
BERNADETTE GARGANO

UNIVERSITY AT BUFFALO SCHOOL OF LAW
313 JOHN LORD O'BRIAN HALL • BUFFALO, NEW YORK • 14260-1100
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EDUCATION

CORNELL LAW SCHOOL -- J.D., *cum laude*, May 1999

Honors: *Cornell International Law Journal*, Editor
Cornell Law Moot Court Board
Cornell Law School Scholarship, 1996-1999

Activities: Fasken Campbell Godfrey International Moot Court Competition Team Member
Cornell Internal Moot Court Competition--Finalist
Jessup Moot Court Regional Team 1998: Second Place

UNIVERSITY OF NORTH CAROLINA AT GREENSBORO -- M.A., English, Minor in Education, May 1996

Honors: Academic Research Assistant for English and Epideictic Women's Literature
Religion as Literature Teaching Assistant

Activities: Ashby Dialogues: The Culture and Literature of the Gilded Age
Graduate Assistant for Academic Advising

STATE UNIVERSITY OF NEW YORK AT BUFFALO -- B.A., dual degree, English and Women's Studies, *summa cum laude*, May 1993

Honors: Phi Beta Kappa
Golden Key National Honor Society
Outstanding Student in American Studies, 1993

Activities: Women's Studies Teaching Collective

CLERKSHIP

HON. WILLIAM M. SKRETNY, UNITED STATES DISTRICT COURT

Western District of New York, Buffalo, New York

Confidential Law Clerk

Aug. 1999 - Sept. 2001

Served as a confidential law clerk for two years. Researched a myriad of criminal and civil legal issues. Participated in all phases of civil and criminal litigation. Handled pretrial conferences and participated in settlement discussions. Drafted proposed decisions and orders, research memoranda, conference speeches, and criminal sentencings. Reviewed and analyzed Title III ("wiretap") applications and prepared recommendations for the court. Supervised law clerks and interns and created training manual. Dealt with attorneys, the public, and the media.

ACADEMIC APPOINTMENTS

UNIVERSITY AT BUFFALO SCHOOL OF LAW

State University of New York, Buffalo, New York

Vice Dean for Student Affairs

June 2016 - Present

Member of Law School's senior management team, reporting directly to the Dean. Chief advisor to students and faculty on academic policies, waivers, dual degrees, graduation requirements, and student code of conduct. Coordinate with internal law school departments on academic, student engagement, diversity, and accommodations issues. Counsel students on academic, career, code of conduct, bar admission, and character and fitness issues. Coordinate with central university departments on accessibility and accommodations, student conduct, student counseling, faculty concerns, and emergency issues. Work with FERPA, Title IX, the ADA, the Higher Education Act, and other federal and state statutes. Implemented new procedures and communication processes with Vice Dean of Academics, including monthly retention meetings to address at-risk students. Supervised Director of Diversity, Equity, and Inclusion and Director of Student Engagement.

Director of Access to Justice Hybrid Clinic & Federal Pro Se Assistance Program

Aug. 2013 – Jan. 2022

Member of founding committee for the Pro Se Assistance Program for the Western District of New York (WDNY), which coordinated with the court to create a fully equipped center for providing pro bono services to underrepresented communities in the Buffalo Division courthouse. Expanded program to the Rochester Division of the WDNY in 2017 in conjunction with VLSP of Monroe County, Inc. Oversee student participation and other aspects of pro bono assistance programs in conjunction with VLSP and ECBA-VLP for both Erie County Family Court and federal court. These programs have resulted in thousands of hours of pro bono work and assisted hundreds of *pro se* litigants. Developed curriculum, including detailed course work in practice-ready skills, federal civil procedure and substantive law, and ethical rules governing limited scope representation. Coordinated family law instruction and worked with community partners to bring the program to fruition.

Director of Legal Analysis, Writing, and Research Program

July 2019 – July 2021

Coordinate with legal skills faculty, assess and advocate for program, and provide all aspects of administrative oversight.

Lecturer-in-Law

Aug. 2011 - Present

Developed advanced legal skills curriculum, including detailed course work in advanced federal civil procedure, federal and state rules of evidence, First Amendment Freedom of Religion Clauses, Title VII, the ADA, state liability statutes, 42 U.S.C. § 1983 and constitutional claims, and appellate advocacy. Developed first transactional drafting courses ever offered at the law school: "Contracts in Context" and "The Corporate Lawyer." These courses focused on contract drafting, client counseling, and business law issues under New York law. Taught two sections of a mandatory third-semester legal research, analysis, and writing course. Current duties include directing the program.

Assistant Professor of Legal Skills

Aug. 2005 - Aug. 2009

Taught a two-semester course in legal methods to first year law students, including the American judicial system, professional responsibility, legal analysis, research methods, and legal writing. Developed curriculum and assignments on objective predictive legal analysis, persuasive legal writing, and appellate advocacy. Taught a variety of legal topics in a practical context, including civil procedure, torts, intellectual property, contracts, constitutional law, and ethics. Advised students on academic issues and career options. Reviewed organization of legal methods model at University at Buffalo School of Law. Researched ABA requirements and national legal methods models, resulting in a comprehensive handbook for modernizing the law school's skills program.

LEGAL EXPERIENCE

GARGANO MEDIATION

Buffalo, New York

2019 – Present

Mediator. Selected and sworn in as a mediator for the W.D.N.Y. panel in 2019. Mediator for variety of federal civil lawsuits.

DUKE, HOLZMAN, PHOTIADIS & GRESENS LLP

Buffalo, New York

2009 - 2011

Special Counsel. Handled all aspects of mediation (private, state, federal and administrative), arbitration, administrative hearings, state and federal litigation, and appellate advocacy. Areas of substantive law included complex contract, business and corporation law, employment law, civil rights, intellectual property, higher education law, construction law, and legal malpractice. Represented local, national, and international businesses, private universities, entrepreneurs, and law firms.

GRESENS & GILLEN LLP (now Duke, Holzman, Photiadis & Gresens LLP)

Buffalo, New York

2003 - 2009

Independent Consultant. After academic appointment, served as an independent consultant on jury, trial, appellate, and legal counseling issues. Worked on complex legal issues, including the export of FDA-regulated medical devices, constitutional issues, evidentiary issues, employment issues relating to foreign employees of U.S. subsidiaries, and federal and state environmental statutes.

Associate. Gained experience in all aspects of counseling businesses, state and federal litigation, appellate practice, state labor investigations, and arbitrations. Handled malpractice issues as lead counsel to individuals and law firms. Analyzed, negotiated, and drafted contracts and settlements.

HODGSON RUSS LLP

Buffalo, New York

2001 - 2003

Associate. Worked as part of three different practice groups. Researched and wrote client letters, legal memoranda, and pretrial motions in various substantive areas, including tax law, charitable giving and trusts, estate disputes, and education law. Drafted wills, trusts, and related estate documents. Handled review and court approval of trust fund accounting for a national bank. Handled *pro bono* case for a child with a disability, resulting in the funding of a specialized wheelchair. Represented businesses, individuals, and school districts.

HALE & DORR LLP (now Wilmer Cutler Pickering Hale and Dorr LLP)

Boston, Massachusetts

Summer 1998

Summer Associate. Prepared legal memoranda on various legal issues under Massachusetts, New York, and Delaware law. Worked for multiple departments, including corporate, commercial, employment, real estate, and litigation practice groups. Drafted various corporate documents. Represented client in *pro bono* benefits hearings before an Administrative Law Judge. Handled client meetings and factual investigations for transitional housing shelter. Received offer of permanent employment.

OFFICE OF THE UNIVERSITY COUNSEL

Cornell University, Ithaca, New York

1997 - 1998

Law Clerk. Worked on matters concerning students, administration, academic professionals, staff, and outside contractual relationships. Areas of law included civil rights, employment law, higher education law, and contracts.

AWARDS AND GRANTS

FEDERAL BAR ASSOCIATION

Diversity Grant for Discover Law, 2022

U.S. DISTRICT COURT FOR THE WESTERN DISTRICT OF NEW YORK

Federal Mediator Panel, selected and sworn in as a mediator for the W.D.N.Y., 2019

Robert H. Jackson Distinguished Service Award for the Access to Justice Clinic, 2019

UNIVERSITY AT BUFFALO SCHOOL OF LAW

Jacob D. Hyman Award in recognition of significant contributions to excellence among students of color, 2018

Faculty Hooder at Commencement, awarded by student vote, 2016, 2017, 2019

Commencement Faculty Award in recognition of teaching excellence, 2016

Academic Research Fellowship, 2012, 2014, 2019

ECBA – VOLUNTEER LAWYERS PROJECT

Champion for Justice – Federal Court Award, 2018

UNIVERSITY AT BUFFALO

Excellence in University-Community Engagement Award, Finalist, 2016

WOMEN LAWYERS OF WESTERN NEW YORK

Lawyer of the Year, 2015

ERIE COUNTY BAR ASSOCIATION OF NEW YORK

Justice Award, 2015

Awarded the Justice Award along with co-recipient ECBA-Volunteers Lawyer Project for developing the Pro Se Assistance Program in the Western District of New York, serving as attending professor and director for the program.

ASSOCIATION OF LEGAL WRITING DIRECTORS

ALWD Teaching Grant, 2016

Awarded national teaching grant to develop experiential law school curriculum. Developed advanced-level drafting course, which combined state corporation law, LLC law, business law, and contract law with counseling business clients and drafting.

ALWD Teaching Grant, 2012

Awarded national teaching grant to develop experiential law school curriculum to combine substantive and procedural knowledge with legal skills. Developed advanced-level complex advocacy course, which combined federal civil procedure, ethics, evidentiary issues, and federal statutory and constitutional law.

LAW SCHOOL ADMISSION COUNSEL

Discover Law Grant, 2012, 2013, 2014, and 2015

Collaborated on writing grant documents. LSAC awarded an annual six-figure grant to UB Law for Discover Law, a program serving undergraduates from underrepresented populations to increase diversity in law schools and the legal profession.

UNIVERSITY SERVICE & CIVIC ENGAGEMENT

UNIVERSITY AT BUFFALO – SUNY UNIVERSITY CENTER

Student Wellness Society 2021 – Present

Faculty Advisor

Discover Law – Summer Scholars Program Summer 2012, 2013, 2014, 2015, 2017, 2018

Developed curriculum and taught legal skills course for Summer Scholars Program, a diversity pipeline program to encourage students from underrepresented populations to apply to and attend law school. The Discover Law program received a New York Law Journal Diversity Initiative Award.

Experiential Learning Experience: Chautauqua Program Summer 2012, 2013, 2015

Developed curriculum for pilot program for entire university center through Undergraduate Academies, related to strategic goals of attracting and retaining outstanding undergraduate students. This program was housed on the Chautauqua Institution and took place in collaboration with the Robert H. Jackson Center and the State Supreme Court seated in Chautauqua County. The course focused on the Nuremberg Trials, the related development of international courts and translational justice, and Justice Jackson's roles as the first U.S. prosecutor at Nuremberg and an Associate Justice of the U.S. Supreme Court.

Discovery Seminar Program Fall 2012, 2013, 2014, 2015

Developed curriculum for limited enrollment seminar offered to undergraduates to encourage intellectual passion for the law and participation in the academic and legal communities. Entitled "Lawyers as Agents for Social Change: The Civil Rights Era," this course explored the role of lawyers as agents of social change in the Civil Rights Movement through primary and secondary materials. It also provided students an opportunity to study how contemporary lawyers are carrying on the tradition of service to the community, the promotion of civil rights, and the eradication of hate crimes.

Enabling Justice – Student Association 2013 - 2015

Faculty Advisor for student group advocating for rights for people with disabilities.

CHANGE CREATE TRANSFORM FOUNDATION CCT Foundation and University at Buffalo School of Law

Faculty Council 2017 - 2019

Worked with council members and founder to provide and strengthen educational and leadership opportunities for students from underrepresented communities.

BENNETT HIGH SCHOOL LAW MAGNET PROGRAM Bennet High School, Buffalo, New York

Mentor 2007 - 2009

Tutored students on fundamental writing skills for college essays and personal statements. Advised students on college admissions and assisted them with the college application process.

ACADEMIC COMMITTEE WORK

University Hiring Committee for Director for Accessibility Resources, 2022

Hiring Committee for LAWR Faculty, 4 separate committees, 2021-2023

Hiring Committees for Assistant Dean of Student Affairs and Student Life Coordinator, Chair, 2021-2022

Center for Diversity Innovation, University Committee, 2017-2019

Academic Standards and Standing Committee, Chair, 2016-present

Academic Policy and Program Committee, 2016-present

Faculty-Student Engagement Committee, 2016-present

Special Needs Committee, 2016-2019

Wellness and Equity Task Force, Chair, 2017-present

Marie Nesbitt Promise Prize Scholarship Committee (Development), 2017-2019

Upper Division Scholarship Committee (Development), 2017-present

Hiring Committee for Director of Academic Support, 2017

Hiring Committee for Director of Diversity, Equity, and Inclusion, Chair, 2017

ABA Self-Study Team: 2015-2016

Executive Education Implementation Team: 2015-2016

Pro Bono Scholars Committee: 2014-2016

Admissions Committee: 2011-2016

LEGAL WRITING INSTITUTE

Second Largest Organization of Law Professors and Academics in the U.S.

Professional Status Committee: Advice and Support, Appointed 2022-present

Pro Bono Cooperation Committee: Appointed 2014-2018, 2018-2020 (Co-Chair)

Assessment Committee: Appointed 2012-2013

ASSOCIATION OF LEGAL WRITING DIRECTORS

Professional Association of Directors from Law Schools in U.S., Canada, and Australia.

Social Justice Committee: Appointed 2015-2016, 2016-2017, 2017-2018

Teaching Grant Committee: Appointed 2016-2017, 2017-2018 (Chair)

Teaching Workshop Committee: Appointed 2012-2013, 2013-2014

PRESENTATIONS

“The Privilege and Perils of Free Speech: Academic Freedom, Banning Curriculum, Hate Speech, Student Belonging,” Invited Panelist, Inclusive Excellence Summit, University at Buffalo, Buffalo, New York, May 4, 2023.

“Thurgood Marshall”, Distinguished Speaker Series, Thurgood play by George Stevens, Jr., Irish Classical Theater, Buffalo, New York, April 2, 2023.

“Integrating Social Justice in Orientation and in the Classroom,” Invited Speaker for Faculty Development, Capital University Law School, April 2021.

“Law Schools Working in the Community: Addressing Civil Legal Needs Arising from Entanglement with the Criminal Justice System,” Eighth Annual Law School Access to Justice Conference, Invited Panelist, Brooklyn Law School, May 2019.

“Uncovering Unconscious Bias in Practice”, CLE for Erie County Public Defenders, Co-Panelist with Tolu Odunsi, Rebecca Towne, and Brittany Jones, Buffalo, New York, November 2018.

“Free Speech, Academic Freedom, and Inclusion: Can They Be Reconciled?,” Living Our Commitment: University at Buffalo’s Inaugural Summit on Inclusive Excellence, Co-Presenter with Michael Boucai and Lucinda Finley, Buffalo, New York, May 2018.

“Nuts & Bolts of Depositions: Tips, Perspectives, and Advice on Effective Deposition Practice,” Co-Presenter with Laura Myers, Monroe County Bar Association and UB Law Alumni Association, Rochester, New York, March 2018.

“Rethinking Placements Under Revised ABA Rules & Retrenchment: Successful (and Joyful!) Practicum Partnership Models, Externships 9: Coming of Age Conference, University of Georgia School of Law, Co-Presenter with Kim Connolly, March 2018.

New York State Assembly Roundtable Discussion: Sexual Harassment in the Workplace, organized by the Hon. Monica P. Wallace, Invited Panelist, Buffalo, New York, February 2018.

“Celebrating the Pro Se Assistance Program (PSAP): Substantive Law, Limited Scope Ethics, & Serving the PSAP Client,” CLE Training for Volunteer Lawyers for the Pro Se Assistance Program in the Buffalo Division of the W.D.N.Y., Co-Presenter with Hon. William M. Skretny, Charles Carra, and Gayle Murphy, Buffalo, New York, February 2018.

“Pro Bono Limited Scope Representation,” CLE Training for Volunteer Lawyers for the Pro Se Assistance Program in the Rochester Division of the W.D.N.Y., Co-Presenter with Karen Chung, Robert Conklin, Sean Eldridge, and David Tennant, Rochester, New York, January 2017.

“New York’s Ethical Rules and Limited Scope Representation in Pro Bono Service,” Pros and Cons of Unbundled Legal Services/Limited Scope Legal Representation. Presenter, Moderator, and Co-Panelist with the Hon. Richard Dollinger, the Hon. Craig Doran, Anna Anderson, and June Castellano, Monroe County Bar Association, September 2016.

“Experiential Learning as Collaborative Effort: Integrating Legal Writing and Clinical Work and Eliminating Artificial Distinctions in Status,” Presenter and Panelist, 2016 LWI Biennial Conference, Portland, Oregon, July 2016.

“Social Justice Connections Workshop,” Facilitator for Upper Division Courses and Social Justice, 2016 LWI Biennial Conference, Portland, Oregon, July 2016.

“Practica: Collaborating with Legal Service Organizations to Provide Practice-Ready Skills and Experiential Learning,” Poster & Presenter, 2016 LWI Biennial Conference, Portland, Oregon, July 2016.

PRESENTATIONS CONTINUED

"Taking the Law School into the Community: Embedding Clinics in Neighborhoods, Courts, and Community Partnerships," Co-Presenter with Rachel López, Brittany Stringfellow Otey, and Monica Piga Wallace, Concurrent Session, 2016 AALS Conference on Clinical Legal Education, Baltimore, Maryland, May 2016.

"Helen Z.M. Rodgers," Women Pioneers and the Law, Historical Society of the New York Courts, Invited Presenter, Buffalo, New York, November 2015.

"Access to Justice in Buffalo and Beyond," Prisons, Police, and Pleadings, Panel Moderator, University at Buffalo School of Law, June 2015.

"Practica: Collaborating with Legal Services Organizations to Provide Practice-Ready Skills," Educating Students on Access to Justice Issues through Innovations in the Curriculum, Florida Coastal School of Law, Co-Presenter with Monica Piga Wallace, December 2014.

"Upper Division Collaborations in Social Justice," Bringing the Outside In: Social Justice Collaborations in the Legal Writing Curriculum, Drexel University Earle Mack School of Law, Panelist, July 2014.

"House of Horrors: Addressing Abuse of Mentally Disabled Workers Behind Closed Doors," LWI Writing Workshop, Villanova Law School, July 2014, One of Ten Participants Accepted.

"Preparing Practice Ready Students: Service Learning and Innovations in Social Justice," LWI Workshop Conference, Charleston Law School, Panelist, December 2013.

"Storytelling at Sentencing: Exploiting Opportunities for Persuasion in a Post-Booker Era," Fourth Biennial Applied Legal Storytelling Conference, Inn of Court at City Law School, London, UK, Co-Presenter with Elizabeth Greenough and Monica Piga Wallace, July 2013.

"Offering Transactional Legal Skills in the Challenging Confines of a Summer Curriculum," Capital Area Writing Conference, American University–Washington College of Law, Co-Presenter with Elizabeth Keith, March 2013.

"Beyond Bourdieu: Refining our Understanding of Socioeconomic Class during Childhood on the Happiness of Lawyers," ALWD Scholar's Forum on Academic Scholarship, Presenter, March 2013.

"Advanced Legal Writing: Developing a 'Practice-Ready' Course Beyond the First Year," Empire State Legal Writing Conference, University at Buffalo School of Law, Co-Presenter with Monica Piga Wallace, June 2012.

"Efficacy under a Threadbare Cloak: The Tonawanda Coke Tragedy and the Modern Equivalent of Alms for the Poor," ALWD Scholar's Forum on Academic Scholarship, Presenter, June 2012.

"Succeeding and Thriving in Law School," North East Region Black Law Students Association and University at Buffalo School of Law's Black Law Students Association: Academic Retreat Workshop, Speaker, October 2014.

"Lawyers as Agents of Social Change: Law School and Legal Practice," SUNY Buffalo, Undergraduate Academies, Presenter, January 2013.

"Abortion Debate," SUNY Buffalo, UB Philosophy Club and Students for Life, including faculty debaters, 150 attendees, Moderator, April 2012.

OTHER ACADEMIC EXPERIENCE

UNIVERSITY OF NORTH CAROLINA AT GREENSBORO

Department of English and Office of Academic Advising, Greensboro, North Carolina

Research Assistant: Academic Year 1995-1996. Researched Victorian women's epideitic prose. Assisted professor in preparing manuscript for publication. Taught several literature classes.

Teaching Intern: Spring 1996. Taught "Bible as Literature" component of English 201: European Literary Masterpieces.

Graduate Assistant for Academic Advising, Academic Years 1994-1996. Organized and implemented individual conferences with each student of entire freshman class for 1994 and 1995 fall semesters.

UNIVERSITY AT BUFFALO – SUNY UNIVERSITY CENTER

Department of Women's Studies, Buffalo, New York

Instructor: Academic Year 1992-1993. Taught Women's Studies seminar, Women in Contemporary Society, for two semesters.

PROFESSIONAL ASSOCIATIONS AND COMMITTEES

Amherst Community Church Child Care Center, *Board of Directors*, member, 2008-2009

Association of Legal Writing Directors, member

Bennett High School Pre-Law and College Preparatory Program, college mentor, 2008-2009

Chautauqua Literary and Scientific Circle, member, 2011-present

Cornell Law School Alumni Association, *Buffalo Regional Committee*, former chair

Erie County Bar Association, member, ADR, Federal Practice, and History Committees

Legal Writing Institute, member

New York State Bar Association, member

Women's Bar Association for the State of New York, Western New York Chapter,
member of the *Judiciary Committee, various years.*

ADMISSIONS FOR THE PRACTICE OF LAW

- Supreme Court of the United States of America
- Western District of New York
- U.S. Bankruptcy Court for the Western District of New York
- All New York State Courts

ADDITIONAL SERVICE FOR THE UNIVERSITY CENTER, LAW SCHOOL, & COMMUNITY

- Blue Table Talk, Admissions Presentation for Applicants to UB Law, April 2022
- Buffalo Public Interest Law Program, Invited Reviewer for Summer Fellowships, May 2017
- University at Buffalo School of Law, Dean's Advisory Counsel, LAWR III and Experiential Learning, Invited Speaker, First Department, New York City, March 2016.
- University at Buffalo School of Law, The Women of SUNY Buffalo Law, The Upcoming Elections and the Supreme Court Vacancy, Panelist, March 2016
- University at Buffalo, College Democrats, Citizens United, Speaker, November 2015
- Mugel National Tax Moot Court, Grading Competition Briefs, February 2013, February 2014, and February 2016
- Volunteer Mock Trial Judge, American Mock Trial Association's 2014 Great Lakes Regional Tournament, Hosted at University at Buffalo by U.B.'s Mock Trial Team, January 2014
- Desmond Moot Court Competition, Judge, November 2013
- University at Buffalo Law School, First Year Oral Arguments, Judge, 2011 (one panel), 2012 (three panels), 2013 (three panels)
- Mugel National Tax Moot Court, Judge – Two Panels, February 2013
- Invited Lecturer, Three Hour Presentation on American Judicial Systems and Legal Skills, SBI Legal Research Program for Undergraduates, University at Buffalo, September 2013, February 2014, and September 2015
- “Applying and Succeeding in Law School,” University at Buffalo, Undergraduate Academies Event, Presenter, January 2013
- “What the Employers Say: Interviewing and Communication Skills,” SUNY Buffalo Law School, CSO Event, Presenter, January 2013