

***Curriculum Vitae of***

**GARY C. NORMAN, ESQ.**

4145 Falls Road, Baltimore, Maryland 21211

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***At Age 35, Voted One of the Ten Most Outstanding Young Americans***

* ***Jaycees of the United States (September 2009)***

**EXPERIENCED ATTORNEY AND**

**ADVOCATE FOR DISABLED INDIVIDUALS**

**Advocate for Disabled Individuals Proponent of Laws and Public Policies that Aid Disabled**

**Founder & CEO of Alternative Individuals & Service Animals**

**Dispute Resolution Organization**

**Leader and Organizer of**

**Author/Speaker/Presenter on Rights Conferences, Workshops & Training**

**of Disabled Individuals of Disabled Individuals**

**Mediator/Facilitator Negotiator**

**CURRENT WORK EXPERIENCE**



**Centers for Medicare and Medicaid Services, Office of the Attorney Advisor (OAA), Staff Attorney,** 2003 – present

Provide final agency review of the legal decisions rendered by several administrative arbitration appeals panels, including the Provider Reimbursement Review Board, Medicare Geographical Classification Board, and CMS Hearing Officers; draft and issue administrative decisions on behalf of the Secretary and provide legal counsel; and facilitate settlement conferences. Review decisions involving complex Medicare legal principles and policies, the Medicare statute and regulations, conducting extensive legal research and legal analysis. In drafting decisions, review and analyze administrative records, applying and marshalling pertinent facts to the legal issues. Review and provide legal opinions with respect to whether the agency should appeal adverse court decisions. Provide legal counsel to executive union officials at National Treasury Employees Union (an union covering nearly 10,000 federal employees).

**ALTERNATIVE DISPUTE RESOLUTION EXPERIENCE**



**Norman Access & Conflict Resolution Consultants Group, Founder and Principal,** website: www.gnormanlaw.com

**Register Mediator, Circuit Court of Baltimore City,** October, 2011 – present

**Registered Lead Mediator with Neutrals Roster Baltimore Federal Executive Board**, Winter 2008 – Present

**Maryland Commission on Human Relations, Registered Mediator**, November 2006 – January 2010

**U.S. Department of Health and Human Services, Federal Sharing Neutrals Program, registered Lead Mediator**, Fall 2003 – present

**PROFESSIONAL LICENSURE, CERTIFICATION AND ACTIVITIES**



**Admitted to United State Supreme Court** - effective February 2012

**Maryland Bar License** -June 2005

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

**EDUCATION AND TRAINING**



***Master of Letters of Law (L.L.M.)*, American University, Washington College of Law** -May 2011

* Certificates in Administrative and Regulatory Practice in Healthcare Law
* Law and Government Scholar (scholarship for L.L.M. studies at the Program on Law and Government)
* Staff Columnist for Blog to Modern American (American Law Journal on Diversity)
* Secretary of L.L.M. Executive Board (2009 – 2010)
* Fellowship in Arbitration, American Arbitration Association, Apr. 2012

***Juris Doctor (J.D.)*, Cleveland-Marshall College of Law**

**NOTABLE APPOINTMENTS, CIVIC ENGAGEMENT,**

**AND COMMUNITY SERVICE**



**Co-founder, Vice President, and Secretary of the Mid-Atlantic Lyceum, and Co-founder and Executive Board Advisor of Mid-Atlantic Journal on Law and Public Policy,** Winter 2012

**Chair of Wolfe Pack Press,** Winter 2012

**Board of Directors of American Visually Impaired Attorneys Association** 2004 – 2008, Vice President from 2008 – 2011

**Commissioner, Maryland Commission on Civil Rights - Appointed By Governor of Maryland, with Senate Confirmation,** 2010 – present

**ACCOLADES, AWARDS, FEATURES, AND HONORS**



**Inducted into Maryland B. Foundation Fellowship** - June 2012

**Profiled in Magazine of Minority Corporate Counsel Association** - May 2011

**Profiled in Lawyer Spotlight of A.B.A. Commission on Mental and Physical Disability Law** - January 2008

**Finalist, Super Lawyers of Maryland, Rising Star -** December 2011

**Fulbright Senior Specialist Candidate Roster** - Winter 2009

**Commendation by Speaker of the House of Representatives, Ohio General Assembly for Civic Leadership and Engagement** - May 2009

**Distinguished Alumni Achievement Award, Wright State University, and Commendation Certificate by Mayor of the City of Dayton, Ohio** -May 2009

Hall of Fame**, Brunswick High School Distinguished Alumni** (youngest inductee ever) - April 2009

**Edward F. Shea, Jr. Award for Professionalism, Maryland State Bar Foundation** -June 2008

**American Marshall Memorial Fellow, German Marshall Fund of the United States** -2008

**Baltimore City Mayor’s Citation recognizing community education efforts of Maryland Area Guide Dog Users, Inc.** - October 2007

**Presidential Management Fellow at Department of Health & Human Services -** 2000 – 2002

**Who’s Who Among University Students (Cleveland-Marshall College of Law, 2000) (Approved by Faculty Senate, Cleveland State University)**

**Mary Ann Bagus Scholar (Granted to a promising future disabled attorney) (Cleveland-Marshall College of Law 1997– 2000)**

**Cuyahoga County-wide Disabled Person of the Year (Cuyahoga County Commissioners, Winter 1999)**

**Leo Roseman Award for Civic Achievement (Cleveland-Marshall College of Law, 1999)**



**REFERENCES**



**“Gary Norman is a spectacular “I am honored to provide a sense**

**attorney and superb advocate for of the skills, knowledge, and abilities disabled individuals. He possesses of Mr. Norman and a visible member**

**a most remarkable intelligence that of the disability rights movement to**

**is coupled with incredible kindness. who I turn** **to for counsel. Any**

**As a review of his awards and achieve-** **organization would be the beneficiary**

**ments demonstrates, he is extraordinarily and not the benefactor should**

**accomplished but his achievements they hire him.”**

**are all the more extraordinary because**

**he is blind. His advocacy for disabled** -Trisha Fink

**individuals is born out of his own** Former Executive Director of

**experiences and passion to make** National Council for Support of

**life better for others with disabilities.”** Disability Issues

-Catherine L. Wolfe, Esq.