

TERESA F. FRISBIE
Loyola University Chicago School of Law
25 E. Pearson
Chicago, IL 60611
312-915-7855
tfrisbie@luc.edu

KEY PROFESSIONAL ACCOMPLISHMENTS

- Distinguished Professor in Residence and Director, Dispute Resolution Program at Loyola University Chicago School of Law
- Named Top Ten Women ADR Neutrals, as well as a *Leading Lawyer* in ADR/Commercial Litigation, ADR/Employment and ADR/International by *Illinois Leading Lawyers*
- 30+ years of experience as mediator and arbitrator (mediated and arbitrated hundreds of cases including multi-million-dollar disputes)
- Named by attorney peers to the National Academy of Distinguished Neutrals
- Mediator of the Year, Association for Conflict Resolution, Chicago, 2018
- Formerly a partner at the law firm of Foran and Schultz (formerly Foran, Wiss & Schultz)
- Coach of the Year, International Academy of Dispute Resolution, Glasgow, Scotland, April 2017
- Court-certified mediator, Circuit Court of Cook County, Illinois Law, Probate and Chancery Divisions
- AV - rated attorney with 25+ years of litigation experience in state and federal courts
- Litigation and dispute resolution experience includes employment (including sexual harassment, retaliatory discharge, wrongful termination, discrimination, employee discipline, executive compensation, Illinois Wage Act, and FMLA), trust/estate/guardianship disputes, contracts, real estate, construction, partnership and business disputes, professional ethics and licensing, international arbitration, insurance, products liability, personal injury, fraud, franchise disputes, medical malpractice, celebrity privacy, environmental litigation, wrongful death and zoning.
- Multiple jury trials including as lead trial counsel

- Represented individuals, small businesses and international corporations as both plaintiffs and defendants throughout legal career
- Frequent speaker and writer on dispute resolution topics
- Ten years of service as Center for Conflict Resolution mediator
- Consultant/advisor to ADR institutions and court programs, including serving as executive director and drafting arbitration and mediation rules
- Columnist *Chicago Daily Law Bulletin* on dispute resolution topics
- 10+ years of experience as professor, trainer and coach of mediation, mediation advocacy and negotiation skills. Trained attorneys, judges, business professionals, physician leaders and law and business students in mediation and conflict resolution skills in U.S. and internationally
- Coach lawed school teams/individuals in mediation competitions. International Championship Team, INADR 2016, International Second Place Team, INADR, Bologna 2023; First Place Individual Mediator, INADR, Chicago 2018, Second Place Individual Mediator, INADR Chicago, 2022, Dublin, 2013; Glasgow, 2017, and Athens, 2019. Third Place Individual Mediator, INADR Chicago, 2020. First Place Mediator, International Online Mediation Competition 2003.
- Also teach Mindfulness and Well-Being: Care and Feeding of the Lawyer Brain course for law students (2021 to present).

SELECTED PRESENTATIONS

Presenter, Mindfulness at the Mediation Table, International Visitor Leadership Program, U.S. Department of State, Mediation in the United States, A Project for Georgia (April 2023)

Presenter, Microbes at the Mediation Table: How might food choices and the gut-brain connection impact dispute resolution? Will Work for Food mediation webinar. (March 2023)

Presenter, Empowering Women in Mediation through Affect Labeling and Emotions Work, Women in Mediation, University of Bologna and the International Academy of Dispute Resolution, Bologna, Italy (March 2023)

Presenter, Conflict Management and Mindfulness, Conflict Management LLM Mediation Program for Ukrainian judges and attorneys, Mykolas Romeris University, Lithuania (virtual) (September 2022)

Presenter, Mindfulness and Self-Distancing in Negotiation, Advanced Negotiation, Executive Women's MBA Program, Brenau University (March 2022)

Conference Organizer and Presenter, Mediation, Mindfulness and Cooler Conversations About Climate Change, International Academy of Dispute Resolution World Mediation Congress (June 2021)

Presenter, Mindfulness and Self-Distancing in Negotiation, Advanced Negotiation, Executive Women's MBA Program, Brenau University (March 2021)

Co-Presenter (with Mark Mayer), Challenges to Confidentiality in Online Mediations: Practical Considerations and Agreements, Association for Conflict Resolution (February 2021)

Panelist (with Jeff Kichaven and Tyler Codina), What? My Online Mediation May Not Be Confidential? ABA 2020 Dispute Resolution Tech Expo, Live Webinar (September 2020)

Moderator and Panelist (with Deborah Malizia and Jessica Jamieson), How Mediation Skills Training Can Help Law Student Mental Health (relationship to mindfulness), ABA Section of Dispute Resolution, Live Webinar (April 2020)

Presenter, Increasing Emotional Intelligence at the Mediation Table, International Academy of Dispute Resolution Mediation Tournament Training, Chicago (March 2020)

Presenter, Association of Attorney Mediators, Mindfulness at the Mediation Table --- Managing Emotion for Improved Decision-Making, Chicago (November 2019)

Co-Presenter (with Joseph Duncan and Giulio Zanolla), Resolution Strategies, Claims Litigation Management Alliance, Litigation Management Institute, Chicago (October 2019)

Presenter, Negotiation Skills, Loyola University Chicago School of Law, Loyola University Chicago School of Law Health Law and Business Law Masters of Jurisprudence programs, EIW (September 2019)

Presenter (with Jonathan Beitner), Mindfulness and Your Brain in Law School, 1L Orientation, Loyola University Chicago School of Law (August 2019, August 2020)

Presenter, Exploring the Impact of Mindfulness Practice on Professional Practice, Loyola University Chicago School of Law, Health Law and Business Law Masters of Jurisprudence programs (September 2019)

Lead Trainer, III International Summer School of Communication, Negotiation and Mediation, Bulgarian Professional Association of Mediators, Pomorie, Bulgaria (June 18-20, 2019)

Co-Presenter (with Tim Hicks) Using Neuroscience, Mindfulness, Behavioral Economics and Psychology in Mediation, Mediation Symposium, Center for International Legal Studies, Salzburg, Austria, (June 13, 2019)

Panelist, (with Kay Hanlon, Erica Golson, Sharon Neal) Mindfulness Workshop, Chicago Bar Association, (May 17, 2019)

Panelist (with Ken Roberts, Jeff Kichaven and Ferdinand Fourie), Negotiation and Dispute Resolution: Raising Emotional Intelligence at the Mediation Table, American Bar Association, Section of Dispute Resolution, Spring Conference, Minneapolis, Minn. (April 2019)

Panelist, Mediator Secrets: Dos and Don'ts, International Academy of Dispute Resolution, Athens, Greece, (March 2019)

Presenter, Improving Decision Making and Performance in Mediation through Mindful Distancing, Chicago Bar Association, (January 25, 2019)

Presenter, Managing Cognitive Obstacles and Increasing Emotional Intelligence at Mediation, Chief Claims Officer Summit, Claims Litigation Management Alliance, Baltimore, Maryland (September 2018)

Presenter, Exploring the Impact of Mindfulness Practice on Professional Practice, Loyola University School of Law, Health Law and Business Law Masters of Jurisprudence programs (September 2018)

Moderator, Why Lawyer Well-Being Matters to Clients, Law Firms, Lawyers, Mindfulness in Law Society National Conference, Chicago, Illinois (August 2018) (Also local organizer)

Presenter, The Brain During Conflict, Rotary e-Club of World Peace (July 17, 2018)

Presenter, Minding the Minds: Influencing the Emotional Intelligence of Everyone at the Mediation, Tressler Talks Mediation Seminar, Chicago (May 3, 2018)

Organizer and Faculty Host, International Academy of Dispute Resolution World Mediation Congress and International Law School Mediation Tournament, Chicago (March 2018) (at Loyola)

Chair and Moderator, ADR-ODR and Conflict Resolution Skills Committee, Chicago Bar Association Future of the Practice Summit, as part of Where Do We Go From Here? A Summit on the Future of Lawyers, Law Schools, Courts and Access to Justice (October 5, 2017)

Co-Presenter (with Alyson Carrel and Stanley Sklar), Academic Perspective of DRBs: How to Effectively Get Your Point Across, Dispute Resolution Board Foundation, Chicago (September 15, 2017)

Mediation Coach, Mediation Night, Northwestern University School of Law (November 2017 and prior years)

Organizer (Co-Sponsor with Center for Conflict Resolution) A Conversation with Former Illinois Governor Patrick Quinn: Conflict Resolution Strategies for Political Leaders (September 28, 2017)

Co-Presenter (with Shannon Callaghan) and organizer, Managing the Stress Response in Mediation – Yours and Theirs, Loyola University Chicago School of Law, Dan K. Webb Center for Advocacy Women in Litigation Conference, Advocacy in Mediation (September 2017)

Presenter, Raise EQ at the Mediation Table – Cue Self-Distancing Language, Mediation Symposium, Center for International Legal Studies, Salzburg, Austria (June 2017)

Co-Presenter (with Len Riskin), Mediation and Meditation; Exploring the Impact of Mindfulness Practice on Professional Practice, Chicago Bar Association, Chicago, Illinois (April 2017)

Presenter, Using Decision Science to Increase EQ in Mediation, International Academy of Dispute Resolution, Glasgow, Scotland (April 2017)

Co-Presenter (with David Varalek), Resolution Strategies, Adding Value, Claims Litigation Management Alliance, Litigation Management Institute (October 2017)

Presenter, Self-Distancing; Exploring Emotional Intelligence (EQ) in Mediation: A Technique to Help Parties Self-Regulate Emotions, Association for Conflict Resolution, Chicago (February 2017) (at Loyola)

Co-Presenter (with Nicholas Conca), Resolution Strategies: Adding Value, Overcoming Cognitive Obstacles to Early Resolution, Claims Litigation Management Alliance, Litigation Management Institute (October 2016)

Reflector, Mindfulness: Learning and Lawyering, presentation by Ellen Langer, Ph.D. (September 28, 2016) (at Loyola)

Presenter, Mindfulness and the Reptile Masque, Mindfulness and Thriving Legal Practices at the University of Colorado Law School (August 2016)

Negotiation and Conflict Management, Loyola University Chicago School of Business, Member of Executive Education faculty team awarded Silver Medal of Excellence in Academic Partnerships by Chief Learning Officer magazine for teaching physician leaders (October 2015)

Panelist, The Advantages of Negotiation, Mediation and Arbitration, Latino/Latina Law Student Association Meeting (October 2015)

Trainer, Mediation Skills for Collaborative Practitioners, Brigitte Bell & Associates (May 2015 (at Loyola)

Training coach, Mediation Skills Training, National Association for Realtors (September 2021 and prior years)

Panelist, Techniques to Promote Optimal Decision Making in Mediation, Mediation Symposium, Center for International Legal Studies, Salzburg, Austria (June 2015)

Co-Presenter (with Gina Orlando), Open Their Minds, Cool Their Brains; Quick Mediation Techniques That Turn Down Fight or Flight Hormones, Association for Conflict Resolution, Chicago (April 2014) (at Loyola)

Co-Presenter (with Michael Leech and Lee Jay Berman), The Multi-Door Courthouse, Association of Attorney Mediators, Chicago (January 2013)

Panelist, Arbitration Under the Federal Arbitration Act, Illinois State Bar Association (April 2013)

Presenter, Negotiation Techniques, Circuit Court of Cook County, Illinois, Parentage and Child Support Court (October 2013)

Panelist (with Alyson Carrel), Teaching Mediation Advocacy Inside and Outside the Classroom, American Bar Association, Section of Dispute Resolution (April 2013)

Presenter and meeting Co-Chair, Practical Applications of Neuroscience in Negotiation and Mediation, American Bar Association, Chicago (August 2012)

Co-Presenter, an Employment Dispute; Mediation and Arbitration Simulations: Effective Use of the Preliminary Conference in Arbitration, Association for Conflict Resolution (September 2011)

Guest Speaker, Mediation Course, Creative Solutions to Interpersonal Conflict in Negotiation, McGeorge School of Law, Sacramento (October 2011)

Presenter, The Critical and Unique Role of the E-Discovery Mediator, Circuit Court of Cook County, Illinois (December 2011)

Presenter, Creativity in Settlements, International Academy of Dispute Resolution, London (March 2011)

Presenter, Creativity in Settlements, Circuit Court of Cook County, Illinois (February 2011)

Moderator, Should U.S. Style Discovery Be Used in International Arbitration? Loyola International Law Journal Symposium (March 2011)

Lecturer, Mediation, MentorCLE, online Illinois continuing education course (2009)

Presenter, Partnerships, LLPs and LLCs, Mediation of Partnership Disputes, American Bar Association – American Law Institute (July 2009)

Presenter, ADR in a Nutshell, Online Dispute Resolution, Illinois Bar Association (February 2008)

Presenter, Mediation of Trust and Estate Disputes, Illinois Bar Association (July 2008)

Trainer, Mediation Skills Workshop, Croatia Bar Association, Zagreb, Split and Rijeka, Croatia (February 2003)

Co-Presenter (with Peter Baugher), Resolving International Business Disputes: Litigate, Arbitrate or Mediate, Chicago Bar Association, International Law Committee (February 2002)

Presenter, Negotiating and Drafting the Dispute Resolution Clause, Negotiating and Drafting Major Business Agreements Conference, Chicago, Illinois (December 2001)

Co-Presenter (with Andy Miller) Applying a Systematic Approach to Conflict Resolution in Mediations Involving Small Businesses, American Bar Association, Section of Dispute Resolution, Washington D.C., April 2001

Course Tutor and local organizer, Chartered Institute of Arbitrators, Entry Level Course on International Arbitration, Chicago (1998)

MEDIA

Confidentiality In Mediation May Not Be Enforceable, Says Neutral, Los Angeles Daily Journal (Dec.30, 2020)

To Understand Each Other, Look Through Each Other's 'Windows,' Chicago Sun Times (June 29, 2020)

Interviewed live on WTTW Channel 11, *Chicago Tonight*, Professional Mediator Offers Tips for Better Negotiations, October 23, 2019 <https://news.wttw.com/2019/10/23/professional-mediator-offers-tips-better-negotiations>

Interview, How to Get Some Emotional Distance in an Argument, Greater Good Magazine (October 7, 2019)

Happy Lawyers, Voice of the People, Chicago Tribune (September 12, 2015)

Lesson in Listening to Those with Whom We Disagree, Chicago Sun Times (January 17, 2017)

Panelist, Illinois State Bar Association, Illinois Law cable television talk show, Alternatives to Court: Mediation, Arbitration, Collaboration (April 2011)
<https://www.youtube.com/watch?v=8YEVqjgOoB8>

Profiled on CLTV *Your Money*, Benefits of Mediation for Small Businesses, February 2003

SELECTED PUBLICATIONS

What You Say in Online Mediation May Be Discoverable, with Jeff Kichaven and Tyler Codina, Law360 (June 30, 2020) (#1 Most Read Expert Analysis of the Week)

Raising Emotional Intelligence at the Mediation Table: A Recipe to Help Parties Tell Their Stories in Self-Distancing Language, ABA Dispute Resolution Magazine (Winter 2018)

Frisbie on the World Mediation Congress at Loyola Chicago, Indisputably, invited guest blog post (April 16, 2018)

Chicago Daily Law Bulletin:

- How You Can Help Border Children (June 26, 2018)
- Lengthy ABA Study Suggests Better Way to Conduct Mediation (July 26, 2017)
- Dealing With Unsavory Attorneys: Be Patient, Let Them Sink Themselves (February 9, 2017)
- Soft Skills Still Irreplaceable Even as Law Goes High-Tech (December. 19. 2016)
- Learning Peacemaking Skills from Syrian Refugees in Greece (July 14, 2016)
- Why Mindfulness Practice Can Make Lawyers Better at Conflict Resolution (June 22, 2016)
- A Modern, Worldwide Dispute Resolution System Inspired by Islam (April 6, 2016)
- How Women Can Assert Themselves Without Triggering Backlash (February 18, 2016)
- What We Can Learn From The Medical Profession About Increasing EQ (December 16, 2015)

- In Mediation, Let Your Creative Spark Light Up the Process, (October 26, 2015)
- Awareness of Conflict Styles Goes A Long Way in Preventing Trouble (August 26, 2015)
- Mediation No Time to Let Boys Be Boys: Mind Your Brain's Chemistry in Mediation (July 20, 2015)
- Decision-Making in Negotiations and Handling the Reaction to Unfairness (June 3, 2015)
- Decision-Making in Negotiating Settlements and the Anchoring Effect (April 22, 2015)
- Decision-Making in Negotiating Settlements: The Overconfidence Bias (March 23, 2015)
- An Open Letter to Lawyers Who Hate Mediation Joint Sessions (January 20, 2015)
- Encourage Clients to Eat Their Conflict Management Vegetables (February 18, 2015)
- Knowing What Clients Want from ADR Processes Helps Them – And You (December 11, 2014)
- Facebook's Dispute Resolution Tool Helpful, But Needs Work (September 25, 2014)
- Correcting the Neutral Selection Gender Bias (August 21, 2014)
- Restorative Justice is Expanding in Illinois, But More Can Still Be Done (July 28, 2014)
- Assessing Feedback Helps Manage Conflict (June 24, 2014)
- Finding Inspiration in the Rule of Law (May 27, 2014)
- Settlement Week Offers Chance to Explore Mediators' Differing Styles (April 3, 2014)
- Understanding Values Important in Cross-Cultural Negotiations, Mediation (April 24, 2014)
- Conflict Coaching a Useful Dispute Resolution Process for Clients (January 22, 2014)
- Client Involvement is Key in Estate Mediation (January 8, 2014)
- How to Make the Most of Written Submissions (November 21, 2013)
- Meaningful Conferences Prevent 'Arbitration' in Commercial Cases (October 29, 2013)
- How to Mediate Disputes Involving the Elderly (September 13, 2013)
- What Your Client Needs to Know About Mediation Confidentiality (July 29, 2013)
- Can Online Video Conferencing Tools Help the Mediation Process? (February 20, 2018)
- Don't Let Advocacy in Mediation Be as Futile as a Political Conversation (August 26, 2013)
- A Few Thoughts on Gender and Mediation (February 28, 2013)
- Communicating Beats Litigating (October 25, 2010)

Ten Tips for a Successful Mediation, Women's Bar Association Journal (2012)

Bringing Mediation to the Balkans, Chicago Bar Record (May 2003)

Online Mediation Can Benefit International Trademark and Domain Name Disputes, ADR Online Monthly (June 2002)

International Mediation and Arbitration on Main Street: What Medium-Sized Businesses and their Lawyers Need to Know in the Global Age, reprinted in JAMS Dispute Resolution Alert, Vol. 2, No. 2 (November/December 2001)

Editor, Newsletter of the Chicago International Dispute Resolution Association (2001-2003)

LAW FIRM EXPERIENCE

- DeGrand & Wolfe, P.C., Of Counsel, 20 S. Clark, Suite 2620, Chicago, IL, 2006 to 2011
- Davis McGrath, Of Counsel, 125 S. Wacker, Chicago, IL, 2001 to 2006
- Foran & Schultz, Partner, 30 N. LaSalle, Chicago, IL, 1986 to 2001

Admitted to the bar for the State of Illinois and the United States District Court for the Northern District of Illinois in 1986. Admitted to the Trial Bar of the Northern District of Illinois in 1989 (currently voluntarily withdrawn from trial bar).

SELECT TRAINING AND CONFERENCES

Administrative Leadership Training, Perspectives, Loyola Chicago (9 hours) (April 2023)

Quinnipiac/Yale, Campus Division? Dispute Resolution Strategies for Campus Leaders, Divided Community Project (November 10, 2021)

Women in Litigation, Teaching Trial Advocacy and Managing Difficult Trial Advocacy Case Files (October 2021)

Police Accountability: What has been done and what more needs to be done, Loyola Chicago (March 2021)

Developing Pedagogy That Fosters Anti-Racism, Loyola Chicago (January 14, 2021)

Online Teaching Courses, OTC Spring 2015, OTC Design Spring 2020, OTC Intensive Workshop 2020, Loyola University Chicago

Anti-Racism Course Design; Anti-Racist Course Facilitation; Anti-Racist Action and Advocacy Training, Loyola University Chicago, (Spring and Summer 2020)

Legal Design and Visual Advocacy, Stanford Legal Design Lab, Palo Alto, California (May 2019)

American Bar Association, Section of Dispute Resolution spring conferences (most years 2011 through 2019)

National Academy of Distinguished Neutrals advanced training, Toronto, Canada (August 2017)

Applying Neurobiology to Mediation and Negotiation with Jeremy Lack, Chicago (August 16, 2016) (at Loyola) (Also organizer)

20-hour Restorative Justice Training, Vastine/Newman (June 2014)

20-hour Advanced elder mediation training, Mediation Training and Consultation Institute and Loyola University School of Social Work, Chicago, August 2013

Training with The de Bono Group courses in creativity and Six Thinking Hats, February 2013

Master Mediator Institute, “The Science Behind the Sense: Exploring Cognitive Neuroscience and Decision Making,” Duke University, North Carolina, May 2012

Teaching Law School ADR Classes and Professional Skills Program (Mediation Advocacy), Pepperdine University, Malibu, CA, June 2011

American College of e-Neutrals training, Loyola, April 2012

Advanced mediation skills roundtable, ADR Systems of America, Chicago, 2006, 2008, 2010, 2011, 2012

AAM/DEPAUL CDR MEDIATION PROGRAM TRAINING, JUNE 6, 2011 Commercial Arbitration Symposium,

DePaul Center for Dispute Resolution, Chicago, March 5, 2009

Wisconsin Association of Mediators Training Institute, November 3, 2004 (Family Business Mediation and Online Dispute Resolution sessions)

Advanced Mediation Training for JDR, Inc. mediators, May 24-25, 2004

Advanced Training for Employment Mediators, Center for Conflict Resolution, February 2002

Advanced Skills Training, Center for Conflict Resolution and Illinois Department of Human Rights, October 23, 2001

Sexual Harassment Mediation Training, Center for Conflict Resolution and City of Chicago, August 14, 2001

ABA, Dispute Resolution Section, Collaboration in the Capitol, Washington, DC, April 26-28, 2001

Employment Mediation Training, Center for Conflict Resolution and Illinois Department of Human Rights, Feb. 21, 2001

40-Hour Mediation Training Course, Center for Conflict Resolution, Chicago, Illinois June 18-19, 25-26, 1998

Special Fellowship Assessment and Examination, Chartered Institute of Arbitrators Charleston, South Carolina, April 24-26, 1997 (passed exam and named Fellow)

Entry Level International Arbitration Course and Examination, Chartered Institute of Arbitrators and American Arbitration Association, Vancouver, British Columbia, May 24-26, 1996 (passed exam and named Associate)

DISPUTE RESOLUTION AFFILIATIONS

Mediator, Chicago Bar Association Mediation Service, 2021 to present
Arbitrator and mediator, National Academy of Distinguished Neutrals, 2013 to present
Arbitrator and mediator, National Arbitration and Mediation, 2010 to present
Arbitrator, Shenzhen Court of International Arbitration December 2012 to 2022
Vice President U.S.A, International Academy of Dispute Resolution (INADR), 2017 to present
Executive Director (consultant): Chicago International Dispute Resolution Association, 2001-2003; mediator and arbitrator panel member 1997- 2009
Fellow: Chartered Institute of Arbitrators, London, 1997-2005; Executive Committee, North American Branch, 2001 to 2004; Chicago international arbitration course tutor and/or local course coordinator, 1998 and 2002
Arbitrator and mediator, ADR Systems of America, 2004 - present
Mediator, Association of Attorney Mediators, 2011 to present.
Mediator, Center for Conflict Resolution (active volunteer mediator 1998- 2010)
Certified Mediator: Circuit Court of Cook County – Chancery, Probate and Law Division Panels, current
Arbitrator: Circuit Court of Cook County (Chair qualified), 1990- 2006
Mediator: Judicial Dispute Resolution, Inc. (JDR), Chicago, IL, 2002 - 2006
Member: Association for Conflict Resolution, Chicago Chapter, 1999 to present (intermittent)

OTHER SERVICE

Part of Loyola interdisciplinary faculty team responsible for winning a planning grant for Dana Foundation Neuroscience & Society Center (Sept. 2022). We are working on developing after school programming to support underrepresented minority student presence in STEM fields.

Academic Program Review Committee, Loyola University Chicago School of Law (2018-2022)

Adjunct Professor Committee, Loyola University Chicago School of Law (2020 to present)

Community Conversations Design Work Group, Loyola University Chicago School of Law (2021 to present)

Curriculum Committee, Loyola University Chicago School of Law, (2018-2019)

Consultant on mediation to Ambassador John Phillips, Embassy of the United States, Rome, Italy (April 2016)

American Bar Association Section of Dispute Resolution Task Force on Research in Mediator Techniques (2016-2017)

EDUCATION

Loyola University of Chicago School of Law, Chicago, Illinois, J.D., June 1986

University of Illinois, Champaign, Illinois, June 1983, B.A., June 1983

Study Abroad Program, Salzburg College, Salzburg, Austria, 1982