

CURRICULUM VITA

WADE S. DAVIS

wade.davis@mnsu.edu

253 Morris Hall
Mankato, MN 56001

EDUCATION

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

ACADEMIC APPOINTMENTS

- MINNESOTA STATE UNIVERSITY MANKATO 2016 - present
Professor of Business Law
Associate (2020 – 25) / Assistant (2016 - 20)
Department of Accounting and Business Law
Research Graduate Faculty
- HAAGA-HELIA UNIVERSITY OF APPLIED SCIENCES Spr. 2022
Visiting Scholar / Helsinki, Finland
International Business Program
- UNIVERSITY OF IOWA 1997 - 2001
Graduate Instructor
Department of Communication Studies
- ARIZONA STATE UNIVERSITY 1994 - 1997
Instructor & Assistant Coach of Debate Team (1997)
Graduate Instructor (1994 - 96)
Department of Communication Studies

LEGAL WORK

- DAVIS LEGAL CONSULTING, LLC 2018 – present
Attorney / Owner
- STINSON, LLP, FKA LEONARD STREET & DEINARD, PA 2006 - 2018
Attorney - Of Council (2016 - 18) / Partner (2010 - 16) / Associate (2006 - 10)
Business and Commercial Litigation / Employment
- FREDRIKSON & BYRON, PA 2003 - 2006
Attorney - Associate
Business and Commercial Litigation / Employment

LEGAL BAR ADMISSIONS AND CERTIFICATIONS

State Bar Admissions

Minnesota	2003 - present
Iowa	2003 - 2022

Federal Bar Admissions

Eighth Circuit Court of Appeals	2010 - present
U.S. District Court for the District of Minnesota	2003 - present
U.S. District Court for the Northern District of Iowa	2014 - 2022

Minnesota Certifications

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

COURSES TAUGHT

MBA

International Law and Politics - Study Abroad
 Legal and Ethical Environment of Business
 Negotiations

Business Law - Undergraduate

Contract Law and Professional Responsibility
 Employment and Labor Law
 Environmental Law
 International Law and Politics - Study Abroad & On Campus
 Individual Study
 Legal Environment of Business
 Negotiation and Conflict Resolution
 Sustainable Business

Communication Studies - Undergraduate

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

SCHOLARSHIP**Publications**

- Wade S. Davis, Todd S. Lundquist, & Katheryn L. Zielinski, *Stripping Down the Law: Teaching Employee Classification Through Exotic Dancer Litigation* (under review).
- Wade S. Davis & Jeffrey W. Post, *Damages in Business Tort Actions*, in MINNESOTA BUSINESS DISPUTES: CLAIMS AND REMEDIES, 16:1-36 (Minnesota CLE, 3d ed., 2025 Rev. and Supp.).
- Wade S. Davis, “*That’s What She Said: Using “The Office” to Teach Sexual Harassment Law*,” 34 SOUTHERN LAW JOURNAL, 157-188 (Fall 2024).
- Wade S. Davis & Todd S. Lundquist, *Corporate Raiding, Secrets, and the Domination of the Chip Industry: Analysis of Apple Inc. v. Rives Inc. et al*, 55 BUSINESS LAW REVIEW, 1-22 (Spring 2024).
- Wade S. Davis, *Damages in Business Tort Actions*, in MINNESOTA BUSINESS DISPUTES: CLAIMS AND REMEDIES, 16:1-38 (Minnesota CLE, 3d ed., 2023 Rev. and Supp.).
- Wade S. Davis & Jeffrey W. Post, *Practical Strategies to Protect Corporate Trade Secrets and Avoid Misappropriation Claims*, 32 SOUTHERN LAW JOURNAL, 58-87 (Fall 2022).
- Wade S. Davis, Sarah J. Hewitt & Douglas R. Peterson, *Damages in Business Tort Actions*, in MINNESOTA BUSINESS DISPUTES: CLAIMS AND REMEDIES, 16:1-38 (Minnesota CLE, 3d ed. 2021).
- Wade Davis, MINNESOTA UNEMPLOYMENT COMPENSATION BENEFITS: ELIGIBILITY AND APPEALS QUICKSHEET (Minnesota CLE, 2021).
- Jessica A. Magaldi, Jonathan S. Sales & Wade S. 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).
- Wade S. Davis, LEGAL ENVIRONMENT OF BUSINESS COURSE DESIGN AND MATERIALS (2020) Creative Commons License: Non-Commercial, Minnesota State Opendora, Share Alike CC BY-NC-SA 4.0.
- Jessica A. Magaldi, Jonathan S. Sales & Wade S. Davis, *Let’s Play: Fair Use or Copyright Infringement?* 11 JOURNAL OF CRITICAL INCIDENTS, 42-44, n. 1-14 (Winter 2019).
- Wade S. Davis & Jessica A. 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
- Wade S. Davis, Douglas R. Peterson & Sarah J. Hewitt, *Damages in Business Tort Actions*, in MINNESOTA BUSINESS DISPUTES: CLAIMS AND REMEDIES, 16:1-34 (Minnesota CLE, 2d ed., 2019 Supp.).
- Jessica A. Magaldi, Jonathan S. Sales & Wade S. 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).
- Wade S. Davis, *Employee Raiding: A Teaching Case Study on Claims and Remedies*, 7 ROCKY MOUNTAIN LAW JOURNAL, 20-51 (Fall 2018).
- Jessica A. Magaldi & Wade S. Davis, *Trolling Twitter: Defamation in an On-Line World*, 10 JOURNAL OF CRITICAL INCIDENTS, 106-108, n. 1-13 (Winter 2017).
- Wade S. Davis, Douglas R. Peterson & Sarah J. Hewitt, *Damages in Business Tort Actions*, in MINNESOTA BUSINESS DISPUTES: CLAIMS AND REMEDIES, 16:1-35 (Minnesota CLE, 2d ed., 2017 Rev. and Supp.).

Wade S. 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).

Wade S. Davis, Sarah J. Hewitt & Douglas R. Peterson, *Damages in Business Tort Actions*, in MINNESOTA BUSINESS DISPUTES: CLAIMS AND REMEDIES, 16:1-16:38 (Minnesota CLE, 2d ed., 2015).

Wade S. Davis, Jennifer V. Ives & Douglas R. Peterson, *Damages in Business Tort Actions Update*, in MINNESOTA BUSINESS TORTS DESKBOOK, 16:1-16:3 (Minnesota CLE, 2013 Supp.).

Wade Davis, *NLRB Takes Aim at Employment, Social Media Policies*, MINNESOTA LAWYER (Oct. 12, 2012).

Wade Davis, MINNESOTA UNEMPLOYMENT COMPENSATION BENEFITS: ELIGIBILITY AND APPEALS QUICKSHEET (Minnesota CLE, 2012).

Wade S. Davis, Jennifer V. Ives & Douglas R. Peterson, *Damages in Business Tort Actions*, in MINNESOTA BUSINESS TORTS DESKBOOK, 16:1-16:55 (Minnesota CLE, 2008).

Wade Davis, *Minnesota Courts Enforce Some Noncompetition Agreements*, WOMEN'S BUSINESS MINNESOTA (Apr. 2004).

Wade Davis & Kathleen 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

Wade Davis & Todd Lindquist, *Corporate Raiding, Secrets, and the Domination of the Chip Industry: Analysis of Apple Inc. v. Rives Inc. et al*, Academy of Legal Studies in Business Annual Conference, Washington D.C. (Aug. 2024).

Wade Davis, "That's What She Said:" Using "The Office" to Teach Sexual Harassment Law, Academy of Legal Studies in Business Annual Conference, Washington D.C. (Aug. 2024).

Todd Lundquist (Presenter) & Wade Davis, *Nuns Against Guns: The Use of Activist Shareholder Suits to Force Corporate Change*, Society for Case Research Annual Conference, Chicago, IL (Apr. 2024).

Todd Lundquist (Presenter) & Wade Davis, *These Nuns Brought a Derivative Lawsuit to a Gun Fight: An Examination of Adrian Dominican Sisters v. Smith & Wesson*, Midwest Academy of Legal Studies in Business Annual Conference, Chicago, IL (Apr. 2024).

Wade Davis, *Transforming Fair Use: Generative Artificial Intelligence and the Future of Copyright*, Midwest Academy of Legal Studies in Business Annual Conference, Chicago, IL (Apr. 2023).

Wade Davis (Written Statement, 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, New Orleans, LA (Nov. 2022).

Nolan Bessler (Presenter) & Wade 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).

Wade Davis, Panelist and Chair with Elizabeth Cameron & Kelly 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).

- Wade Davis, Catherine Palczewski & Leah White, *Performing Defamation: The Legal Limitations of Personal Narrative Performance*, Academy of Legal Studies in Business Annual Conference, Virtual (Aug. 2020).
- Wade Davis & Jeffrey 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).
- Wade Davis, *Mutually Assured Destruction: Navigating Defamation Claims in the #MeeToo Era*. Academy of Legal Studies in Business Annual Conference, Montreal, Canada (Aug. 2019).
- Wade Davis, *Not That Kind of Girl: A Coming of Age Memoir and Defamation Law*. Society for Case Research Annual Conference, Chicago, IL (Apr. 2019).
- Jessica Magali & Wade Davis, *Teaching Defamation in an Online World*. Midwest Academy of Legal Studies in Business Annual Conference, Chicago, IL (Apr. 2018).
 ** Master Teacher Competition Finalist
- Wade Davis & Jessica 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).
- Wade 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).
- Wade Davis, Panelist and Chair with Elizabeth Cameron, George McNary & Wade Abed, *Maximizing External Resources for Teaching Dynamic On-Line Business Law Courses*. Academy of Legal Studies in Business Annual Conference, Savannah, GA (Aug. 2017).
- Wade 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).
- Wade 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
- Wade Davis, Catherine Palczewski & Leah White, *Performing Defamation: The Legal Limitations of Personal Narrative Performances*. National Communication Association Annual Conference, Chicago, IL (Nov. 2004)
- Wade Davis, *Politics as Virtue and Collective Memory: Lessons Learned from Isocrates' On the Peace*. National Communication Association Annual Conference, Chicago, IL (Nov. 1999).
- Wade Davis, *Sovereignty-Discipline-Government: National Identity and Foucault's Triangle of Governmentality*. National Communication Association Annual Conference, Chicago, IL (Nov. 1999).
- Wade Davis, Thomas Burkhart, Kathryn Cady, Julie Ferris et al., *Pedagogies of 'Empowerment': Critical Alternatives for Teaching Public Speaking*. National Communication Association Annual Conference, Chicago, IL (Nov. 1999).
- Wade Davis, *Crisis Management: Setting the Stage for Speaking in Groups*. National Communication Association Annual Conference, Chicago, IL (Nov. 1999).
- Wade 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

Wade 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).

Wade Davis, *Narrative and CEDA Nationals: The Defining of a Community*. Western States Communication Association Annual Conference, Monterey, CA (Feb. 1997).

Wade 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

Wade Davis & Ron Von Burg, *Dispelling Illusions: The Real-World Implications of Fiat*. Speech Communication Association Annual Conference, San Diego, CA (Nov. 1996).

Wade Davis, *Video Games as Rhetorical Narratives: Street Fighter, Violence, Sexism and Racism*. Western States Communication Association Annual Conference, Pasadena, CA (Feb. 1996).

Wade 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).

Wade Davis, *Liminality, Crisis and Criteria in CEDA Debate*. Western States Communication Association Annual Conference, Portland, OR. (Feb. 1995).

Master's Thesis

Wade 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 and Invited Presentations

Wade Davis & Jeffrey Post, *Business Tort Damages and Other Remedies*, Minnesota CLE, Minneapolis, MN (Dec. 2023).

Wade Davis, *Key Employment Laws for Industrial and Organizational Psychologists*, I-O Psychology Graduate Students, Mankato, MN (Sept. 2023).

Wade Davis, *Disability Employment Law*, MSU Honors Colloquium, Mankato, MN (Feb. 2023).

Wade Davis, Lectures and Workshops: 1. *Sustainable Business Law in Tourism and Event Management Fields*, 2. *Introduction to the Contracts for the International Sale of Goods Treaty*, 3. *International Contract Negotiation Workshop*, and 4. *U.S. Litigation and Conflict Resolution*, Haaga-Helia University of Applied Sciences, Helsinki and Haaga, Finland (Mar. - Apr. 2022).

Wade Davis, *Understanding and Negotiating Boilerplate Contract Terms in International Goods Contracts*, Haaga-Helia University of Applied Sciences, Online Seminar, Querétaro, Mexico (Mar. 2022).

Wade Davis & Jeffrey Post, *Business Tort Damages and Other Remedies*, Minnesota CLE, Webcast Seminar, Minneapolis, MN (Aug. 2021).

Wade Davis, *Employment Law Primer for Industrial and Organizational Psychologists*, I-O Psychology Graduate Students, Mankato, MN (Dec. 2020).

Wade 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).

- Wade Davis, Jeffrey Post & Joseph Kenyon, *Proving and Defending Against Lost Profits in Commercial Litigation*, Minnesota CLE, Webcast Seminar, Minneapolis, MN (Nov. 2019).
- Wade Davis, *The Current State of Sexual Harassment Law*, Gender, Law and Justice Course, Mankato, MN (Nov. 2019).
- Wade Davis, *Negotiation for Success*, Beta Alpha Psi Honor Society, Mankato, MN (Oct. 2019).
- L. White & Wade Davis, *Helping Students Create and Present Effective Group Presentations*. MSU Mankato Development Day, Mankato, MN (Dec. 2017).
- Wade Davis, Jeffrey Post & Joseph Kenyon, *Damages in Business Torts*. Minnesota CLE, Webcast Seminar, Minneapolis, MN (Nov. 2017).
- Wade Davis, *Negotiation Strategy and Skills*, Beta Alpha Psi Honor Society, Mankato, MN (Oct. 2017).
- Wade Davis & Steve 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).
- Wade Davis, Douglas Peterson & Sarah Hewitt, *Damages in Business Torts*. Minnesota CLE, In-Person Presentations, Minneapolis, MN (2009, 2011, 2015, 2016).
- Wade Davis, Douglas Peterson & Joseph Kenyon, *Damages in Business Torts*. Minnesota CLE, Webcast Seminars, Minneapolis, MN (2011, 2013, 2015).
- Wade Davis, *Update on 2014 Minnesota Employment Laws*. Stinson Leonard Street Employment Law Seminar, Mankato, MN (2015).
- Wade Davis, *Are Your Social Media and Employment Policies Legal?* Leonard Street & Deinard Employment Law Seminar, Mankato, MN (2014).
- Wade Davis, *Litigating Social Media Policies: Trends, Pitfalls and Opportunities for Employers and Their Counsel*. Hennepin County Bar Association CLE, Minneapolis, MN (2012).
- Wade Davis & Jennifer Ives, *Physician Employment Contracts*. American Cardiology Association, Mayo Clinic, Rochester, MN (2011).
- Wade Davis, *Whistleblower and Retaliation Claims*. Graduate Course in Public Administration, Mankato, MN (2010 & 2011),
- Wade Davis & Tracy Donesky, *The New FMLA Regulations: Are You Ready?* Leonard Street and Deinard Employment Seminar, Mankato, MN (2009).
- Wade Davis, *The ADA Amendments Act: Analysis and Best Practices*. Leonard Street and Deinard Employment Seminar, Mankato, MN (2008).
- Wade Davis, *Electronic Discovery: Checklists and Forms*. Minnesota Trial Lawyers Association CLE, Minneapolis, MN (2006).
- Wade Davis, *Best Practices in Harassment Prevention*. Fredrikson & Byron's 21st Annual Employment and Labor Law Seminar, Minneapolis, MN (2005).
- Wade Davis & Anne Radolinski, *Non-Competition and Trade Secret Protections: Fundamental Legal Concepts*. Fredrikson and Byron's Annual Employment and Labor Law Seminar, Minneapolis, MN (2004).

SERVICE**University Level**

2024 - present	Member	Admissions Comprehensive Review Committee
2022 - present	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
2018	MSU Rep.	Universidad Católica de Santiago de Guayaquil, Ecuador
2017 - 18	Member	Sabbatical and Faculty Improvement Committee
2016 - 21	Member	Fellowships Advisory Board
2016 - 18	Member	Admissions Appeal Committee

College Level

2024 – present	Coordinator	Business Law Certificate
2022 - 23	Member	Dean Search Committee
2020 - 21	Member	Expanded Leadership Team
2019	MSU Rep.	ABS Talent Event, HAN University of Applied Sciences
2018 - 21	Coordinator	Global Education Coordinator
2018 - 21	Chair	Global Education Committee
2018 - 20	Planner	China Town Hall Event - Natl. Committee on U.S./China Relations
2016 - 18	Member	Curriculum Committee

Department Level

2023 - 24	Chair	Hiring Committee, BLAW Professor
2022 - 24	Co-Chair	Personnel Committee
2022 - 23	Chair	Hiring Committee, BLAW Professor
2022 - 23	Author	BLAW Certificate Application
2018 - 19, 20-21	Member	Curriculum Committee
2019 - 20	Chair	Hiring Committee, BLAW Term Professor
2017 – 21, 24-25	Member	Personnel Committee
2016 - 18	Chair	Curriculum Committee

Representative Student Development Activities

2025	Chaperone	Study Abroad Class to South Korea
2024	Chaperone	National Conference on Undergraduate Research Symposium
2024	Co-Host	MN Supreme Court Justice Barry Anderson Campus Visit
2024	Discussant	MN Attorney General Keith Ellison Presentation
2023 - 25	Faculty Judge	MSU Undergraduate Research Symposium
2023 & 24	Co-Leader	MN Supreme Court Field Trip
2023	Instructor	Honors Colloquium, Disability Employment Law Seminar
2021 & 23	Advisor	Research Apprenticeship Program
2021	Co-Advisor	Proctor & Gamble CEO Challenge
2020, 24	Advisor	National Conference on Undergraduate Research Projects
2019 - 21, 22-25	Advisor / Rep.	MSU Honors Students Capstone Presentation
2018 - 21, 23-25	Advisor	MSU Undergraduate Research Symposium Projects
2018 - 21	Advisor	AIESEC, Student Registered Organization
2016 - 20	Advisor	National Diversity Case Competition

Academic Journals

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

External Reviewer

2023	External Reviewer for Tenure and Promotion Application of Management and Business Law Professor, Oakland University, Michigan
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Community and Pro Bono Activities

2024 – present	Alternative Pathways to Bar Admission Implementation Committee, MN
2018 - present	Conciliation Court Referee, Blue Earth County District Court
2020 - 22	Assist Mankato High School Debate Team
2016 - 20	Racial Justice Facilitator, “It’s Time to Talk” Discussions on Race, YWCA
2010 - 14	Board Member, Partners for Affordable Housing
2007 – 09, 14, 16	Community Impact Teams, United Way
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 - 24	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 AND RECOGNITION**Research and Teaching**

2022	Visiting Scholar, Haaga-Helia University of Applied Sciences, Helsinki, Finland
2019 - 24	Fulbright Specialist Roster, U.S. Department of State and Cultural Affairs
2019	Top Article Award, Southern Law Journal
2019	College of Business Research Award, MSU
2019 - present	Research Graduate Faculty Appointment, MSU Graduate College
2019	MSU Honors Faculty
2018	Top Faculty Mentor, MSU Undergraduate Research Center
2017 & 18	Finalist, Master Teacher Competition, Midwest Academy of Legal Studies in Business
2016 - 18	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*
- 2007, 11 - 13 Super Lawyers-Rising Star® - Minnesota Attorneys

Grants

- 2022 Faculty Improvement Grant - Fair Trade, Ecotourism, and Sustainability
- 2018 Global Education Curriculum and Travel Grants - Citizenship in a Global Context
- 2018 Faculty Improvement Grant - Witness for Peace Delegation to Cuba
- 2016 Global Education Curriculum and Travel Grants - International Law and Politics

Academics

- High Distinction (5th 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

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

LEGAL PRACTICE

Business and Commercial Litigation

- 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 & Counseling

- Discrimination and compliance (MHRA, Title VII, ADA, ADEA, FMLA, NLRA, FLSA, § 1983)
- Wage and hour
- Leave and disability accommodations
- 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
- Hiring, discipline, and termination

Representative Cases

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) (family farm 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)

Slidell, Inc. v. Millennium Inorganic Chemicals, Inc. 430 F.3d 1047 (8th Cir. 2006) (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 (8th 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)

ART ACTIVITIES

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| 2024 | Art Show at Lykke Books, New Ulm, MN, July |
| 2023 | “Gen X Kid,” Art Show at The Grand Center for the Arts & Culture, New Ulm, MN, Sept. |
| 2023 | Artist Residency, The Grand Center for the Arts & Culture, New Ulm, MN, May |
| 2022 | “Pop Culture Reality,” Art Show at Waseca Arts Center, Waseca, MN, Dec. |
| 2022 | “Looking Back, Moving Forward. The Prints of Wade Davis,” Art Show at the 410 Art Project, Mankato, MN, Sept. |
| 2022 | Artist Development Grant, Prairie Lakes Regional Arts Council |