROM A CHURCH-STATE separation perspective, this could have been much worse. The government said the cross is a universal symbol of sacrifice, which is just nonsense. The court didn’t go there. So there’s some good news here.”

—DOUGLAS LAYCOCK co-authored an amicus brief on behalf of religious groups arguing that a government-sponsored cross is unconstitutional.

“THE AMERICAN LEGION has won its challenge of the ‘Silent No More’ veterans’ memorial on a university campus. The memorial, which includes a cross, has been in place for almost 40 years. The American Humanist Association argues that the memorial violates the First Amendment’s Establishment Clause. The court ruled that the memorial is a government-sponsored religious display, violating the Establishment Clause.”

—MICHAEL W. GILBERT

VIRGINIA URANIUM v. WARREN FEDERAL PREEMPTION AND STATE ENERGY POLICY

“ON ONE LEVEL, the justices sketched out the court’s evolving jurisprudence of federalism and its balance between federal regulatory power and the rights of states in setting their own policies. Their opinions also challenged some common assump-

Caleb Jaffe ’01 co-authored an amicus brief on behalf of regional stakeholders arguing in favor of Virginia’s ban on uranium mining. Virginia House of Delegates Betsy Horan, chair of gerrymandering

THE RULING MEANS that the court-ordered House districting plan will apply in the 2020 election. The plan ‘unpacks’ some minority votes, spreading them across districts. Since minority voters tend to support Democrats, this should favor Democrats in the 2019 election. As for 2020 districts, the decision doesn’t make any substantive change with respect to racial gerrymandering. The legislature will face the same constraints in 2020 as before. However, the decision makes it harder for either chamber of the legislature to contest adverse court decisions about racial gerrymandering. If someone challenges the 2020 district plan as a racial gerrymander, the attorney general can defend the plan, or maybe the two chambers of the legislature together can defend the plan, but neither chamber can defend the plan itself.”

—CALE JAFFE ’01 co-authored an amicus brief on behalf of regional stakeholders arguing in favor of Virginia’s ban on uranium mining.
UNDERSTANDING OUR SYSTEM OF CIVIL LITIGATION is critical to understanding how law shapes society. This system functions differently from the processes of legislation and democratic politics. Faculty at the University of Virginia explore the dimensions of both making and applying law. The faculty includes experts in psychology such as Barbara Spellman, who explores the psychological foundations of the law of evidence; John Monahan, who examines the court’s use of social scientific evidence; and Greg Mitchell, who writes on the psychology of Justice and the use (or misuse) of statistical evidence. Procedural experts include A. Benjamin Spencer, an author of the leading treatise, Wright & Miller’s “Federal Practice & Procedure”; Caleb Nelson, an authority on federal courts and on statutory interpretation; Ann Woolhandler, who writes on federal courts and civil procedure; and Michael Collins, who also writes on these subjects and on transnational litigation and choice of law. All have been frequently cited in judicial opinions, including those of the U.S. Supreme Court.
COURSES IN
CIVIL LITIGATION, FEDERAL COURTS, LEGISLATION and other aspects of the democratic process of making and applying law offer students a firm foundation for their legal careers. Outside of the classroom, most court and mock trial teams allow students to practice what they have learned.

COURSES
Administrative Law
Advanced Campaign Finance
Advanced Civil Procedure
Advanced Legal Advocacy
Advanced Legal Research
Advanced Verbal Persuasion
Appellate Practice
Business and Governmental Tort Liability
Civil Procedure
Civil Rights Litigation
Class Actions and Aggregate Litigation
Commercial Arbitration
Computational Text Analysis for Legal Practice
Conflict of Laws
Constitutional Law and Economics
Current Issues in Forensic Science
Current Issues in Law and Psychological Science
Electronic Discovery
Evidence
Evidence in Rulemaking – Society, Technology and the Law
Federal Courts
Federal District Court Practice
Federal Litigation Practice
Forensic Litigation
Globalization and Private Dispute Resolution
Government Ethics: Conflicts of Interest, Lobbying and Campaign Finance
Government Secrecy
Immigration Law
Impact Bias and the Law
International Arbitration
International Civil Litigation
Judging
Law and Psychology of Dispute Resolution
Legislation and Regulation
Legislative Drafting and Public Policy
Lying and Lie Detection
Negotiation
Persuasion
Practical Trial Evidence: Principles and Practice
Professional Liability
Professional Responsibility
Professional Responsibility in Public Interest Law Practice
Regulation of the Political Process
Regulatory Law and Policy Remedies
Rhetorical Seminar
Rule of Law and Threats to it
Rules
Science and the Courts
Sovereignty, the Rule of Law and Emergency Rule
States and Local Government
Tort Law
Tort Practice and Procedure
Supreme Court Litigation
Trial Advocacy
Trial Advocacy Clinic
Virginia Practice and Procedure
White-Collar Investigations and Corporate Compliance

BARBARA A. SPELLMAN
Previously editor-in-chief of Wright & Miller’s “Federal Practice & Procedure,” a preeminent reference tome treatise that is used widely by professors, courts and professors.

A. BENJAMIN SPENCER
Appointed by Chief Justice John Roberts to the Judicial Conference.

ANNE WOOLHANDLER
Works on a pro bono basis.

JOHN T. MONAHAN
Co-wrote “Social Science in Law: Cases and Materials,” a seminal work in the field, with Professor Emeritus Larry Walker.

CALEB E. NELSON
An expert in legislation and federal courts, and a renowned classroom instructor, Nelson is author of the textbook “Statutory Interpretation.”

GEORGE RUTHERFORD
Teaches civil procedure and employment discrimination, and has written numerous articles on these subjects and several books, including “Employment Discrimination Law; Visions of Equality in Theory and Doctrine” and “Transnational Civil Litigation: Principles and Prospects.”

JAY MALLIN
Co-author of Wright & Miller’s “Federal Practice & Procedure,” a preeminent reference work on civil procedure topics for practitioners, courts and professors.

PRAKASH TESTIFIES BEFORE CONGRESS ON PRESIDENTIAL POWER AND MUELLER REPORT PAGE 76
PRAKASH TESTIFIES BEFORE CONGRESS ON PRESIDENTIAL POWER, MUELLER REPORT

Former Special Counsel ROBERT MUELLER ’73 gave his public testimony to Congress in July, hewing closely to the report that he and his staff, including AARON ZEBLEY ’96, prepared as an inquiry into the 2016 presidential election. Professor SAIKRISHNA PRAKASH was among the academics who testified before the U.S. House Judiciary Committee on June 20 in the runup to Mueller’s appearance. Prakash responded to questions about presidential power raised by the report, which investigated Russian electoral interference and possible connections between President Donald Trump and his campaign affiliates.

Prakash is the James Monroe Distinguished Professor of Law and Paul G. Mahoney Research Professor of Law. His scholarship focuses on separation of powers, particularly executive powers, and he is the author of “Imperial from the Beginning: The Constitution of the Original Executive.” Of particular interest to the House committee was the issue of obstruction of justice, if the president committed it (the Mueller report outlined 10 possible instances) and, if so, whether a president can or should be held accountable. Prakash reiterated his thoughts for Congress in an article posted to the UVA Law website.

“To be clear, I am not saying that obstruction statutes cannot be applied to the president,” Prakash said. “I am only saying that these generic statutes ought not to be read to apply to government officials, including the president. If Congress made clear, via amendments, that these statutes apply to presidents, the difficult constitutional question would be squarely presented, namely whether Congress can make certain exercises of presidential authority a crime.”

Prakash added, “Presidents can commit obstruction in a more colloquial sense—namely, hindering an investigation—and they can commit obstruction in a loose impeachment sense. Nothing I said in my testimony should be construed as implying that all of the president’s actions were appropriate. Further, the House can impeach on the grounds that the president obstructed an investigation (or sought to) in a colloquial sense that goes beyond our federal laws. The House (and the Senate) can impeach for offenses that have nothing to do with violation of federal criminal laws.”

In his sworn testimony, Prakash also said the president has broad constitutional authority over the Department of Justice, the FBI and special counsel. In addition, he said, Mueller was wrong to indicate that DOJ rules prevented him from declaring that the president did or did not commit a crime.

“There is no such DOJ bar, much less a constitutional one,” Prakash said.

—Eric Williamson and Mike Fox
A UVA-led National Academies of Sciences, Engineering and Medicine report found that adolescence, like infancy, is a critical period of development — and it is not being used to its full potential by society.

The report, “The Promise of Adolescence: Realizing Opportunity for All Youth,” published in May, was chaired by Richard Bonnie ’69, the Harrison Professor of Medicine and Law, and the director of UVA’s Institute of Law, Psychiatry and Public Policy.

“The adolescent brain undergoes a remarkable transformation that underpins the need for attention to the needs of adolescents,” said Bonnie. “As a society, we bear a collective obligation to unleash the creativity of the adolescent brain while it is not being used to its full potential by society.”

The second key finding is that the brain evolves to respond to the needs of the environment.

“The adolescent brain undergoes a remarkable transformation that underpins the need for attention to the needs of adolescents,” said Bonnie. “As a society, we bear a collective obligation to unleash the creativity of the adolescent brain while it is not being used to its full potential by society.”

The resilience of the adolescent brain is another key finding. Young people are able to bounce back from bad experiences, a concept that has been called “resilience.”

Bonnie said there are four key findings. “One is the dramatic extent of brain development during adolescence,” he said.

The second key finding is that the brain evolves to respond to the needs of the environment. Young people can experience periods of missed opportunity because of inequities measurable by race, ethnicity, socioeconomic status and other factors.

The report recommends ways society can capitalize on these developmental opportunities and address inequities.
Reprising the Reversal of Racism with Reconciliation in the Virginia Law Review. He also spoke on “Abler: Charleston and the Charleston Institution.”

RACHEL HARMON published “Justifying Police Practice: The Example of Arrests,” a chapter in “The Cambridge Handbook on Policing in the United States,” edited by Tamara Rice Law of the University of Miami School of Law and J. Miller of Loyola Law School. She presented the chapter in May at a panel at the Law and Society Association Annual Meeting in Washington, D.C. She presented the introductory chapter to “This Law of the Police,” the first textbook focused on the relationship between policing and the law, forthcoming from Wolters Kluwer in 2021, at the First Amendment and Speech Law Conference at the University of Chicago Law School in May.

GEOGE GEIS’ named a recipient of UVA’s All-University Teaching stock, “he said. “It might play it out, it actually could have pretty transformative effects on traditional stock markets, could transform trading practices.”

A poll of academics conducted for Corporate Prac- titioner Commentator selected “Traceable Shares and Corporate Law” out of nearly 400 candidates. A poll of academics conducted for Corporate Prac- titioner Commentator selected “Traceable Shares and Corporate Law” out of nearly 400 candidates.

WASHINGTON HILLMAN’S article “Measuring Al- gorithmic Fairness” was accepted for publication in the Virginia Law Review. Hillman continues to be a University of Virginia School of Law and the Virginia Law Review. Hillman continues to be a University of Virginia School of Law and the Virginia Law Review.

GEIS was a recipient of the Atlantic Richfield Scholarship. He also was a recipient of the Atlantic Richfield Scholarship. He also was a recipient of the Atlantic Richfield Scholarship.

GEIS’ research was the focus of an episode of “Common Law,” a Law School-sponsored podcast. The episode plays out the way a lot of people think it might play it out, it actually could have pretty big implications on corporate law, because I think it could change the way we track ownership histories of stock,” he said.

GEIS is a recipient of the 2019 AALS Conference on Corporate Law Article of the Year. The paper is an annual celebration of law and constitutional law.

A. D. DICK HOARD ’81 joined others at James- town to discuss the constitutional Assembly of Virginia market in the future of representative democracy. Hoard spoke on the threats of dilution of representative democracy on the role of law. At St. John’s Church in Rich- mond (where Patrick Henry gave his famous “Liberty or Death” speech), Howard spoke on “Liberty’s Quest: American Ideas and the environment over the course of several decades. The case con- sidered Montana state law and constitutional doctrines on preemption as they relate to the Congres- sional Environ- mental Response, Compensation, and Liability Act, better known as Superfund.

Hillman authored an article by Vice Dean LESLIE KENDRICK ’06 in the 2019-2020 edition of the “First Amendment Law Handbook.”

Using Your Words: On the ‘Speech’ in ‘Freedom of Speech’ was originally published by the Michigan Law Review last year. The handbook is an annual celebration of significant work on First Amendment issues from the prior year, published by Thomson Reuters.

The article pushes back against that misconception that anything having to do with “speech” qualifies for “freedom of speech,” while attempting to define “freedom of speech.” Kendrick is the David H. Shockey ’71 Research Pro- fessor of Law and an expert in the First Amendment and freedom of expression, particularly the scope and structure of free speech rights.

KENDRICK’S FIRST AMENDMENT ARTICLE INCLUDED IN ANTHOLOGY

An article by Vice Dean LESLIE KENDRICK ’06 has been anthologized in the 2018-2019 edition of the “First Amendment Law Handbook.”

KENDRICK was selected for the John D. Philp ’56 Professor of Law and a McDonald Distin- guished Fellow at the University of Virginia School of Law and Eric Jaffe in what could turn out to be the most significant Clean Water Act cases to reach the court in more than a decade—Cases of Al’s 100 CHANGE AGENTS

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100 CHANGE AGENTS
IN NEW BOOK, LIVERMORE DELVES INTO DATA’S POSSIBILITIES

Professor MICHAEL LIVERMORE has collaborated on a new book that examines how computer-based tools are being used to analyze dense legal information, from reports issued by proposed statehouse bills, to policy briefs, to the collective writings of the U.S. Supreme Court.

Leveraging his background as Data, Computation, Text, and the Future of Legal Analysis with Daniel Rockmore, a professor of computer science and mathematics at Dartmouth College, their book was released by Santa Fe Institute Press.

The work collected in “Text as Data” provides a common approach to translating the texts in legal documents into data and then using mathematical tools to make sense of the resulting information.

An example from the book, Livermore and Rockmore’s first installment, states: “To see how the collective writing style of the U.S. Supreme Court has changed over time. Another example of how the technology is being used to scan reams of information generated by the policy-making process, including court successes, such as whether a bill will become a law. Livermore also cited an article from the New York Times by Ernest Moniz, which Moniz also co-directs, is new to the Royall group. The project, funded by the Charles Koch Foundation, focuses on reducing moral uncertainty, particularly of low-risk offenders, and people with mental illness.

In August, MICHAEL LIVERMORE joined a new research (with Vladimir Krasnov, Orya Lam of Fiscalis-Nom) comparing public comments received by administrative agencies during the Obama and Trump administrations at the American Political Science Association annual conference in Washington, D.C. This fall, he will also be presenting work at Case Western Reserve University and the University of Washington. As an example of the areas of psychology, he and law professor John Verducci published a paper in Personality and Social Psychology Bulletin that supports the hypothesis that social drivers. She also established an ongoing dialogue among human rights lawyers, with the World Mari-
of Queen's University, Ontario, and Rous-
and Dance of the Uni-
versity of New South
Wales, Sydney. “On
The Alleged Problem of
Legal Normativity” was
published by Springer in
“The Normative Force of
the Factual,” which he also co-edited
with Nicoleta Braner.

Ladurner of Theresia
Genove and Christoph
Haeurner of Rutgers
Law School. His article
titled “The Challenges
and Opportunities of
the Hostile Audi-
cence” was published as
part of a First Amend-
ment symposium in the
Neue Dame Law Review.

Schaefer presented “Freedom of
Thought” at the Liberty Fund
Conference on Freedom
in July. “Freedom of Thought?”
the Notre Dame Law
ment symposium in
Switzerland, in July.

RICHARD SCHAEFER
participated in a panel
in April on state pre-
ception of local laws,
which he also co-edited
published by Springer
“Probabilistic Causation
of Thought in July.

MICHA SCHWARTZTZ
co-hosted the May Gar-
thing, a collo-
opinion sponsored by
the Karsh Center for
Law and Democracy,
which he also co-edited
published by Springer
“Probabilistic Causation
of Thought in July.

Paul Stephen ’77
offered a series of
courses and work-
shops around the world
during the spring and
summer. In April and
May, he offered an intensive
course on
Energy Resources in
Emerging Markets at
the Chinese University
of Hong Kong. While
in Melbourne, he at-
tended the conference
on “Religious
Antiliberalism and the
First Amendment” co-
authored with Richard
Schaefer in the con-
ferees on “The
F enabling Law of
Liberal Democracy” hosted by the
Institute of
Law & Philosophy at
the University of
San Diego Law School.
In the Annual Law & Reli-
gion Roundtable at
the University of
Toronto, a conference on “Secular-
ism, Separation, (Non-
Establishment)” at
the University of
Kunastadt in Germany,
and at the 29th annual
World Congress at
the University of
Oxford in Ireland.

A. JENNY SPENCER
wrote the two articles
published in the summer
issue of the North
Carolina Law Review.

BARBARA A. SPILLMAN
was appointed to the
positions of assistant
associate professor
and director of
the Legal Research
and Writing Center
at the University of
North Carolina at Chapel
Hill. She taught a
summer seminar on
the Cross-Cultural
and Public Law
Summer Abroad Program at
the University of
Hull in England.

A. JENNY SPENCER
wrote the two articles
published in the summer
issue of the North
Carolina Law Review.

Barbara A. Spielman
gave the 2019 Law-
rence A. Moss Mem-
orial Lecture on “The Psychology of
Weakful
Publication in the
March 2019

PIERRE-HUGUES VERDIER
recently published a
project with
the Future of Liability
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IN MEMORIAM: PROFESSOR EMERITUS WALTER WADLINGTON

Walter Wadlington, a professor emeritus at the Law School known for his kindness and influence as an academic, died May 27. He was 88.

Wadlington retired as the James Madison Professor of Law in 2002 after a four-decade career at the Law School. An expert in family law, law and medicine, medical malpractice and children in the legal system, he joined the Virginia Law faculty in 1962 after teaching at Tulane Law School for two years. He also served as Professor of Legal Medicine at the UVA Medical School, starting in 1979.

Professor Richard Bonnie ’69 said Wadlington was “a pioneer in curricular innovation in an amazing array of fields.”

“He was a mentor and inspiration to me and to several generations of students who followed in his footsteps and became law teachers,” Bonnie said. “It wouldn’t be an exaggeration to say that we are Walter’s disciples, especially in the effort to import psychology and other behavioral sciences into the study of law and to stimulate interdisciplinary teaching.”

John C. Jeffries ’73, the University’s senior vice president for advancement and a former Law School dean, recalled the fond regard that Dean Monrad Paulsen had for Wadlington, as well as his own.

“Dean Paulsen used to say that Walter Wadlington was ‘some kind of genius—not sure what kind, but some kind,’” Jeffries said. “Walter was indeed a kind of genius. He had an agile, restless, inventive mind of great range and originality. And he had a big heart. Walter was the kindest man I’ve ever known, benevolent toward all and infinitely tolerant of the shortcomings of others.”

Wadlington continued to share his knowledge with law students into retirement, co-instructing a course on children’s medical care issues with Thomas A. Massaro.

“In addition to his work at the Law School, Wadlington was a member of the American Law Institute and of the Institute of Medicine of the National Academy of Sciences. He directed the Robert Wood Johnson Foundation’s Medical Malpractice Program and chaired the advisory board of its program on Improving Malpractice Prevention and Compensation Systems. He served on the National Advisory Board on Ethics in Reproduction, chaired the Virginia State Bar Association Committee on Domestic Relations, and co-chaired the National Task Force on Day-Care Licensing. Early in his career, he practiced law in New Orleans, served in the U.S. Army Judge Advocate General’s Corps, and spent a year as a Fulbright scholar and tutor at the University of Edinburgh.

He received his A.B. from Duke University in 1951 and his LL.B. in 1954 from Tulane University, where he was editor-in-chief of the Tulane Law Review and elected to the Order of the Coif.

Gene Dahmen ’67, writing in UVA Lawyer following a class gift in honor of Wadlington’s retirement in 2002, praised the professor for the influence he had on the lives and careers of members of the class. Wadlington’s service to the Law School included acting as director of admissions before becoming a full professor in 1964.

“Much revered both inside and outside the classroom, Professor Wadlington always found time to share his warmth, wit and friendship with students and colleagues, despite the heavy demands of his professional life,” Dahmen wrote. “Few teachers have influenced the lives of as many living alumni of the Law School, and none of these alumni are more grateful to him than members of the Class of 1967.”

—Eric Williamson
Tahesha Way ’96

Protesting Democracy in New Jersey

Takesha Way ’96 began her tenure as New Jersey’s Secretary of State in 2018 with two critical jobs on her plate.

The first is the upcoming 2020 census. In 2010, New Jersey had a 73% response rate, almost exactly the national average, but Way said she is determined to improve it. Much rides on her success, including an accurate apportionment of the state’s legislative and congressional districts, and $23 billion in federal funding tied to population. Way is riding on her success, including an accurate apportionment of the state’s legislative and congressional districts, and $23 billion in federal funding tied to population.

Her second major project is election security, both for this year’s statewide races and our partners across federal, state and local governments to protect our election infrastructure and prepare for any potential attacks on this fundamental American right.”

The secretary of state’s portfolio is much broader than that, however. Way is also responsible for a number of other initiatives focused on “enhancing New Jersey’s civic health.” These include the State Council on the Arts, the State Archives, and even travel and tourism programs such as the Anthony Bourdain Food Trail, which spotlights 10 New Jersey restaurants that were featured on the CNN show “Anthony Bourdain: Parts Unknown.”

Having an over-full plate comes naturally to Way. She earned her undergraduate degree at Brown University, where she was vice president of the campus chapter of the NAACP and an announcer on the campus radio station. At UVA, she worked on the Virginia Environmental Law Journal, and participated in the Black Law Students Association and the Peer Advisor Program. Outside of class, she worked with the Virginia Legal Aid Society and the United Steelworkers of America. After a few years in private practice and teaching English and administrative law at Fairleigh Dickinson University, she was an administrative law judge and a freethinker (a county legislative office) in Passaic County.

Way may be busy, but she has her priorities. “It is such a privilege that I get to oversee these foundational twins of democracy,” she said, referring to the census and the vote.

SECRETARY OF STATE HELPS ENSURE ACCURACY IN CENSUS, VOTING

“We are determined to protect every citizen’s right to vote,” Way said. “And the way to do that is to be proactive rather than reactive, by working together with our partners across federal, state and local governments to protect our election infrastructure and prepare for any potential attacks on this fundamental American right.”

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—Mark F. Bernstein ’89

Avi Garbow ’92

In December 2018, Patagonia Inc., best known for its outdoor apparel, changed its mission statement to something unmistakably clear: “Patagonia is in business to save our home planet.”

In March, Patagonia put those words into action by hiring Avi Garbow ’92 to be the company’s first environmental advocate. It is believed to be the only company in the industry to create such a position.

One could also judge how seriously Patagonia takes environmental advocacy by looking at Garbow’s credentials. From August 2013 to January 2017, he was general counsel of the Environmental Protection Agency, holding that post longer than anyone in the agency’s history, and was the EPA’s deputy general counsel for four years before that.

In his new role, he will work with Patagonia’s CEO, and General Counsel Hilary Dessouky ’97 and other company leaders, to plan and execute the company’s overall environmental advocacy strategy.

“I have the enviable task of just focusing on the core mission of the companies and making sure that we are thinking about, and doing, the right things when it comes to saving our planet, and effectively wielding whatever influence we can when it comes to broader environmental and conservation issues, like climate change,” he said.

Patagonia has had a reputation for environmental activism since its founding. In the past 34 years, it has awarded more than $89 million to grassroots environmental organizations through the industry group 1% for the Planet, which it helped found. It also started Patagonia Action Works, which connects customers with environmental activists. And it has given $10 million of the money it has saved through tax cuts to organizations fighting climate change.

Garbow shares the sense of urgency that has been expressed by the company’s leadership when it comes to the state of the environment and the health of the planet. “We are in one of the most difficult and damaging times in U.S. political history when it comes to environmental protection and conservation, and that requires that we act—strategically, effectively and forcefully,” he said.

A Virginia native, Garbow earned his undergraduate degree from the University of Michigan before coming to UVA, where he earned a master’s degree in marine biology at the State Council on the Arts, the State Archives, and even travel and tourism programs such as the Anthony Bourdain Food Trail, which spotlights 10 New Jersey restaurants that were featured on the CNN show “Anthony Bourdain: Parts Unknown.”

Having an over-full plate comes naturally to Way. She earned her undergraduate degree at Brown University, where she was vice president of the campus chapter of the NAACP and an announcer on the campus radio station. At UVA, she worked on the Virginia Environmental Law Journal and participated in the Black Law Students Association and the Peer Advisor Program. Outside of class, she worked with the Virginia Legal Aid Society and the United Steelworkers of America. After a few years in private practice and teaching English and administrative law at Fairleigh Dickinson University, she was an administrative law judge and a freethinker (a county legislative office) in Passaic County.

Way may be busy, but she has her priorities. “It is such a privilege that I get to oversee these foundational twins of democracy,” she said, referring to the census and the vote.

—Mark F. Bernstein ’89

Former EPA General Counsel Joins Patagonia as First Environmental Advocate

Fitting His Beliefs
in the late 2000s. The firm asked him to shift his focus to conflicts, ethics, professional responsibility and risk management following the financial crisis of 2008. During that period, he also became chair of the D.C. Bar Legal Ethics Committee. When Dentons bought out McKenna, he remained on as senior counsel, then retired in 2016 to Rehoboth Beach, Delaware.

But, “I quickly discovered that retirement didn’t suit me,” he said.

Hurdle began his clerkship two days after his birthday. The former law firm partner works alongside two other clerks who are more than half his age and fresh out of law school. Although the team coalesced in short order, “At first, as you might imagine, it was awkward,” he said.

For example, he mentioned he was reading the Mueller report on Russian intervention in the 2016 presidential election—and noted being a classmate of the report’s primary author, former Special Counsel Robert Mueller ’73.

But Hurdle has found, “I’m learning as much from [his fellow clerks] as they are from me.”

Whereas the younger clerks have strong general knowledge to offer, from recent classroom instruction and bar exam study, he has insights that can only come from experience, he said.

“They may be dead-on according to the law about what the result should be, but I might say, ‘What are the practical consequences in the real world?’”

It’s unclear if Hurdle is the oldest clerk in the United States, but he would likely have few contemporaries. Out of the estimated 19,000 law clerks working in the U.S., the average age is 37, according to the website Data USA, and most UVA Law grads clerk shortly after law school.

—Eric Williamson

Paul Hurdle ’73

A CLERKSHIP IS A GREAT WAY TO START A LEGAL CAREER. FOR PAUL HURDLE ’73, ONE OF THE OLDEST LAW CLERKS IN THE COUNTRY, IT’S NOT A BAD WAY TO END ONE, EITHER.

Hurdle, who turned 71 in March, is clerking for Judge Craig A. Karsnitz at the Superior Court of Delaware. And he says there’s no place he would rather be.

The trial court where Hurdle works has original jurisdiction over most types of criminal and civil cases, and hears appeals on administrative disputes, family matters and certain misdemeanors.

“To be able to come in each day to draft legal opinions for the judge is a wonderful way to continue to do what I love,” he said. “It’s no longer about the money or the status.”

Prior to clerking, Hurdle had a successful career in banking and real estate law that culminated in his making partner at McKenna Long & Aldridge in Washington, D.C., FORMER LAW FIRM PARTNER HOLDS POSITION THAT TYPICALLY GOES TO GREENER CANDIDATES
**MORTIMER CAPLIN ’40, a professor emeritus who served as IRS commissioner under President John F. Kennedy, died July 15, just days after reaching his 103rd birthday.**

Caplin taught at UVA Law for 33 years and was co-founder of the widely influential Washington, D.C., tax law firm Caplin & Drysdale. Caplin had a deep commitment to public service and was a lifelong supporter of education, including at UVA. The “Double Hoof” earned his Bachelor of Science in 1937 and his LL.B. from the Law School in 1940.

“My father was a wonderfully kind man, full of zest for everything,” his son Michael Caplin ’76 said. “He believed deeply that everyone has a debt of service to their country, and he lived his life with purpose and a commitment to the common good. I knew his spirit will continue to nourish and inspire everyone who knew him.”

Shortly after Kennedy’s election in 1960, Caplin, who had taught at UVA Law since 1935, was asked to join the President’s Task Force on Taxation. And the Kennedys were already familiar Caplin had taught the president’s brothers, future public servants Robert Kennedy ’53 and Ted Kennedy ’59.

“I didn’t wait very long to give the answer,” Caplin recalled in a spring 2016 article for UVA Lawyer honoring his 100th birthday.

The opportunity led to him being appointed U.S. commissioner of internal revenue in 1961. During his tenure, he aspired to create a kinder, friendlier IRS. He hoped Americans would, in turn, look at paying their taxes as a cheerful civic duty.

“We put the emphasis on better self-assessment, and not so much on putting people in jail,” he told UVA Lawyer.

Notably, Caplin was also the first commissioner to computerize federal tax returns, and was the first to host a president at the IRS building, according to The Washington Post.

He appeared on the cover of Time magazine in 1963 to discuss his government role. He remained in the post until July 1964, when he resigned to focus on his firm with three other former IRS officials.

“Our style of practice was aimed at minimizing our clients’ tax liabilities without compromising the ethical principles that are essential to the integrity of the tax system,” the two founders wrote in a message on the firm’s website.

Dreyfus died last year, at 94. Despite entering private practice, Caplin continued to teach at the Law School from 1961 to 1989 as a visiting professor. As an undergraduate, he was an intercollegiate boxer and dabbled in acting. Later, he served in-chief of the Virginia Law Review, and graduated first in his law class.

After graduation he served as a law clerk for ARTHUR M. DOUGHERTY, then a judge on the Fourth U.S. Circuit Court of Appeals (and later a dean of the Late School). Caplin then practiced law in New York City from 1941 to 1949. He returned to military service in the U.S. Navy during World War II.

During the Cold War, Caplin served as U.S. Navy beacamest and was cited as a member of the initial landing force on Omaha Beach.

He earned an A.B., an advanced law degree designed for aspiring academics, from New York University School of Law in 1953. Caplin’s lifelong dedication to service, including within education, was extensive. He served as trustee of the University of Virginia Board of Visitors and the UVA Law School Foundation, and with many other groups on UVA and Grounds.

At UVA Law, Caplin’s charity is reflected in Caplin Auditorium, where a painting of the famously bow-tie-clad alumnus hangs outside, and in Caplin Pavilion, the Caplin Reading Room and the Mortimer Caplin Public Service Center, which coordinates fellowships in his name.

He and his wife, Ruth Sacks Caplin, who died in 2014, donated the funds for the Ruth Caplin Theater on Grounds.

The couple had four children: Michael, Jeremy, Cara, Mary Ellen and Lee Caplin ’72.

Caplin’s service and accomplishments were recognized by many awards, including The Thomas Jefferson Medal in Law when he was awarded the medals is the University’s highest external honor.

—Eric Williamson
JAMES C. SHANNON

JAMES C. SHANNON has been reappointed in 2018 as an additional judge in the Virginia Court of Appeals.

He was a dedicated U.S. Army officer and football coach for several years.

PETER E. EVERETT was named to the 2019 Virginia and Washington, D.C., offices of Blankingship & Keith in Fairfax, Va.

JOHN A. ECKSTEIN

JOHN A. ECKSTEIN is a trial attorney at the Virginia Civil Rights Commission.

He was a dedicated U.S. Army officer and football coach for several years.

PETER E. EVERETT was named to the 2019 Virginia and Washington, D.C., offices of Blankingship & Keith in Fairfax, Va.
Longtime trustee joins Ferris State. John St. John was named chancellor of the 70,000-student University of Alabama System in April after serving in an interim role since 2018.

In this capacity, he serves as chief executive officer of the UA System in April after serving in an interim role since 2018.

His new role as chancellor includes oversight of the University of Alabama, the University of Alabama at Birmingham, and the University of Alabama in Huntsville.

John was the most qualified to serve as chancellor of the UA System, St. John chaired numerous standing committees, contributed to the development of new law in Virginia, contributed to the development of higher education in the state, and was more in touch with the workforce needs in the state.

The board continued to return to one name, one individual we compared other potential candidates to, “trustee Karen Brooks told AL.com. “It became abundantly clear and unanimous opinion that interim chancellor Ferris St. John was the most qualified to be as chancellor of UA System.”

During the 17-year term on the board of trustees of the UA System, St. John chaired numerous standing committees, contributed to the development of higher education in the state, and was more in touch with the workforce needs in the state.

During his 17-year tenure on the board of trustees, St. John was the most qualified to serve as chancellor of the UA System, and was inducted into Phi Beta Kappa and Omicron Delta Kappa in Cullman.

To improve workforce development and the available college courses, he said, “We have made tremendous strides. The quality gets better and better, and we are doing a lot more to keep the talent here.”

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WASHINGTON ’90 LEADS NEW HR POST AT UNIVERSITY OF SOUTHERN CALIFORNIA

FELICIA WASHINGTON ’90 took over as the first senior vice president of human resources at the University of Southern California in June. The Cabinet-level position is part of the university’s senior leadership team.

Responsibilities include overseeing the long-term strategic management and support of the university’s 28,000 faculty, staff and student workers.

“Ms. Washington has a strong reputation for implementing rigorous compliance standards while at the same time caring deeply about students, faculty and colleagues,” then-interim President Wanda M. Austin said in a statement.

“She is known for her collaborative, practical and people-focused approach to decision-making.”

Washington’s track includes centralizing the university’s human resources enterprise, strengthening the university’s reference-checking and background review process for new hires and those promoted to leadership roles, digitizing personnel files and coordinating the onboarding process for all new managers, and guiding human resource activities like workplace analytics, employee relations, retirement planning and talent acquisition.

Washington joined USC after serving for five years as the first vice chancellor for workplace strategy, equity and engagement at the University of North Carolina at Chapel Hill, where she helped restructure and modernize the university’s human resources operations, among other achievements.

Prior to joining UNC-Chapel Hill, Washington practiced employment law in Charlotte, N.C., as a partner with K&L Gates, an international law firm. She litigated federal and state cases and advised clients regarding issues like employee investigations, hiring and regulatory compliance.

She earned a B.A. in economics from UNC-Chapel Hill.

—Mike Fox

WALLACE ’19 MAKES HISTORY AS FIRST LATERAL HIRE TO HEAD CALIFORNIA BAR

RICHARD WALLACE ’19 now serves as California’s new chief counsel at the state bar association.

Wallace is filling the role of California’s chief counsel, which he said is an inherently political one.

Wallace also has been leading the bar’s efforts toward diversity and inclusion.

“A lot of the day-to-day work is very political, and you have to be very good at those skills,” Wallace said.

During his time as chief counsel, Wallace said, he has focused on diversity and inclusion initiatives.

He has emphasized the importance of diversity and inclusion in the legal profession and has pushed for greater representation of those from underrepresented backgrounds.

“It’s been a very rewarding experience,” Wallace said.

—Mike Fox

UVA LAWYER FALL 2019
In October 2018, Mike Gill was honored to be asked to serve as the chief public policy and private investor, including developers, attorneys, engineers, architects, planners, lawyers, and law firms that have a stake in the local community. Mr. Gill has previously served on the Virginia State Bar, the Virginia Supreme Court of Appeals, and the Virginia State Bar Foundation. He is currently serving on the board of directors of the Virginia State Bar and is a member of the Virginia State Bar Foundation. Mr. Gill is a partner at the law firm of Fried, Frank, Harris, Shriver & Jacobson, where he is a member of the firm's Business Department.

JENNIFER M. DELMONICO

Jennifer M. Delmonico is the founder of Bloom Capital, an investment management firm with over $1 billion in assets under management. She has been a leader in the alternative investments industry for over 20 years and is a member of the Association of Private Capital Investment Funds (APCF). In addition to her work at Bloom Capital, Jennifer is also a board member of the Virginia College of Health Sciences and a member of the Virginia Supreme Court of Appeals. She has been recognized by numerous organizations for her contributions to the alternative investments industry.

GLENN CRONIN

Glenn Cronin practices with the law firm of Littler Mendelson P.C. He focuses his practice on business litigation and intellectual property law. He has represented clients in numerous high-stakes cases, including several high-profile cases involving intellectual property and business disputes. Glenn is a frequent speaker and writer on these topics and has been recognized for his work by various organizations.

DANIEL A. BRESS ’05

Dan Bress is an associate at the law firm of Skadden, Arps, Slate, Meagher & Flom. He focuses his practice on corporate transactions, including mergers and acquisitions, and private equity. He has represented clients in numerous transactions, including several high-profile cases involving mergers and acquisitions, and private equity. He has been recognized for his work by various organizations.

ADRIENNE M. PENTA

Adrienne Pentz is a partner at the law firm of Littler Mendelson P.C. She focuses her practice on employment law and represents clients in numerous high-stakes cases, including several high-profile cases involving employment law. Adrienne is a frequent speaker and writer on these topics and has been recognized for her work by various organizations.

BENJAMIN REED

Benjamin Reed is a partner at the law firm of Smith, Hull, and Brey. He focuses his practice on business litigation and intellectual property law. He has represented clients in numerous high-stakes cases, including several high-profile cases involving intellectual property and business disputes. Benjamin is a frequent speaker and writer on these topics and has been recognized for his work by various organizations.
America for real estate and was named in the work in the category of private banking and wealth, while continuing to give back to her profession and the community.” Ponta joined Brown Brothers Harriman in 2008. She is also the creator of the new women’s network at BBH, Women & Wealth, which supports women as they create and manage wealth, and seeks to create a dynamic and inclusive environment where women can engage in conversations about wealth, family and values.

2004

ADELAIDE FISHMAN

Barr is now a partner in a diversity counsel at Davis Polk & Wardwell in New York, where she focuses on federal, state and local government mandates. Barr has been recognized for her work on diversity issues, and she is a member of the Women’s Bar Association of New York City and the Women’s Bar Association of New York County. Barr received her B.A. from the University of California, Los Angeles, and her J.D. from the University of California, Berkeley. Barr lives in Manhattan with her husband and their two children.

2006

NORM ANDERSON

Anderson is a partner at Miller & Chevalier, where he focuses on corporate and securities law. He is a member of the Firm’s White-Collar Crime and Governmental Investigations Group, and he represents clients in a wide range of regulatory compliance and enforcement matters. Anderson received his B.A. from the University of Virginia and his J.D. from the University of Virginia School of Law. He is a member of the Virginia Bar and the District of Columbia Bar. Anderson lives in Washington, D.C., with his wife and two children.

2012

TAMARA FISHMAN

Barago’s pro bono work focuses on complex business litigation, primarily in the areas of securities and commercial litigation. She has represented clients in a wide range of matters, including securities fraud, breach of contract, and antitrust matters. Barago received her B.A. from the University of Virginia and her J.D. from the University of Virginia School of Law. She is a member of the Virginia Bar and the District of Columbia Bar. Barago lives in Washington, D.C., with her husband and two children.

2013

ERIK LEINARD

Leinard is a partner at WilmerHale, where he focuses on complex commercial litigation. He has represented clients in numerous matters, including securities fraud, breach of contract, and antitrust matters. Leinard received his B.A. from the University of Virginia and his J.D. from the University of Virginia School of Law. He is a member of the Virginia Bar and the District of Columbia Bar. Leinard lives in Washington, D.C., with his wife and two children.

2015

JUSTIN TRIESTMAN

Triestman is a partner at WilmerHale, where he focuses on complex commercial litigation. He has represented clients in numerous matters, including securities fraud, breach of contract, and antitrust matters. Triestman received his B.A. from the University of Virginia and his J.D. from the University of Virginia School of Law. He is a member of the Virginia Bar and the District of Columbia Bar. Triestman lives in Washington, D.C., with his wife and two children.

2016

NICKY SARRINE

Sarrine joined the firm in 2015 and currently practices in the firm’s White-Collar Crime and Governmental Investigations Group. She has represented clients in a wide range of matters, including securities fraud, breach of contract, and antitrust matters. Sarrine received her B.A. from the University of Virginia and her J.D. from the University of Virginia School of Law. She is a member of the Virginia Bar and the District of Columbia Bar. Sarrine lives in Washington, D.C., with her husband and two children.

2018

HELEN HARDIMAN

Hardiman is a partner at WilmerHale, where she focuses on complex commercial litigation. She has represented clients in numerous matters, including securities fraud, breach of contract, and antitrust matters. Hardiman received her B.A. from the University of Virginia and her J.D. from the University of Virginia School of Law. She is a member of the Virginia Bar and the District of Columbia Bar. Hardiman lives in Washington, D.C., with her husband and two children.

2019

NICHOLAS GRENDY

Grendy is a partner at WilmerHale, where he focuses on complex commercial litigation. He has represented clients in numerous matters, including securities fraud, breach of contract, and antitrust matters. Grendy received his B.A. from the University of Virginia and his J.D. from the University of Virginia School of Law. He is a member of the Virginia Bar and the District of Columbia Bar. Grendy lives in Washington, D.C., with his wife and two children.
Janet Napolitano ’83 shares insights from her tenure as secretary of the Department of Homeland Security in her first book, “How Safe Are We?” Kirkus Reviews calls the book, published in the spring, “A clear-eyed, rational examination of a government office that plays a key and often misunderstood role in the lives of all Americans."

The book is mostly a positive affirmation of her role, although it was released in 2019-20, and includes a substantial section titled “What We Got Right.” She makes the case that the nation’s borders and air are more secure because of measures DHS took to decrease the statistical chances of a successful terrorist attack. But she also points out many missteps, and adds her most famous gaffe. After Mr. Farouk Abdulmutallab’s unsuccessful attempt to set off plastic explosives sewn into his underwear on Christmas Day in 2009, a fatigued Napolitano gave a forgettable quote.

“I was holding my own until I made it to the last interview of the morning, with CNN’s Candy Crowley,” she said in the book, “and in my exhaustion telescoped the message into three unfortunate words he will not end up chiseling on my tombstone: ‘The system worked.’ Of course, the system hadn’t worked. I knew that. Everyone knew that.”

She recounts how President Barack Obama handled that aftermath. “In a meeting with her peers, he emphasized that he would hold her and others personally accountable for any further problems. But privately, he was compassionate.”

“We all make mistakes, Janet,” he recalls him saying. “Let’s help him up to come away from this with a better system.”

In the book’s section, “Where We Need to Go,” she offers a variety of solutions. "Lifting the Fog of War: Lessons About Building Resilience: An Intellectual History of the Department of Homeland Security." She includes a section, “Where We Need to Go,” with Ten Commandments for building a better system.

“Of course, the system hadn’t worked. I knew that. But she tended to define it narrowly, focused on a single intellectual tradition, and as a result of the use of the term within a single text: the Declaration of Independence. This book considers the pursuit of happiness as a subject of intellectual traditions, and explores its use in two key legal texts of the founding era: the Declaration and William Blackstone’s “Commentaries on the Laws of England.”

For Blackstone, the pursuit of happiness was a science of jurisprudence that our forefathers studied and from which students could then learn. Yet Blackstone firmly applied the first principle of common law. For the frontier, the pursuit of happiness was an individual right to pursue a life in harmony with the law of nature and a public duty to govern in accordance with that law. Both applications suggest that the phrase, addressing the growing threats of emerging, globalizing, evolving, climate, including the national environment, security, markets, and health.

The key idea is to replace the old theory of international relations with a new, explanatory power, unlike the key foreign policy issues as well.

**THE EU GDPR REGULATORY REFORM: RECENT PRACTITIONER APPROACHES TO PRIVACY AND THE GDPR**

David Zetoony ’03 and Alaina E. Seidman ’17

**Chapter 14**

In this chapter on the litigation landscape, Co-Counselors Diaz argue in their new book. The book includes a discussion on the GDPR, for companies that have been dragged into litigation with it for years and for data protection professionals who wrestle with how to apply the GDPR on a daily basis.

**THE SUBSTITUTION ORDER**

Martin Clark ’84

**Chapter 13**

In this historical fiction novel, which opens on the night after President John F. Kennedy was assassinated, a quirky New Orleans man named Ferris drives from the Mississippi Delta before the civil rights movement. Many other things, the Italian chop suey that started the mess at Venice, the excitement of a weekend horse race around town in Naples, the Campana, the prodding, rebellious spirit of Josephine Frances of Anson, and the day of scenes at the vast car bomb could barely be contained in Florence. The Minnesap chapter contains vivid scenes from an epic struggle against Johnstone and the authorities who count on the political correctness of the once irreproachable lawyer.

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The University of Virginia, dedicated to higher education as a public good, stands strong today on past champions’ shoulders. As supporters and stewards, we must ensure that the University thrives into its third century as both “great and good,” embracing the nation’s highest values, a flourishing and diverse “academical village,” and its role as global citizen.

You and your husband, Bruce Karsh, have given generously to worthy causes. Why is supporting higher education close to your heart?

Raised in modest homes and beneficiaries of excellent K-12 public school educations, we received solid starts that led us to fine universities. We met and married as Virginia Law students and arrived in Los Angeles as young adults with little more than student loans, law jobs and dreams. Over 39 years, we have created a wonderful family and life, and enjoyed exceptional opportunities in business, law and philanthropy—all underpinned by our educations. In 1998, intent on meaningful giving, we formed a family foundation focused on education. Our nation’s great universities are America’s crown jewels. By funding financial aid, we extend access to students with diverse talents but few resources and, in turn, enhance university communities. Robust higher education and life beyond require strong foundations, so we have increased access in underserved communities to first-class K-12 public schools through our longtime support of premier national organizations such as Teach For America and the KIPP public school network.

Twenty years of giving has confirmed our instincts: The ripple effects of quality education are vast—fostering opportunity and upward mobility; strengthening families, communities and economies; generating creativity; and equipping leaders to grapple with complex challenges. Education is civilization’s way forward.

With a new $44 million gift, you and Bruce are supporting scholarships, professorships, and the Karsh Center for Law and Democracy. The gift also makes you the Law School’s first $50 million lifetime donors. What inspires you about UVA Law?

Like Thomas Jefferson, we believe that education is essential to a healthy democracy, promoting “virtuous leadership”—true leaders who place the public interest above their own. The recent assaults on America’s democratic institutions and core values have been deeply distressing. The deadly march on Charlottesville—haters in hoods newly energized—galvanized us to do something, and to do it at UVA. We turned to Law School Dean Risa Goluboff as a thought partner. Together, we crafted a gift to enhance the Law School’s highest level of scholarship and teaching, and facilitate leadership development by creating the Karsh Center for Law and Democracy. Jefferson believed that lawyers, by nature of their training and work, were especially well positioned to lead. The center’s mission is to promote civic engagement, civil discourse, integrity and respect for the rule of law, and citizenship both plural and collaborative, all essential for a healthy democracy and authentic leadership.

You edited a book about the Beatles film, “A Hard Day’s Night,” and you co-own the rights to the movie. Is there something about their music or lives that you especially like?

My book was a surprise 60th birthday gift for Bruce, and a tribute to his lifelong love affair with The Beatles. The Beatles helped launch rock ‘n’ roll in America, and the critically acclaimed “A Hard Day’s Night” cemented their pivotal place in film and music history. I spent two years curating and explicating rare photographs and ephemera from the making of the film to create a beautiful, interactive volume dedicated to Bruce. Happily, it was published just a week before his party—quite a birthday surprise indeed!

What lessons from your time as a student at the Law School have served you well?

Critical thinking and problem-solving lessons have proved invaluable in every endeavor—as a mom, spouse, attorney, designer, author and philanthropist. Understanding how laws and policy are made, applied and challenged has proved essential to my role as an engaged citizen. The Law School’s rigorous emphasis on honor and truth has helped me navigate often muddy waters of contemporary life and politics.

You have the last word. What do you want to say?

It is an honor to return to my Virginia roots—both to celebrate UVA’s stature and to help realize its future promise.
ALUMNI EVENTS

Upcoming

OCT. 22 DALLAS
Adolphus Hotel
6:30 P.M. RECEPTION

OCT. 23 HOUSTON
Four Seasons Houston
6:30 P.M. RECEPTION

OCT. 24 CHICAGO
Offices of McDermott Will & Emery
6:30 P.M. RECEPTION

OCT. 28 SALT LAKE CITY
Michelangelo’s on Main
12 P.M. LUNCHEON

OCT. 29 PORTLAND, OR
Hotel Vintage Portland
6:30 P.M. RECEPTION

OCT. 30 SEATTLE
Washington Athletic Club
6:30 P.M. RECEPTION

NOV. 13 CHARLESTON, W.VA.
Spilman Thomas & Battle Law Offices
6:30 P.M. RECEPTION

NOV. 14 LOUISVILLE, KY.
Rabbit Hole Distillery
WITH JOSEPH C. VENTURA ’03, GENERAL COUNSEL OF HUMANA
6:30 P.M. RECEPTION

NOV. 20 BOSTON
Omni Parker House
WITH PROFESSOR A. BENJAMIN SPENCER
6:30 P.M. RECEPTION

NOV. 29 PORTLAND, OR
Hotel Vintage Portland
6:30 P.M. RECEPTION

NOV. 29 PORTLAND, OR
Hotel Vintage Portland
6:30 P.M. RECEPTION

NOV. 30 SEATTLE
Washington Athletic Club
6:30 P.M. RECEPTION

DEC. 5 CHARLOTTESVILLE
Greencroft Club
6:30 P.M. HOLIDAY RECEPTION

DEC. 12 WASHINGTON, D.C.
Metropolitan Club
6:30-8:30 P.M. HOLIDAY RECEPTION

MARCH 11 ATLANTA
Atlanta History Center
WITH PROFESSOR A.E. DICK HOWARD ’61
6:30 P.M. RECEPTION

CONNECT WITH ALUMNI
AT A RECEPTION NEAR YOU.

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