

# CURRICULUM VITAE OF

## ROBERT JOE LEE

### Personal Data

Telephone: Home: (609) 588-8779  
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E-mail: [robertjoelee@aol.com](mailto:robertjoelee@aol.com)

Website: [www.courtinterpretingresearch.com](http://www.courtinterpretingresearch.com)

Family: Married to Caryl Raye Tipton  
Four children: Tess Rachel Francisco, David Stephen, Joshua Hendricks, and Hannah Faith Lee  
Four grandchildren: Emma Faith Francisco; Aviendha Emily, Sebastian David, and Zachary Alexander Lee

Languages: Bilingual in Spanish and English; read Greek and Hebrew with dictionary

### Educational Background

Candidate: Graduate School of Education, Rutgers, The State University of New Jersey, New Brunswick, New Jersey (1986-1990)

Completed coursework toward a Master of Education, but did not complete the comprehensive exam and do not have the degree (GPA: 4.0): 5 courses in linguistics/applied linguistics, 1 course in psychometrics, 1 course in language and culture, 1 course in ethnolinguistic research methods, and 2 courses in ethnographic research methods

Major: Language Education

**Educational  
Background  
(Cont'd.)**

Graduate: Princeton Theological Seminary, Princeton, New Jersey

Degree: Master of Theology, June 1981 (GPA: 3.63)  
Thesis: "An Alternative Philosophy of Punishment"

Rutgers, The State University of New Jersey, School of Criminal Justice, Newark, New Jersey

Degree: Master of Arts, June 1977 (GPA: 3.65)  
Thesis: "A Profile of Puerto Rican Prisoners in New Jersey and Its Implications for the Administration of Criminal Justice"

Princeton Theological Seminary, Princeton, New Jersey

Degree: Master of Divinity, June 1974 (GPA: 3.63)  
Concentrations: Social Ethics, Church and Society, Latin American Theology

Undergraduate: Abilene Christian University, Abilene, Texas

Degree: Bachelor of Arts, May 1970 (GPA: 3.71)  
Major: Religion; Minor: Spanish

Lubbock Christian College, Lubbock, Texas

Degree: Associate in Applied Arts, May 1968 (GPA: 3.63)

Training: Morris County Jail and Morris County Chaplaincy Council, Morristown, New Jersey

Certificate in "Decisional Counseling Program," 1973.  
Sponsored by W. Patrick, Warden; Arnold B. Ladd, Sheriff; Rev. Patricia Barrett, Consultant; Rev. David Barzeley, Chaplain

Administrative Office of the Courts, Trenton, New Jersey

"Probation Officer Orientation," May 1978  
"Case Management Training Seminar," November 1980  
"Managing for Productivity," August 1982

**Educational  
Background  
(Cont'd.)**

"Cross-Cultural Awareness: Racial and Ethnic Minorities," April 1986

"Management/Supervisory Training," May 1987

"Managing Cultural Diversity," September 1989

Rutgers, The State University of New Jersey, Continuing Education Program, Graduate School of Social Work

"The Effect of Nutrition on Behavior," May 1982

U. S. Department of Justice, National Institute of Corrections

"Probation/Parole Seminar," June 1982

**Work Experience:  
Higher Education**

Instructor

Princeton Theological Seminary (Adjunct; course team taught)

"The Church and the Criminal Justice System,"  
September 1977 to December 1977

Westminster Choir College (Full-time)

Religion and Philosophy, August 1976 to May 1977

Abilene Christian University (Student assistant)

Spanish Language Laboratory, September 1968 to May  
1970

Administrator

Westminster Choir College

Head, Arts and Sciences Department, November 1976 to  
May 1977

Researcher

Graduate Research Assistant, Rutgers, The State University of  
New Jersey, School of Criminal Justice (Part-time)

Professor Gerhard O. W. Muller, September 1974 to  
January 1975

**Work Experience:**  
**Higher Education**  
**(Cont'd.)**

Graduate Research Assistant

New Jersey Correctional Master Plan, January 1975 to May 1975

United Ministries in Higher Education, New York State (Full-time consulting)

Racial/Ethnic Ministries Task Force, September 1977 to December 1977

Counselor

Westminster Choir College (15 hours/week)  
Dormitory Counselor, September 1974 to May 1977

**Work Experience:**  
**Criminal Justice**  
**System**

Administrator

Administrative Office of the Courts

Court Executive, Court Interpreting, Legal Translating, and Bilingual Services Section (since renamed "Language Services Section"), Special Programs Unit, Programs and Procedures Division, December 1985 to December 2008 (retired at the end of 2008)

Assistant Chief, Supervision Services, Probation Services Division, July 1984 to November 1985

Assistant Chief, Probation Administrative Management System, Probation Services Division, February 1981 to June 1984

Consultant

United States Catholic Conference, Washington, D.C.

Primer Encuentro Hispano de Pastoral (First Hispanic Pastoral Conference), Holyoke, Massachusetts, Fall 1974

U. S. Department of Justice, National Institute of Corrections, National Academy of Corrections (Unpaid)

Development of Model Curriculum, "Working with the Hispanic Offender," November 1982 to April 1983

**Work Experience:**  
**Criminal Justice**  
**System (Cont'd.)**

U. S. Department of Justice, Executive Office for Immigration Review (Unpaid)

Job Task Analysis Panel for interpreters, September 18-19, 1989

National Center for State Courts

California Judicial Council Court Interpreter Testing and Certification Program (1993-1994)

Philadelphia Court Interpretation Study (1994)

Consortium for Language Access in the Courts (2009-February 2018): test rating supervisor, faculty at periodic rater training courses, manager of the test maintenance program (Egyptian Colloquial, Levantine Colloquial, and Modern Standard Arabic; Korean, and Vietnamese), test revision project for Punjabi, Eastern, and rater recruitment (Bosnian-Croatian-Montenegrin-Serbian, Hmong, Somali, and Vietnamese)

Federal Court Interpreter Certification Program: Lead proctor for the oral exam at Jersey City, NJ, site, July 2009; Lead proctor at the pilot test, Arlington, VA, site, April 2011; Lead proctor for the oral exam at Chicago, IL, site, July 2011; Lead proctor for the oral exam in Boston, MA, July 2013 and July 2015

National Testing Organization

Rater Supervisor for court interpreting certification exams and consultant for test maintenance of various court interpreter certification exams, March 2012-2017

**Work Experience:**  
**Criminal Justice**  
**System (Cont'd.)**

Language Services Section, Administrative Office of the Courts, Trenton, NJ (January 2009-2017)

Proctor written exams and process test scores; process test scores of all oral exams; maintain data bases of the written and oral tests; perform other duties as requested

Intern

Mercer County Department of Corrections, Rehabilitation Office (Part-time)

Bilingual Counselor, July 1975 to April 1976

New Jersey State Prisons at Rahway and Trenton (Part-time)

Chaplain for Hispanic prisoners, September 1971 to August 1974

Researcher

Administrative Office of the Courts

Research Associate, Probation Administrative Management System, Probation Services Division, February 1978 to January 1981

Consultant, C. U. R. A., Inc., Newark, New Jersey (Residential treatment center for Hispanic drug abusers) (1976-1977)

Consultant, Correctional Master Plan, New Jersey Department of Institutions and Agencies, August 1975 to April 1976

**Work Experience:**  
**Other**

Bilingual Secretary  
(Full-time)

Highland Church of Christ, Abilene, Texas  
Herald of Truth (Radio ministry), June 1970 to August 1971

**Publications**

1974a

ECUMENICAL DIRECTORY OF SPANISH-SPEAKING CLERGY AND HISPANIC RELIGIOUS ORGANIZATIONS IN THE STATE OF NEW JERSEY (February). Mimeographed.

- 1974b PUERTO RICANS AND NEW JERSEY PRISONS--A CULTURAL STUDY WITH SOME RECOMMENDATIONS (February). Mimeographed.
- 1976 HISPANICS: THE ANONYMOUS PRISONERS. Correctional Master Plan, Volume IV. State of New Jersey, Department of Corrections (August).
- 1978 FIVE-YEAR ANALYSIS OF RECIDIVISM AMONG PROBATIONERS WITH VIOLENT CRIMES IN MORRIS COUNTY. Trenton: Administrative Office of the Courts (August).
- 1979a REPORT ON THE ADULT PROBATION MANAGEMENT INFORMATION SYSTEM PRE-TEST IN THE PASSAIC COUNTY PROBATION DEPARTMENT, 1975-1976. Trenton: Administrative Office of the Courts (March).
- 1979b STATUS REPORT ON NUTRITION AND PROBATION. Trenton: Administrative Office of the Courts (March).
- 1979c APMIS HANDBOOK. Trenton: Administrative Office of the Courts (August).
- 1979d ADULT PROBATIONER RECIDIVISM IN SALEM COUNTY. Trenton: Administrative Office of the Courts (August).
- 1979e 1978 NEW JERSEY PROBATIONER EARNINGS STUDY: ATLANTIC, CAMDEN, MORRIS AND UNION COUNTIES. Trenton: Administrative Office of the Courts (August).
- 1980a JPMIS HANDBOOK. Trenton: Administrative Office of the Courts (July).
- 1980 ADULT PROBATION IN NEW JERSEY: A STUDY OF RECIDIVISM AND A DETERMINATION OF THE PREDICTIVE UTILITIES OF A RISK ASSESSMENT MODEL. Trenton: Administrative Office of the Courts (December).
- 1981 DIRECTORY FOR HISPANIC RIGHTS IN CRIMINAL JUSTICE. Trenton: Coalition for Hispanic Rights in Criminal Justice and the Puerto Rican Congress.
- 1982a HISPANICS AND PROBATION SERVICES: SOME PRELIMINARY EXPLORATIONS. Trenton: Administrative Office of the Courts (May).

- 1982b PROBATION STRATEGIES FOR THE FUTURE: A BLUEPRINT FOR CHANGE (editor). 1982 Judicial Conference Planning Committee. Trenton: Administrative Office of the Courts. Subsequently adopted by the Supreme Court, September 1983, as the Probation Services section of the ADMINISTRATIVE CODE FOR THE NEW JERSEY JUDICIARY.
- 1982c SHORTHAND REPORTING IN NEW JERSEY. Trenton: Administrative Office of the Courts (July).
- 1982d THE USE OF INTERPRETERS FOR THE DEAF IN THE NEW JERSEY COURTS. Trenton: Administrative Office of the Courts (November).
- 1982e CIVIL SERVICE TESTING FOR SPANISH TITLES AND VARIANTS. Trenton: Administrative Office of the Courts (December).
- 1983a LEGISLATIVE HISTORY OF COURT INTERPRETING IN NEW JERSEY. Trenton: Administrative Office of the Courts (May).
- 1983b CURRENT JUDICIAL ADMINISTRATIVE POLICY GOVERNING INTERPRETING, TRANSLATIONS AND CROSS- CULTURAL SERVICES. Trenton: Administrative Office of the Courts (June).
- 1983c PERSPECTIVES OF PUBLIC DEFENDERS AND LEGAL SERVICES ON CURRENT INTERPRETING SERVICES IN NEW JERSEY. Trenton: Administrative Office of the Courts (June).
- 1983d NEW JERSEY CASE LAW ON LEGAL INTERPRETING. Trenton: Administrative Office of the Courts (July).
- 1983e VICINAGE-LEVEL ADMINISTRATION OF INTERPRETING AND TRANSLATION SERVICES: A SURVEY OF THE TRIAL COURT ADMINISTRATORS. Trenton: Administrative Office of the Courts (August).
- 1983f THE PRACTICES OF INTERPRETATION AND TRANSLATION IN NEW JERSEY'S COURTS, THE JUDGES' POINT OF VIEW: A SURVEY OF THE TRIAL JUDGES. Trenton: Administrative Office of the Courts (December).

- 1984a INTERPRETING AND TRANSLATING AS PROFESSIONS (with Marilyn R. Frankenthaler). Trenton: Administrative Office of the Courts (January 1984).
- 1984b LANGUAGE RIGHTS IN THE UNITED STATES: A COMPILATION OF STATE AND FEDERAL LAWS ON INTERPRETERS, TRANSLATORS AND BILINGUAL SERVICES. Trenton: Administrative Office of the Courts (February)
- 1984c A DAY IN THE LIFE OF NEW JERSEY'S COURT INTERPRETERS--AN EVALUATION OF CURRENT SPANISH-ENGLISH INTERPRETING IN NEW JERSEY. Trenton: Administrative Office of the Courts (March 1984).
- 1984d PERSPECTIVES OF BILINGUAL ATTORNEYS ON CURRENT INTERPRETING SERVICES IN NEW JERSEY (with Michael H. Epstein). Trenton: Administrative Office of the Courts (April).
- 1984e DEMOGRAPHIC OVERVIEW OF PERSONS RESIDING IN NEW JERSEY WHO MAY REQUIRE BILINGUAL COURT SERVICES. Trenton: Administrative Office of the Courts (May 1984).
- 1984f PERSPECTIVES OF COUNTY PROSECUTORS ON CURRENT INTERPRETING SERVICES IN NEW JERSEY (with Michael H. Epstein). Trenton: Administrative Office of the Courts (June).
- 1984g THE INTERPRETERS'S POINT OF VIEW: A SURVEY OF NEW JERSEY'S COURT INTERPRETERS. Trenton: Administrative Office of the Courts (December).
- 1984h THE CONSUMER'S PERSPECTIVE: A SURVEY OF THE PERCEPTIONS OF DEAF AND HEARING IMPAIRED PERSONS WHO HAVE BEEN TO COURT. Trenton: Administrative Office of the Courts (December).
- 1985a MISCELLANEOUS COLLECTED DOCUMENTS AND MINI-REPORTS. Trenton: Administrative Office of the Courts (April).
- 1985b SURVEY OF BILINGUAL COURT SUPPORT SERVICES. Trenton: Administrative Office of the Courts (April).

- 1985c EQUAL ACCESS TO JUSTICE FOR LINGUISTIC MINORITIES: A MODEL FOR POLICY DEVELOPMENT--THE NEW JERSEY APPROACH. New York: Court Interpreters and Translators Association, Inc.
- 1985d THE CROSS-CULTURAL DELIVERY OF HUMAN SERVICES: A SUMMARY OF ISSUES BASED ON A REVIEW OF THE LITERATURE. Trenton: Administrative Office of the Courts. (May)
- 1985e EQUAL ACCESS TO THE COURTS FOR LINGUISTIC MINORITIES. Final Report of the Supreme Court Task Force on Interpreter and Translation Services. Trenton: Administrative Office of the Courts. (May)
- 1986 PRELIMINARY EVALUATION OF A PROPOSED RISK ASSESSMENT DEVICE FOR JUVENILE PROBATIONERS. Trenton: Administrative Office of the Courts (February).
- 1987 DIRECTORY OF INTERPRETERS AND TRANSLATORS. Trenton: Administrative Office of the Courts (July).
- 1988a EVALUATION OF PROPOSED RESEARCH ON DIFFERENTIAL COURT USAGE BY TEN PERSONS WITH EXTENSIVE FIELD EXPERIENCE WORKING WITH RACIAL, ETHNIC AND LINGUISTIC MINORITIES IN NEW JERSEY'S COURTS (with Ingrid Bey). Trenton: Administrative Office of the Courts (February 2).
- 1988b THERE MUST BE SOMETHING WRONG WITH THAT TEST: A GLANCE A NEW JERSEY'S SCREENING TEST FOR COURT INTERPRETERS (with Ellie de la Bandera). Trenton: Administrative Office of the Courts (August 22).
- 1989a COMPENSATING INTERPRETERS AND TRANSLATORS: AN INTERNATIONAL SURVEY OF WAGES PAID SALARIED AND CONTRACTED INTERPRETERS AND TRANSLATORS (with Gay Belliveau). Trenton: Administrative Office of the Courts (May).
- 1989b INTERIM REPORT (editor). Supreme Court Task Force on Minority Concerns. Trenton: Administrative Office of the Courts (August).
- 1990a PROCEEDINGS OF THE SECOND ANNUAL INSTITUTE FOR COURT INTERPRETERS (editor). Trenton: Administrative Office of the Courts (August).

- 1990b "Credentialing Court Interpreters," pp. 109-148 in PROCEEDINGS OF THE SECOND ANNUAL INSTITUTE FOR COURT INTERPRETERS. Trenton: Administrative Office of the Courts (August).
- 1990c TRANSCRIPT OF PUBLIC HEARINGS (editor; 13 different sites across New Jersey; approximately 1,250 pages of testimony). New Jersey Supreme Court Task Force on Minority Concerns. Trenton: Administrative Office of the Courts (September).
- 1990d WRITTEN TESTIMONY (editor; 46 pages). New Jersey Supreme Court Task Force on Minority Concerns. Trenton: Administrative Office of the Courts (September).
- 1990e TRANSCRIPT OF CONFIDENTIAL TESTIMONY (editor; 400 pages). Supreme Court Task Force on Minority Concerns. Trenton: Administrative Office of the Courts (December).
- 1991a "'Eating' Versus 'Living in' an Orange," book review of THE BILINGUAL COURTROOM: COURT INTERPRETERS IN THE JUDICIAL PROCESS, by Susan Berk-Seligson, 74 JUDICATURE 280 (February-March)
- 1991b DIRECTORY OF INTERPRETERS AND TRANSLATORS--SECOND EDITION (editor). Trenton: Administrative Office of the Courts (March).
- 1991c CONFIDENTIAL WRITTEN TESTIMONY (editor; 184 pages). Supreme Court Task Force on Minority Concerns. Trenton: Administrative Office of the Courts (March).
- 1991d COMMENTS FROM THE PUBLIC ON THE INTERIM REPORT (editor; 20 pages) (April 19).
- 1991e MASTER SUBJECT INDEX AND CONTENT ANALYSIS OF THE HEARINGS (25 pages) (May 17).
- 1991f SURVEY OF MUNICIPAL COURT PERSONNEL (50 pages). Trenton: Administrative Office of the Courts (November 6).
- 1992a QUALITY OF LIFE SURVEY (with Yolande P. Marlow; 69 pages). Supreme Court Task Force on Minority Concerns. (February 10)
- 1992b FINAL REPORT (editor with Yolande P. Marlow; 387 pages). Supreme Court Task Force on Minority Concerns. Trenton: Administrative Office of the Courts (June).

- 1992c APPENDIX A TO THE FINAL REPORT (editor; 182 pages). Supreme Court Task Force on Minority Concerns. Trenton: Administrative Office of the Courts (June).
- 1992d APPENDIX B TO THE FINAL REPORT (editor; 218 pages). Supreme Court Task Force on Minority Concerns. Trenton: Administrative Office of the Courts (June).
- 1992e APPENDICES C AND D TO THE FINAL REPORT (editor; 154 pages). Supreme Court Task Force on Minority Concerns. Trenton: Administrative Office of the Courts (June).
- 1992f APPENDIX E TO THE FINAL REPORT (editor; 300 pages). Supreme Court Task Force on Minority Concerns. Trenton: Administrative Office of the Courts (June).
- 1992g SUPPLEMENT TO THE FINAL REPORT--PUBLIC HEARINGS, VOL. I: ATLANTIC CITY, CAMDEN, EAST ORANGE (370 pages). Supreme Court Task Force on Minority Concerns. Trenton: Administrative Office of the Courts (June).
- 1992h SUPPLEMENT TO THE FINAL REPORT--PUBLIC HEARINGS, VOL. II: JERSEY CITY, NEPTUNE, NEWARK (326 pages). Supreme Court Task Force on Minority Concerns. Trenton: Administrative Office of the Courts (June).
- 1992i SUPPLEMENT TO THE FINAL REPORT--PUBLIC HEARINGS, VOL. III: PATERSON, PERTH AMBOY, TRENTON, UNION CITY (338 pages). Supreme Court Task Force on Minority Concerns. Trenton: Administrative Office of the Courts (June).
- 1992j SUPPLEMENT TO THE FINAL REPORT--PUBLIC HEARINGS, VOL. IV: UNION COUNTY, VINELAND, SUSSEX COUNTY (256 pages). Supreme Court Task Force on Minority Concerns. Trenton: Administrative Office of the Courts (June).
- 1992k SUPPLEMENT TO THE FINAL REPORT--PUBLIC HEARINGS, VOL. V: CONFIDENTIAL HEARINGS (230 pages). Supreme Court Task Force on Minority Concerns. Trenton: Administrative Office of the Courts (June).
- 1992l SUPPLEMENT TO THE FINAL REPORT--PUBLIC HEARINGS, VOL. VI: WRITTEN TESTIMONY (228 pages). Supreme Court Task Force on Minority Concerns. Trenton: Administrative Office of the Courts (June).
- 1992m ESTIMATED COSTS OF DEVELOPING NEW JERSEY'S

- SCREENING TESTS FOR COURT INTERPRETING (SPANISH-ENGLISH) (December).
- 1993a [with Harold Rubenstein] "Supreme Court Action Plan on Minority Concerns" (August 16)
- 1993b LIST OF APPROVED INTERPRETERS AND TRANSLATORS (December).
- 1994a ASSURING EQUAL ACCESS TO COURTS FOR LINGUISTIC MINORITIES: A PACKET OF BACKGROUND INFORMATION ON LANGUAGE POLICY PREPARED FOR JUDGES AND COURT MANAGERS (February).
- 1994b ESTIMATED COSTS OF ADMINISTERING NEW JERSEY'S SCREENING TESTS FOR COURT INTERPRETING (SPANISH-ENGLISH) (March).
- 1994c WHO SHOULD PAY FOR PROCEEDINGS INTERPRETATION FOR CRIMINAL DEFENDANTS? (May).
- 1995 REPORT ON THE PILOT TEST OF AN APPROACH TO CONTRACTING FREE-LANCE COURT INTERPRETERS (March)
- 1996 [with William E. Hewitt] "Beyond the Language Barrier, or 'You Say You Were Eating an Orange?,'" 20 STATE COURT J 23 [Special Issue: "Overcoming the Language Barrier: Achieving Professionalism in Court Interpreting"]
- 1998 [with Jeffrey A. Newman, Samuel D. Conti, and Steven A. Somogyi] PILOT TEST OF TELEPHONE COURT INTERPRETING IN ATLANTIC/CAPE MAY-ESSEX-HUDSON: FINAL REPORT (July)
- 2001a [with Marilyn C. Slivka and Patricia Shukis Fraser] "Operational Standards for Telephone Interpreting," Directive #14-01 (August 29)
- 2001b "Manual for Judges and Other Court Officials Who Use Interpreting Services Delivered by Telephone" (August)
- 2001c "Manual for Managers Who Coordinate Interpreting Services Delivered by Telephone" (August)
- 2001d "Manual for Interpreters Delivering Services by Telephone to Court Proceedings and Court Support Services" (August)

- 2004 [with Marilyn C. Slivka and Patricia Shukis Fraser] “Standards for Delivering Interpreting Services in the New Jersey Judiciary,” Directive #3-04 (March 22)
- 2007 “Court Interpreter Internship Program,” New Jersey Judiciary (January)
- 2008a [with Dr. Elizabeth M. Bergman and Aziz Ismail] BECOMING AN ARABIC COURT INTERPRETER” (October)
- 2008b [with Dr. Elizabeth M. Bergman and Aziz Ismail]] “Administering Arabic Court Interpreting Credentialing Exams and Managing the Delivery of Arabic Court interpreting Services” (October)
- 2010 [with Dr. Elizabeth M. Bergman and Aziz Ismail] BECOMING AN ARABIC COURT INTERPRETER, second edition (May)
- 2012 Contributed to Chapter 9, "Court Interpretation at the State and Local Court Level," and Chapter 47, "State Certification," in FUNDAMENTALS OF COURT INTERPRETATION: THEORY, POLICY, AND PRACTICE, Second Edition, by Roseann Dueñas González, Victoria F. Vásquez, and Holly Mikkelson (Durham: Carolina Academic Press)
- 2014 United States Court Interpreter Compensation Database, Part One: Jurisdiction-Specific Data (October)  
[www.courtinterpretingresearch.com](http://www.courtinterpretingresearch.com)  
 Chapter 1, Contents and User Guide  
 Chapter 2, Administrative Office of the United States Courts and United States District Courts  
 Chapter 3, State Administrative Offices of the Courts  
 Chapter 4, Superior Court of California  
 Chapter 5, County Courts  
 Chapter 6, City-Municipal Courts  
 Chapter 7, Florida Judicial Circuit Courts  
 Supplement  
 Commentary on Database in Gladys Matthews’ 1/19/15 Blog
- 2017a [with Francis W. Hoeber] “Interpreter Compensation in the Courts: A Descriptive Study,” 31 COURT MANAGER 10 (Winter 2016)

- 2017b United States Court Interpreter Compensation Database, Part Two: *Court Manager* Article and Additional Resources (January) [www.courtinterpretingresearch.com](http://www.courtinterpretingresearch.com)  
 Contents and User Guide  
 "Interpreter Compensation in the Courts: A Descriptive Study," COURT MANAGER  
 Errata for the COURT MANAGER article  
 Distribution of Full-time Staff Interpreters in USA Courts  
 Position Titles  
 Listings and Statistics  
 Literature Review  
 Suggestions for Further Research
- 2018 [with Elizabeth M. Bergman and Aziz Ismail] BECOMING AN ARABIC COURT INTERPRETER, third edition (May)
- 2019 [with Sandro Tomasi et al.], COMPENSATION OF COURT INTERPRETERS IN THE STATE OF NEW YORK: A REPORT SUPPORTING THE RECLASSIFICATION AND REALLOCATION OF THE COURT INTERPRETER JOB TITLE (April)

**Papers/Workshops/Testimony Delivered**

- 1985a Panel Presentation, "Criminal Justice Program Evaluation: Some Implementation Issues," Eastern Evaluation Research Society, New Brunswick (May)
- 1985a Workshop Presentation, "New Careers for Bilingual Individuals in New Jersey," New Jersey School Development Council, East Brunswick (December)
- 1986a TESTIMONY BEFORE THE SUBCOMMITTEE ON THE CONSTITUTION OF THE UNITED STATES SENATE COMMITTEE ON THE JUDICIARY REGARDING THE COURT INTERPRETERS IMPROVEMENT ACT OF 1985, Washington, DC (February 25)
- 1986b Presentation on "Panel on Court Interpreters," 13th Annual Regional Conference of the Northeastern Regional Office, National Center for State Courts, Boston, MA (September 18)
- 1987a Presentation on Roundtable at Colloquium on Issues in Court Interpretation, Montclair State College, Montclair (June 25)
- 1987b Presentation on "Panel on Finding and Using Court Interpreters," 1987 Western Judicial Conference of the National Center for State Courts, San Francisco, CA (October 8)

- 1987c Presentation on Panel on Hispanics in the Justice System, Puerto Rican Convention, Newark (October 16)
- 1987d Presentation on Panel, "New Management Directions for Hispanic Offenders," New Jersey Chapter, American Correctional Association Annual Conference, Asbury Park (October 23)
- 1988a Speech, "Language Policies: Legal Ramifications," at the 2nd Annual Symposium on Hispanics in Corrections, New Jersey Department of Corrections, Trenton (March 11)
- 1988b Presentation on Panel, "Managing Court Interpreter Services," Third Annual Conference, National Association for Court Management, Palm Beach, FL (July 21)
- 1988c Presentation on Panel, "Hispanics and the Judicial System," Hispanic Task Force of Camden County, Camden (September 23)
- 1989a Presentation on Panel, "Legal Interpreting and Translating in New Jersey's Courts: Changes, Challenges and Chitchat," Northeast Conference on Legal Interpretation and Translation, William Paterson College, Wayne (May 5)
- 1989b Speech, "Assuring Equal Access to Justice for Linguistic Minorities by the Year 2000," 16th Annual Conference, California Court Interpreters Association, Santa Barbara, CA (October 7)
- 1990a Workshop, "Making Legal Services Accessible to Linguistic Minorities: Assisting Non-English-Speaking and Hearing-Impaired Clients," Legal Services of New Jersey Annual Conference, North Brunswick (October)
- 1990b Presentation, "Assuring Equal Access to Courts for Linguistic Minorities: An Overview," Legal Services of New Jersey Policy Council, New Brunswick (December)
- 1991a Presentation, "Pertinent Court Interpreting Issues," New Jersey Supreme Court Committee on Court Reporting, New Brunswick (February)
- 1991b Presentation, "Overview of Access Issues for Linguistic Minorities Focusing on Interpreting," New Jersey Supreme Court Committee on Municipal Courts, Trenton (April)

- 1991c Seminar, "Language Rights Issues," Legal Services of New Jersey Annual Immigration Seminar: "Current Issues in Immigrants' Rights," New Brunswick (April)
- 1991d Presentation to Rhode Island Court Staff, "Interpreters in the Court," Providence, RI (December)
- 1991e Keynote Presentation for Rhode Island Judges Sponsored by the Ad Hoc Task Force on Limited English Speaking Litigants, "Interpreting in the Courts," Providence, RI (December)
- 1993a Presentation on Panel, "Experiences in Interpretation," The Delaware Valley Translators Association, Philadelphia, PA (March)
- 1993b Presentation on Panel, "The Use and Management of Interpreters in Court," Regional Conference of the National Association for Court Management, Baltimore (November)
- 1993c Workshop, "Interpreters," Legal Services of New Jersey Annual Conference, Edison (November)
- 1994a Presentation on Panel, "The State of State Court Interpreting," 15th Annual Meeting and Educational Conference of the National Association of Judiciary Interpreters and Translators, New York City (May)
- 1994b Presentation on Panel, "Bilingual Examinations," Fall Meeting of the Mid-Atlantic Personnel Assessment Consortium, Baltimore (September)
- 1994c Presentation on Panels, "Panel of Lawyers & Judges on Translation & Interpretation Users' Views" and "Community Interpreting," The Seventh Annual Chicago Conference on Translation and Interpretation of The Chicago Area Translators and Interpreters Association, Chicago (September)
- 1994d Presentation to the Minnesota Advisory Committee on Court Interpreters, Minneapolis (October)

- 1995a Presentation on the subject of testing court interpreters on Panel, "Impact of Interpreters on Court Proceedings: Protecting the Rights of Linguistic Minorities," First National Conference on Eliminating Racial and Ethnic Bias in the Courts, Albuquerque (March)
- 1999 Presentation, "Access to Courts for Linguistic Minorities," Coalition of Battered Women (March)
- 2003 Workshop, "Hints for Using Interpreters in Interviews," at the Annual Conference of Legal Services of New Jersey (May)
- 2004 Panelist on "Courts and Interpreter Quality" panel, Department of Justice's Limited English Proficiency Conference (September)
- 2004 Paper entitled "Interpreting Standards in Court: No Pain, No Gain," Translation and Interpreting Symposium within The 2<sup>nd</sup> International Conference, "Language, Linguistics & The Real World," University of Malaysia, Kuala Lumpur, Malaysia (December)
- 2006 Presentation, "Testing: One, Two, Three," Annual Business Meeting, Consortium for State Court Interpreter Certification (November)
- 2007 Presentation, "Recruitment Strategies," Annual Business Meeting, Consortium for State Court Interpreter Certification (October)
- 2008a Presentation, "Ensuring Equal Access to Courts for Individuals with Limited English Proficiency," Program in Translation and Intercultural Communication, Princeton University (February 27)
- 2008b Presentation, "Introduction to Court Interpreting," Institution Roundtable, Rutgers University, Program in Comparative Literature, Conference on Translation, Translation<sup>3</sup> (Culture-Institution-Theory) (April 4)
- 2008c Presentation, "Delivering Court Interpreting Services: Attracting New Interpreter Resources and Opportunities for Advancement," Court Solutions Conference, Baltimore, Maryland (September)
- 2008d Presentation, "Managing Interpreting Services for Speakers of Arabic," Annual Business Meeting, Consortium for State Court Interpreter Certification (October)

- 2009a Workshop, "Guiding Principles for the Conduct of Court Interpretation, the "In-between" Profession," First Annual Interpreters and Translators' Conference, Orlando, Florida (September 5)
- 2009b Training, "What Are Scoring Units? Overview of the Philosophy and Practice of Rating Court Interpreter Performance Examinations," Rater Calibration Event, Consortium for Language Access in the Courts, Des Moines, IA (October 5)
- 2010 Panel, "Facilitating Access to Justice for Limited English Proficient (LEP) Court Users," Panel with Hon. Yolanda Ciccone, A.J.S.C., and Paul Uyehara, Esq. USDOJ, 2010 National Conference/Annual Meeting, National Consortium on Racial and Ethnic Fairness in the Courts, New Brunswick, New Jersey (April 29)
- 2011a Training, "What Are Scoring Units? Overview of the Philosophy and Practice of Rating Court Interpreter Performance Examinations," Rater Calibration Event, Consortium for Language Access in the Courts, San Francisco, CA (January 18)
- 2011b Training, "What Are Scoring Units? Overview of the Philosophy and Practice of Rating Court Interpreter Performance Examinations," Rater Calibration Event, Consortium for Language Access in the Courts, San Francisco, CA (July 18)
- 2012 Training, "What Are Scoring Units? Overview of the Philosophy and Practice of Rating Court Interpreter Performance Examinations," Rater Calibration Event, Consortium for Language Access in the Courts, San Francisco, CA (February 22)
- 2013a Lecture, "Ensuring Access to the Courts for Non-English Speakers," Distinguished Lecture Series, Mercer County Community College, West Windsor, NJ (March 7)
- 2013b Presentation, "Career Opportunities in Court Interpreting," to class in the Translation and Interpreting Program, Department of Spanish and Portuguese Studies, Rutgers University, New Brunswick, NJ (April 8)

- 2013c Presentation, "Court Interpretation: Stories from the Trenches of a Pioneer in Shaping the Profession," in the class, SPN 6083 Theory and Practice of Translation, Department of Modern Languages and Literatures, The University of Texas at San Antonio, TX (October 23)
- 2014 Presentation, "Career Opportunities in Court Interpreting," to class in the Translation and Interpreting Program, Department of Spanish and Portuguese Studies, Rutgers University, New Brunswick, NJ (April 7)
- 2015 Presentation, "Career Opportunities in Court Interpreting," to class in the Translation and Interpreting Program, Department of Spanish and Portuguese Studies, Rutgers University, New Brunswick, NJ (April 6)
- 2016a "Career Opportunities in Court Interpreting," Presentation to class in the Translation and Interpreting Program, Department of Spanish and Portuguese Studies, Rutgers University, New Brunswick, NJ (March 7)
- 2016b "Overview of scoring units" and "Determination of acceptable and unacceptable renditions," Initial In-Person Rater Training, Judicial Council of California & National Center for State Courts & Prometric Inc., Baltimore, MD (April 26)
- 2016c Educational Session, "Compensation Policies for Staff and Contract Court Interpreters in the USA," 37<sup>th</sup> Annual Conference, National Association of Judiciary Interpreters and Translators, San Antonio, TX (May 15)
- 2017 "Career Opportunities in Court Interpreting," Presentation to class in the Translation and Interpreting Program, Department of Spanish and Portuguese Studies, Rutgers University, New Brunswick, NJ (March 27)
- 2018 "Career Opportunities in Court Interpreting," Presentation to class in the Translation and Interpreting Program, Department of Spanish and Portuguese Studies, Rutgers University, New Brunswick, NJ (March 20)
- 2019a Testimony representing ACLU Let People Vote-Mercer County supporting S-2100, a bill to enfranchise prisoners, parolees and probationers, to the Senate State Government, Wagering, Tourism & Historic Preservation Committee (January 31)
- 2019b "Lessons Learned the Hard Way: Takeaways from 26 Years Managing a State Judiciary's T&I Program," Keynote speech at

the ATA Law Seminar, Jersey City, NJ (February 16)

- 2019c "Career Opportunities for Interpreters and Translators,"  
Presentation to class in the Translation and Interpreting  
Program, Department of Spanish and Portuguese Studies,  
Rutgers University, New Brunswick, NJ (March 26)
- 2020 "Career Opportunities for Interpreters and Translators,"  
Presentation to class in the Translation and Interpreting  
Program, Department of Spanish and Portuguese Studies,  
Rutgers University, New Brunswick, NJ (March 31)
- 2021 "Career Opportunities for Interpreters and Translators,"  
Presentation to class in the Translation and Interpreting  
Program, Department of Spanish and Portuguese Studies,  
Rutgers University, New Brunswick, NJ (March 23)

### **Appointments and Advisory Boards**

- 1979-1985 United States Commission on Civil Rights, New Jersey State  
Advisory Committee, September 1979 to March 1985
- 1991-1995 National Advisory Board, "Court Interpretation: Challenge for  
the 1990s," National Center for State Courts
- 1991-1994 National Advisory Board, "Introducing Immigrants to the United  
States Justice System," American Judicature Society
- 1991-1998 New Jersey Advisory Board, "CUNY Consortium Interpreter  
Education Project," LaGuardia Community College, Long  
Island City, New York, Federal Region II
- 1994-2000 Advisory Board, Master of Arts Program in Legal Interpreting,  
College of Charleston
- 1995-2008 Chairman of the Technical Committee and member of the  
Executive Committee, Consortium for State Court Interpreter  
Certification

## **Awards**

Hispanic Inmate Needs Task Force, New York State Department of Corrections for "Outside Support," 1986. "En reconocimiento a la contribucion generosa en pro de los hispanos del Departamento de Correccion."

3rd Annual Symposium on Hispanics and Corrections, Office of Hispanic Services, New Jersey State Department of Corrections, January 12, 1990. "In recognition for your contributions on behalf of Hispanic issues and concerns."

Commendation of Excellence in Bilingual Legal Interpreting, July 16, 2001. The South Carolina Commission on Higher Education.

## **Professional Memberships**

- National Association of Judiciary Interpreters and Translators (NAJIT), Dec. 2015-present
- ASTM International, Aug. 2016-Dec. 2017

## **Church Service**

First Presbyterian Church (PC[USA]), Bordentown, New Jersey

- Deacon (1996-1998); Moderator of the Board of Deacons (1999)
- Chair, Pastor Nominating Committee (Jan. 2005-Jan. 2006)
- Chair, Search Committee for Interim Pastor (Sep.-Dec. 2009)
- Trustee (2005-2006)
- Member of the Buildings and Grounds Commission (2006-present)
- Choir member (1990-present)
- Elder (2007-2012)
  - Chair of the Personnel Committee
  - Chair of the Ad Hoc Committee on the Church's Finances
  - Liaison to the Play and Learn Nursery School
  - Commissioner to Monmouth Presbytery
- Elder (2018-present)
  - Mission Commissioner
  - Member, Allegretti Estate Task Force (February 2018-February 2020)
  - Member, Pastor Support Team (March 2019-April 2021)

Monmouth Presbytery, PC(USA)

- Member of the Committee on Preparation for Ministry, Oct. 2012-June 2016; May 2017-February 2021; Co-moderator, November 2017-May 2018; Moderator, June 2018-February 2021
- Commissioner to the 220<sup>th</sup> General Assembly in Pittsburgh, PA (2012)
- Reader of ordination exams (2014)
- Member of the Mission Working Group (September 2018-February 2021)
- Member-at-Large, Mission Council (October 2020-February 2021)

The Presbytery *for* Southern New Jersey, PC(USA)

- Member, Transition Team (December 2020-present)

**Advocacy Memberships**

ACLU Let People Vote, Mercer County (January 2018-June 2020)

American Civil Liberties Union (2016-present)

Earthjustice, Member no. 8-14264429 (December 2017-present)

Human Rights Campaign (2004-present)

National Association of Judiciary Interpreters and Translators, Advocacy Committee  
(April 2019-present)

Planned Parenthood (2015-present)

Southern Poverty Law Center (1998-present)

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