

CURRICULUM VITAE

Robert J. Dignam

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Professional Experience and Activities

November 2017 to present: Partner - O'Neill, McFadden and Willett, LLP, Schererville, Indiana. Practice includes service as a registered civil mediator and civil arbitrator; representation of clients in labor and employment law matters, service as lead negotiator in collective bargaining; service as a medical review panel chairman; and representation of clients in various civil litigation matters.

October 2014 to November 2017: Shareholder – Johnson and Bell, PC, Crown Point, Indiana. Practice included service as a registered civil mediator; medical review panel chairman; representation of doctors before medical licensing boards; participation in labor and employment law and litigation matters in state and federal courts, before the Equal Employment Opportunity Commission in Indiana and Illinois, before the Indiana Civil Rights Commission, and before the Illinois Department of Human Rights; practice has also involved counseling clients on employment and labor law issues, including matters before the National Labor Relations Board, service as negotiator in labor negotiations, participating as an advocate in labor arbitrations; serving as school corporation counsel, and providing other legal services for private and public sector clients, including health care organizations and governmental entities.

September 2006 to September 2014: Partner - Hoeppner, Wagner & Evans, LLP, Merrillville, Indiana. Practice focused on serving as a mediator, serving as a medical review panel chairman in Indiana; the defense of employment law and litigation matters in state and federal courts in Indiana, in federal court in Illinois, before the Equal Employment Opportunity Commission in Indiana and Illinois, before the Indiana Civil Rights Commission, and before the Illinois Department of Human Rights; practice also involved counseling clients on employment and labor law issues, including matters before the National Labor Relations Board, serving as lead negotiator in labor negotiations, participating as an advocate in labor arbitrations, representing clients on matters before the Indiana Department of Environmental Management and the Indiana Occupational Health and Safety Administration; and providing other legal services for private and public sector clients, including health care organizations, governmental entities, and school corporations.

January 2002 to May 2016: Adjunct Professor - Purdue University Northwest, Hammond, Indiana. Courses have included Personnel Law, Human Resources Management, and Conflict Management, in the Department of Manufacturing, Engineering, Technology and Supervision.

January 1997, to September 2006: Partner - Spangler, Jennings & Dougherty, P.C., Merrillville, Indiana. Practice focused on the defense of medical malpractice claims for hospitals, physicians, nurses, and other

health care providers, and on the defense of civil rights and employment law claims for hospitals, health care providers, and other employers. January 2003, to September 2006: served as firm's corporate secretary. January 2006, to September 2006: also served as firm's vice-president.

December 1986 to December 1996: Associate - Spangler, Jennings & Dougherty, P.C., Merrillville, Indiana. Practice focused on general insurance defense litigation, with increasing concentration on the defense of civil rights, employment law, and medical malpractice claims.

Education

Graduate degree: Doctor of Jurisprudence, May 18, 1986; Valparaiso University School of Law, Valparaiso, Indiana.

Undergraduate degree: Bachelor of Arts in Business Administration, May 23, 1983; Saint Xavier University, Chicago, Illinois.

Bar Memberships

State of Indiana; United States District Courts for the Northern and Southern Districts of Indiana; United States District Court for the Northern District of Illinois; United States Court of Appeals for the Seventh Circuit; and United States Supreme Court.

Association Memberships

Indiana State Bar Association, Alternative Dispute Resolution Council of Indiana State Bar Association; Lake County Bar Association; Indiana Association of Mediators; Society for Human Resources Management; and Society for Human Resources Management of Northwest Indiana.

Honors

2022-2025: Top 50 List - Indiana Super Lawyers
2020-present: National Academy of Distinguished Neutrals
2014-present: Martindale-Hubbell AV Preeminent Rating
2020-present: Best Lawyers in America in Employment Law
2021-present: Indiana Super Lawyers – Alternative Dispute Resolution
2015-2020 Indiana Super Lawyers - Labor and Employment Law
2014-present: AVVO Peer Review Rating - 10/10

Representative Presentations

Nuances in Neutrality
Mediating Employment Law Cases
Human Resource Law from Start to Finish
Mediation Participation and Ethics
Indiana Mediation: Start to Finish
Mediation Procedures and Ethics
Mediation of Employment Law Cases

Indiana State Bar Association ADR Section
Indiana State Bar Association Employment Law Section
Human Resource Law from Start to Finish
National Business Institute
National Business Institute
Lake County Bar Association Young Lawyers Section
Lake County Bar Association Employment Law Section

[The ADA and FMLA Legal Update](#)
[Employment Law for Small Companies](#)
[The Fundamentals of Employment Law](#)
[Employment Law Issues in a Law Firm](#)
[Employee Handbook Do's and Don'ts](#)
[Social Media Policies for Employers](#)
[Why to Mediate, and Applicable Rules](#)
[Mediation Ethics and Professionalism](#)
[The EEOC and ADA in a Law Firm Setting](#)
[The Americans with Disabilities Act](#)
[Sexual Harassment, A Historical Perspective](#)
[How to Stay Out of Hot Water](#)

Lake County Bar Association Employment Law Section
 Lake County Bar Association Employment Law Section
 Lake County Bar Association Employment Section
 Hardball Litigators Seminar
 Human Resources Law Bootcamp
 Human Resources Law Bootcamp
 Lake County Bar Association
 Lake County Bar Association
 Indiana Continuing Legal Education Forum
 Allen County Bar Association
 Lake County Bar Association
 Allen County Bar Association

Publications

[There is More to Fear than Fear Itself. The National Labor Relations Board's Attack on Purposeful Work Rules Must Be Stopped](#), Valparaiso University Law Review, Vol. 52, Winter 2018, Number 2
[Monitoring Social Media Activity](#), Northwest Indiana Business Quarterly
[Genetic Information Nondiscrimination Act](#), Northwest Indiana Business Quarterly
[Indiana Evidence Workshop Handbook](#), Professional Education Systems, Inc.
[Human Resources Law Bootcamp](#), National Business Institute
[Human Resources Law from Start to Finish](#), National Business Institute
[Advanced Civil Discovery for the Litigation Paralegal](#), National Business Institute

Published Opinions

United States and State of Indiana es rel. Barnes v. Mid-America Psych., 2022 WL 3645437 (S.D. Ind. 2022).
Simpson v. St. James Hospital, 2015 U.S. District LEXIS 88337 (N.D. Ill. 2015).
Berry v. ArcelorMittal, 2013 U.S. Dist. LEXIS 51532 (N.D. Ind. 2013).
Hill v. St. James Hospital and Health Centers, 2013 U.S. District LEXIS 20669 (N.D. Ill. 2013).
King v. Sisters of St. Francis Health Services, 2012 U.S. District LEXIS 66364 (N.D. Ill. 2012).
Hart v. ArcelorMittal, 211 U.S. Dist. LEXIS 34966 (N.D. Ind. 2011).
Thornberry v. City of Hobart, 208 U.S. Dist. LEXIS 71398 (N.D. Ind. 2008).
Life Ins. Co. of N. Am. v. Justak, 208 U.S. Dist. LEXIS 30270 (N.D. Ind. 2008).
Syfu v. Quinn, 826 N.E.2d 699 (Ind. Ct. App. 2005).
Levy v. Newell, 822 N.E.2d 234 (Ind. Ct. App. 2005).
Stahl v. St. Anthony Medical Center, 2004 U.S. App. LEXIS 12890 (7th Cir. 2004).
Christian v. St. Anthony's Medical Center, 1997 U.S. App. LEXIS 16288, 117 F.3d 105 (7th Cir. 1997), *cert. denied* 523 U.S. 1022 (1998).
Baker v. American Juice, 870 F. Supp. 878 (N.D. Ind. 1994).
Lavery v. Southlake Center for Mental Health, 566 N.E.2d 1055 (Ind. Ct. App. 1991).
Schultz v. Hodus, 535 N.E.2d 1235 (Ind. Ct. App. 1989).

References

Available upon request