

**Ellen M. Coogan, Esq.**  
Heilmann, Ekman, Cooley & Gagnon, Inc.  
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Burlington, Vermont 05401  
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EXPERIENCE

*Mediator/Attorney* Burlington, Vermont  
**Heilmann, Ekman, Cooley & Gagnon, Inc.** 2016 - Present

Mediate cases in litigation, including general civil matters, divorce, civil rights, special education and other disputes. Investigate student misconduct/Title IX, employment, and workplace issues. Assist in defense litigation.

*Mediator, Investigator* Burlington, Vermont  
**Ellen Coogan, Esq. LLC** 2006 - 2016

Established a professional dispute resolution practice and provided mediation and facilitation services for matters in litigation, including divorce, employment, civil rights, foreclosure, real estate and other disputes.

*School Administrator* Shelburne, Vermont  
**Lake Champlain Waldorf School** 1994 - 2006

Responsible for personnel, human resource, regulatory compliance matters, and mediating conflict. Investigated claims of workplace harassment and inappropriate behavior.

*Associate Attorney* South Burlington, Vermont  
**Law Office of Robert Mello** 1992 - 1994

Represented parties in insurance defense and coverage disputes, employment and employment discrimination matters, breach of contract, personal injury, and criminal defense cases.

*Partner* Burlington, Vermont  
**Coogan Swanson and Lange, PC** 1987 - 1991

Represented individuals in a variety of civil and criminal cases. Retained by the State of Vermont to provide criminal defense for indigent defendants.

*Adjunct Professor* Burlington, Vermont  
**Champlain College** 1986 - 2015

Legal instructor to paralegal and other students in conflict management.

**Public Defender**  
**New Hampshire Public Defender**

Concord, New Hampshire  
1982 - 1984

Represented indigent individuals charged with crimes. Tried misdemeanor and felony cases to verdict.

#### EDUCATION

**Vermont Law School**  
Juris Doctor, *cum laude* 1982

South Royalton, Vermont

**Woodbury College**  
Graduate Certificate Program  
Conflict Skills  
September 2006

Montpelier, Vermont

**Harvard Program on Negotiation**  
2008

Cambridge, Massachusetts

**Strauss Institute of Pepperdine Law School**  
2011

Woodstock, Vermont

#### AFFILIATIONS AND CERTIFICATIONS

Admitted to the Vermont Bar  
Admitted to the New Hampshire Bar  
Vermont Department of Education Special Education Mediator  
Vermont Human Rights Commission and Department of Education Independent Reviewer