

# CURRICULUM VITA

## WADE S. DAVIS

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253 Morris Hall  
Mankato, MN 56001

### EDUCATION

J.D.	UNIVERSITY OF IOWA College of Law High Distinction / Order of the Coif / Law Review	2002
A.B.D.	UNIVERSITY OF IOWA Communication Studies	2000
M.A.	ARIZONA STATE UNIVERSITY Communication Studies	1996
B.A.	CALIFORNIA STATE UNIVERSITY SACRAMENTO Communication Studies Summa Cum Laude	1994

### ACADEMIC APPOINTMENTS

MINNESOTA STATE UNIVERSITY MANKATO Associate Professor of Business Law (2020 - present) Assistant Professor (2016 - 20) Department of Accounting and Business Law Research Graduate Faculty / Honors Faculty	2016 - present
HAAGA-HELIA UNIVERSITY OF APPLIED SCIENCES Visiting Scholar / Helsinki, Finland	Spr. 2022
UNIVERSITY OF IOWA Graduate Instructor Department of Communication Studies	1997 - 2001
ARIZONA STATE UNIVERSITY Instructor & Assistant Coach of Debate Team (1997) Graduate Instructor (1994 - 96) Department of Communication Studies	1994 - 1997

### LEGAL EMPLOYMENT

DAVIS LEGAL CONSULTING, LLC Owner - Attorney Employment / Business Litigation / Alternative Dispute Resolution	2018 - present
STINSON LEONARD STREET, LLP, N/K/A STINSON, LLP Of Council (2016 - 18) / Partner (2010 - 16) / Associate (2006 - 10) Business and Commercial Litigation / Employment	2006 - 2018

FREDRIKSON & BYRON, PA  
 Associate Attorney  
 Business and Commercial Litigation / Employment

2003 - 2006

## **LEGAL BAR ADMISSIONS AND CERTIFICATIONS**

### **State Bar Admissions**

Minnesota	2003 - present
Iowa (inactive)	2003 - present
South Dakota	2016 - 2017

### **Federal Bar Admissions**

U.S. District Court for the District of Minnesota	2003 - present
U.S. District Court for the Northern District of Iowa (inactive)	2014 - present
Eighth Circuit Court of Appeals	2010 - present

### **Minnesota Bar Certifications**

Rule 114 Qualified Neutral (Mediator)	2016 - 2022
Board Certified Labor and Employment Law Specialist	2014 - 2020

## **COURSES TAUGHT**

### **Business Law Courses**

BLAW 200	Legal Environment of Business
BLAW 450	Contracts, Sales and Professional Responsibility
BLAW 452	Employment and Labor Law
BLAW 477	Negotiation and Conflict Resolution
BLAW 492	International Law and Politics Study Tour to Europe
BUS1LF101	Sustainable Business - Haaga-Helia Univ. of Applied Sciences
BLAW 499	Individual Study
MBA 623	Legal and Ethical Environment of Business
MBA 663	Negotiations
MBA 697	International Law and Politics Study Tour to Europe

### **Communication Studies Courses**

Argumentation, Critical Reasoning and Public Communication  
 Business and Professional Communication  
 Forensics  
 Interpersonal Communication  
 Public Speaking  
 Rhetoric I  
 Rhetoric II  
 Rhetoric III  
 Small Group Communication

**SCHOLARSHIP****Publications**

- W. Davis & J. Post, Practical Strategies to Protect Corporate Trade Secrets and Avoid Misappropriation Claims, 32 SOUTHERN LAW JOURNAL, \_\_\_ (Fall 2022) (accepted for publication)
- W. Davis, S. Hewitt, & D. Peterson, *Damages in Business Tort Actions*, in MINNESOTA BUSINESS DISPUTES: CLAIMS AND REMEDIES, 16:1-38 (Minnesota CLE, 3d ed. 2021).
- W. Davis, MINNESOTA UNEMPLOYMENT COMPENSATION BENEFITS: ELIGIBILITY AND APPEALS QUICKSHEET (Minnesota CLE, 2021).
- J. Magaldi, J. Sales & W. Davis, *All's Fair in Love and War but Nothing's Fair Use on YouTube: How YouTube Policies Favor Copyright Owners and Hinder Legal Fair Use*, 27 JOURNAL OF LAW, BUSINESS & ETHICS, 50-64 (Winter 2021).
- W. Davis, LEGAL ENVIRONMENT OF BUSINESS COURSE DESIGN AND MATERIALS (Opendora 2020) Creative Commons License: Non-Commercial, Share Alike CC BY-NC-SA 4.0.
- W. Davis & J. Magaldi, *"Into the Bowels of Hell": Examining Social Media Defamation Law Through the Twitter Account of James Woods*, 29 SOUTHERN LAW JOURNAL, 157-184 (Fall 2019).  
\*\* **Best Article Award**
- W. Davis, D. Peterson & S. Hewitt, *Damages in Business Tort Actions*, in MINNESOTA BUSINESS DISPUTES: CLAIMS AND REMEDIES, 16:1-34 (Minnesota CLE, 2d ed. 2015, 2019 Supp.).
- J. Magaldi, J. Sales & W. Davis, *Let's Play: Fair Use or Copyright Infringement?* 11 JOURNAL OF CRITICAL INCIDENTS, 42-44, n. 1-14 (Winter 2019).
- J. Magaldi, J. Sales & W. Davis, *Let's (Not) Play: How YouTube's Use Rules Allow Copyright Owners to Curtail Legal Fair Use*, PROCEEDINGS FROM THE 2019 GREAT LAKES ACADEMY OF LEGAL STUDIES IN BUSINESS, 16 -30 (Great Lakes Academy of Legal Studies Business, 2019).
- W. Davis, *Employee Raiding: A Teaching Case Study on Claims and Remedies*, 7 ROCKY MOUNTAIN LAW JOURNAL, 20-51 (Fall 2018).
- J. Magaldi & W. Davis, *Trolling Twitter: Defamation in an On-Line World*, 10 JOURNAL OF CRITICAL INCIDENTS, 106-108, n. 1-13 (Winter 2017).
- W. Davis, D. Peterson & S. Hewitt, *Damages in Business Tort Actions*, in MINNESOTA BUSINESS DISPUTES: CLAIMS AND REMEDIES, 16:1-35 (Minnesota CLE, 2d ed. 2015, 2017 Rev. and Supp.).
- W. Davis, *Responding to the Abrupt Departure of Key Employees to a Competitor: A Group Teaching Module*, PROCEEDINGS FROM THE 2017 MIDWEST ACADEMY OF LEGAL STUDIES IN BUSINESS, 156-178 (Midwest Academy of Legal Studies Business, 2017).
- W. Davis, J. Ives & D. Peterson, *Damages in Business Tort Actions*, in MINNESOTA BUSINESS DISPUTES: CLAIMS AND REMEDIES, 16:1-16:38 (Minnesota CLE, 2d ed., 2015).
- W. Davis, J. Ives & D. Peterson, *Damages in Business Tort Actions Update*, in MINNESOTA BUSINESS TORTS DESKBOOK, 16:1-16:3 (Minnesota CLE, 2013 Supp.).
- W. Davis, *NLRB Takes Aim at Employment, Social Media Policies*, MINNESOTA LAWYER (Oct. 12, 2012).
- W. Davis, MINNESOTA UNEMPLOYMENT COMPENSATION BENEFITS: ELIGIBILITY AND APPEALS QUICKSHEET (Minnesota CLE, 2012).
- W. Davis, J. Ives & D. Peterson, *Damages in Business Tort Actions*, in MINNESOTA BUSINESS TORTS DESKBOOK, 16:1-16:55 (Minnesota CLE, 2008).

- W. Davis, *Minnesota Courts Enforce Some Noncompetition Agreements*, WOMEN'S BUSINESS MINNESOTA (Apr. 2004).
- W. Davis & K. Farrell, *Radical Argument and National Identity: Setting an Agenda for Reconsidering the American Radical Tradition*, PROCEEDINGS FROM THE 11TH NCA/AFA CONFERENCE ON ARGUMENTATION (National Communication Association, 1999).

### **Conference Presentations**

- Panelist, *Coaches and Mentors: Reflections on the Dual Identities and Careers of Two PhD Faculty Directors of Forensics in Retirement*. National Communication Association Annual Convention, Virtual (Nov. 2022).
- N. Bessler & W. Davis, *A Teaching Case Study on Statutory and Common Law Protections of Trade Secrets*, Academy of Legal Studies in Business Annual Conference, Virtual (Aug. 2021).
- W. Davis, Panelist and Chair with E. Cameron & K. Eskew, *Let's Go: Pedagogical Advice for Developing and Leading Domestic and International Business Travel Courses*, Academy of Legal Studies in Business Annual Conference, Virtual (Aug. 2021).
- W. Davis, C. Palczewski & L. White, *Performing Defamation: The Legal Limitations of Personal Narrative Performance*, Academy of Legal Studies in Business Annual Conference, Virtual (Aug. 2020)
- W. Davis & J. Post, *The Secrets of Trade Secrets: How to Protect and Enforce Your Trade Secrets*, Academy of Legal Studies in Business Annual Conference, Virtual (Aug 2020)
- W. Davis, *Mutually Assured Destruction: Navigating Defamation Claims in the #MeeToo Era*. Academy of Legal Studies in Business Annual Conference, Montreal, Canada (Aug. 2019).
- W. Davis, *Not That Kind of Girl: A Coming of Age Memoir and Defamation Law*. Society for Case Research Annual Conference, Chicago, IL (Apr. 2019)
- J. Magali & W. Davis, *Teaching Defamation in an Online World*. Midwest Academy of Legal Studies in Business Annual Conference, Chicago, IL (Apr. 2018).  
**\*\* Master Teacher Competition Finalist**
- W. Davis & J. Magaldi, *Into the Bowels of Hell: Examining Defamation Law Through the Twitter Account of James Woods*. Midwest Academy of Legal Studies in Business Annual Conference, Chicago, IL (Apr. 2018).
- W. Davis, *Employee Poaching and the Battle for Hollywood Domination in a Post-Cable World*. Academy of Legal Studies in Business Annual Conference, Savannah, GA (Aug. 2017).
- W. Davis, Panelist and Chair with E. Cameron, G. McNary and W. Abed, *Maximizing External Resources for Teaching Dynamic On-Line Business Law Courses*. Academy of Legal Studies in Business Annual Conference, Savannah, GA (Aug. 2017).
- W. Davis, *Dad Just Rolled Over in His Grave: A Case Study of Oppression in the Succession of a Family-Owned Business*. Midwest Academy of Legal Studies in Business Annual Conference, Chicago, IL (Mar. 2017).
- W. Davis, *Responding to the Abrupt Departure of Key Employees to a Competitor: A Group Teaching Module*. Midwest Academy of Legal Studies in Business Annual Conference, Chicago, IL (Mar. 2017).  
**\*\* Master Teacher Competition Finalist**

- W. Davis, C. Palczewski & L. White, *Performing Defamation: The Legal Limitations of Personal Narrative Performances*. National Communication Association Annual Conference, Chicago, IL (Nov. 2004)
- W. Davis, *Politics as Virtue and Collective Memory: Lessons Learned from Isocrates' On the Peace*. National Communication Association Annual Conference, Chicago, IL (Nov. 1999).
- W. Davis, *Sovereignty-Discipline-Government: National Identity and Foucault's Triangle of Governmentality*. National Communication Association Annual Conference, Chicago, IL (Nov. 1999).
- W. Davis, T. Burkhart, K. Cady, J. Ferris et al., *Pedagogies of 'Empowerment': Critical Alternatives for Teaching Public Speaking*. National Communication Association Annual Conference, Chicago, IL (Nov. 1999).
- W. Davis, *Crisis Management: Setting the Stage for Speaking in Groups*. National Communication Association Annual Conference, Chicago, IL (Nov. 1999).
- W. Davis, *Writing and Painting the Body: Representation and Resistance in Irish Republican Murals*. National Communication Association Annual Conference, New York, NY (Nov. 1998).  
**\*\* Top Three Paper and Top Student Paper, Rhetoric Division**
- W. Davis, *Managing the Discourse of Starvation: The Struggle for Meaning Control in the 1981 Irish Hunger Strike*. Central States Communication Association Annual Conference, Chicago, IL (Apr. 1998).
- W. Davis, *Narrative and CEDA Nationals: The Defining of a Community*. Western States Communication Association Annual Conference, Monterey, CA (Feb. 1997).
- W. Davis, *Consubstantiality Through Starvation: A Burkean Analysis of the 1980-1 Irish Hunger Strike*. Speech Communication Association Annual Conference, San Diego, CA (Nov. 1996).  
**\*\* Top Three Paper and Top Student Paper, Kenneth Burke Division**
- W. Davis & R. Von Burg, *Dispelling Illusions: The Real-World Implications of Fiat*. Speech Communication Association Annual Conference, San Diego, CA (Nov. 1996).
- W. Davis, *Video Games as Rhetorical Narratives: Street Fighter, Violence, Sexism and Racism*. Western States Communication Association Annual Conference, Pasadena, CA (Feb. 1996).
- W. Davis, *Joining the Technical and Public Spheres of Argumentation in Debate Through the Narrative Perspective*. Speech Communication Association Annual Conference, San Antonio, TX (Nov. 1995).
- W. Davis, *Liminality, Crisis and Criteria in CEDA Debate*. Western States Communication Association Annual Conference, Portland, OR. (Feb. 1995).

### **Master's Thesis**

- W. Davis, *STARVING FOR FREEDOM: A RHETORICAL ANALYSIS OF THE 1981 IRISH HUNGER STRIKE*. (Arizona State University, 1996).  
 Committee: Thomas Nakayama (Advisor), Maruf Hassan and Kristin Valentine

### **Professional, Service and Invited Presentations**

- W. Davis, *Introduction to Contracts for the International Sale of Goods Treaty*. International Trade Practicalities and Business Law Course, Haaga-Helia University of Applied Sciences, Helsinki, Finland (Mar. 2022).

- W. Davis, *Sustainable Business Law in the Tourism and Event Management Fields*, Hospitality and Tourism Experience Management Program, Haaga-Helia University of Applied Sciences, Haaga, Finland (Apr. 2022).
- W. Davis, *Contract Negotiation Workshop*, Hospitality and Tourism Experience Management Program, Haaga-Helia University of Applied Sciences, Haaga, Finland (Apr. 2022).
- W. Davis, *U.S. Litigation and Conflict Resolution*, International Trade Practicalities and Business Law Course, Haaga-Helia University of Applied Sciences, Haaga, Finland (Apr. 2022).
- W. Davis, *Understanding and Negotiating Boilerplate Contract Terms in International Goods Contracts*, Haaga-Helia University of Applied Sciences, Online Seminar, Querétaro, Mexico (Mar. 2022).
- W. Davis & J. Post, *Business Tort Damages and Other Remedies*, Minnesota CLE, Webcast Seminar, Minneapolis, MN (Aug. 2021).
- W. Davis, *Employment Law Primer for Industrial and Organizational Psychologists*, I-O Psychology Graduate Students, Mankato, MN (Dec. 2020).
- W. Davis, P. Schneider & M. Lessard, *Legal Resources for Entrepreneurs*, One Million Cups, Minnesota State University Center for Innovation and Entrepreneurship, Webcast Panel, Mankato, MN (Jul. 2020).
- W. Davis, J. Post & J. Kenyon, *Proving and Defending Against Lost Profits in Commercial Litigation*, Minnesota CLE, Webcast Seminar, Minneapolis, MN (Nov. 2019).
- W. Davis, *The Current State of Sexual Harassment Law*, Gender, Law and Justice Course, Mankato, MN (Nov. 2019).
- W. Davis, *Negotiation for Success*, Beta Alpha Psi Honor Society, Mankato, MN (Oct. 2019).
- L. White & W. Davis, *Helping Students Create and Present Effective Group Presentations*. MSU Mankato Development Day, Mankato, MN (Dec. 2017).
- W. Davis, J. Post & J. Kenyon, *Damages in Business Torts*. Minnesota CLE, Webcast Seminar, Minneapolis, MN (Nov. 2017).
- W. Davis, *Negotiation Strategy and Skills*, Beta Alpha Psi Honor Society, Mankato, MN (Oct. 2017).
- W. Davis & S. Katras, *The Feds in Action: Navigating the New Overtime Rules & Federal Trade Secret Act*. Southern Minnesota Area Human Resource Association Annual Employment Law Seminar, Mankato, MN (Sept. 2016).
- W. Davis, D. Peterson & S. Hewitt, *Damages in Business Torts*. Minnesota CLE, In-Person Presentations, Minneapolis, MN (2009, 2011, 2015, 2016).
- W. Davis, D. Peterson & J. Kenyon, *Damages in Business Torts*. Minnesota CLE, Webcast Seminars, Minneapolis, MN (2011, 2013, 2015).
- W. Davis, *Update on 2014 Minnesota Employment Laws*. Stinson Leonard Street Employment Law Seminar, Mankato, MN (2015).
- W. Davis, *Are Your Social Media and Employment Policies Legal?* Leonard Street & Deinard Employment Law Seminar, Mankato, MN (2014).
- W. Davis, *Litigating Social Media Policies: Trends, Pitfalls and Opportunities for Employers and Their Counsel*. Hennepin County Bar Association CLE, Minneapolis, MN (2012).
- W. Davis & J. Ives, *Physician Employment Contracts*. American Cardiology Association, Mayo Clinic, Rochester, MN (2011).

- W. Davis & T. Donesky, *The New FMLA Regulations: Are You Ready?* Leonard Street and Deinard Employment Seminar, Mankato, MN (2009).
- W. Davis, *The ADA Amendments Act: Analysis and Best Practices*. Leonard Street and Deinard Employment Seminar, Mankato, MN (2008).
- W. Davis, *Electronic Discovery: Checklists and Forms*. Minnesota Trial Lawyers Association CLE, Minneapolis, MN (2006).
- W. Davis, *Best Practices in Harassment Prevention*. Fredrikson & Byron's 21st Annual Employment and Labor Law Seminar, Minneapolis, MN (2005).
- W. Davis & Radolinski, *Non-Competition and Trade Secret Protections: Fundamental Legal Concepts*. Fredrikson and Byron's Annual Employment and Labor Law Seminar, Minneapolis, MN (2004).

### **GLOBAL AND INTERNATIONAL EDUCATION – REPRESENTATIVE ACTIVITIES**

2022	Visiting Scholar, Haaga-Helia Univ. of Applied Sciences, Helsinki, Finland
2019 - 24	Fulbright Specialist Roster, U.S. Department of State, Bureau of Educational and Cultural Affairs
2019 - 24	Member, MSU Global Education Advisory Committee
2018 - 21	College of Business Global Education Coordinator
2019	MSU Representative, ABS Talent Event, HAN University of Applied Sciences, Hogeschool van Arnhem en Nijmegen, Arnhem, Netherlands
2019	Witness for Peace Delegation, Havana, Cuba
2018 - 20	Planner and Host of China Town Hall Event in Conjunction with National Committee on U.S./China Relations
2018	MSU Delegation, UCSG, Universidad Católica de Santiago de Guayaquil, Guayaquil, Ecuador
2018	Led International Law and Politics Study Tour Course to the United Kingdom, Netherlands and Brussels
2017 & 2019	Global Education Curriculum Development and Faculty Travel Grants

### **LEGAL PRACTICE**

#### **Business and Commercial Litigation**

Litigated over one hundred business and commercial lawsuits. Successfully tried jury and bench trials in state and federal courts, and arbitration proceedings. Significant litigation experience including:

- Breach of contract and commercial litigation
- Minority shareholder and partnership litigation and disputes involving officers and directors
- Fiduciary duty, fraud and trade secrets
- Construction and real estate
- Professional malpractice (accounting and legal)
- Probate and trust disputes, and estate litigation

#### **Employment Litigation**

Represented employers and employees in employment-related lawsuits and administrative proceedings including:

- Discrimination claims under the MHRA, Title VII, ADA, ADEA, FMLA and § 1983
- Wage and hour claims under FLSA and Minn. Stat. Ch. 181

- Trade secrets, non-competition and non-solicitation agreements, unfair competition, breach of fiduciary duty, breach of loyalty and confidentiality obligations, and corporate raiding
- Defamation, fraud, negligence, theft and infliction of emotional distress
- Employment disputes involving shareholders, officers and executives

### **Employment Law Counseling**

Advised and trained employers, executives, officers and owners on all aspects of employment law including, for instance:

- Compliance with federal and state law (i.e. FLSA, FMLA, ADA, MHRA, Title VII, NLRA)
- Handbooks and contracts
- Harassment and discrimination
- Hiring, discipline and termination
- Leave and accommodation
- Non-competition agreements and intellectual property

### **Higher Education Counseling and Litigation**

Represented and advised private colleges on employment and education law matters including:

- Title IX (sexual misconduct investigations and policies, harassment prevention)
- Federal Education Right to Privacy Act
- Faculty, staff and student matters and discipline

### **Alternative Dispute Resolution**

- Qualified neutral (mediator) under Rule 114 of the Minnesota General Rules of Practice
- Mediated cases before former Minnesota Supreme Court justices, federal magistrates, former federal district court judges, private attorneys, and in federal agencies (EEOC and Office of Civil Rights)
- Arbitration proceedings

### **Conciliation Court Referee**

Preside over hearings and issue orders involving disputes valued at up to \$15,000 (2018 – present)

### **Court Opinions**

*Minger Construction, Inc. v. Clark Farms, Inc. and Kevin (“Casey”) Clark*, 873 N.W.2d 301 (Iowa Ct. App. 2015) (contract dispute - affirmed)

*Wickenhauser v. Wickenhauser, and Wickenhauser v. Trust B of the Delmar Peterson Living Trust*, Nos. A14-0417, A-14-0428, 2015 WL 1757825 (Minn. Ct. App. Apr. 20, 2015) (farm ownership litigation, marital property dispute - affirmed)

*In re the Estate of Thomas D. Riley*, No. 14-048, 2014 WL 7011224 (Minn. Ct. App. Dec 15, 2014) (estate, will challenge, fiduciary and trust litigation - affirmed)

*McGrath v. MICO, Inc.*, Nos. A11-1087, A11-1109, A12-0093, 2012 WL 6097116 (Minn. Ct. App. Dec. 10, 2012) review denied (Minn. Feb. 19, 2013) (minority shareholder, fiduciary, whistleblower and employment litigation - affirmed)

*Schmidt Printing, Inc. v. Pitney Bowes, Inc.*, No. 10 Civ. 1083, 2011 WL 5967308 (D. Minn. Nov. 29, 2011) (international contract litigation)



*Grazzini-Rucki v. Grazzini et al.*, Nos. A09-0694, A09-0700, A09-1693, 2010 WL 1286725 (Minn. Ct. App. Apr. 6, 2010), review denied (Minn. 2010) (partnership fiduciary litigation, accountant and legal malpractice - affirmed)

*Cenveo Corporation v. CelumSolutions Software GMBH & Co KG et al.*, 504 F. Supp. 2d 574 (D. Minn. 2007) (unfair competition and trade secrets litigation - affirmed)

*Perez v. El Mazatlan Restaurant, Inc.*, No. 15-cv-02727 (Minn. Dist. Ct. Jun. 18, 2015) (Fair Labor Standards Act)

*Slidell, Inc. v. Millennium Inorganic Chemicals, Inc.* 430 F.3d 1047 (8<sup>th</sup> Cir. 2006) (UCC manufacturing contract and trade secret litigation - affirmed)

*Currie v. Help/Systems*, No. A05-1171, 2006 WL 73072 (Minn. Ct. App. Apr. 25, 2006) (employment discrimination litigation - affirmed)

*Cameo Homes, Inc. v. Kraus-Anderson Construction Co.*, 2003 WL 22867640 (D. Minn. Dec. 3, 2003), *aff'd*. 394 F.3d 1084 (8<sup>th</sup> Cir. 2005) (construction contract litigation - affirmed)

*Thorson v. Billy Graham Evangelistic Association*, 687 N.W.2d 652 (Minn. Ct. App. 2004), *review denied* (Minn. Dec. 22, 2004) (First Amendment, religious association exception to Minnesota Human Rights Act - affirmed)

## **SERVICE**

### **University Level**

2022 - 25	Member	Honors Council
2019 - 24	Member	Global Education Advisory Council
2019 - 21	Member	Undergraduate Research Council
2018 - 19	Member	Executive Committee, Inter-Faculty Organization
2018 - 19	Chair	Sabbatical and Faculty Improvement Committee
2017 - 18	Member	Sabbatical and Faculty Improvement Committee
2016 - 21	Member	Fellowship Advisory Board
2016 - 18	Member	Admissions Appeal Committee
2016 - 17	Member	Student Conduct Board

### **College Level**

2020 - 21	Member	Expanded Leadership Team
2018 - 21		Global Education Coordinator
2018 - 21	Chair	Global Education Committee
2016 - 18	Member	Curriculum Committee

### **Department Level**

2018 - 19, 20-21	Member	Curriculum Committee
2019	Chair	Hiring Committee, BLAW Term Professor
2017-19, 20-21	Member	Personnel Committee
2016 - 18	Chair	Curriculum Committee

### **Student Activity Advisor**

2019 - 21	Co-Advisor	Proctor & Gamble CEO Challenge
2020	Advisor	National Undergraduate Research Symposium Presentation, Advisor

2020	Advisor	Independent Study on Evolution of LGBTQ+ Employment Law Protections in the U.S.
2019 - 21	Advisor	MSU Honors Students Capstone Presentations
2018 - 20	Advisor	MSU Undergraduate Research Symposium Presentations
2018 - 21	Advisor	AIESEC, Student Registered Organization
2016 - 20	Advisor	National Diversity Case Competition (4 <sup>th</sup> , 7 <sup>th</sup> & 8 <sup>th</sup> Place Finishes)

### **Journal Activities**

2019 - 21	Ed. Board	Journal of Critical Incidents
2017 - present	Ed. Board	Midwest Law Journal
2016 - 18	Reviewer	Journal of Employment and Labor Law

### **Academic Leadership - External**

1998 - 99	Legis. Counsel	National Communication Association (“NCA”)
1998	Chair	NCA Student Section
1997	Vice Chair	NCA Student Section

### **Community Activities and Pro Bono Legal Work**

2018 – present	Conciliation Court Referee, Blue Earth County District Court
2016 - 20	Racial Justice Facilitator, “It’s Time to Talk” Discussions on Race, YWCA
2014 & 2016	United Way “Basic Needs” Community Impact Team
2010 - 14	Vice President and Board Member, Partners for Affordable Housing
2007 - 09	United Way “Success by Six” Community Impact Team
2003 – present	Pro Bono Legal Advice for Individuals and Non-Profit Organizations

## **PROFESSIONAL ASSOCIATION MEMBERSHIPS**

### **Academic Memberships**

2016 - present	Academy of Legal Studies in Business
2017 - present	Midwest Academy of Legal Studies in Business
2017 - 20	Society for Case Research
1994 - 03	National Communication Association

### **Professional Memberships**

2003 - present	Minnesota State Bar Association
2013 - 18	Society for Human Resource Management
2015 - 16	National Association of College and University Attorneys
2003 - 18	Iowa Bar Association
2003 - 16	American Bar Association
2003 - 15	Federal Bar Association

## **AWARDS, GRANTS AND RECOGNITION**

### **Scholarship and Teaching**

2019 - 24	Fulbright Specialist Roster, U.S. Department of State and Cultural Affairs
2022	Visiting Scholar, Haaga-Helia University of Applied Sciences

2019 Top Article Award, Southern Law Journal  
 2019 College of Business Research Award, MSU  
 2019 Research Graduate Faculty Appointment, MSU Graduate College  
 2019 Honors Faculty Appointment, MSU Honors Program  
 2019 Outstanding Faculty Member, MSU Honors Program  
 2018 Top Faculty Mentor, MSU Undergraduate Research Center  
 2017 & 18 Finalist in Master Teacher Competition, Midwest Academy of Legal Studies in Business  
 2016 Graduate Faculty Appointment, MSU Graduate College  
 1998 Top Three Paper and Top Student Paper, Rhetoric and Communication Theory Division, National Communication Association Annual Conference  
 1996 Top Three Paper and Top Student Paper, Kenneth Burke Division, National Communication Association Annual Conference

### **Legal**

2013 Minnesota “Attorney of the Year” by *Minnesota Lawyer*  
 2006, 11 - 13 Super Lawyers-Rising Star® - Minnesota Attorneys

### **Grants**

2018 Global Education Curriculum Development Grant - Citizenship in a Global Context  
 2018 Global Education Faculty Travel Grant, Italy & Greece Course  
 2018 Faculty Improvement Grant – Witness for Peace Cuba Delegation  
 2016 Global Education Curriculum Development Grant - International Law and Politics  
 2016 Global Education Faculty Travel Grant, U.K, Netherlands, Belgium Course

### **Academics**

High Distinction (5 <sup>th</sup> out of 220)	Univ. of Iowa College of Law
Order of the Coif	
Iowa Law Review	
Summa Cum Laude	CSU Sacramento
Phi Kappa Phi Honor Society	
Golden Key Honor Society	
Beta Alpha Psi	MSU Mankato

### **Forensics – College Debate**

1993 & 1994 Academic All-American Debate Team, Cross Examination Debate Association (“CEDA”)  
 1993 & 1994 Northern California Debater of the Year, CEDA  
 1991 National Champion, Team Debate, CEDA, Phi Ro Pi