

# DR. ANGÉLICA GUEVARA, JD, MA, PHD, LL.M

## ACADEMIC APPOINTMENT

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**Indiana University, Kelley School of Business**  
ASSISTANT PROFESSOR OF BUSINESS LAW & ETHICS

**Bloomington, IN**  
July 2021 – Present

## RESEARCH AREAS

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Business Law, Business Law and Ethics, Disability Studies, Non-apparent Disabilities, Disability Rights Law, Disability Antidiscrimination Law, Disability in Higher Education, Gender Studies

## EDUCATION

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**University of Wisconsin Law School**  
MASTER OF LAWS

**Madison, WI**  
2021

*Honors:* William H. Hastie Fellow; Institute for Legal Studies Law and Society Graduate Fellow

**University of California, Berkeley, Graduate School of Education**  
DOCTOR OF PHILOSOPHY

**Berkeley, CA**  
2019

*Dissertation:* Perfectly Imperfect: Law Students with Non-Apparent Disabilities and Disability Law

*Honors:* Dissertation Completion Fellowship; Summer Doctoral Grant; Graduate School of Education Block Grant

**University of California, Berkeley, Graduate School of Education**  
MASTER OF ARTS

**Berkeley, CA**  
2017

*Position:* Graduate Tutor & Tutorial Coordinator, Athletic Study Center

**University of California, Berkeley, School of Law**  
JURIS DOCTORATE

**Berkeley, CA**  
2010

*Honors:* Council on Legal Education Opportunity Scholarship (CLEO)

*Position:* Student Liaison Committee-Faculty Appointments, Co-Chair; La Raza Law Students Association Professional Network Liaison; Graduate Assembly, Representative; Native American Law Students Association, Member; Committee of the Status of Women and Ethnic Minorities, Staff Member; Berkeley Journal of African American Law & Policy, Member; Impact Fund: Strategic Litigation for Social Justice, Intern; California Asylum Representation Clinic, Intern (successfully represented client).

**The University of California, Los Angeles (UCLA)**  
BACHELOR OF ARTS WITH HONORS

**Los Angeles, CA**  
2005

*Majors:* Chicana/o Studies; Women's Studies

*Honors:* U.C.L.A. Law Fellow; Rosie O'Donnell "Super Kid" Full Scholarship Recipient; U.C.L.A. Latino Alumni Scholarship Recipient; K.N.B.C. "Beating the Odds" Scholarship Recipient

*Position:* Mentor, Chicano Studies Outreach & Upward Bound; Grant Writer, A Better Chance; Interpreter, The Coalition of Concerned Legal Professionals; Research Intern, U.S. Commission on Civil Rights

## PUBLICATIONS

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*Exclusionary Ableism*, (co-author Tania Valdez, The George Washington University Law School) (39 GEORGETOWN IMMIGR. LAW J. 1, 2024 (forthcoming spring 2025)).

*Joyful Collaboration: Chicanas Building Comunidad in Legal Academia*, 40 BERKELEY J. OF GENDER, LAW & JUSTICE, 2025 (co-author Tania Valdez, The George Washington University Law School) (forthcoming spring 2025).

*I Think I Can, EXCEPTIONALLY ABLE*, Publishers Sara L. Uckleman and Nicole Brown, Durham University, United Kingdom (forthcoming spring 2025).

*Not Able Enough, Not Disabled Enough*, TEX. J. C. L. & C. R. 29 Tex. J. on C.L. & C.R. 147, 2024.

*False Promises: How Society and the Law Continue to Undermine People with Disabilities Seeking Education and Employment*, 51 HASTINGS CONST. L. Q. 1, 2023.

*To Be, or Not to Be, Will Long-COVID Be Reasonably Accommodated Is the Question*, 23 MINN. J.L. SCI. & TECH. 253 (2022).

*The Need to Reimagine Disability Rights Law Because the Medical Model of Disability Fails Us All*, 2021 WISC. L. REV. 269 (2021).

*Ableness As Property*, 98 DENV. L. REV. FORUM 1 (2020).

## WORKS-IN-PROGRESS

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*Neuro-exclusion in the Employment Sector* (solo authorship forthcoming fall 2025).

*The Constructive Exclusion of People with Disabilities in Air Travel Is Bad for Business* (solo authorship forthcoming fall 2025)

*Social Death: Cancer and the Employment Sector* (forthcoming fall 2025)

*The Business of Healthcare: Women and Disability* (co-author Phoebe Jean-Pierre, Indiana University, Kelley School of Business, forthcoming fall 2025)

*The Handbook of Disability Affirmative Therapy: A Systemic Therapist's Guide to Effective Clinical Care with Disabled Clients and their Families*. Disability Models Chapter (solo authorship – forthcoming fall 2025)

## AWARDS & HONORS

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**Northwestern Pritzker School of Law, Center for Racial and Disability Justice** January 2025-2026  
FACULTY ASSOCIATESHIP

**Wharton School of Business, University of Pennsylvania, The Tenure Project** July 22, 2024  
SELECTED PARTICIPANT AND MEMBER

**The Big Ten & Friends Business Law and Ethics Research Seminar** June 27, 2024  
CHAIR  
As the research Committee Chair for the Business Law and Ethics Department, I helped host the business law professors selected to participate in the Research Seminar.

**Indiana University, Kelley School of Business Trustee Teaching Award 2023** March 8, 2024  
AWARD RECIPIENT

**Stanford Law: Inaugural Graciela Olivárez Latinas in the Legal Academy** June 24, 2022  
SELECTED PARTICIPANT AND MEMBER  
Selected to participate with other trailblazing Latinas in the legal academy, willing to mentor and support other Latinas, especially their research.

**The Big Ten & Friends Business Law and Ethics Research Seminar** June 27, 2022  
Hosted by Michigan University Ross School of Business  
PARTICIPANT  
The seminar comprises other business law professors who encourage participants to present early-stage materials, aiming to provide all participants with meaningful feedback in shaping their research projects.

**Huber Hurst Research Seminar** January 21, 2022  
PRESENTER & DISCUSSANT  
Selected to participate in an intensive research seminar hosted by the Warrington College of Business.

**United States Department of Labor, Office of Disability Employment Policy** June 6, 2021  
BUSINESS DEVELOPMENT SPECIALIST  
Workforce Recruitment Program Recipient

**American Bar Association** September 24, 2021  
PRESENTER  
*Intersectionality: An Innovative Lens for Understanding the Challenges Faced by Disabled Students*

## FEATURED AND CITED

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**Kelley Faculty Research Creating Momentum** August 22, 2024  
“Professor identifies gaps in the law affecting those not ‘disabled enough’ to qualify for benefits, yet unable to stay employed,” by George Vlahakis.

**Kelley Faculty Research Creating Momentum** April 12, 2023  
“Kelley professor to discuss the effect of ‘ableist’ terminology in business in Equity Now lecture,” by George Vlahakis.

**ABA’s Young Lawyers Division Women of Color Taskforce Spotlight** October 21, 2021  
Highlights women who are powerhouses in the legal profession and have been active in the ABA (their words, not mine).

**Wisconsin Watch** September 3, 2022  
“Workers, employers struggle as Long COVID sidelines thousands of Wisconsinites,” by Zhen Wang.

**American Bar Association Journal** October 1, 2023  
“Keeping up Appearances: slow to evolve dress codes often burden women and minority lawyers,” by Julianne Hill.

**Gargoyle, University of Wisconsin Law Alumni Magazine** October 11, 2023  
Reflections From 50 Years, Volume 47.1  
Featured as a successful Hastie Fellow Alum discussing how the program impacted our careers.

## SELECT PRESENTATIONS & PANELS

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**Internationale Tourismus-Börse Berlin (ITB Berlin) in Germany**, Keynote Speaker, *Discover the Power of True Inclusivity, Measures to Create Inclusive Workspaces for All*, March 4, 2025.

**Yale University, Department of Ethics, Politics, and Economics**, Panel Healthcare Business Ethics, *The Business of Healthcare: Women and Disability*, Speaker, February 27, 2025.

**Roche Diagnostics Corporation**, Abilities Global Awareness Main Speaker, October 21, 2024

**Association of Latino Professionals for America (ALPFA)**, Panel Celebrating Latina Professionals of Indiana University (*The only Tenure Track Latina at the Kelley School of Business*), October 14, 2024

**Academy of Legal Studies in Business Annual Conference**, Employment Law, *Neuro-Exclusion: Neurodiversity in Business*, August 11, 2024

**University of Southern California (USC) Marshall Tenure Project Conference**, Neuro-exclusion, July 22, 2024

**The University of Texas School of Law, Journal on Civil Liberties and Civil Rights Disability Symposium**, March 28 & 29, 2024

**Association of Latino Professionals for America (ALPFA)**, *Panel Celebrating Latina Professionals of Indiana University*, March 20, 2024

**Indiana University Maurer School of Law, Disabled Law Students Association (DLSA)**, *Disclosing Disabilities in the Employment Process*, March 5, 2024

**Indiana University Maurer School of Law, First Generation Law Association**, *First Gen in Academia*, February 19, 2024

**Academy of Legal Studies in Business Annual Conference**, ALSB Reads, *Being Heumann*, July 27, 2023

**University of Connecticut School of Business**, *Equity Now Speaker Series, Disability: Language and the Law*, April 18, 2023

**Kelley Direct DEIBJ**, *Faculty Training Module: Disability Basics*, Recording April 24, 2023

**Association of American University Women**, *General Overview on Disability*, March 15, 2023

**Kelley School of Business Equity and Inclusion**, *Disability Around Us*, December 2, 2022

**Academy of Legal Studies in Business Annual Conference**, *The Role of Instructor Identity in the Teaching of Business Ethics, Teaching with a Non-apparent Disability*, July 31, 2022

**Academy of Legal Studies in Business Annual Conference**, *Future of Work Panel 5.0: Hybrid Work & the Law, Emerging Workforce*, July 30, 2022

**New York City Lab School & Voices of a People's History**, *Deep Dive Day, Disability, Visibility, and Justice*, June 8, 2022

**New York State Bar Association**, *Entertainment: Arts and Sports Law Section, Reimagining Disability Rights Law*, January 18, 2022

**University of Wisconsin School Law**, *The Wisconsin Law Review 100<sup>th</sup> Anniversary Symposium, The Need to Reimagine Disability Rights Law Because the Medical Model of Disability Fails Us All*, November 18, 2021

**Indiana University Robert M. McKinney School of Law**, *Creating Affirmative Spaces, Ableism: Disability Language and the Law*, November 16, 2021

**Ohio Northern University Law School**, Straight Talk Series, *Reimagining Disability Law*, November 15, 2021

**University of Wisconsin School of Law Midwest Law & Society Conference**, Human Rights and Diversity, *Ableness as Property*, November 12, 2021

**American Bar Association**, Intersectionality: An Innovative Lens for Understanding the Challenges Faced by Disabled Students, Panelist, September 24, 2021

**Academy of Legal Studies in Business Annual Conference**, The COVID-19 Pandemic: Legal & Ethical Implications for Business, Government, and Society, *Not Able Enough, Not Disabled Enough*, August 3, 2021

## TEACHING

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**Indiana University, Kelley School of Business** **Bloomington, IN**  
FA24-L293 Honors, The Legal Environment of Business: Taught honors students the law as it relates to business topics.

**Indiana University, Kelley School of Business** **Bloomington, IN**  
FA24-L375, Business Ethics and Equity in Diverse Organizations: Taught law and ethics in business associated with race, class, gender, and disability.

**Indiana University, Kelley School of Business** **Bloomington, IN**  
FA23-L293 Honors, The Legal Environment of Business: Taught honors students the law as it relates to business topics.

**Indiana University, Kelley School of Business** **Bloomington, IN**  
FA23-L375, Business Ethics and Equity in Diverse Organizations: Taught law and ethics in business associated with race, class, gender, and disability.

**Indiana University, Kelley School of Business** **Bloomington, IN**  
FA22 & SP22-L375, Ethics and the 21st Century Business Leader: Taught the law and social structures of oppression associated with race, class, gender, and disability.

**Wisconsin School of Law** **Madison, WI**  
SP21-Disability Rights Law and Maximizing Human Potential: Taught disability rights law, which incorporated Disability Studies and Critical Race Theory (DisCrit) and the intersectionality of race, class, gender, and disability.

**University of California, Berkeley** **Berkeley, CA**  
SP14-The Politics of Education Inequality: Taught the history of the Public Education System in the United States while addressing the structural levels of oppression embedded in our society.

## PROFESSIONAL EXPERIENCE

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### **United States Department of Labor, Office of Disability Employment Policy**      **Washington, D.C.**

*Business Development Specialist*

June 6, 2021 – September 17, 2021

- Provided research expertise in disability antidiscrimination law and disability studies for future research and training.

### **Centria Healthcare Inc.**

**Oakland, CA**

*Certified Behavior Therapist*

November 15, 2017 – September 1, 2018

- Provided in-home Applied Behavior Therapy (A.B.A.) to autistic children between three and nine-years-old. Provided progress reports to the Board-Certified Behavior Analyst (B.C.B.A.) daily and reviewed treatment plans with B.C.B.A. monthly.

### **UC Berkeley Graduate School of Education**

**Berkeley, CA**

*Graduate Student Instructor (GSI)*

January 16, 2014 – May 10, 2014

I taught multiple sections of The Politics of Educational Inequality.

### **New Mexico Vote Matters**

**Albuquerque, NM**

*Associate Policy Director/ Founding Data Director*

April 20, 2012 – August 1, 2013

- Identified marginalized communities and registered them to vote. Implemented a data system for optimal quality control and lobbied for voters' rights in New Mexico's 2013 Legislative Session.

### **Enlace Comunitario**

**Albuquerque, NM**

*Domestic Violence Prevention Director*

March 15, 2011 – April 15, 2012

- Led strategic planning, evaluation, and implementation of a violence prevention program. Created, oversaw, coordinated, and maintained leadership training programs. Coordinated grant applications, implemented a youth curriculum, and represented the organization nationally.

### **Centro Legal de La Raza**

**Oakland, CA**

*Youth & Legal Volunteer Coordinator*

June 15, 2010 – March 5, 2011

- Taught race-conscious street law and assisted with personal statements to college. We strengthened our mentoring program by pairing high school students with a practicing attorney.

### **Disability Rights Education and Defense Fund (D.R.E.D.F.)**

**Berkeley, CA**

*Fellow*

May 5, 2010 – June 5, 2010

- Researched accessibility issues regarding the Netflix video streaming service.

## SERVICE

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### **Discipline**

**AccessAble USA**  
ADVISORY BOARD

Fall 2024 – Present

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- IU Student Zoe Pettler-Khurana (Finishing JD/PhD)** Spring 2024 – Present  
DISSERTATION COMMITTEE MEMBER ON DISABILITY
- Academy of Legal Studies in Business** Summer 2022 – Present  
PRESIDENT INTERDISCIPLINARY SECTION  
VICE PRESIDENT INTERDISCIPLINARY SECTION,  
SECRETARY/TREASURER INTERDISCIPLINARY SECTION
- New York State Bar Association, Entertainment, Arts and Sports Law (EASL)** January 18, 2022  
**Disability Rights Panel: Reimagining Disability Rights Law**  
PRESENTER AND MODERATOR
- American Bar Association** Fall 2021 – Fall 2022  
COMMISSIONER ON DISABILITY RIGHTS
- The Coelho Center for Disability Law Policy and Innovation at Loyola Law School** Fall 2018 – Present  
BOARD MEMBER AND MEMBER
- Journal Committed to Social Change on Race and Ethnicity (J.C.S.C.O.R.E.)** 2019 – Present  
REVIEWER
- ABA & Loyola Marymount Law School’s Disability Workshop** Fall 2020  
“Building a Disability-Inclusive Law School Environment: Workshop”  
MASTER OF CEREMONIES
- World Institute on Disability Rights** 2016 – 2017  
REPRESENTATIVE
- National Coalition for Latinxs with Disabilities** Summer 2016  
PARTICIPANT
- Berkeley Conference (Unity Wall)** Summer 2016  
PARTICIPANT
- Independent College and Law School Consultant** May 5, 2007 – Present  
VOLUNTEER



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## School

- Undergraduate Assurance of Learning Committee** September 27, 2024 – Present  
SUBCOMMITTEE CHAIR OF INDIRECT ASSESSMENT
- Assurance of Learning Workshop** October 4, 2024  
EXPERT PANELIST
- Office of the Vice Provost Tenure Track Hiring Workshop** September 23, 2024  
BUSINESS LAW & ETHICS REPRESENTATIVE
- Independent Study: Legal Research on Disability Issues** August 28, 2024 – Present  
ADVISOR FOR THREE KELLEY BUSINESS STUDENTS
- Indiana University Graduation** May 5, 2023 – Present  
FACULTY ATTENDEE
- Office of the Vice Provost Tenure Track Hiring Workshop** September 15, 2023  
BUSINESS LAW & ETHICS REPRESENTATIVE
- Kelley School of Business: Kelley Direct** April 24, 2023  
INSTRUCTED A KELLEY DIRECT DEIBJ FACULTY TRAINING MODULE
- Kelley School of Business: Accounting Department** April 14, 2023  
**MS in Accounting with Data and Analytics**  
VOLUNTEER ATTENDEE FOR THE ACCOUNTING LEADERSHIP WEEKEND OUTREACH INITIATIVE
- Kelley School of Business, Student Government Equity and Inclusion** December 2, 2022  
***Disability Around Us***  
PANELIST
- Department of Gender Studies** September 5, 2022 – Present  
AFFILIATE
- Valhalla Chapter of Lambda Sigma Upsilon Latino Fraternity** January 21, 2022 – Present  
ADVISOR
- Zeta Beta Tau Fraternity** January 21, 2022 – January 21, 2023  
ADVISOR

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**Internship and Externship/ Three Kelley Undergraduates** September 5, 2021 – Present  
ADVISOR

**The Kelley Office of Diversity Initiatives** July 1, 2021 – Present  
SPEAKER

**Department of Speech, Language, and Hearing Sciences** August 1, 2021 – August 1, 2023  
LIAISON

## Department

**Association of Latino Professionals for America (ALPFA)** March 6, 2024 – Present  
ADVISOR

**Tenure Track Hiring Committee** November 2023 – March 2024  
MEMBER

**Business Law & Ethics Research Committee** July 1, 2023 – July 1, 2024  
CHAIR

**Re-Design of Crimson Dilemma Committee** September 2023 – Present  
MEMBER

**Kelley Student Government (KSG) Ethics Case Competition** February 10, 2023  
**Kelley School of Business**  
JUDGE

**Annual Kelley Impact Competition (KIC), Kelley School of Business** April 1, 2021 – Present  
JUDGE

**Business Law & Ethics Faculty** September 1, 2021 – September 1, 2022  
**Working Group (ALSB Colleagues)**  
MEMBER

**Business Law & Ethics Research Committee** July 1, 2021 – June 30, 2023  
MEMBER

## PROFESSIONAL DEVELOPMENT

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**Kelley Teaching Seminar: Handling Classroom Frustrations-  
A Special Roundtable Discussion for Women Instructors** February 23, 2024

PARTICIPANT

Colleagues strategize ways of dealing with gendered classroom frustrations in a productive manner.

**Kelley Teaching Seminar: Specifications Grading** April 14, 2023

PARTICIPANT

With Specifications Grading, students choose the grade they wish to earn, and the instructor ensures the assignment meets the specifications for that grade.

**Kelley Teaching Seminar: Assigning Student Presentations** March 24, 2023

PARTICIPANT

Raising Expectations and Demanding Better of Students

Explored the common rubric instructors use in C104/106 to hold students accountable.

**The McDonough School of Business at Georgetown University** May 24, 2022

PARTICIPANT

Teaching Professional Ethics through Experiential Learning: The Georgetown Approach:

A selective program where only a few Business Law and Ethics professors in the country are selected.

## LANGUAGES

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English (fluent), Spanish (fluent), American Sign Language (conversational)

## PROFESSIONAL MEMBERSHIPS

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Academy of Legal Studies in Business (ALSB)

American Bar Association (ABA)

National Disabled Legal Professionals Association

Latina & Latino Critical Legal Theory Community (LatCrit)

Society of American Law Teachers (S.A.L.T)

Law & Society Association