

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

APPOINTMENTS

Indiana University, Kelley School of Business **Bloomington, IN**
ASSISTANT PROFESSOR OF BUSINESS LAW & ETHICS July 2021 – Present

Northwestern Pritzker School of Law, (Now Housed at UCLA Law) **January 2025-2026**
Center for Racial and Disability Justice (CRDJ)
FACULTY ASSOCIATESHIP

RESEARCH AREAS

Disability Law, Business Law, Business Ethics, Employment Law, Non-Apparent Disabilities

EDUCATION

University of Wisconsin Law School **Madison, WI**
MASTER OF LAWS 2021

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

University of California, Berkeley, Graduate School of Education **Berkeley, CA**
DOCTOR OF PHILOSOPHY 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 **Berkeley, CA**
MASTER OF ARTS 2017

Position: Graduate Tutor & Tutorial Coordinator, Athletic Study Center

University of California, Berkeley, School of Law **Berkeley, CA**
JURIS DOCTOR 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) **Los Angeles, CA**
BACHELOR OF ARTS WITH HONORS 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

Positions: 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

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PUBLICATIONS

Journals

Angélica Guevara, *Neuro-exclusion and the Future of Inclusion*, 35 S. CAL. REV. L. & SOC. JUST. 1 (forthcoming, 2026).

Angélica Guevara, *The Exclusion of People with Disabilities from Air Travel* (57 COLUMBIA HUM. RTS. L. REV. 2 (2025)).

Phoebe Jean-Pierre & Angélica Guevara, *Diagnosing Discrimination: How Legal Gaps and Business Practices Fail Women with Disabilities in Healthcare*, 27 GEORGETOWN J. OF GENDER AND THE LAW 1 (2025).

Angélica Guevara & Tania Valdez, *Joyful Collaboration: Chicanas Building Comunidad in Legal Academia*, 40 BERKELEY J. OF GENDER, LAW & JUSTICE 1 (2025).

Angélica Guevara & Tania Valdez, *Exclusionary Ableism*, 39 GEORGETOWN IMMIGR. LAW J. 1 (2024).

Angélica Guevara, *Not Able Enough, Not Disabled Enough*, 29 TEX. J. ON C.L. & C.R. 147 (2024).

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

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

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

Angélica Guevara, *Ableness as Property*, 98 DENV. L. REV. FORUM 1 (2020).

Chapters

The Handbook of Disability – Affirmative Systemic Therapy: Effective Clinical Care with Disabled Clients and their Families. Section I, Chapter 3) Human Variation Disability Models Explained (solo authorship), Shankar, Manasi, ed., Taylor & Francis, 2025.

The Handbook of Disability – Affirmative Systemic Therapy: Effective Clinical Care with Disabled Clients and their Families. Section II, Chapter 6) The Intersection of Race and Disability: Redefining Inclusive Therapeutic Practices (solo authorship), Shankar, Manasi, ed., Taylor & Francis, 2025.

Sara L. Uckleman & Nicole Brown, eds., *Exceptionally Able* [list the nature/title of your contribution(s)] (Durham Univ. 2026), <https://discovery.ucl.ac.uk/id/eprint/10217999>.

Lawrence J. Trautman, et al., *Why Study Law?* 32 Southern L. J. 2023.

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WORKS-IN-PROGRESS: NON-APPARENT DISABILITIES

Angélica Guevara, *Amending the ADA for the Digital Age* (draft in progress).

Angélica Guevara, *Preventing Neuro-exclusion in the Workforce* (draft in progress).

Angélica Guevara, *Eliminating the Exclusion of People with Disabilities in Air Travel: Beyond a Business Case* (draft in progress).

AWARDS & HONORS

The Big Ten & Friends Business Law and Ethics Research Seminar June 4, 2025
LEADERSHIP IN RESEARCH GRANT RECIPIENT

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 Trustees' Teaching Award 2023 March 8, 2024
AWARD RECIPIENT

Stanford Law: Inaugural Graciela Olivárez Latinas in the Legal Academy (GO LILA) 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 in their research.

The Big Ten & Friends Business Law and Ethics Research Seminar June 27, 2022
Hosted by the University of Michigan Ross School of Business
PARTICIPANT
The seminar features other business law professors who encourage participants to present early-stage materials, providing all participants with meaningful feedback to shape 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.

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

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FEATURED AND CITED

Lawrence B. Solum September 16, 2025
Featured in Prof. Solum’s Famous Legal Theory Blog. Prof. Solum is an internationally recognized legal theorist and one of the most cited legal scholars in the country. This renowned professor teaches at the University of Virginia School of Law, <https://perma.cc/X33R-6HAF>

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,” <https://perma.cc/4LT5-AKRB>

Kelley Faculty Research Creating Momentum April 12, 2023
“Kelley professor to discuss the effect of ‘ableist’ terminology in business in Equity Now lecture,” <https://perma.cc/53PX-HQD7>

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) <https://www.instagram.com/p/CVQdfjtgP5o/>

Wisconsin Watch September 3, 2022
“Workers, employers struggle as Long COVID sidelines thousands of Wisconsinites,” <https://perma.cc/49FX-GUDS>

American Bar Association Journal October 1, 2023
“Keeping up Appearances: slow to evolve dress codes often burden women and minority lawyers,” <https://perma.cc/25NC-5XKB>

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. <https://perma.cc/Q572-9G6M>

Rosie O’Donnell “Super Kid” Full Scholarship Recipient September 26, 2001
Featured as a successful kid who beat the odds, overcoming countless hardships. <https://perma.cc/WBB5-4JS9>

SELECT PRESENTATIONS & PANELS

Kelley School of Business, Indiana University December 12, 2025
Faculty Development Panel & Workshop Series: AI Events
At our “AI + Teaching (3): AI Lessons from the Front Lines Panel,” I presented alongside four other colleagues on our successes and mistakes when implementing AI in our courses.

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IU Arnett Family Medicine Residency Equity Series November 19, 2025
Presented on *Disability and Intersectionality* to Medical Residents for their Equity Series.

Frost Brown Todd LLP October 8, 2025
Presented on *Disability and Race* for their Diversity, Equity, and Inclusion series for attorneys.

Boston University School of Law, Graciela Olivárez July 22, 2025
Latinas in the Legal Academy (GO LILA)
The Exclusion of People with Disabilities from Air Travel

University of Michigan Ross School of Business, The Tenure Project July 14, 2025
The Exclusion of People with Disabilities from Air Travel

William S. Richardson School of Law, University of Hawai'i at Mānoa, June 28, 2025
Transformative Justice in a World on Fire,
Panel Constructing Exclusion: How Law Shapes Access to Food, Connectivity, and Mobility, *The Exclusion of People with Disabilities from Air Travel*

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 on Healthcare Business Ethics, *Diagnosing Discrimination: How Legal Gaps and Business Practices Fail Women with Disabilities in Healthcare,* 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, (The only Tenure Track Latina at the Kelley School of Business), March 20, 2024

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

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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

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

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

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

Kelley School of Business Equity and Inclusion, *Disabilities 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 of Law, The Wisconsin Law Review 100th 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, 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

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TEACHING

Indiana University, Kelley School of Business **Bloomington, IN**
FA25-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**
FA25-L375, Introduction to Business Ethics: Taught law and ethics in business associated with race, class, gender, and disability.

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.

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PROFESSIONAL EXPERIENCE

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 anti-discrimination 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

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 EMERITUS, INTERDISCIPLINARY SECTION
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
- School**
- Faculty Development Committee** August 27, 2025- December 12, 2025
Member and Panelist
- Undergraduate Assurance of Learning Committee** September 27, 2024 – Present
SUBCOMMITTEE CHAIR OF INDIRECT ASSESSMENT

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Assurance of Learning Workshop EXPERT PANELIST	October 4, 2024
Office of the Vice Provost Tenure Track Hiring Workshop BUSINESS LAW & ETHICS REPRESENTATIVE	September 23, 2024
Independent Study: Legal Research on Disability Issues ADVISOR FOR THREE KELLEY BUSINESS STUDENTS	August 28, 2024 – Present
Indiana University Graduation FACULTY ATTENDEE	May 5, 2023 – Present
Office of the Vice Provost Tenure Track Hiring Workshop BUSINESS LAW & ETHICS REPRESENTATIVE	September 15, 2023
Kelley School of Business: Kelley Direct INSTRUCTED A KELLEY DIRECT DEIBJ FACULTY TRAINING MODULE	April 24, 2023
Kelley School of Business: Accounting Department MS in Accounting with Data and Analytics VOLUNTEER ATTENDEE FOR THE ACCOUNTING LEADERSHIP WEEKEND OUTREACH INITIATIVE	April 14, 2023
Kelley School of Business, Student Government Equity and Inclusion <i>Disability Around Us</i> PANELIST	December 2, 2022
Department of Gender Studies AFFILIATE	September 5, 2022 – August 23, 2025
Valhalla Chapter of Lambda Sigma Upsilon Latino Fraternity ADVISOR	January 21, 2022 – April 19, 2025
Zeta Beta Tau Fraternity ADVISOR	January 21, 2022 – January 21, 2023
Internship and Externship / Kelley Undergraduate Independent Study ADVISOR AND RESEARCH SUPERVISOR	September 5, 2021 – Present
The Kelley Office of Diversity Initiatives SPEAKER	July 1, 2021 – Present
Department of Speech, Language, and Hearing Sciences LIAISON	August 1, 2021 – August 1, 2023

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Department

Faculty Development Panel & Workshop Committee MEMBER	July 1, 2025 - Present
Association of Latino Professionals for America (ALPFA) ADVISOR	March 6, 2024 – Present
Tenure Track Hiring Committee MEMBER	November 2023 – March 2024
Business Law & Ethics Research Committee CHAIR	July 1, 2023 – July 1, 2024
Re-Design of Crimson Dilemma Committee MEMBER	September 2023 – Present
Kelley Student Government (KSG) Ethics Case Competition Kelley School of Business JUDGE	February 10, 2023
Annual Kelley Impact Competition (KIC), Kelley School of Business JUDGE	April 1, 2021 – Present
Business Law & Ethics Faculty Working Group (ALSB Colleagues) MEMBER	September 1, 2021 – September 1, 2022
Business Law & Ethics Research Committee MEMBER	July 1, 2021 – June 30, 2023

PROFESSIONAL DEVELOPMENT

IU Kelley School of Business Executive Education Program, PUBLIC GENAI 101 CERTIFICATION	April 16, 2026
Kelley Teaching Seminar: Handling Classroom Frustrations- A Special Roundtable Discussion for Women Instructors PARTICIPANT Colleagues strategize ways to address gendered classroom frustrations in a productive manner.	February 23, 2024
Kelley Teaching Seminar: Specifications Grading PARTICIPANT With Specifications Grading, students choose the grade they wish to earn, and the instructor ensures the assignment meets the specifications for that grade.	April 14, 2023

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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 that only a few Business Law and Ethics professors in the country are invited to participate in.

LANGUAGES

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

PROFESSIONAL MEMBERSHIPS

Academy of Legal Studies in Business (ALSB)

American Bar Association (ABA)

The Association of American Law Schools (AALS)

National Disabled Legal Professionals Association

Latina & Latino Critical Legal Theory Community (LatCrit):

Faculty Development Workshop Committee Member 2025

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

Law & Society Association