



18th Annual Fall Retreat

Faculty Members

The Honorable Penney Azcarate

Judge Penney Azcarate is the Chief Circuit Court Judge in Fairfax County, Virginia and a 1998 Scalia Law graduate with a long history of public service. After enrolling in the ROTC program at Old Dominion University, Judge Azcarate served four years active duty with the United States Marine Corps and several more in the reserves while attending law school. After graduating from George Mason, she became an assistant Commonwealth Attorney for five years before entering private practice. In 2008, Judge Azcarate was elected by the General Assembly to serve on the General District Court Bench where she became the first female Chief Judge. In 2015, Judge Azcarate was elevated to the Fairfax County Circuit Court.

Judge Azcarate received her undergraduate degree in criminal justice from Old Dominion University and her J.D. from the George Mason University School of Law.

Andreas Bienert

Dr. Andreas Bienert is the Clinical Program Director at the Master Center for Addiction Medicine. He has worked in the mental health field since 2005 and holds licensures in Virginia as a Licensed Professional Counselor, Nationally Certified Counselor, and as a Certified Substance Abuse Counselor. He is recognized for his work with individuals struggling to recover from addiction and trauma, and has worked with children, adolescents, adults and families. He has worked as an adjunct instructor at Huntington University and Regent University, and regularly provides supervision to counselors in training.

He holds memberships in the Association for Counselor Education & Supervision, American Counseling Association, Christian Association for Psychological Studies, Virginia Counseling Association, Virginia Association of Addiction Professionals, and the European Association for Counseling. Dr. Bienert earned his Master in Arts Degree in Clinical Mental Health Counseling and his Doctor in Philosophy in Counselor Education and Supervision from Regent University.

The Honorable Paul Black

Judge Paul M. Black is a bankruptcy judge for the Western District of Virginia, a role in which he has served since 2014. He began his career serving as a law clerk to the Hon. Blackwell N. Shelley, U.S. Bankruptcy Judge for the Eastern District of Virginia, from 1985 to 1986. He then practiced with Melchionna Day Ammar & Black, P.C. in Roanoke, Va. Prior to his judicial

appointment, he was a member of Spilman Thomas and Battle, PLLC. There he served as the co-chair of the Bankruptcy and Creditor's Rights Practice Group from 2007 to 2013.

Judge Black received his B.A. from Washington and Lee University in 1982 and his J.D. from the University of Richmond Law School in 1985.

Renu Brennan

Renu Brennan currently services as Bar Counsel for the Virginia State Bar (VSB). She served as Assistant Bar Counsel for VSB from 2008 to 2016 and has served as Secretary of Lawyers Helping Lawyers and as a member of the ABA Standing Committee on Client Protection. She was a faculty member for the VSB Harry L. Carrico Professionalism Course from 2008 to 2011 and has been a member of the Board of Directors of the Asian Pacific American Bar Association of Virginia since 2007. She also served as co-chair of the Judicial Nominations Committee of APABA-VA from 2009 to 2011. Ms. Brennan has participated as an instructor in the Virginia Bar Association's Rule of Law program.

Prior to coming to VSB, she was a partner with the firm of Vandeventer Black, LLP, where she handled professional malpractice and commercial litigation. From 1998 to 2004, Ms. Brennan was with the firm of Wright, Robinson, Osthimer & Tatum in Richmond, Virginia. Ms. Brennan is licensed in Virginia, the District of Columbia, and California, where she practiced in Los Angeles. She holds a bachelor's degree from the University of Virginia and a law degree from Boston University School of Law.

Carole H. Capsalis

Carole Capsalis is a shareholder at Bean, Kinney & Korman. She has extensive experience in civil practice and litigation, now with a primary focus on estate planning, administration and elder law, employment law and business transactions.

Ms. Capsalis' unique background includes having served as senior associate general counsel for a national mortgage lending company where she advised on all aspects of business operations and initiative, and handling state and federal employment law matters impacting the company at a time of significant growth. She earned her BA from University of Illinois at Urbana-Champaign and her DJ from George Mason University School of Law.

The Honorable Doris Causey

Doris Henderson Causey is a judge on the Virginia Court of Appeals to which she was elected by the Virginia General Assembly in 2021. Prior to her appointment, Judge Causey was the managing attorney of the Richmond office of the Central Virginia Legal Aid Society during which she was been awarded the Clarence m. Dunnaville Jr. Achievement Award, sponsored by the VSB Diversity Conference.

In 2017, Causey made legal history in the Commonwealth when she was inducted as the VSB's first African American president, and first president from the legal aid community. Throughout her legal career, Causey has made service a priority, both in her profession and for the legal community. Causey has provided many years of service on the VSB's Executive Committee and

Bar Council, as well as on the Old Dominion Bar Association's Executive Committee, and as secretary of both the Old Dominion Bar and of the Hill Tucker Bar, Richmond Chapter.

Judge Causey received her BA in Mathematics and Political Science from the University of Mississippi and her law degree from Texas Southern University, Thurgood Marshall School of Law.

Brian Coon, MA, LCAS, CCS, MAC

Brian is Pavillon's Director of Innovation, Training and Research. He came to Pavillon in 2008, and prior to his current role served as Clinical Director at Pavillon for ten years beginning in 2011. His current duties include ongoing development of organization-wide clinical programming, clinical staff education, internal and external training, outcome evaluation, research and publication. Brian is responsible for development and integration of the use of technology within Pavillon's clinical services. Brian assists in direction of the evaluation and treatment of the medical, legal, and other professionals served at Pavillon and leads pre-admission clinical coordination and approval for admissions to Pavillon's residential programs.

He received both his undergraduate degree in psychology and his master's degree in community-clinical psychology from Bradley University in Peoria, Illinois. He began his full-time clinical work during his graduate internship in 1988. Since that time he has worked in addressing co-occurring substance use and mental health disorders in roles ranging from clinician to clinical supervisor and manager of multiple treatment programs. He is a Licensed Clinical Addictions Specialist, Certified Clinical Supervisor, and nationally credentialed as a Master Addiction Counselor. His clinical background is in cognitive-behavioral psychology and evidence-based treatment of co-occurring disorders in various residential and outpatient modalities and levels of care.

The Honorable Lee Harrell

The Honorable H. Lee Harrell is a judge for the 27th Judicial Circuit in Virginia a role in elected court by the Virginia General Assembly in February 2015, effective July 1. Prior to this appointment, he was a judge in the 27th Judicial District from July 2013 to July 2015.

Before becoming a judge, he served as a deputy commonwealth's attorney for Wythe County, Virginia. Harrell received his undergraduate degree from Wake Forest University and his J.D. from the College of William and Mary School of Law.

Barbara Mardigian

Barbara is a graduate of Ferrum College and MCV / VCU School of rehabilitation counseling specializing in drug and alcohol education. She has worked in the field of addiction since 1997.

She received her LPC in 2004 and has worked in a variety of settings including intensive outpatient, private practice, secure unit hospitals, with adolescents or adults with dual diagnosis including, PTSD, depression, anxiety, and bipolar disorder and addiction. She worked at the Farley Center in their professionals' treatment program with physicians, lawyers, military personnel, including high ranking officers, and their family members.

She also worked in Virginia Monitoring, Inc, which was the first monitoring agency for addicted health professionals in the state of Virginia. Barbara has been with VJLAP since 2019 as the Deputy Clinical Director.

Debra Fitzgerald O'Connell

Debra Fitzgerald O'Connell has served as In-House General Counsel for First Guaranty Mortgage Corporation ("FGMC") since November, 2011. Prior to that she was FGMC's Litigation Counsel and Outside General Counsel since 1999. Ms. Fitzgerald O'Connell has more than twenty-six years in private practice with several law firms throughout the Commonwealth of Virginia, most recently as the principal attorney for the law firm Debra Fitzgerald-O'Connell, PLC. Her practice has focused primarily on the provision of general and litigation legal services for state and local governments, as well as corporate counsel and outside general counsel legal services and business solutions.

Ms. Fitzgerald O'Connell earned a Bachelors and Masters of Science Degrees from Virginia Polytechnic Institute and State University in Human Nutrition and Foods/Dietetics and Public Health. She obtained her law degree from George Mason University School of Law. She was admitted to practice in all courts of the Commonwealth of Virginia in 1990, and subsequently gained admission to practice in the United States District Court for the Eastern and Western Districts of Virginia, the United States Bankruptcy Court and the U.S. Court of Appeals, Fourth Circuit.

Tom Roman

Tom Roman, as a member of Pavillon's Business Development and Outreach. He has over 30 years of experience working with individuals and families struggling with substance use disorders and mental health issues. In 2004, he transitioned from an active legal practice that focused on children and families impacted by addiction to a more "hands-on role" in behavioral health. He has worked both privately and professionally over the last 19 years in the recovery community and has a passion for promoting attorney wellness.

Mr. Roman has personally benefited from his own participation in lawyers' assistance groups and 12 Step Fellowships and has been active in lawyers' recovery groups throughout the Mid-Atlantic since 2002. He has served as a volunteer/advisor with the American Bar Association's Commission on Lawyers Assistance Programs since 2011.

Mr. Roman completed his undergraduate education at St. Joseph's University in Philadelphia and attended Widener University School of Law in Wilmington, DE.

The Honorable Stephanie Shortt

The Honorable Stephanie Murray Shortt is a judge in the juvenile and domestic relations district court for the 27th Judicial District in Virginia. She was elected to the court by the Virginia General Assembly on November 10, 2014. Judge Shortt assumed office in 2014 and has served as Chief Judge for the District.

Before she joined the court, Judge Shortt served as a commonwealth attorney for Floyd County. Before she was elected as the Commonwealth's Attorney in 2007 she served as the county's

interim prosecutor from 2005-2006. She previously served as a public defender in Fairfax City, Fairfax County, and Roanoke.

Judge Shortt received her undergraduate degree from Mount Holyoke College and her J.D. degree from the American University Washington College of Law.

Joe Stanis

Joseph Stanis is a Licensed Marriage and Family Therapist in the Roanoke area specializing in substance abuse treatment. Prior to opening his own practice, Mr. Stanis served as the Director of Outpatient Services/Substance Abuse Counselor at Mount Regis Center in Salem, Virginia, as an Outpatient Therapist with the Rockbridge Area Community Services, and as an Intensive In-home Counselor with Strategic Therapy Associates.

Mr. Stanis earned his BA in Psychology and Philosophy from James Madison University and his Master of Family Therapy, Marriage, and Family Therapy/Counseling from Southern Connecticut State University.

Stephanne Thornton

Stephanne Cline Thornton is the Clinical Director for the West Virginia Judicial and Lawyer Assistance Program. Prior to assuming this role she served as the Director of Programs for Public Defender Services in West Virginia. Stephanne is a Licensed Independent Clinical Social Worker and Master Addiction Counselor who has been clinically licensed since 2004. Additionally, Stephanne holds certifications as a Certified Addiction Counselor Level III, Certified Clinical Trauma Professional, and Certified Sex Offender Treatment Provider as well as being trained in EMDR.

Ms. Thornton received her Bachelor of Arts from Furman University before earning a Master of Divinity degree from Emory University Candler School of Theology, and a Master of Social Work degree from the University of Georgia.

Janet P. Van Cuyk

Janet Van Cuyk is the Assistant Director with the Virginia Judges and Lawyers Assistance Program (VJLAP). She joined VJLAP in 2020 as the Tidewater Regional Program Manager and assumed her current position in 2022.

Ms. Van Cuyk is a lawyer and a social worker. Throughout her career, she has worked directly with adolescents and adults with mental health concerns and other stressors in a variety of settings and, in a legal capacity, in a law firm and in state government.

Ms. Van Cuyk has an undergraduate degree in Psychology and Sociology from Boston College; a Master in Social Work degree from Virginia Commonwealth University; and her law degree from the University of Virginia.