

THE DUQUESNE LAWYER

FALL 2019

The Duquesne University School of Law Magazine for Alumni and Friends



DEAN APRIL BARTON

SETTING A COURSE
FOR LEADERSHIP

Dear alumni and friends,

I am truly honored to serve as your dean. I have only been at Duquesne for a few months, but the outpouring of support you have shown me has been overwhelming. Duquesne Law is a very special place filled with extraordinary people who care deeply about our community.

We are beginning, as a community, to articulate our vision for the future. Vision requires us to stretch and challenge ourselves while honoring our history as a law school, building on our current distinctive strengths, and remaining grounded in our University Mission.

I have had many discussions with students, faculty, staff, and alumni—and will continue to do so in the weeks and months ahead. As a result of these conversations, three pillars of a vision are beginning to develop: **developing collaborative learning opportunities, teaching principals of leadership, and empowering respectful discourse and fostering well-being.** You can read more about these pillars on page 4.

We must challenge ourselves to set a direction for the future and aspire to dedicate ourselves to a higher good, while continuing to strengthen those programs that have already placed us on the map. Programs such as our clinics, trial advocacy, appellate moot court, bar passage, academic excellence, international outreach, and legal research and writing will always be central to our identity. Teaching excellence and faculty scholarship will always remain a priority.

In addition to developing a vision, I am delighted to report that the School of Law has experienced growth over the last few months, including the addition of three outstanding new professors: Aman Gebru teaches property and intellectual property law; Robert “Rocky” Kravetz, L’03, teaches torts and cybersecurity law; and Emile Loza de Siles teaches property and artificial intelligence and the law. You can read more about these professors on pages 10–11. I am also pleased to announce that we have a strong entering 1L class of 155 students, and this class is among the most diverse classes we have ever admitted.

I am continuing my “listening tour” with a number of alumni receptions and other events here in Pittsburgh, across Pennsylvania, and beyond. I look forward to meeting all of you; I want to hear your stories about how Duquesne Law made a difference in your life and your ideas on empowering the next generation of Duquesne Lawyers.



Thank you for all that you do to support Duquesne Law. I am honored to be part of such an incredible community and thrilled to be in a position to propel Duquesne Law to its next level of excellence.

Sincerely,

A handwritten signature in black ink that reads "April M. Barton".

April M. Barton
Dean and Professor of Law

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DEAN

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 DUQUESNE
UNIVERSITY



IN THIS ISSUE

Features



Dean's Vision



New Professors



Raising Awareness
of Alzheimer's



Tech Roundup

Departments

Commencement	6
News from the Bluff	7
DLAA President	14
Young Alumni Profile	15
Faculty Retirements	16
Class Actions	17



Dean's Vision

Transcript from the speech given by
Dean April Barton at the Duquesne Club,
Pittsburgh, Pa. on Sept. 19, 2019.

Thank you, President Gormley, for those incredibly kind words, and welcome everyone!

Thank you also to Provost Dausey, deans of the other colleges, our Spiritan priests, faculty, administration, staff, our wonderful Duquesne Law Alumni Association, justices of the Supreme Court, our other admired judges, and alumni.

I'm honored beyond words to stand here today as the 13th Dean of Duquesne University School of Law.

The outpouring of support that I have already received has been incredible.

I would like to give a special thank-you to Dean Lally-Green for serving at the helm of this outstanding Law School for three years. She is a shining example of grace, humility, competence, and poise, a tough act to follow, as they say. Her gracious support and stewardship of our Law School has been steady and unwavering. My most sincere gratitude to you, Dean Lally-Green, for all that you have done for Duquesne Law and for me personally!

I also want to thank Judge Deller, the entire search committee, and Maggie McGannon as well for their tremendous support during the interview process and every step of the way since I have arrived. I am truly appreciative.

From the moment I set foot on Duquesne's campus 2½ months ago, I knew I was part of a special community.

I have spent the past two months listening and learning, asking questions, engaging in dialog, but mostly listening

I did this in order to fully understand Duquesne. I wanted to deeply appreciate our history and who we are, before looking over the bow of the ship and beginning the process of articulating a vision for where we are going.

Duquesne, as you know, is the only Spiritan law school in the world. We come from humble beginnings, as we were established as a school for the children of poor and hard-working immigrants in the Pittsburgh area.

Our Law School was founded on those same principles and began as an evening program so that working people could pursue a legal education. Women and underrepresented populations were welcomed early on.

Our first woman, Mrs. Murphy, matriculated in 1914, and our first African-American alumnus, Theron Hamilton, graduated in 1925. To put that into context, that was 40 years before the Voting Rights Act of 1965 and Dr. King's *I Have a Dream* speech.

The legacy of our evening division is truly extraordinary. I have heard countless stories from so many of you about how you would never have become an attorney was it not for our evening division. It is part of who we are and should always be part of who we are, and we have already begun developing strategies around strengthening our evening program.

Because of these inclusive and working class beginnings, there is a hard work ethic that is woven into the fabric of who we are and our identity at Duquesne. We are known for our



Dean April Barton and President Ken Gormley

resilience, grit, and determination.

This resonates deeply with me, as I grew up in on a farm in Coopersburg—a small Pennsylvania town with a population less than my Catholic high school.

I am a first-generation college student; my parents owned and operated their own successful business and my father—a disabled veteran—also worked as a U.S. Postal carrier to make ends meet.

My parents taught me the dignity of hard work and habits of responsibility that have made me the person I am today.

I attended Moravian College, another college founded on the belief that education is essential for all without regard to gender or social standing, and was the first woman to step foot in their physics department and receive a degree in physics in 1993.

I waitressed and worked in the labs to earn money in between studying, and my first college internship was with Bethlehem Steel Corporation where I worked at the blast oxygen furnace. Steel tip boots and a hard hat were required uniform, so moving to Pittsburgh, another steel town, makes me feel quite at home.

At Duquesne, our Catholic and Spiritan mission sets us apart—you can't measure or quantify it—but you certainly can feel it from the moment you step foot on our campus.

I was speaking with Father Ray French last week, and he asked me to put some perspective around that statement because he hears it often. "But what does that really mean to you?" he asked in his kindly Scottish accent.

I told him that I felt an authenticity, compassion, warmth, and sincere caring on our campus. I also noticed that Duqs are proud of everyone; we don't put on airs or make others feel less important.

Our mission, as you know, emphasizes ethics, education as a path to empowerment, service to poor and underserved, profound commitment to justice, and is founded on the premise of inclusion and mutual respect.

I've also learned that, without question, Duquesne trains ethical, highly competent, and practice-ready lawyers.

Alums continually tell me that their Duquesne education was second to none in preparing them for the rigors of law practice. Our top-notch faculty teach, engage, and challenge our students to not only think like lawyers but to be lawyers.

Our graduates develop a strong basis of knowledge in

the law coupled with a command of the skills needed to be successful in practice.

One only needs to look at our bar passage rates and all of you in this room to underscore this reality.

Finally, our approach to education is holistic; there is intentionality around a holistic education, and we care about our students as complete individuals.

I find it truly inspiring watching our staff and faculty interact with our students. They don't do it out of obligation—they do it because they care. Our ethos of service to students is distinctly Duquesne.

While honoring our history and being clear about who we are today, let's talk about our future; vision is about stretching and challenging ourselves so that we can achieve even greater results for the future.

human intelligence and can have severe ethical ramifications that should give us pause—and our graduates must be equipped to discern those challenges.

Second, **teaching principles of leadership in law school.**

A student does not develop completely as a leader in three years, but law schools can vastly accelerate leadership development by creating an intentionality around leadership.

We are talking about leadership as a mindset, not a fancy title or position.

Servant leadership ties directly to our mission because it's about raising others up, helping others feel a part of something bigger than themselves, creating unity, and serving a calling for a higher good.

Duquesne is uniquely positioned to address this need in our profession because we can draw from our Spiritan ethos

“At Duquesne, our Catholic and Spiritan mission sets us apart—you can't measure or quantify it—but you certainly can feel it from the moment you step foot on our campus.”

After many conversations, three areas are coming into focus, but our law school community is still in the process of honing and developing this vision together. I invite you to speak with us about your thoughts and reactions to these developing pillars as they begin to take shape.

First, **collaborative learning opportunities.** Today, lawyers must know more than the law. They must understand the confluence of disciplines that impact their work and society. If we are going to prepare our students to practice law in this changing world, our approach to legal education also must change.

Lawyers are now expected to work on cross-functional teams with experts in other fields solving big complex problems affecting our societies, our government, and our organizations. I can't help but wonder, if legal silos are disappearing, why are we still teaching in them?

How can we best support our law students sharing classrooms with students in the science, business, technology, and health care disciplines?

Can we provide interprofessional and multidisciplinary experiences, modularized courses and labs, providing exposure to these areas of study—and is there a demand for executive education in these areas as well?

What if we collaborate with the School of Business to integrate a mini-MBA program into our JD program?

We could similarly collaborate with the School of Natural and Environmental Sciences, School of Health Sciences, and future School of Osteopathic Medicine for similar exposure to the health care and science fields.

We can support partnerships with technology firms, synergizing with software companies that are all around us in Pittsburgh, and form cooperative relationships with universities like Carnegie Mellon.

We can create opportunities for these companies to help us and our students not just learn, but be at the forefront and in command of technology, perhaps even embracing an entrepreneurial perspective and inventing new technologies.

And while technology can improve the delivery of legal services and help the human race, it can also undermine our



in guiding a mindset that emphasizes not just leadership skills such as decision making, conflict resolution, and crisis management, but complemented by ethics and value-centered leadership.

We can also commit ourselves to educating students who develop their self-awareness, cultural awareness, and global awareness as conscientious world citizens.

Finally, as a law school founded on principles of inclusion and mutual respect, our brand of leadership must be reinforced with a drive to make our organizations more diversified, equitable, and inclusive, and we must not rest until our profession is representative of our nation's population.

Teaching this type of leadership, Spiritan leadership if you will, will develop lawyers with vision who bring out the best in those around them, inspire others to share their gifts and talents, and lead governments, enterprises, boards, and organizations to make a positive impact in the world around us.

Third, and finally, can we bravely confront the two largest mega trends of our time, **the mental health crisis and polarization of public debate?**

One of the hallmarks of our Spiritan pedagogy is a

Continued on next page.

holistic approach—but can we double down on this strength addressing the profound mental health crisis head on and make student and attorney well-being a priority?

What if we put courageous strategies in place that not only help our students in times of need and crisis, but integrate sustainable life habits and create an entire culture around healthy and fulfilled living?

Couple this with remaining committed to empowering our students, by actively engaging our students in dialog, encouraging debate and dissent, and modeling respectful discourse. Hubert Humphrey famously said, “Freedom is hammered out on the anvil of discussion, dissent, and debate.”

Think about it: a law school known for vibrant graduates who are equipped to remain grounded and flourish, and engage in respectful disagreement to find common ground?

And a profession that is reinvented with thriving, healthy lawyers who are making meaningful contributions to society by uniting us?

As we look out at the massive opioid and mental health crisis that is facing our nation and our profession, and the polarization of our society, let's consider the brave approach and think about these issues in deep and innovative ways.

Our profession shapes societies, forms governments, and is the bedrock of justice and rule of law.

I believe there truly is no greater way to make a meaningful impact, no more powerful way to make a dent in the world around us, than to be an attorney.

But attorneys are fleeing our profession or are too burned

out to have capacity to be change agents; many decide never to apply to law school in the first place.

As lawyers, we can positively impact the lives of others with the words we write and speak. We are able to do great things for a higher purpose with this super power.

But only if we are well and only if we strengthen and develop our muscles around engaging in respectful and civil discourse.

I mentioned my listening tour is not over yet, because I intend to do more listening. Pass on your stories, share your thoughts about empowering collaborative lawyers with a leadership mindset where wellness and civil discourse is top priority, and suggest new ideas. Doing this will allow us to formulate a vision shared by all.

There is no question that our alumni community is special. You are the legacy of Duquesne Law School and you are a talented, generous, and deeply dedicated group who care about Duquesne and its future.

You routinely go out of your way to help and mentor Duquesne Law students and exemplify our ethos of service to our school. Thank you for all that you do to support Duquesne.

I am truly honored to be part of such an incredible community. I'm proud to be your dean, and thrilled to be in a position to propel Duquesne Law to its next level of excellence.

Commencement 2019

On May 24, the School of Law welcomed 109 juris doctors and one LL.M. to our legal community. We also said goodbye to retiring professors Martha Jordan and Nancy Perkins (see article on page 16) and thanked Dean Maureen Lally-Green for her tenure. The Hon. Max Baer, L'75, Justice of the Pennsylvania Supreme Court, was the keynote speaker.



From left, Hon. Max Baer, Dean Maureen Lally-Green, Professor Nancy Perkins, Provost David Dausey



Professor Steven Baicker-McKee honoring Dean Maureen Lally-Green



Faith in the Power of RLUIPA



From left to right, United States Attorney Scott W. Brady, Pastor Harry Hoff of the Hope Rising Community Church, Deborah Lawlor of Maser Consulting, Ryan Lee from the Department of Justice's Civil Rights Division, Ira Karoll from the U.S. Attorney's Office, the Hon. Maureen Lally-Green and Professor Joseph Sabino Mistick.

For religious institutions and assemblies, having a place to gather for worship and to carry out religious activities is fundamental.

Knowing this, on June 17 the School of Law partnered with Pitt Law, the U.S. Attorney's Office for the Western District of Pennsylvania and the Department of Justice's Civil Rights Division to stimulate discussion at *Building Faith: Protecting Religious Freedom Through Land Use (CLE)*. Panelists and guests enjoyed a deeply informative and at times moving conversation about how the Religious Land Use and Institutionalized Persons Act (RLUIPA) affects local land use and zoning policies by carving out vital protections for faith communities.

Important Dialogue

Duquesne School of Law Joseph Sabino Mistick moderated the conversation with panelists Ryan Lee from the Department of Justice's Civil Rights Division, Ira Karoll from the U.S. Attorney's Office, Pastor Harry Hoff from Hope Rising Community Church and Deborah Lawlor of Maser Consulting.

The introduction of the program was given by United States Attorney Scott W. Brady. Brady explained that RLUIPA's goal is to protect religious institutions from unduly burdensome or discriminatory land use regulations. According to the United States Department of Justice's Civil Rights Division, Congress passed RLUIPA in 2000, after hearing testimony that land use/zoning regulations by municipalities were often burdening the ability of religious congregations to exercise their faiths in violation of the Constitution.

Real World Impact

Hoff is the co-founder and lead pastor of Hope Rising Community Church in Clarion, Pa. Hope Rising was

initially based in a warehouse in Penn Hills, where it served the community with clothing distribution, counseling, a food bank, and worship services. After a few months, it was ordered to cease hosting worship services at the warehouse by its municipality in violation of its community zoning act.

"I was told that I couldn't talk about God in my building and that crushed me," said Pastor Harry Hoff, a victim of his

municipality's discriminatory land use regulations. "RLUIPA was a blessing."

The organization filed a federal lawsuit in the U.S. District Court for the Western District of Pennsylvania challenging the order under RLUIPA.

"Nobody in the church wants to sue their municipality, but I know I was robbed, I know my community was robbed," Hoff said, "We just wanted to love and take care of our community and when it was stripped away, it was heartbreaking."

The magistrate judge recommended an injunction in favor of Hope Rising, and the district court entered it. The case was resolved shortly after that.

Applying the Law

Deborah Lawlor, discipline leader for planning services for Maser Consulting, P.A., spoke about the importance of understanding RLUIPA from a planner's perspective and elaborated on the protections RLUIPA offers.

The Department of Justice's Civil Rights Division trial attorney Ryan Lee offered different examples of cases across America that were won thanks to the protections of RLUIPA, including *United States of America v. City of St. Anthony Village, Minnesota* Assistant.

Ira Karoll, Assistant U.S. Attorney in the Appellate Division of the U.S. Attorney's Office for the Western District of Pennsylvania and an adjunct professor from Pitt Law, expressed to lawyers in the audience that they should enforce RLUIPA and said he recommends sensitivity training for avoiding and addressing related claims.

"Be fair and use common sense," Karoll said.

"I was told that I couldn't talk about God in my building and that crushed me, ... RLUIPA was a blessing."

-Pastor Harry Hoff

For more information about RLUIPA and to report a RLUIPA violation, visit www.justicegov/crt/placetoworship and www.justice.gov/crt/rluipa.

Raising Awareness Of Alzheimer's/Dementia-Related Cognitive Impairment In The Law Firm Setting

JULIA M. GLENCER

Last October, former Supreme Court Justice Sandra Day O'Connor and her family bravely announced her dementia diagnosis to the public. While O'Connor is not the first member of the legal profession to make such an announcement hoping to raise awareness of dementia's devastating impacts, her story immediately drew renewed calls from inside the profession to address how lawyers—whose very skillset is rooted in cognitive functionality—are affected by dementia-related cognitive impairment. Numerous organizations, including those dedicated to lawyer health and wellness, professional discipline, malpractice insurance, and law office management, have been calling for increased attention to this issue for over a decade as the average age of lawyers in active practice continues to increase. Yet commentators caution that most law firms remain woefully under-prepared to handle this issue should one of their lawyers begin to exhibit signs of cognitive impairment and that individual lawyers are similarly unaware of the ethical obligations vis-à-vis cognitively impaired colleagues. That must change. Every lawyer needs to know something about this difficult and sensitive issue, if only where to turn for assistance should he or she become alarmed by a colleague's behavior in the future.

Here is the issue in a nutshell. Lawyers operate inside an ethical framework inside a self-regulated profession which seeks to protect clients, the public and sound operation of the legal system. Lawyers must provide "competent" representation to clients, and competent representation, under Model Rule of Professional Conduct (MPC) 1.1, requires "the legal knowledge, skill, thoroughness and preparation reasonably necessary." Other rules require lawyers to act with diligence and promptness, communicate effectively with clients, maintain confidentiality, safeguard money, and, specifically under MPC 1.16, decline or terminate representation if a "mental condition materially impairs" the provision of competent representation. Law firm managers/supervisors must ensure that every lawyer in the firm honors her ethical duties under MPC 5.1, and MPC 8.3 contains various reporting requirements for professional misconduct. Enter dementia-related cognitive impairment, including Alzheimer's, vascular dementia, lewy-body dementia and frontotemporal dementia.

Dementia eats away at one's basic cognitive functionality: remembering, reading and writing, calculating and problem-solving, and navigating one's physical and social environment. At some point (and probably sooner rather than later), a dementia-afflicted lawyer can no longer provide competent representation; eventually, he will be unable to function independently at all. Dementia is a looming death sentence with a cruel and insidious decline. At present, there is no cure, there are no definitive or universally accepted diagnostic tests, and the medical community continues to debate causation and risk factors. Medication can slow, but not halt, dementia's progression. While an afflicted lawyer may be able to ethically practice law with ever-increasing oversight and assistance as his cognitive functionality deteriorates, that would only be for a limited time. Thus, the goal must be to help the lawyer retire with his dignity and reputation intact before he commits



Julia and Sheila Glencer

malpractice, incurs a disciplinary charge, or prompts an exodus of disgruntled clients or frustrated staff.

If this nutshell overview seems stark, it is. The American Bar Association (ABA), in two ethics opinions issued in 2003, explained that mental impairments, including Alzheimer's, do not lessen a lawyer's obligation to provide competent representation, (ABA Formal Op. 03-429) and that lawyers "may not shut their eyes" to conduct that reflects "generally recognized symptoms of impairment" (ABA Formal Op. 03-431). These two opinions are complex and highly nuanced; they are perhaps better understood in relation to the drug and alcohol impairment issues, which also affect lawyer functionality, but hold out a hope of recovery. Interested organizations have been striving to translate the ABA's guidance into the arena of dementia-related cognitive impairment from which sufferers do not recover, only decline. There are at least three unique challenges that can complicate detection and effective handling of the issue.

First, dementia-related cognitive impairment must be differentiated from the cognitive decline known to accompany the normal aging process, so as not to foster age discrimination. Aging is a highly individualized process, and many lawyers display mental sharpness well into their 70s and 80s, providing not only competent representation to clients, but invaluable experience and mentoring inside the profession itself. But neurologists tell us that everyone experiences a slowdown in "processing speed" in their 40s and 50s, affecting our ability to focus, multi-task, order events in time and place, and learn new information. To some degree, age-related cognitive decline is inevitable for all of us, but cognitive impairment is not. Cognitive impairment can only be diagnosed by a medical professional and, notably, other conditions (such as hearing loss and medication-adjustment issues) can cause dementia-like symptoms. Certain behaviors, however, do raise a red flag, including:

-
- *getting lost in familiar places (town, law library, courthouse)*
 - *forgetting planned events (meetings, appearances, dinners)*
 - *forgetting identities (clients, court staff, firm staff)*
 - *repeating stories, instructions, questions*
 - *exhibiting an uncharacteristic lack of grooming*
 - *being uncharacteristically irritable or sad*
 - *miscalculating monetary sums or misinterpreting court orders*
-

Any busy or distracted lawyer can occasionally miss a meeting or garble an instruction; cognitive impairment, however, usually presents a pattern of such behavior or what looks like a change in one's personality or way of "being in the world." Law firms should train lawyers and staff to recognize these and other red-flag behaviors and establish mechanisms for reporting and documenting them for evidence of a pattern. And while lawyers cannot diagnose dementia, those working in close proximity to an afflicted lawyer can be instrumental in detecting the telltale signs and nudging the lawyer toward a medical evaluation.

Second, one of the hallmarks of dementia is denial. The afflicted lawyer may deny the signs because she is confused, afraid or embarrassed; she may also simply not remember her behavior or perceive it as out of the ordinary. If colleagues approach with concern, she may be genuinely astonished; she may also vehemently deny the behavior and become angry or hurt. Loyal staff and protective family members may also deny or excuse the behavior or seek to "cover" for the lawyer, hoping to protect her. Dealing with a cognitively impaired lawyer is a process, not a one-time event; it requires an understanding of the condition's progression and the fact that the process will likely be fraught with emotion.

Third, lawyers are thought to have "cognitive reserve" and traits that may cause them to strongly resist any suggestion of vulnerability. Lawyers, by virtue of their typically high IQs, lengthy educational training, and highly established verbal routines, can hide signs of cognitive deterioration far longer than others; they can also use their abilities to interpret, explain and deflect to mask red-flag behavior. And imagine a senior partner steeped in professional accomplishments, overseeing a vast network of clients and community contacts, suddenly being challenged on his mental acumen on his "home field"—i.e., inside a firm where he trained and mentored every other lawyer therein. It is not hard to envision resistance, especially when dementia can prompt suspicion and anger.

Once dementia-related cognitive impairment is diagnosed (and that can be complex and challengeable, given the lack of definitive or universally accepted diagnostic testing), a law firm really only has two options: surround the afflicted lawyer with the assistance he needs to fulfill his ethical duties or facilitate (perhaps even force) a retirement. Some lawyers (perhaps with the guidance of family) may retire voluntarily, but because denial figures into the dementia equation, such cannot be assumed. If a firm opts to help the lawyer work for a while longer, it might consider reducing hours or requiring mandatory downtime, transitioning the lawyer into more of an inside mentoring role by gradually limiting client contact and responsibilities, assigning a practice support group or a one-on-one dedicated assistant to aid and accompany the lawyer,

or providing "apps" to assist with challenging tasks such as remembering appointments and notetaking. Such steps cost time and money, affecting firms of different sizes and practice areas differently. Such steps may also cause client concern and irritate staff. When and how to assist a dementia-afflicted lawyer continue to practice law until ethically impossible is an area ripe for further development. And while retirement is a separate topic in and of itself, facilitation of the retirement option is easier if the firm already has a retirement policy in place upon which to begin discussion.

As awareness increases (thanks in large part to brave lawyers such as O'Connor, Charles Ogletree, Ron Meshbesher and Don Kent, all of whom have made their dementia diagnosis public), firms should explore proactive ways to handle the issue of cognitive impairment before it arises. While information on how firms are currently handling this issue is limited (likely due to concerns about age discrimination and defamation), some are reportedly experimenting with mandatory retirement or at least a mandatory retirement discussion at a certain age; reservation at partnership of a power to forcibly "retire" a partner showing signs of cognitive impairment; creation of a "senior partner plan" to incrementally reassign clients/responsibilities at a certain age; and the assignment of a "reverse mentee."

And since we all age in the course of our professional lives, it might be wise (in addition to taking care of our own health and pursuing financial, retirement, and succession planning) to consider the value of an "occupational living will" to provide advance instruction to trusted colleagues on how to handle signs of cognitive impairment in one's self. See Kirk R. Daffner, *Reflections of a Dementia Specialist, I Want to Stop Working Before I Embarrass Myself*, washingtonpost.com (April 15, 2018) (available at <https://www.washingtonpost.com>). This, too, is a topic ripe for further development as we grapple with the sobering statistic recently released by the Alzheimer's Association that 5.8 million Americans are presently living with dementia. While the practice of law will itself help to keep our minds active—something researchers believe can reduce the risk of dementia—we cannot escape the inevitability that there are or will be lawyers practicing in our midst with dementia-related cognitive impairment. As members of a self-regulated profession, we must all understand and seek to minimize the related risks.

Julia Glencer is the associate director of the Thomas R. Kline Center for Judicial Education and a caregiver for her mother, Sheila, who was diagnosed with dementia in 2013. This overview captures the highlights of a Continuing Legal Education presentation (Alzheimer's/Dementia-Related Cognitive Impairment in the Law Firm Setting: Raising Awareness and Reviewing the Options) at Duquesne University School of Law on May 11, 2019.

Readers can find helpful resources on the websites of various state lawyer assistance programs (LAPs) and the Commission on Lawyer Assistance Programs (CoLAP). Highly recommended are Cliff Collins, *Ready or Not: When Colleagues Experience Cognitive Decline*, Oregon State Bar Bulletin (Nov. 2014) (available at <https://www.osbar.org/publications/bulletin/14nov/decline.html>) and a 6-minute video featuring Texas lawyer Don Kent speaking about the "new normal" as he battles lewy-body dementia (available at <https://sarahamiller.carbonmade.com/projects>). In Pennsylvania, lawyers concerned about a lawyer or judge exhibiting signs of cognitive impairment can contact Lawyers Concerned for Lawyers (LCL) for confidential assistance: LCL Helplines: 1-888-999-1941 (Lawyers); 1-888-999-9706 (Judges).

Duquesne Law welcomes 3 new professors



Aman Gebru



Robert "Rocky" Kravetz



Emile Loza de Siles

Assistant Professor **Aman Gebru** is excited to be in Pittsburgh, but his passion for life reaches far beyond the classroom.

"I plan to swim in all the oceans of the world," he says. "I have checked off the Pacific, Atlantic and Indian oceans. I've also had a lifelong dream of becoming a professional drummer, and I've recently started learning with the Djembe drum."

Gebru teaches courses in the areas of property law and intellectual property law. His research focuses on issues at the intersection of intellectual property law, innovation policy, indigenous knowledge, economic development, trade and inequality. He has presented and published several papers on these topics including articles that appear in the *Denver Law Review*, *North Carolina Journal of Law & Technology*, *John Marshall Review of Intellectual Property Law*, *Haramaya Law Review*, and the *Asper Review of International Business & Trade Law*.

Before joining Duquesne, he was a visiting assistant professor at the Benjamin N. Cardozo School of Law, Yeshiva University, and a Global Postdoctoral Fellow at New York University School of Law. Earlier in his career, Gebru worked for Landesa (formerly the Rural Development Institute), a Seattle-based international nonprofit advocating for land rights for the poor, and interned for

“As someone who teaches and studies the law’s impact on innovation, it is exciting to be in a city which has become the very example of a renaissance city.”
—AMAN GEBRU—

the Prosecutor's Office of the United Nations International Criminal Tribunal for Rwanda.

Part of his decision to teach at Duquesne Law is the school's global reach and holistic approach to training ethical lawyers. "As someone who teaches and studies the law's impact on innovation, it is exciting to be in a city which has become the very example of a renaissance city," he says.

Gebru received his Doctor of Juridical Sciences (SJD) from the University of Toronto, an LL.M. in intellectual property law and policy from the University of Washington, and an LL.B. in law from Haramaya University.

Assistant Professor **Robert “Rocky” Kravetz**, also an avid traveler with his wife and son, counts the trip back home to Pittsburgh as one of his favorites.

“As a graduate of the McAnulty School and the School of Law, Duquesne holds an important place in my life,” says Kravetz. “My law school education prepared me for a challenging and fulfilling career in public service.

“I’m honored to return to Duquesne and continue the tradition of outstanding teaching and scholarship, as well as to help prepare the next generation of Duquesne leaders. I am also looking forward to working with our graduates and the greater Western Pennsylvania legal community on issues of importance to the region and beyond.”

“

“I’m honored to return to Duquesne and continue the tradition of outstanding teaching and scholarship, as well as to help prepare the next generation of Duquesne leaders.”

–ROBERT KRAVETZ–

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Kravetz served as Assistant United States Attorney, Chief of Appeals, for the District of Delaware for nearly 13 years before heeding the call to return to his alma mater. In this capacity, he investigated and handled litigation involving a wide array of federal criminal offenses, including financial institution, securities, and health care fraud; public corruption; international narcotics offenses and money laundering; cyber and intellectual property offenses; and arms export offenses. He previously clerked for the Hon. D. Michael Fisher on the Third Circuit Court of Appeals and the Hon. Joy Flowers Conti in the Pennsylvania Western District Court.

Kravetz is a three-time national softball champion who previously taught as an adjunct professor at Duquesne Law and Widener University School of Law. In 2011, he was named National Younger Federal Lawyer of the Year by the Federal Bar Association. He also received the U.S. Department of Justice Organized Crime Drug Enforcement Task Force Regional Award (2010) and the Caleb R. Layton Service Award by the United States District Court for the District of Delaware (2009).

Kravetz teaches torts and cybersecurity.

Assistant Professor **Emile Loza de Siles** also has a bucket list with an international flavor. A hiker and deep lover of nature, her list includes the El Camino de Santiago de Compostela pilgrimage (Saint James’ Way) in Spain. One item she can cross off: In four days short of a year, she and her family hand-built their home outside of Washington, D.C. on a former tobacco farm that had been in a neighbor’s family since the Emancipation Proclamation.

Loza de Siles founded Technology & Cybersecurity Law Group, PLLC in 2003 and grew that firm to become the state’s largest intellectual property firm within two years. She has provided trusted legal services and advice to numerous tech and tech-empowered companies, including Cisco, HP, and other Fortune 100 and emerging companies. Since 2017, she has served as assistant professor (adjunct) in the cybersecurity graduate program of the University of Maryland Global Campus.

Loza de Siles’ research focuses on artificial intelligence and law. This fall, she teaches property law and plans to teach artificial intelligence and law and other technology law classes. She serves on the Institute of Electrical and Electronics Engineers USA’s Artificial Intelligence and Autonomous Systems Policy Committee.

“Pittsburgh is a strong center for excellence in artificial intelligence, cybersecurity, and other science and technology,” says Loza de Siles. “I believe I will find in Duquesne a rich and supportive intellectual home and community that share my philosophy of service to and compassion for others.

“‘Love all. Serve all.’ are words that reflect my core values and guide my life. My faculty colleagues are so demonstrably committed to and genuinely caring of the law students and each other. I am profoundly pleased to join and be welcomed into the Duquesne and Pittsburgh community.”

Loza de Siles holds a Bachelor of Science in Medical Technology, an MBA, a law degree from The George Washington University Law School, and a Georgetown University graduate certificate in cybersecurity strategy. She is currently working on her data science graduate certificate through Harvard University.

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“I believe I will find in Duquesne a rich and supportive intellectual home and community that share my philosophy of service to and compassion for others.”

–EMILE LOZA DE SILES–

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GDPR COMPLIANCE:

THE PRACTICAL EFFECTS ON THE WAY COMPANIES DO BUSINESS

JASON L. OTT AND DERRICK L. MAULTSBY, JR.

On May 25, 2018, the European Union Parliament implemented the General Data Protection Regulation. The GDPR replaces the prior Data Protection Directive 95/46/EC, in an effort to create uniform data protection laws across the EU member countries. The GDPR was created in the spirit of transparency. The articles of the GDPR protect and empower the citizens of the EU by affording them more control over their personal data. The GDPR already has affected how companies conduct business in the EU, specifically with respect to data collection and use. Additionally, the GDPR potentially may affect companies that collect and/or utilize data concerning an EU citizen, regardless of whether that citizen is located in the EU at the time of the data collection/use.

The GDPR dramatically increases the scope of EU data protection regulations. Prior to the GDPR becoming effective, companies that maintained their company data processing outside the EU were not subjected to EU-specific data protection regulations. However, under the GDPR, any organization that monitors the behavior of EU data subjects, or processes and holds the personal data of residents in the EU, is subject to the regulations, regardless of physical location. Companies will want to ensure compliance as penalties under the GDPR can be up to 4% of a company's annual global turnover or \$23.4 million U.S. (depending on which is higher).

The first major shift in how companies conduct business with EU residents will be the new regulations regarding consent. Under the GDPR, a request for consent must be given in an understandable way, absent of vague or complicated terms or conditions consisting of mystifying legalese. Further, the consent form must state explicitly both: (i) the purpose for the data being requested; and (ii) everywhere such personal data will be stored. Beyond that, the form of the consent document must be independent of all other forms (i.e., terms of use, privacy policy, terms of service, etc.).

The second major shift will be the duty of companies to hire or appoint a Data Protection Officer. The DPO is responsible for the internal record keeping requirements of the GDPR. The DPO also is responsible for mapping out the personal data in a company's possession to ensure that it is easily identifiable. That mapping and organization will be vital, at a minimum, based on the rights of EU citizens under the GDPR to request that their data be sent to them

or erased at any time, and the duty of the DPO to notify any individual whose data may have been compromised immediately following a breach. The DPO also will be the direct correspondent to the Data Protection Authorities, which have an office in every EU member country. Finally, the DPO can be externally or internally appointed but must not perform any other tasks within the company that possibly could impede his or her position as the DPO.

The GDPR has been a topic of controversy due to the ambiguity surrounding its scope and whether the EU will be able to exercise extraterritorial jurisdiction based on the obligations outlined in the GDPR applying to personal information of all EU residents, notwithstanding where those EU residents might be located at any given time. While there is significant validity to the argument that the EU does not have the power to burden companies in non-member countries located on the other side of the globe, that does not reduce the necessity for companies across the world to take note and to address GDPR compliance in the near term. That is especially the case because the GDPR, while wide reaching itself under its express provisions, has sparked the introduction and passage of many laws around the globe concerning data privacy regulation. These policies, resemblance to the GDPR displays that the GDPR has set the standard for what data privacy regulation and compliance will be moving forward.

One example of the GDPR's influence in the United States is the California Consumer Privacy Act. The CCPA was passed in June of 2018 and is tentatively set to take effect in January of 2020. Similar to the GDPR, the CCPA is intended to require significantly increased transparency between consumers and the companies that receive, maintain and use their data. The CCPA creates similar rights for consumers such as the right to access and the right to be forgotten. The CCPA also places similar burdens upon data-collecting companies, such as providing reasonable security procedures, obtaining consent for the collection and use of personal information, and providing policies in plain English. The fines under the CCPA are also similarly large, which will encourage companies to comply.

The trend of stricter data privacy regulation is only beginning. Over the next few years, data privacy bills almost certainly will continue to proliferate around the world. The legislation that has been introduced following the GDPR derives key concepts and elements from the GDPR, and that

is a trend that is likely to continue as well. While companies may feel that the GDPR does not apply to them right now or that the EU lacks jurisdiction to enforce the law against them as presently situated, it is wise for all companies to consider becoming GDPR compliant, if only for the purpose of positioning themselves to comply with future data privacy regulations or to participate in our increasingly global economy.

Jason L. Ott, L'09, is a shareholder of Dickie, McCamey & Chilcote, P.C. and chair of the personnel committee. He concentrates his practice in the areas of technology and data, bankruptcy/workout, corporate formation and transactions, and finance. He can be reached at jott@dmclaw.com. Derrick L. Maultsby Jr., is a third year student and law clerk with Dickie, McCamey & Chilcote, P.C., in its technology and data practice group. His focuses are advising tech startups, consumer data privacy and data hygiene. He can be reached at dmaultsby@dmclaw.com. This article was first published in the Allegheny County Bar Association Young Lawyers Division's newsletter.



Dear Fellow Alumni,

I am grateful for the opportunity to serve the alumni as the president of the Duquesne Law Alumni Association for 2019–2020. I am writing this on the eve of the bar exam and am excited as our most recent alumni embark on the next chapter of their careers. I am confident that they will continue Duquesne’s impressive results of the last few years. I’m sure we all can look back and remember what those few days (and maybe sleepless nights) felt like for us. That experience, as well as our three years (or four for us evening students) of hard work at Duquesne, connect us in invaluable ways.

What an exciting year ahead at the Law School for students, faculty and alumni alike. On July 1, we welcomed April M. Barton as our new dean. We look forward to the new leadership and ideas that Dean Barton brings to Duquesne Law. We are very thankful for the leadership of Dean Maureen Lally-Green, and wish her well in her future endeavors and look forward to seeing her at upcoming alumni events.

As in years past, we have a very exciting year ahead. The 67th annual Reunion Dinner was held on Oct. 4 (more on that in the spring issue). We will host a number of receptions throughout the year. Save the dates for our annual Young Alumni networking event and Spring Reception/Public Interest Law auction!

Please be sure and look for other upcoming events that will allow you to catch up with fellow classmates or make new Duquesne friends as well as opportunities to support current students. I hope alumni use the events to reconnect with each other and make new connections for both business and pleasure. Do not forget to renew your dues!

I look forward to seeing you soon.



Melissa Ruefle Spencer, L’03
President, Duquesne Law Alumni Association



“WHAT AN EXCITING YEAR AHEAD AT THE LAW SCHOOL FOR STUDENTS, FACULTY AND ALUMNI ALIKE.”

-MELISSA RUEFLE SPENCER



Court with wife Leona

YOUNG ALUMNI PROFILE:

Court Hower, L'16

Home: Hookstown, Pa.

Education: Bachelor of Science in Business from Penn State

Employment: Executive Vice President of Community Resources and Development for DON Services, Inc.

What you are currently reading: *The Second Mountain* by David Brooks

Words you live by: Don't expect God to answer all your prayers, but trust he will give you the power, strength, and courage to make it through.

Tell us about DON: DON is a family of nonprofit corporations, including Disability Options Network, DON Services and DON Enterprise, that “empower people with disabilities to live as independently as they choose.” Disability Options Network is a Center for Independent Living that serves individuals on a cross-disability basis in Allegheny, Armstrong, Beaver, Butler, Lawrence, Mercer and Westmoreland counties. Supports and services provided by DON include attendant care, housing, housing counseling, home modifications, employment, life transition, wellness programs and more. DON is a consumer controlled/run, community-based organization. DON is also the second largest employer in Lawrence County with over 1,000 employees and has offices in New Castle, Pittsburgh, Donora and Greensburg.



BEFORE



AFTER

What is “Building New Castles” and how did it get started?

DON’s CEO and board had a vision to create accessible homeownership opportunities for people with disabilities. We quickly found ourselves spearheading a community revitalization program that takes a holistic approach to address multiple issues while simultaneously creating a more diverse, inclusive community.

Almost two years ago, DON and its numerous community partners set out to revitalize the Lower East Side of New Castle by creating Building New Castles—the Court Street Project. This project is committed to revitalizing this community and providing affordable homeownership to individuals with disabilities, single parents, young families, seniors and others. In addition, the Court Street Project is working on rehabilitating vacant houses, building new homes, assisting with code-related rehabilitation of owner-occupied homes, replacing sidewalks/curb cuts, creating community gardens and reconstructing/repaving streets within the project area. This project is a success because of the strong partnerships and the collaboration of a multitude of community partners.

What is the most satisfying part of your workday? That it goes by so fast! On a more serious note, the direct and permanent impact my work has on families and the community. I see residents’ faith and pride in their community being restored. We are engaging and attracting resources that have never been utilized in the communities, which is great because we are not competing with other local organizations for funds.

How did your legal education at Duquesne prepare you for your career? Duquesne Law has not only made me a better writer, but also taught me how to think critically. My legal education helped me tackle large problems by teaching me how to chunk them into manageable pieces. In addition, I write several grants a year and without the training I received at Duquesne, I would not have been able to tackle them competently. Grant writing is very detailed and requires an understanding of relevant state and federal regulations.

Each grant is similar to IRAC, but on a larger scale. My legal education has not only prepared me for grant writing but also grant compliance.

How would you describe the value of a Duquesne University School of Law education? I have been asked this question several times. Without my Duquesne Law education, I would not be able to properly analyze and competently carry out my current responsibilities. Even though my education from Duquesne Law is invaluable, the real value lies in the memories and lifelong friends I have made.

My journey at Duquesne Law would not have been possible without the support of my amazing wife, Leona, and all of Duquesne Law’s incredible professors who have gone above and beyond for me. I am sincerely grateful to all of you.

FAREWELL FACULTY

Two Favorite Property Professors Retire

Martha Jordan and Nancy Perkins came to Duquesne Law within one year of each other, became friends and taught the same course that would become their favorite: Property I.

“I love teaching the first year property courses,” says Perkins. “It gives me the opportunity to witness the tremendous development in the student’s legal analytical skills.”

Jordan agrees. “I love history, particularly English history. That, combined with my mathematical bent, made me love possessory estates and future interests as a student and as a teacher. I love how the development of the law parallels the struggle for power between Parliament and the Crown and the importance of taxation to the development of property law.”

After decades of teaching their favorite class and many others, both professors retired this summer.

Jordan was practicing in Denver with Baker & Hostetler, specializing in taxation and estate planning, when Duquesne called her in 1992. “Most of my clients were mostly entrepreneurs or closely held businesses. Earlier in my career, I did a lot of tax planning for real estate partnerships and non-profits. I came to Duquesne because I had decided that I preferred teaching to practice and of all the schools I interviewed with, Duquesne’s mission was most in line with my core values.”

Perkins arrived at Duquesne in 1993 after three years of private practice in Fort Lauderdale, Fla., and four years of teaching legal research and writing (LRW) at her alma mater, Nova Southeastern University Shepard Broad Law Center. She was hired for a yearlong visiting professor position that turned into a tenure track position. In addition to Property, she has taught Environmental Law, an environmental justice seminar, Pennsylvania Environmental Law and Administrative Practice and LRW. A talented vocalist (she almost pursued a singing career instead of law), Perkins also taught an art law seminar.

Perkins also served as associate dean of Academic Affairs from 2009-2014, and as interim dean of the School of Law for six months in 2016—the first female to hold the position.

“(Former dean) Maureen Lally-Green was a mentor to me during my visitorship,” Perkins says. “In addition to Martha (Jordan), President Ken Gormley, has been and will



Dean Maureen Lally-Green, Professor Nancy Perkins, President Ken Gormley and Professor Martha Jordan

continue to be a very special friend. Duquesne is a special place. It has been very good to me, and very good for me.”

A graduate of University of Arizona Law School, Jordan also has an LL.M. in taxation from the University of Denver. She has taught a number of courses in taxation and business, including Business Planning, Estates and Trusts, Estate Planning, Federal Income Taxation, Federal Income Taxation of Corporations and Shareholders, Federal Taxation of Partners and Partnerships and Taxation of Business Entities.

What did Jordan enjoy most about teaching? “Maybe this is because most people don’t find tax interesting, but my favorite part of teaching is when a student, who was convinced he or she would hate the subject, winds up falling in love with it. This happens most frequently with tax, but also with possessory estates and future interests.”

Neither will be resting in their retirements. Both plan to travel and volunteer; Jordan has a keen interest in historical preservation. They also hope they have left a lasting legacy at Duquesne Law.

Says Perkins, “I’d like to be remembered as a rigorous but fair professor, and an able and considerate associate dean of Academic Affairs. I will remember my years at Duquesne fondly.”

“I will be happy if there is at least one graduate who believes that I helped him or her to be a better lawyer,” says Jordan. “More than one would be icing and a cherry.”



Dougherty '69

1969

Ralph H. Dougherty was named the 2018 recipient of the Metrolina Business Council's Donald Haack Foundation Award for Excellence in Community Involvement.

1973

Hon. Joy Flowers Conti was presented with the Eric W. Springer Professionalism Award for 2019 by the W. Edward Sell American Inn of Court.

1976

David S. DeRose was presented with the President's Award for Professionalism by the Westmoreland Bar Association.

1978

William B. Grant was awarded an honorary Doctorate of Humane Letters by West Virginia Wesleyan College at its commencement ceremony on May 4, 2019.

1979

James Kerr has joined the Florida firm Henderson, Franklin, Starnes & Holt, P.A.

1981

Joseph M. Kulik has been appointed to serve on the board of directors of the Myasthenia Gravis Association of Western Pennsylvania.

1981

Hon. Patricia Dodge was appointed Federal Magistrate Judge, U.S. District Court for the Western District of Pennsylvania.



Dodge '81

1993

William F. Caye, II recently joined the board of directors for Autism Speaks, Western Pennsylvania Chapter.

1994

Holly L. Eicher has joined Blank Rome's Philadelphia and Princeton offices as of counsel.



Howsie '98

1998

Hon. Elliot C. Howsie was confirmed Judge of the Allegheny County Court of Common Pleas.

1998

Heather M. Rogers has been elected as the first female managing partner of New York law firm Davidson Fink LLP.

1998

David Q. Jones is associate general counsel for Anthem, Inc.'s subsidiary company, HealthCore.

2001

Daniel J. Wertz was appointed McKean County Human Services Administrator.

2002

Hon. Mary C. McGinley was confirmed Judge of the Allegheny County Court of Common Pleas.

2004

Tim Gallagher was named partner-in-charge of Porter Wright's Pittsburgh office.

2005

William Stickman, IV was confirmed as Judge of the U.S. District Court for the Western District of Pennsylvania.

2006

Nicole Scialabba joined Jackson Miller Law, LLC in Myrtle Beach, S.C.

2006

David J. Garraux joined the K&L Gates labor, employment and workplace safety group as partner.

2007

Julia A. Charnyshova has been elected as member at Eckert Seamans.

2007

Jeanette Bellon joined the Boca Raton, Fla., office of Milber Makris Plousadis & Seiden, LLP.

2008

Katherine Dempsey is now senior contract analyst for the Software Engineering Institute, operated by Carnegie Mellon University.

2008

Michael Moyer was promoted to Senior Vice President within PNC Wealth Management. Additionally, he received the 2019 PNC PEAK Award for the Asset Management Group.

1993

Brig. Gen. Marilyn S. Chiafullo,

L'93, assumed command of the U.S. Army Reserve Legal Command in Gaithersburg, Md. on April 24. Prior to this assignment, Chiafullo served as the Chief Judge (Individual Mobilization Augmentee), United States Army Court of Criminal Appeals, Fort Belvoir, Va. Chiafullo's previous assignments include: Assistant Judge Advocate General, for Military Law & Operations (Individual Mobilized Augmentee), Office of The Judge Advocate General (OTJAG); Chief of Staff, United States Army Reserve Legal Command; Chief, Reserve Component Management, OTJAG, Personnel, Plans and Training Office (PP&TO); Staff Judge Advocate, Division West, First Army, Fort Hood, Texas. Chiafullo has been a member of the Army Judge Advocate General's Corps since 1993.



2008

Stephanie Solomon joined Elliott Group (recently merged with Ebara International Corporation) as corporate counsel.



Salemme '08

2008

J. Andrew Salemme joined Tucker Arensberg as an associate in the litigation department.

2008

Heather Brandau-Zambelli joined Cipriani & Werner PC as partner.

2009

Joseph Valenti joined Saul Ewing Arnstein & Lehr LLP as partner.



Sebia '09

2009

Karley Biggs Sebia was appointed to the Pediatric Cancer Foundation Lehigh Valley board of directors and the board of the Foundation for The Bethlehem Area School District.

2010

Amanda Daquelente is now an attorney at Meyer, Unkovic & Scott.

2010

Gosia Kosturek has been elected as member at Eckert Seamans.

2012

Robert Raver is now an attorney at Goehring Rutter & Boehm.

2012

Ashley S. Wagner joined Tucker Arensberg as an associate in the business and finance department.

2012

Matthew Clyde has been promoted to partner at Cozen O'Connor.

2012

Meghan Zupancic joined Pollock Begg Komar Glasser & Vertz LLC as an associate attorney.

2012

Marjorie F. Bagnato joined Sherrard, German & Kelly, P.C.'s litigation and cyber security services groups.

2013

TIMOTHY QUINN joined Burns Scalo Real Estate Services as general counsel.

2013

Dina Awwad Hill joined Shah Law Group, P.C. as an associate.

2013

Allison L. Burdette joined Saul Ewing Arnstein & Lehr LLP.

2014

Autumn Pividori married Matt Kitson, a captain in the Army National Guard, on July 5. Additionally, Pividori has joined McGuireWoods LLP.

2015

Andrew Stokes is now a senior tax associate with PwC.

2015

Ashley Wilkinson joined Clark Hill as an associate attorney in the firm's litigation group.



Pividori '14

2015

Asra Hashmi joined Lewis Brisbois Bisgaard & Smith.

2016

Justin Leonelli is an associate attorney with K&L Gates.

2016

Alexis K. McGann is an associate at Meyer, Unkovic & Scott.

2016

Thomas Cocchi joined Zimmer Kunz, PLLC as an associate.

2016

Katelin Montgomery is an associate at Meyer, Unkovic & Scott.

2016

Tami L. Mack was chosen by *Pittsburgh Business Times* as one of its 2019 30 Under 30 awardees.

2017

Kara M. Beck joined Sherrard, German & Kelly, P.C.'s litigation and cyber security services groups.

2017

Emilie Swan has joined the Erie, Pa. firm MacDonald Illig Jones & Britton LLP.

2018

Courtnie Farrington is an associate at New Jersey law firm Capehart Scatchard.

Diversity Matters

1996

Nicola Henry-Taylor, diversity director at Duquesne University School of Law, was awarded the Carol Los Mansmann Helping Hand Award by the Allegheny County Bar Association Women in Law Division on June 11.

2004 & 2006

Jessica Jurasko, L'04, and **Jacques Moye**, L'06, have been selected as 2019 Fellows by the Leadership Council on Legal Diversity (LCLD).

2005

Mariah Passarelli, a Cozen O'Connor labor and employment attorney, has been honored by the National LGBT Bar Association as one of 2019's Best LGBTQ+ Lawyers Under 40.



Passarelli '05

2009

Stefan Dann was honored by the Allegheny County Bar Association Committee for Diversity and Inclusion on June 25 with an Ally Award for his involvement in the Name Change Project. Additionally, Dann recently joined McGuireWoods LLP as counsel.

2016

Tynishia Powell was named a 2019 Young Leader Award winner by the Allegheny County Bar Association Homer S. Brown Division at its 15th annual Black History Month Celebration.

2019

Brazitte Poole has been named one of *New Pittsburgh Courier's* Fab 40 for 2019. Additionally, she joined Ogletree Deakins as an associate.



Poole '19

2018

Hattie Parent joined Burns White LLC as an associate.

2018

Andrew Yetzer is now a staff attorney at Laurel Legal Services, Inc.

2018

Kate E. McCarthy is an associate at Meyer, Unkovic & Scott.

2018

Jacob B. Mellor is an associate at Burke Cromer Cremonese, LLC.

2019

Ashley Puchalski is an associate at Dell, Moser, Lane & Loughney, LLC.

2019

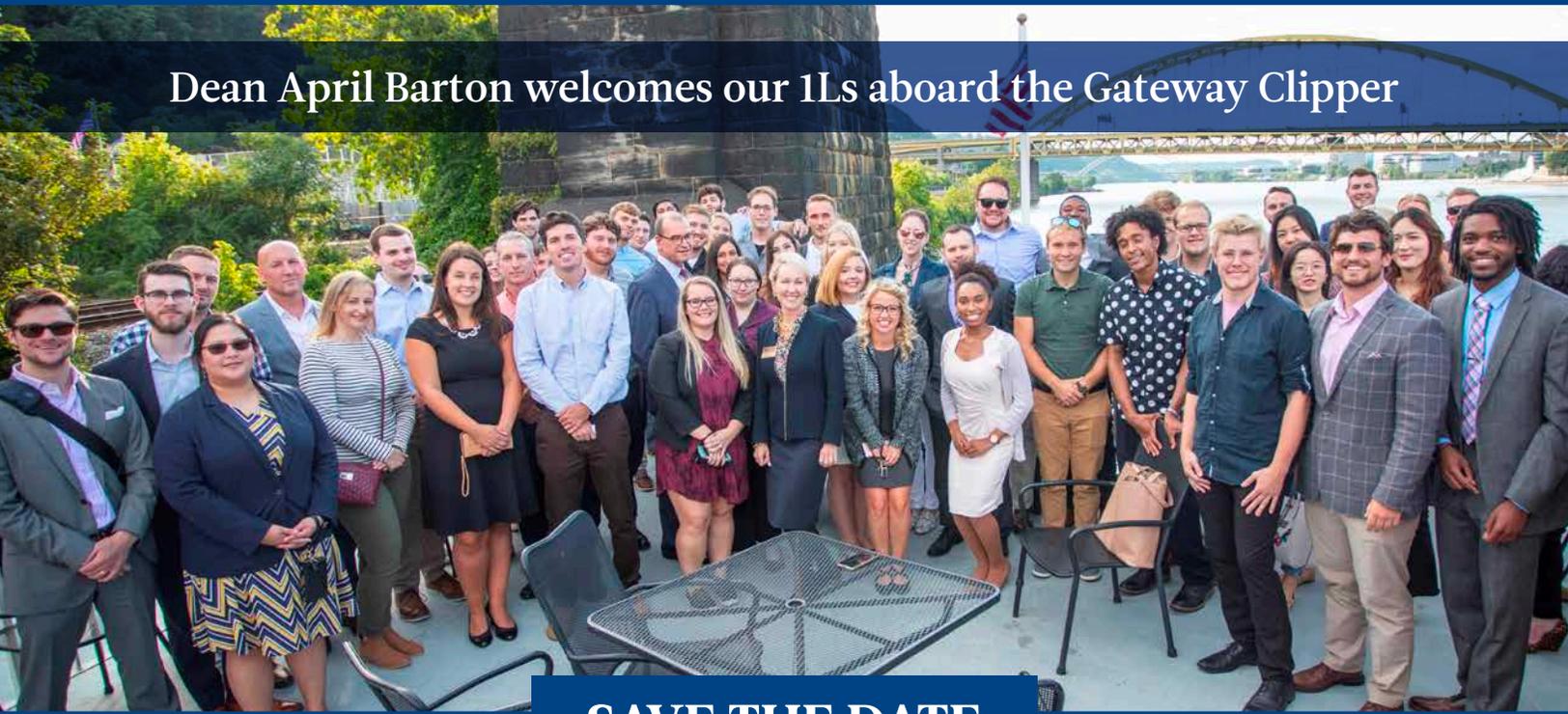
Jacqueline Robel has joined Babst, Calland, Clements & Zomnir, P.C.

Share Your News

Send news about your life or career to lawalumni@duq.edu

In Memoriam

Mary-ellen C. Bagdes	1979
Michael J. Berquist	2004
Thomas W. Brown	1972
Theodore Francis "Ted" Casey	2012
Philip E. Cook	1990
John Daley	1962
Raymond J. Harmuth	1988
Gloria A. Hirschberger	1974
Mary Ann Durkin	1978
Richard W. Kelly	1961
Peter J. King	1963
Kevin Mack	1979
Ronald F. Pelkofer	1978
Frederic C. Trenor II	1970



Dean April Barton welcomes our 1Ls aboard the Gateway Clipper

SAVE THE DATE

March 25, 2020

JOIN US FOR
PITTSBURGH ALUMNI RECEPTION
+ PILA LIVE AUCTION