MORANREEVESCONN
ATTORNEYS AT LAW



KATHLEEN M. MCCAULEY

Partner
Chief Diversity and Employee Engagement Officer; Member, Executive Committee

804.864.4807
804.421.6251 (fax)
kmccauley@moranreevesconn.com

Areas of Practice:

- Medical Malpractice Defense
- Health Care Licensing and Regulatory Matters
- Employment
- Healthcare Risk Management
- HR Risk Management

Kathleen McCauley focuses her practice on complex litigation and client counseling, representing health care providers in a wide range of matters, including medical malpractice litigation, provider and hospital liability, medical staff issues, health care risk management, and management side labor and employment matters.

For Kate, serving those who serve others is both a passion and a privilege. By taking on the burdens of litigation or other conflicts, she frees her clients to focus on what matters most to them. Many are longstanding, dedicated partners who rely on Kate for guidance at every step.

Her clients in medical negligence actions include physicians, advanced practice providers, nurses, hospitals, academic medical centers, long-term care providers, and assisted living communities. She also handles health care risk management and administrative matters, including proceedings before Virginia's health regulatory boards and appeals before the VDSS, VDH, and DMAS, and counsels' clients on, quality assurance and patient safety, discharge planning, disclosure meetings, and clinical ethics. An author and national speaker, she regularly addresses legal issues in surgery, pediatrics, EHR, social media, telehealth, ACO liability, and sexual misconduct litigation.

On the employment side, Kate defends employers in disputes involving discrimination, harassment, breach of contract, defamation, negligent hiring and supervision, non-competition and trade secrets, wage and hour claims, wrongful discharge, and business torts. She also advises on human resources risk management, including employment agreements, employee counseling and separation, restrictive covenants, and human resource investigations.

Kate is often called upon to handle high stakes and sensitive litigation matters, including catastrophic injury, wrongful death, and health care and employment matters involving sexual misconduct. She handles complicated matters involving pediatric medical care and treatment and mental and behavioral health care with sensitivity and respect for all parties involved. When clients face a crisis, no matter how big or how small, they call Kate for her steady guidance and calm presence.

In August 2026, Kate joined The McCammon Group, a trusted leader in alternative dispute resolution for more than 30 years, as a mediator. Although separate from her client practice at Moran Reeves & Conn, the role gives her added insight into resolving cases through alternative dispute resolution, which benefits her broader practice. She is certified by the Supreme Court of Virginia as a mediatory in the commonwealth.

Peer recognition reflects her knowledge, skill, and professionalism. She received the 2020 VTLA-VADA Civility and Professionalism Award and is listed in *The Best Lawyers in America*® for medical malpractice defense and employment law, where she was named *Best Lawyers'* Medical Malpractice Richmond Lawyer of the Year in 2015, 2019, 2023, 2025, and 2026. She is a Fellow, American College of Trial Lawyers, Fellow, International Academy of Trial Lawyers, and Fellow, Litigation Counsel of America. She is a member of the Boyd-Graves Conference, and its Steering Committee.

Kate is a *Virginia Business* "Legal Elite" in healthcare law, and is also a Virginia Super Lawyer, appearing on the Top 100

Virginia, Top 50 Richmond, and Top 50 Women lists and, in 2024, the Top 10 Virginia list. Virginia Lawyers Media named her one of its 2013 Influential Women of Virginia, 2015 Leaders in the Law, 2020 Influential Women in the Law, and 2024 Circle of Excellence, and in 2021 *Virginia Lawyers Weekly* named her a "Go to Lawyer" for Medical Malpractice. She has also been a member of the Irish Legal 100 for the last four years. In 2026, she was named as a 2026 Virginia Legal 250 Honoree in the Medical Malpractice – Defense category by Virginia Lawyers Weekly.

Active in education and the community, Kate taught trial skills as an adjunct professor at the University of Richmond School of Law for 19 years and served on the faculty of the Virginia State Bar Harry L. Carrico Professionalism Course from 2019-2022. She is currently on the faculty of the Virginia State Bar Professionalism for Law Students Program. Kate was appointed by the governor to the Virginia Interagency Coordinating Council and served on the Virginia NICU EI Collaborative Council. A former *pro bono* general counsel and board member of the Arc of Virginia, she now serves on the Board of Trustees of The Virginia Home, The Virginia Home Foundation Board of Directors, the Commonwealth Catholic Charities Board of Directors, and was Chair, School Advisory Board of St. Edward-Epiphany Catholic School for six years.

EDUCATION

- The Dickinson School of Law, The Pennsylvania State University, Carlisle, PA, Juris Doctor 1995
- Universitá di Firenze, Florence, Italy Comparative Law Studies, Summer 1993
- College of William and Mary, Williamsburg, VA, Major: Government, Minor: Italian Studies, Bachelor of Arts 1990
- Linguaviva School, Florence, Italy, Italian Literature, Grammar, and Conversation, Summer 1989

BAR ADMISSIONS

- Virginia 1995
- U.S. District Court for the Eastern District of Virginia
- U.S. District Court for the Western District of Virginia
- U.S. District Court for the District of Columbia
- United States Court of Appeals for the Fourth Circuit

CLASSES TAUGHT

- University of Richmond, T.C. Williams School of Law, Richmond, VA. Classes taught have included Law Skills III – Trial Advocacy, Law Skills IV – Appellate Advocacy, and Bioethics
  - Adjunct Professor of Law, 2011 – 2021
  - Adjunct Associate Professor of Law, 2006 – 2011
  - Adjunct Assistant Professor of Law, 2001 – 2006
- Faculty, Harry L. Carrico Professionalism Course, VSB, 2019 – present

---

PROFESSIONAL AFFILIATIONS

- Virginia State Bar
  - Faculty, Harry L. Carrico Professionalism Course, VSB, 2019- present
- American College of Trial Lawyers, Fellow
  - Chair, Virginia Commitee
- Virginia Bar Association
  - Employment Law Section
  - Health Law Section
- Richmond Bar Association, 1995-present
- Virginia Association of Defense Attorneys
  - Immediate Past President, 2015-2016
  - President, 2014-2015
  - Executive Committee, 2012-2016
  - Board of Directors, 2006-2010
  - Legislative Committee, 2004-2016
  - Medical Malpractice Section, Chair 2003-2004
  - Medical Malpractice Section, Vice Chair 2002-2003
- Defense Research Institute, 1995-present

    - Medical Liability Committee
- Member, Boyd-Graves Conference, 2019-present
- John Marshall Inn of Court, 2002-present

HONORS AND AWARDS

- Fellow, International Academy of Trial Lawyers
- Fellow, American College of Trial Lawyers
- Fellow, Litigation Counsel of America
- *Best Lawyers® in America* – Medical Malpractice Law (Defense), 2014 to present
- Best Lawyers' Richmond Lawyer of the Year – Medical Malpractice Law Defense, 2027, 2025, 2023, 2019, 2015
- Top 10 Virginia Super Lawyers, 2024
- Top 100 Virginia Super Lawyers, Top 50 Richmond Super Lawyers and Top 50 Women Virginia Super Lawyers, 2015-present
- Virginia Super Lawyers, 2011-present
- Virginia Super Lawyers Rising Star, 2007-2008
- VTLA-VADA Civility and Professionalism Award, 2020
- Virginia Business Legal Elite (Healthcare)
- Virginia Lawyers Weekly Influential Women of Law, 2024
- Virginia Lawyers Weekly Go to Lawyer, Medical Malpractice, 2021
- Virginia Lawyers Weekly Influential Women in the Law, 2020
- Virginia Lawyers Weekly Leaders in the Law, 2015
- Virginia Lawyers Weekly Influential Women of Virginia, 2013
- Irish Legal 100

PUBLICATIONS

- Kathleen M. McCauley, et al., *Professional Liability Insurance*, in Insurance Law in Virginia (Virginia CLE, eds., 2020)
- Kathleen M. McCauley, et al., Theories of Recovery and Defenses, in Medical Malpractice Law in Virginia (Malcolm P. McConnell, III ed., 4th Ed. 2017)
- Kathleen M. McCauley, et al., Negotiation and Settlement, in Medical Malpractice Law in Virginia (Malcolm P. McConnell, III ed., 4th Ed. 2017)
- Kathleen M. McCauley, et al., *Theories of Recovery, Pleading and Defenses, in Medical Malpractice Law in Virginia* (Virginia CLE eds., 2016 Supp.)
- *Legal Considerations of the Bariatric Surgery Practice, in* Minimally Invasive Bariatric Surgery, 2nd Ed. Schauer, Phillip R., Schirmer, Bruce D., Brethauer, Stacy (Eds.) Springer (2013)
- Co-author, *Your First Trial: What You Need to Know to Survive* Virginia CLE (2010)
- Co-author, *Health Care Law* 44 U.RICH.L.REV. 473 (2009)
- Co-author, *Medical Malpractice Law* 43 U.RICH.L.REV. 227 (2008)
- *Legal Considerations of the Bariatric Surgery Practice, in* Minimally Invasive Bariatric Surgery Schauer, Phillip R., Schirmer, Bruce D., Brethauer, Stacy (Eds.) Springer (2007)
- Cottam D, Lord J, Wolfe B, Higa K, McCauley K, Schauer P: *Medicolegal Analysis of 100 Malpractice Claims Against Bariatric Surgeons* Surg Obes Relat Dis 2007 Jan-Feb; 3(1):60-6.
- Co-author, *Medical Malpractice Law* 41 U.RICH.L.REV.231 (2006) Co-author, *Discovery Divide: Virginia Code Section 8.01-581's Quality Assurance Privilege and its Protection of Healthcare Provider Policies and Incident Reports* 39 U.RICH.L.REV. 101 (2004)
- *Health Care Law* 38 U.RICH.L.REV. 137 (2003)
- Co-author, *Theories of Recovery, Pleading and Defenses, in* Medical Malpractice Law in Virginia (Virginia CLE eds., 2003 Supp.)
- Contributing author, *Medical Malpractice, in* Defense Research Institute Forms Book (DRI eds., 2002)
- Co-author, *Professional Liability Insurance, in* Virginia Insurance Law and Practice (Virginia CLE, eds., 2002)
- *COBRA/EMTALA – Its Application and Impact on the Individual Physician* MD News August 2000
- Co-author, *Medical Malpractice Damages, in* The Law of Damages in Virginia (Virginia CLE eds., 2000)
- Co-author, *Theories of Recovery, Pleading and Defenses, in* Medical Malpractice Law in Virginia (Virginia CLE eds., 2000)
- Co-author, *A Survey of Medical Malpractice Damages in Virginia* 33 U.RICH.L.REV. 919 (1999)
- *Women on the Commission and Court of Human Rights: Would Equal Representation Provide More Effective Remedies?* 13 DICK.J.INT'L.L. 151 (1994)

PRESENTATIONS

- *Point-Counterpoint: Not Crossing the Ethical Fine Line,* VTLA Annual Tort Law Seminar (May, 2022)
- *Social Media in Healthcare*, Riverside Health System, Grand Rounds, Newport News, Virginia (August, 2019)

- *Social Media in Healthcare*, Riverside Health System Leadership Conference, Williamsburg, Virginia (October, 2018)
- *Defensive Documentation in the age of EMR*, Grand Rounds, Riverside Health System, Newport News, Virginia (October, 2018)
- *Legal Issues in Pediatric and Adolescent Sports Medicine, Employment Agreements: Tips and Pearls for the Trainee,* 27th AMSSM Annual Meeting, Orlando, Florida (April, 2018)
- *Legal Aspects of Sports Medicine,* 11th Annual Pediatric and Adolescent Sports Medicine Update 2017, Children's Hospital of the King's Daughters, Norfolk, Virginia (June, 2017)
- *Keeping your Expert and Excluding Theirs: Designations, Discovery, Motions to Exclude and Voir Dire,* Virginia Association of Defense Attorneys, Spring Section Series – Product Liability and Medical Malpractice, Staunton, Virginia (May, 2017)
- *Social Media in Healthcare – Implications for the Surgery Practice,* ASMBS Annual Meeting/Obesity Week, Los Angeles, California (November, 2015)
- *ACO, EMR, and Medical Record Documentation: Emerging Liability,* Hudson Healthcare Risk Management Seminar, Jackson, Mississippi (October, 2014)
- *Ethics in Amicus Representation,* Virginia Association of Defense Attorneys Spring Section Series, Charlottesville, Virginia (May, 2014)
- *ACO and Enterprise Risk Management: Expanding Challenges and New Opportunities,* Hudson Healthcare Risk Management Seminar, Greensboro, Georgia (April, 2014)
- *Social Media in Health Care: The Good, the Bad and the Ugly,* Virginia Medical Group Management Association, Spring Meeting, Richmond, Virginia (April, 2014)
- *ACOs-New Models of Care and New Competencies for the Risk Management,* VASHRM, Richmond, Virginia (September, 2013)
- *Movement, Hormones and Protecting Your Practice, ASMBS* Spring Educational Event, New Orleans, Louisiana (May, 2013)
- *Bariatric Surgery Malpractice Suits: How are we doing? Bariatric Nursing: Do Nurses Need to Worry About Malpractice Suits?* Bariatric Summit, Charleston, South Carolina (September, 2012)
- *Legal Issues with the EMR,* Clinical Update Summit, Riverside Health System, Newport News, Virginia (January, 2012)

COMMUNITY SERVICE

- Virginia Interagency Coordinating Council (VICC) 2011-present
- Virginia NICU EI Collaborative Advisory Council 2016-2018
- The Virginia Home, Board of Trustees 2019-present
- St. Edward-Epiphany Catholic School, School Advisory Board 2015-present
  - Chair, School Advisory Board 2016-present
  - Chair, Principal Search Committee 2018-2019
- Commonwealth Catholic Charities, Board of Directors 2008-present
  - Immediate Past Chair, Board of Directors, 2016-2018
  - Chair, Board of Directors, 2012-2016
- The Arc of Virginia, Board of Directors 2008-2012
- The Arc of Virginia, Pro Bono General Counsel 2012-2018
- Richmond Bioethics Consortium, Board of Directors 2002-2010
- HealthSouth Medical Center Ethics Committee 1999-2001
- Bon Secours – Stuart Circle Hospital Ethics Committee 1998-99
- Bon Secours – St. Mary's Hospital Ethics Committee 1999-2007
- Bon Secours Richmond Acute Care Ethics Committee 2007-2012
- Caring Congregations Parish Nurse Network, Advisory Board 1999-2002
- Caring Congregations, Inc., Board of Directors 2002-2004

PRIOR EMPLOYMENT

- Goodman Allen & Filetti, PLLC, Shareholder, 1998-2014
- Wright Robinson Osthimer & Tatum, Associate, 1997-1998
- Spotts, Smith, Fain & Rawls, Associate, 1995-1996

VIRGINIA LAWYERS WEEKLY LEADERS IN THE LAW

Super Lawyers®

Best Lawyers®

LCA™ LITIGATION COUNSEL OF AMERICA ASSOCIATE FELLOW