

R. Lisle Baker
Professor of Law
Suffolk University Law School
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Academic experience at Suffolk (1973 to date, tenured 1978):

Teaching:

Sabbatical Leave, 2024-25; in 2023-24 taught Positive Psychology for Lawyers; Law Practice Planning: Law as A Career and an Enterprise; Professional Identity Formation and Well-being; Character and Fitness for Professional Success; and Negotiation; in the past have taught Leadership and Character Strengths; Property, and Equitable Remedies.

Service to Suffolk University Law School and Suffolk University:

Ad Hoc Committee on Well-Being and Professionalism (Co-Chair, 2020-22; Chair, 2020-21); Faculty Senate (one of four Law School Senators, 2018-22); Section 303 Committee (working on compliance with new provisions of ABA Standard 303; 2022-to date); Administrative/Disciplinary Committee (2019 to 2023); Faculty Review Committee (2020 to date); Library Planning and Assessment Committee (2019 to date); Diversity and Inclusion Committee (2023 to date); Organizer of four national conferences on Integrating Positive Psychology into Legal Education at Suffolk (2016-20) and a Conference on Preventing Self-inflicted Harm by Law Students and Lawyers (2023); in the past served on the Suffolk University Strategic Planning Council (Chair, 2011); Building and Space Committee (Co-Chair, 2010-11; and Chair, 1992-94), actively involved in planning of the Suffolk University Law School building; also, served on the Career Development Committee (Co-Chair, 2010-11); the Professional Development Committee (Co-Chair, 2010-11); the Technology and Legal Education Committee (Co-Chair, 2010-11); the Self-Study and Long-Range Planning Committee (member, 2010-11; Chair, 1993-94); and principal author of the 1994 Self-Study and Long Range Plan;

Education, honors, and other academic achievements:

Visiting Scholar, Center for Positive Leadership, University of Louisville (2024-25).

Winner of the 2023 Outstanding Practitioner Award at the International Positive Psychology Association 2023 World Congress on Positive Psychology, Vancouver, CA.

Visiting Scholar, Brandeis School of Law, University of Louisville, 2021-23.

Winner of first Suffolk University Award for Service (2019).

Master of Applied Positive Psychology, University of Pennsylvania, 2016.

Adj. Professor, Pepperdine University Law School, teaching Psychology of Conflict (November, 2011, and July, 2013).

Visiting Researcher, Harvard Law School (interdisciplinary study of the legal profession, case method teaching, dispute resolution, and entrepreneurial management at Harvard Law and

Business Schools, as well as urban development at the Graduate School of Design and leadership at the John F. Kennedy School of Government, 1984-86).

Bachelor of Laws, Harvard Law School, 1968 cum laude, Harvard Legal Aid Bureau; Instructor, Harvard College (teaching basic writing course, 1967-68).

Bachelor of Arts, Williams College, 1964 cum laude, with highest honors in history, Phi Beta Kappa.

Invited to present about law student well-being, character and fitness in the context of legal education at national conferences in both the United States and abroad, including the Association of American Law Schools and the Canadian and International Positive Psychology Associations, Wake Forest Law School, the Institute for Law Teaching and Learning, as well as at the Brandeis School of Law at the University of Louisville (2016-to date).

Other experience:

Law practice:

Attorney, Hill & Barlow, Boston (estate planning, litigation, taxation and real estate; 1968-73); Special Counsel, Massachusetts Cultural Council and one of its two predecessors, the Massachusetts Arts Lottery Council (1979-97); member of Massachusetts Office of Dispute Resolution Panel of Mediators for cases before the Superior Court for Suffolk County, MA (1989-2000); as well as a member of a commission appointed by the Suffolk Superior Court to help resolve a number of small eminent domain actions through a combined arbitration and mediation process specially designed for this purpose (1993).

Service to the legal profession:

Member, Executive Committee and Scholarship and Communication Subcommittees, Section on Well-being and Balance in Legal Education, Association of American Law Schools (2020 to date); Member, Massachusetts Bar Association (2020-21) and American Bar Association Committees on Well-Being (2020 to 2023); Member, Legal Education Subcommittee of the Standing Committee on Lawyer Well-being of the Massachusetts Supreme Judicial Court (2020 to date); Member of panel of Boston Bar Association volunteer mediators for cases in the Suffolk County District Court (1997 to 2008); Chair, Boston Bar Association Environment Committee (1975-78), and membership or service on various sections or committees of the American, Massachusetts or Boston Bar Associations, including Alternate Dispute Resolution, Law Practice Management, Real Property, and Environment (1975 to date for ABA).

Elected and related public service:

Newton City Councilor (one of 24 part-time, non-partisan city councilors elected either by ward or city-wide with responsibility for granting zoning special permits; enacting local zoning, historic, and other regulatory ordinances, as well as an annual \$450 million operating budget for a city of 90,000 citizens); (1980-84; 1988 to date); served as President of the Council (then Board of Aldermen) from 2004-09, and President Emeritus from 2010 to date; currently Chair of the Zoning and Planning Committee for the 2024-25 term; Member of the Policy Committee on Municipal and Regional Administration of the Massachusetts Municipal Association (charged with reviewing zoning legislation and related issues, 2012 to date); member of the Economic

Opportunity Staff of the Governor of Kentucky (helping local or regional councils organize and apply for federal economic opportunity funds, 1965); U.S. Marine Corps Reserve active duty (1964-65).

Nonprofit service:

President of the Board of the Massachusetts Forest and Park Association (now the Environmental League of Massachusetts), responsible for hiring new staff, revising the organization's statement of purposes, developing strategy to build its visibility and support, building consensus as to these changes on its governing Board, and continued oversight of staff and finances (1979-83); Chair, Steering Committee, Massachusetts Environmental Coalition, a statewide coalition of environmentalists, and later labor, sportsmen, builders, farmers and business groups, in a common effort to support sufficient staff and funding for important state environmental programs to function effectively (1975-79); Founder and member, Board of Directors, The Fund for the Arts in Newton, Inc. (Newton arts fund-raising organization designed to raise funds in a united way for seven affiliated organizations, 1984-95; founder and incorporator, 1982).

Public information:

Named 2009 Producer of the Year by Newton Community Access Television for "Aldermen at Work," a series of interviews with officials and citizens, which also won the NCAT award for Best Government Series in 2011, and Outstanding Municipal Program for 2015; Special commentator on legal issues, Channel 5 Boston (1983); Advocate, Peabody Award-winning Public Broadcasting System program, *The Advocates* (arguing one side of various public issues such as no-fault auto insurance, welfare reform, supersonic transport, civil commitment of the mentally ill, divorce reform, legalized gambling, methadone maintenance, and deregulation of the interstate trucking industry in a modified trial forum; 1969-70, 1979); Reporter, Louisville *Courier-Journal* (general assignment reporting, preceded by summer work in police court and financial desk; 1961-64).

Writings:

R. Lisle Baker, *Exploring Well-being Practices as Part of Law Student Development of a Positive Professional Identity*, 58 WAKE FOREST L. REV. 821 (2023) (discussing how law students' character and fitness can be developed through well-being practices to develop a positive professional identity). <https://www.wakeforestlawreview.com/wp-content/uploads/2024/04/58-Wake-Forest-L.-Rev.-821.pdf>.

R. Lisle Baker & Peter Scott Campbell, *Louis D. Brandeis and the Formation of a Positive Professional Identity*, 54 SUFFOLK U. L. REV. 275 (2023) (discussing former Boston lawyer and Supreme Court Justice, Louis D. Brandeis, in terms of the values, guiding principles and well-being practices that were important to his positive professional identity, such as his compassion and courage, as well as his relationships, engagement, vitality, achievement, meaning, and positive emotions) <https://heinonline.org/HOL/LandingPage?handle=hein.journals/sufflr56&div=15&id=&page=>.

R. Lisle Baker, *Nine Reasons Why More Lawyers Should Play Golf*, LAW PRACTICE TODAY (May, 2023) (discussing how golf or similar outdoor activity with others can enhance attorney well-being) <https://www.lawpracticetoday.org/article/nine-reasons-why-more-lawyers-should-play-golf/>

R. Lisle Baker, Larry Richard, Ph.D., and Michael D. Matthews, Ph.D., *Enhancing Attorney Resilience with Psychological Protective Gear*, LAW PRACTICE TODAY (June-July, 2022) (examining how the military analogy of helmet, vest and boots can aid law student and lawyer resilience when challenges arise.) <https://www.lawpracticetoday.org/article/enhancing-attorney-resilience-with-psychological-protective-gear/>

R. Lisle Baker & Carol-anne Hoffmann, *Standing Up for Your Client or Sitting in Judgment: the Power of Posture*, LAW PRACTICE TODAY (January, 2022) (examining how lawyers can enhance their well-being and performance by appropriate ergonomic practices and complementary physical exercise) <https://www.lawpracticetoday.org/article/the-power-of-posture/>

R. Lisle Baker, *Emerging State Bench and Bar Resources for Attorney Well-Being*, LAW PRACTICE TODAY (January, 2021) (examining different initiatives being undertaken throughout the United States, including an extensive appendix of resources to assist those interested, as well as including a study of Utah lawyers). <https://www.lawpracticetoday.org/article/emerging-state-bench-and-bar-resources-for-attorney-well-being/>; (also highlighting the work of the Standing Committee on Lawyer Well-being of the Massachusetts Supreme Judicial Court, including the work of a Legal Education Subcommittee, including Professor Baker, which issued *A Guide to Law Student Wellness and Well-Being*). <https://static1.squarespace.com/static/5e6d105ff4b7d15cf766c1e1/t/611e9050bb94f0099df0dec/d/1629392976814/A+Guide+to+Law+Student+Wellness+and+Well-Being+2021.pdf>.

R. Lisle Baker: *Cultivating wellness in those who lead and those who are led*: <https://traininglawyersasleaders.org/2021/11/23/cultivating-wellness-in-those-who-lead-and-those-who-are-led/> (short article about character strengths).

R. Lisle Baker, *Character and Fitness for Leadership: Educating Lawyers for Compassion and Courage as well as Brains: The Wizard of Oz was Right*, 14 TENN. J. LAW & POLICY 287 (2020) (discussing pedagogical issues involved in educating lawyers in compassion and courage as well as critical thinking where all three are needed to succeed). https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3726313.

R. Lisle Baker and Anthony Colesano, *Becoming More Physically Active in a Busy Professional Life*, LAW PRACTICE TODAY (January 15, 2020) (discussing the importance of physical activity for well-being and performance as well as physical health, including a companion video of the co-authors demonstrating what is described). https://www.lawpracticetoday.org/article/becoming-physically-active-busy-professional-life/?utm_source=Jan20&utm_medium=email&utm_campaign=Jan20LPTemail.

R. Lisle Baker, *Integrating Positive Psychology into Legal Education*, 48 SOUTHWESTERN L. REV. 295 (2019) (summarizing national conferences on this topic held at Suffolk University Law School in 2017 and 2018 by organizing the participant presentations thematically around some of the important features of legal education (critical thinking, competition, independence, diligence, & professional values) and how to complement those features in ways to enhance the well-being and success of students, as well as the legal educators who teach them; also supplemented by links to the written materials prepared by the participants in the Conferences so that readers of the article can dive deeper into a specific presentation and find additional resources). https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3745924

R. Lisle Baker and Jennifer List, *Delivering Bad News Well*, LAW PRACTICE TODAY (January 14, 2019): (discussing how to deliver bad news to clients and do it well, based on learning from a medical protocol devised by a Philadelphia pediatric palliative care physician having to inform parents that their children are not likely to recover.) <https://www.lawpracticetoday.org/article/deliver-bad-news-well/>.

R. Lisle Baker, *Character and Fitness for Leadership: Learning Interpersonal Skills*, 58 SANTA CLARA L. REV. 101 (2018) (arguing that the Bar admission requirement of “character and fitness” can also be an aspirational goal to help provide a rationale for leadership education in law school, and that as interpersonal skills are an important part of leadership learning, it is helpful for law students to learn how to pay better attention to other people, be aware of their and others’ strengths, and understand and acknowledge concerns that they and others have for appreciation, affiliation, autonomy, status and a meaningful role). https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3283941.

R. Lisle Baker, *Designing a Positive Psychology Course for Lawyers*, 51 SUFFOLK U. L. REV. 207 (2018) (pedagogical choices involved in grounding students in positive psychology insights to help students take advantage of opportunities for more meaningful and ethical service, improved performance and well-being, and greater resilience in the face of challenges of the profession). https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3271713.

R. Lisle Baker, *Planning Your Career in Law Practice*, 50 SUFFOLK U. L. REV. 1 (2017) (outlining the framework for work in the course: *Law Practice Planning: Law as a Career and an Enterprise* which helps students develop criteria for choosing a professional opportunity and then undertake a feasibility analysis of some of its economics, including a pro-forma cash flow statement). https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2271200.

R. Lisle Baker & Daniel P. Brown, *On Engagement: Learning to Pay Attention* 36 U. ARK. LITTLE ROCK L. REV. 348 (2014) (discussion of attention and how to develop it co-authored with a Harvard Medical School psychologist and professor; published as part of an Association of American Law Schools Section of Balance in Legal Education program conducted in January, 2014). https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2269726.

R. Lisle Baker, *The Advocates: a retrospective on an important—and still relevant—innovation in public affairs television*, HARV. NEGOT. L. REV. (March 12, 2014), (explaining the history of an innovative public television show in which Professor Baker was one of the first performers in a trial type exploration of important public topics, some of which are still available for viewing on the WGBH Open Vault), *available at* <http://www.hnlr.org/2014/03/an-introduction-to-the-advocates-and-the-work-of-professor-roger-fisher-2/>; <http://www.hnlr.org/wp-content/uploads/2014/03/Advocates-WGBH.pdf>.

R. Lisle Baker, *Exploring How Municipal Boards Can Settle Appeals of Their Land Use Decisions within the Framework of the Massachusetts Open Meeting Law*, 14 SUFFOLK U.L. REV. 455 (2011) (discussion of how to manage the tension between the need for confidentiality to encourage dispute settlement with the need for transparency in public decisions, drawing on two successful resolutions in the City of Newton as well as the newly revised open meeting law; selected for inclusion in the ZONING AND PLANNING LAW HANDBOOK, 2012 ED., Patricia Salkin, Editor). https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2170380.

R. Lisle Baker, *My Tree Versus Your Solar Collector or Your Well Versus My Septic System? -- Exploring Responses to Beneficial But Conflicting Neighboring Uses of Land*, 37 B.C. ENVTL. AFF. L. REV. 1 (2010) (discussion of limits of conventional law of nuisance and the

use of case law and informal norms as a guide to conflict resolution, including photographs of properties involved in conflict; selected for inclusion in the ZONING AND PLANNING LAW HANDBOOK, 2011 ED., Patricia Salkin, Editor.)
https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2008303.

R. Lisle Baker, *Using Special Assessments as a Tool for Smart Growth*, 22 PROBATE AND PROPERTY 50 (March/April 2008) [shortened version of article below].

R. Lisle Baker, *Using Special Assessments as a Tool for Smart Growth: Louisville's New Metro Government as a Potential Example*, 45 BRANDEIS L.J. 1 (Fall, 2006) (discussion of possible use of special assessments as a revenue device to shape metropolitan growth, with specific reference to preserving open space and downtown redevelopment).
https://papers.ssrn.com/sol3/papers.cfm?abstract_id=981038.

R. Lisle Baker, *The Intrapersonal Challenges of Learning Interpersonal Negotiation*, 22 NEGOT. J. 505 (2006) (review essay focusing on a new book on conflict management involving psychology).

R. Lisle Baker, *Achieving Smarter Growth in Massachusetts, Some Ideas for Moving Forward*, 22 MUNICIPAL ADVOCATE No. 3, 21 (2006) (discussing the need for a state-local partnership in land use control).

R. Lisle Baker, *Using Insights About Perception and Judgment from the Myers-Briggs Type Indicator Instrument as an Aid to Mediation*, 9 HARV. NEGOT. L. REV. 115 (2004) (an analysis of how samples of the general public, lawyers, judges, and mediators compare in how they prefer to gain information and make decisions about it, and how mediator understanding of those different cognitive preferences can be an aid to the mediation of disputes).
https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2620744.

R. Lisle Baker, *How the Teaching of Law Practice Management Courses in Law Schools Tends to Enhance Professional Competence and Legal Excellence*, 40 J. LEGAL EDUC. 375 (1990) (winner of \$3,000 prize in national essay competition on this subject sponsored by the Economics of Law Practice Section of the American Bar Association).

R. Lisle Baker, *Ethical Limits on Attorney Contact with Represented and Unrepresented Officials: The Example of Municipal Zoning Boards Making Site-Specific Land Use Decisions*, 31 SUFFOLK U. L. REV. 349 (1997), abridged version published in 26 Massachusetts Lawyer's Weekly 1398 (February 23, 1998) (discussion of the then new Massachusetts Rules of Professional Conduct 3.5 (relating to candor to the Tribunal) and 4.2 (relating to attorney contact with represented parties) in the context of quasi-judicial local governmental decision-making).

R. Lisle Baker, *Common Law Environmental Protection in Massachusetts*, in McGregor, ed., MASSACHUSETTS ENVIRONMENTAL LAW (Massachusetts Continuing Legal Education, 1991, & Supp. 1993, 1996, 1999, 2002, 2006, 2010, 2014, 2016, 2019 and 2022) (discussion of non-regulatory remedies for environmental harm under Massachusetts law).

THE MASSACHUSETTS CONSERVATION RESTRICTION HANDBOOK, with Kingsbury Browne, Steve Small and Joel Lerner (Executive Office of Environmental Affairs, 1992) (model land conservation restriction language with comments on relevant federal and Massachusetts law).

R. Lisle Baker & Michael J. Markoff, *Byproducts Liability--Using Private Actions to Clean Up Hazardous Waste Sites*, 10 HARV. ENVTL. L. REV. 99 (1986) (discussion of the use of the law

of restitution (unjust enrichment) and implied warranty to assist current landowners in restoring hazardous waste sites).

R. Lisle Baker & Norman H. Wolfe, *Negotiated Development and Open Space Preservation: A Case Study of Neighborhood Purchase and Ultimate City Acquisition Involving Partial Development, Betterment Assessments and Federal Tax Benefits*, LINCOLN INSTITUTE OF LAND POLICY (1984) (description of the activities involved in preserving a 71 acre golf course for public recreation through City acquisition financed in part by betterment assessments imposed on owners of surrounding properties, including photos, maps, key documents, and supporting legal research, as betterment assessments were used to build parks in the 19th century).

R. Lisle Baker & Frank Schnidman, *Planning for Platted Lands: Land Use Remedies For Lot Sale Subdivision*, 11 FLA. ST. U. L. REV. 505 (1983) (analysis of legal techniques to modify, recombine, or limit the use of large recreational lot subdivisions which consume much land with little development – resulting in largely wasted open space that is neither a natural ecosystem nor a well-developed place for people to live).

R. Lisle Baker & Stephen Andersen, *Taxing Speculative Land Gains: The Vermont Experience* 22 URBAN LAW ANNUAL 3 (1981) (Report co-authored with an economist at the College of the Atlantic evaluating the impact of Vermont's unique tax on speculative land sales prepared for the Environmental Law Institute of Washington, D.C., under grant from the National Science Foundation and a supplemental grant from the Lincoln Institute of Land Policy, including an analysis of land price and tax data as well as a telephone survey of 600 large parcel Vermont landowners and legal issues associated with speculation taxation).

R. Lisle Baker, *Recapturing Privately Conferred Windfalls--An Exploratory Essay*, 13 URB. LAW. vii (1981) (a comparison of betterment assessments for public improvements with possible recapture of benefits conferred by one private landowner on another).

R. Lisle Baker, *Enhancing the Visual Environment of the Twilight Commercial Zone: The Great Neck Plaza Experiment*, 2 HARV. ENVTL. L. REV. 389 (1977) (legal issues involved in using zoning laws to enhance the visual quality of shabby commercial areas).

R. Lisle Baker, *Controlling Land Uses and Prices by Using Special Gain Taxation to Intervene in the Land Market: The Vermont Experiment*, 4 B.C. ENVTL. AFF. L. REV. 427 (1975), edited version reprinted in G. Rohrlich, ed., *Environmental Management* (1976) (analysis of anticipated economic and environmental impact of Vermont land speculation tax, as well as when a tax becomes so burdensome as to constitute an unconstitutional "taking" of property without just compensation).