

Gary C. Norman, Esq.
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- A. Professional Experience: Disability, Elder, and Healthcare Law;
- B. Education;
- C. Alternative Dispute Resolution;
- D. Animal Law & Policy;
- E. Miscellaneous – *e.g.*, Regulatory Affairs, Non-profit Leadership & Law;
- F. Foreign Affairs;
- G. Legislative Affairs; and
- H. Professional Licensure, Certification, & Activities;

A. Professional Experience

**Commissioner, Md. Human Relations Commission - Appointed By Governor of Md.,
With Senate Confirmation, January 2010 – present.**

**Founder and Principle of Norman Access & Conflict Resolution Consultants Group
gnormanlaw.com, 2009 – present.**

**Centers for Medicare and Medicaid Services (CMS) - Office of the Attorney Advisor
(OAA), Staff Attorney – Full-time September 2003 – present.**

Evaluate record evidence; evaluate legal trends, theories, and arguments in reviewing decisions of Provider Reimbursement Review Board entailing a variety of administrative health care financing reimbursement disputes.

Provide counsel and draft administrative decisions to Deputy Administrator of Centers for Medicare & Medicaid Services, and Secretary of Health and Human Services in a variety of Medicare appeals from the Provider Reimbursement Review Board and the Medicare Geographical Classification Review Board.

Provide recommendations for settlement of federal district court litigation of administrative decisions and coordinate settlement conferences.

Presidential Management Fellow, October 2000 – September 2003.

***Centers for Medicare and Medicaid Services, Division of Consumer Protection*
Health Care Analyst, Full-time, October 2002 - September 2003.**

Drafted New Advance Beneficiary Notice and drafted National Council of Disability service animal air access problem and policy statement for access of service animals in airports.

Formulated agency recommendations, which resulted in counsel acknowledging advanced beneficiary surrogate decision-making end of life care.
Monitored legislation on abuse/neglect investigations and elder care health insurance issues.

Centers for Medicare and Medicaid Services, Office of the Attorney Advisor, Attorney Advisor, Full-time, June 2002 - October 2002.

Conducted specialized research and provided counsel to Director of Office of the Attorney Advisor.

Drafted counsel and administrative decisions - i.e. *See Mt. Clemens General Hospital*, Case No. 2002-D26; *VNA Georgia*, Case No. 2002-D32.

Ohio, Cuyahoga County Department of Senior and Adult Services Fellow, Full-time, April 2002 - June 2002.

Evaluated and drafted opinions on: (1) privacy and acquiring social security numbers during protective services investigation; (2) privacy mandates of Ohio financial institutions; and (3) legislative options for protective adult services law and policy for statewide council.

Advised ombudsman in criminal investigation related to a nursing home resident death due to bedrails.

Negotiated with Social Security Administration (SSA) and drafted an information request form and privacy disclosure.

Provided case record review for Cuyahoga County Long Term Care Ombudsman.

Social Security Administration Office of the General Counsel Attorney Advisor, Full-time, November 2001 - April 2002.

Drafted motion for summary judgment, which district court granted, relating to determination of SSA disability benefits.

Drafted administrative decision on receipt of SSI for a prisoner while imprisoned. Advised SSA policy staff.

Drafted a compendium of the laws effecting SSA notices to beneficiaries, and drafted an SSA disclosure form.

Centers for Medicare and Medicaid Services Center for Beneficiary Choices Health Care Analyst, Full-time, October 2000 - October 2001.

Drafted compliance and advisory documents on use of Part B mediation appeals process.

Drafted advisory documents on the performance study of CMS State Health Insurance Assistance Program (SHIP) service delivery, oversight, terms and conditions.

Issued advisories on HIPAA corporate compliance for SHIP.

Drafted opinion and furnished counsel on how SHIPS can increase education to disabled beneficiaries.

B. Education

- American University Wash. College of L. LLM Candidate 2010-2011
- Certificates in administrative and healthcare law
- Half tuition Remission (i.e., scholarship), for L.L.M. studies at the Program on Law and Government
- Secretary of L.L.M. Executive Board for the Program on Law and Government
- Cleveland-Marshall College of Law (C-M) JD - May 2000.

Accolades

Who's Who among American College and Univ. Students, April 2000.

C-M Alumni Assoc. Scholarships, Spring 1999 and 2000.

C-M Mary Ann Bagus Memorial Scholarships, 1997-2000.

C-M Leo Roseman Honor for Civic Achievement May 1999.

Opportunities for the Blind Scholarships, 1997-2000.

Scholarship for Graduate Studies, Am. Council of the Blind of Ohio 1999.

Delta Theta Phi Law Fraternity, 1999.

Cuyahoga County, Ohio, Disabled Person of the Year, 1999.

C-M Pro Bono Award, 1999 and 2000.

Cleveland State Univ. President's Annual Fund Student Speaker, Fall 1998.

Dean's Lists, Wright State University, 1994-1997.

Golden Key National Honors Society, spring 1996 and Phi Alpha Theta, spring 1996.

Blind College Student of the Year by the Association for the Education and Rehabilitation of the Blind and Visually Impaired, Fall 1995.

Community Service & Leadership

Member of advisory council for the Newman Club.

Speaker on Law and Government at National Day of Prayer.

Vice President for External Affairs of the Golden Key National Honors Society.

Columnist for award-winning Gavel.

Student Senator of the SBA (Student Representative to L. Library Comm.).

Legal Intern to David Roth, Esq., Part-time, Summers 1998, 1999.

Drafted testimony dealing with welfare policy.

Met with community stakeholders in Senator's office on welfare policy in Cleveland.

Drafted complaints and answers, researched memos, and performed docketing functions and conducted intake of clients in legal clinic.

Wright State University BA (History and Political Science), June 1997.

C. Alternative Dispute Resolution

Experience

Registered Lead Mediator with Neutrals Roster at the SSA, Winter 2008 - present.

Maryland Commission on Human Relations, Registered Mediator, Nov. 2006 - Jan. 2010.

U.S. Department of Health & Human Services, Federal Sharing Neutrals Program,

Registered Lead Mediator, fall 2003 - present.

Training

Elder Mediation, Senior Mediation and Decision-Making, Inc., October 2008.

Health Care Arbitration, American Health Lawyers Association, June 2007.

Transformative Mediation, U.S. Department of Health and Human Services, Office of Dispute Resolution Specialist, April 2006.

Advanced Mediation in Americans with Disabilities Act, Good Shepard Mediation Services, and May 15-16, 2003.

Court Approved Mediation Training, Maryland Institute of Continuing Professional Education for Lawyers (MICPEL), March 2003.

Publications

Blind Justice: On Access to Mediation, *Md. B. Bulletin*, Apr. 2008.

Oral Communication

Building Bridges to a Better Society: Access to Mediation for People with Disabilities, Especially in the Context of Health Care, Annual Conference of Am. Bar Association Section of Dispute Resolution Apr. 17, 2009.

On Access of the Disabled to Mediation, Md. Mediator's Convention Dec. 5, 2008 and encore at Univ. of Baltimore April 2, 2009.

Community Service & Leadership

Board of Directors of Senior Mediation and Decision-making, Inc., (seniordecisionmaking.org), Fall 2009 - present.

Member of the Maryland Program on Mediator Excellence Fall 2009 - present.

Member of the Alternative Dispute resolution Section of the Maryland State Bar Association (hereinafter MSBA).

D. Animal Law & Policy

Accolade

Baltimore City Mayor's Citation recognizing community education efforts October 20, 2007

Publications

Co-author with Joshua L. Friedman, Protecting the Family Pet: The New Face of Maryland Domestic Violence Protective Orders, U. of Baltimore Sch. of L. 40: 1 Law Forum 81 Winter 2009.

Panel on Service Animals Slated for Regional Animal Law Symposium, Md. B. Bulletin Oct. 2009.

Guide Dogs in Am. Encyclopedia of American Disability History Susan Birch, Ed. Fall 2009.

The Disabled, Service Animals & the Law, in *Litigating Animal Law Disputes: A Complete Guide for Lawyers*, 267 ABA TIPS Joan Schaffner, Ed. 2009.

Officers Can Kill A Pet; A Civilian Kills A Police Dog, A felony Is Committed, ABA TIPS Animal Law Committee News'l. at PP. 12, 14 Winter 2009.

Practice Tip: Service Animals and the Law, *Md. B. Journal.*, Vol. XXXX, No. 5, pp. 56-59, Aug.-Sept. 2007.

Health Care for Service Animals, *ADI News*' 1, Vol. 19, Issue 3, Sept. 2007.

Giving Pets and Service Animals Shelter from the Storm, *Md. B. Bulletin*, Apr. 2007.

How You Can Conform to the ADA, *Maryland Hospitality*, Dec. - Jan. 2003 - 04.

Oral Communication

Guest Lecturer, Legal Issues Pertaining to Service Animals, Washington College of Law, American University, and U. Md. Sch. Of L. (April 28, 2009) and (Mar. 2010) respectively.

Laws That Sanction Interference with Service Animals, and Emergency Preparedness Issues, MSBA Animal Law Section Annual Programs, June 2008 and 2009.

Presentation at 13th Annual Wilmer Technicians Course, John Hopkins Wilmer Eye Institute, Mar. 15, 2008.

Public Fire and Life Safety Educator Seminar: Interaction and Education of People with Disabilities, Mar. 8, 2008.

A Dialogue with a Guide Dog Team, Hampden Branch, Pratt Free Library, Feb. 9, 2008.

Colloquium on Guide Dog Policy, Baltimore Cosmopolitan Club, Dec. 20, 2007.

Disability Policy Seminar sponsored by HalfthePlanet.com, Wash. D.C., Jan. 2004.

Community Service & Leadership

Section Counsel to Board of Maryland State Bar Association Animal Law Section, May 2006 – June 2008, Chair-Elect July 2008 -2009, Chair - present.

Established Section accolade - Roberta L. Cepko, Esq. Award.

Established, planned, and led first-ever regional animal law symposium at University of Baltimore School of Law.

Served as Chair of Programs Summers 2008 and 2009.

General Counsel to Board of Baltimore City Animal Response Team, September 2008 - October 2009.

Legal Advisor to the Maryland State Animal Response Team, Fall 2007 - 2009.

CEO & President Maryland Area Guide Dog Users Inc., Oct. 2002 - Oct. 2008, Immediate Past President Oct. 2008 - 2010.

Established Emergency Central Assistance Fund.

Established, with Baltimore County Fire Department, first-ever, pilot ambulance service for guide dogs.

Acquired national group insurance benefit for guide dogs.

Chaired legislative coalition to defeat House Bill No. 1457 in Winter 2006.

Organized and conducted policy seminar in Summer 2006.

Organized and held fundraising gala to bring exposure to organization and the constituencies it serves in fall 2006.

E. Miscellaneous

Awards

Ten Outstanding Young Americans U.S. JC's Sept. 2009.

Commendation by Speaker of the House of Representatives, Ohio Gen. Assembly for Civic Leadership and Engagement May 2009.

Distinguished Alumni Achievement Award, Wright State University & Commendation Certificate by Mayor of the City of Dayton, Ohio, May 2009.

Brunswick High School Distinguished Alumni Hall of Fame Apr. 25, 2009 (Youngest, ever, Inductee).

Activities

Member of U.S. Jaycees, Northern Baltimore County Chapter Nov. 2009 - present.

Member of Fitness Equipment Equity Taskforce, Am. Council of the Blind, Fall 2009 - present.

Member of Healthcare Issue Committee of Am. Council of the Blind, Fall 2009 – present.

Board of At LAST, Inc. – Assistive Technology Cooperative of Md., Jan. 2009 -Jan.

2010

Advisory Board for Maryland Department of Disabilities Project on Individual and Family Disaster Readiness, Dec.13, 2007 - 2009.

Advisory Board for DOE NIDDR Project on Evacuation Methodology and Understanding Behavior of Persons with Disabilities in Disasters, Dec. 2007 - present.

Board of Directors National Council for Support of Disability Issues, 2005 - 2007, Vice President, 2007, March, 2008.

MDOD Special Advisory Committee on Persons with Disabilities and Emergency Preparedness, 2004 - 2009.

Publications

Forth-coming, *Reexamining Models of Disability and Applying Rationality, Morality, and Ethics to Support Disability Rights in Context of Genetics*, in Am. U. J. of Health and L.

Pol'y.

Co-authored, The Noise About Quiet Cars, Dialogue (May-June 2009), available at http://www.blindskills.com/may_jun_2009_sample2.html

Court Access for the Disabled, 41 Md. B. J. PP. 58-62 (Nov.-Dec. 2008).

A Review of Gods and Generals and Brass Pounders: The Young Telegraphers of the Civil War, The Charger (2000) and republished (2008), available at http://clevelandcivilwarroundtable.com/articles/gods_generals.html.

Identity Theft, a Growing Concern, *Md. B. Bulletin*, Nov. 2007.

UMC Has Unique Opportunity to be Inclusive, *UM Connection* Vol. 18, No. 16, Sept. 19, 2007.

Rowing for the Visually Impaired: One Person's Story, *US Rowing*, Dec. - Jan 2003-04, Reprinted Teamwork Builds Self-Confidence, Fitness, *Braille Forum*, Vol. XLII, No 8, Apr. - May 2004.

Adapting Sports for the Mobility Impaired, *Md. B. Bulletin*, Sept. 2007.

F. Foreign Affairs

Accolades

Fulbright Senior Specialist Candidate Roster Winter 2009.

American Marshall Memorial Fund, German Marshall Fund of the U.S. (hereinafter GMF)

Oral Communication

Moderator of Healthcare Panel & Keynote at Marshall Forum - Annual Alumni Conference of AMMF - Wash. D.C., Spring 2009.

Publications

Co-author with Joshua L. Friedman, The Paralympics: Yet Another Missed Opportunity For Social Integration, 27 Boston Univ. International L. J. 345 2009.

[Reflections on Transatlantic Disability Policy](#), GMF Web Log Nov. 2009.

Election 2008 and American Disab. Policy, GMF Election Web Log Jul. 2008.

Correspondence From A Yankee And His Guide Dog Langer, 15:3 Partner's Forum, International Ass'n of Assistance Dog Partners, Mar. 2008.

Disparity Exists Between 'Lofty Language' of International Disability Treaty and Domestic Implementation, Disab. Compliance Bul. 2008.

G. Legislative Affairs

Experience

Drafted House Bill 505, and stewarded passage of Md. Code Ann., Human Services, 7-708.

Led effort that defeated House Bill 1457, the Md. Service Animal Act of 2006.

ABA-TIPS Animal Law Committee, ABA-TIPS Select Legal Panel on Emergency Management Regarding Animals, Winters 2006, 2007.

Testimony

Maryland Health and Governmental Operations Committee on HB No.1457 - MD Service Animal Act, 2006.

Maryland House Judiciary Committee on HB No. 11, Animal Cruelty, 2006.

Maryland General Assembly Senate Education, Health and Environmental Affairs Committee on SB 63 Election Law Voting Systems for Independent Verification of Accuracy, Feb. 2005.

Maryland House Judiciary Committee, Feb. 2004.

Maryland Senate Judicial Proceedings Committee, Feb. 2004.

H. Professional Licensure, Certification, & Activities

Maryland bar License - June 2005.

Ohio bar License - November 2000 (Attorney Registration No. 0072345).

Chair of Animal Law Section, MSBA (see above).

Maryland State Bar Association Special Committee on Editorial Advisory
June 2007 - June 2008.

Maryland State Bar Association Leadership Academy Fellow June 2006 - June 2007.

Board of Directors of American Visually Impaired Attorneys Association
2004 - 2008, Vice President 2008 - present.

Awards

Edward F. Shea, Jr. Award for Professionalism MD State bar Foundation, June 2008.