

# 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
- A.B.D. UNIVERSITY OF IOWA  
Communication Studies
- 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  
Associate Professor of Business Law (2020 - present)  
Assistant Professor of Business Law (2016 - 20)  
Department of Accounting and Business Law  
Coordinator of Business Law Certificate  
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  
Owner - Attorney  
Employment / Business Litigation / Alternative Dispute Resolution
- STINSON, LLP, FKA LEONARD STREET & DEINARD, PA 2006 - 2018  
Of Council (2016 - 18) / Partner (2010 - 16) / Associate (2006 - 10)  
Business and Commercial Litigation / Employment

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

2003 - 2006

**LEGAL BAR ADMISSIONS AND CERTIFICATIONS**

**State Bar Admissions**

Minnesota  
Iowa

2003 - present  
2003 - 2022

**Federal Bar Admissions**

Eighth Circuit Court of Appeals  
U.S. District Court for the District of Minnesota  
U.S. District Court for the Northern District of Iowa

2010 - present  
2003 - present  
2014 - 2022

**Minnesota Bar Certifications**

Rule 114 Qualified Neutral (Mediator)  
Board Certified Labor and Employment Law Specialist

2016 - 2022  
2014 - 2020

**COURSES TAUGHT**

**MBA Courses**

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

**Business Law - Undergraduate Courses**

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 Courses**

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

**SCHOLARSHIP****Publications**

- W. Davis, “*That’s What She Said:*” Using “*The Office*” to Teach Sexual Harassment Law, 34 SOUTHERN LAW JOURNAL, (Fall 2024) (in press).
- W. Davis & T. Lindquist, *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).
- W. Davis, *Damages in Business Tort Actions*, in MINNESOTA BUSINESS DISPUTES: CLAIMS AND REMEDIES, 16:1-38 (Minnesota CLE, 3d ed. 2021, 2023 Rev. and Supp.).
- W. Davis & J. Post, *Practical Strategies to Protect Corporate Trade Secrets and Avoid Misappropriation Claims*, 32 SOUTHERN LAW JOURNAL, 58-87 (Fall 2022).
- 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 (2020) Creative Commons License: Non-Commercial, Minnesota State OpenDora, Share Alike CC BY-NC-SA 4.0, available at <https://opendora.minnstate.edu/islandora/object/MINNSTATErepository%3A993>.
- 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**

- W. Davis & T. Lundquist, *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).
- W. 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).
- T. Lundquist (Presenter) & W. Davis, *Nuns Against Guns: The Use of Activist Shareholder Suits to Force Corporate Change*, Society for Case Research Annual Conference, Chicago, IL (Apr. 2024).
- T. Lundquist (Presenter) & W. 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).
- W. 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).
- W. Davis (written statement), Panelist with L. White, *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).
- 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 & 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 and Invited Presentations**

- W. Davis & J. Post, *Business Tort Damages and Other Remedies*, Minnesota CLE, Minneapolis, MN (Dec. 2023).
- W. Davis, *Key Employment Laws for Industrial and Organizational Psychologists*, I-O Psychology Graduate Students, Mankato, MN (Sept. 2023).
- W. Davis, *Disability Employment Law*, MSU Honors Colloquium, Mankato, MN (Feb. 2023).
- W. 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).
- 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, *Whistleblower and Retaliation Claims*. Graduate Course in Public Administration, Mankato, MN (2010 & 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).

## **SERVICE**

### **University Level**

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, 24-25	Member	Admissions Appeal Committee
2016 - 17	Member	Student Conduct Board

**College Level**

2022 - 23	Member	Dean Search Committee
2020 - 21	Member	Expanded Leadership Team
2019	MSU Rep.	ABS Talent Event, HAN University of Applied Sciences, Netherlands
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**

2024 – present	Coordinator	Business Law Certificate
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 - 19, 20-21	Member	Personnel Committee
2024 - 25		
2016 - 18	Chair	Curriculum Committee

**Representative Student Development Activities**

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 & 24	Faculty Judge	MSU Undergraduate Research Symposium
2023	Co-Leader	Field Trip to MN Supreme Court, State Capital, and Law Firm
2023	Co-Advisor	Research Apprentice Program - Global
2023	Instructor	Honors Colloquium, Disability Employment Law Seminar
2022 - 23	Advisor	MSU Ski and Snowboard Club
2021	Advisor	Research Apprenticeship Program
2021	Co-Advisor	Proctor & Gamble CEO Challenge
2020, 24	Advisor	National Conference on Undergraduate Research Projects
2020	Advisor	Independent Study on Evolution of U.S. LGBTQ+ Employment Laws
2019 - 21, 23-24	Advisor / Faculty	MSU Honors Students Capstone Presentations
2018 - 21, 23-24	Advisor	MSU Undergraduate Research Symposium Projects
2018 - 21	Advisor	AIESEC, Student Registered Organization
2016 - 20	Advisor / Co-Advisor	National Diversity Case Competition

**Academic Journals**

2019 - 21	Ed. Rev. Board & Reviewer	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

**Community Activities and Pro Bono Legal Work**

2024 – 2027 Alternative Pathways to Bar Admission Implementation Committee  
MN State Board of Law Examiners  
2018 - present Conciliation Court Referee, Blue Earth County District Court  
2020 - 22 Assist Mankato High School Debate Team  
2018 Curriculum Development on Free Speech for Greater Mankato Diversity Council  
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 - 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, GRANTS AND RECOGNITION****Research and Teaching**

2024 Nominated for Vic Swenson Student Friendly Award & CETL Excellence in Teaching and Learning Award  
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  
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*  
2006, 11 - 13 Super Lawyers-Rising Star® - Minnesota Attorneys

### **Grants**

2021 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 (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

### **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**

### **Conciliation Court Referee - Pro Bono**

Preside over civil hearings and issue orders involving disputes up to \$15,000 (2018 - present)

### **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 accommodations
- Non-competition agreements and intellectual property

### **Alternative Dispute Resolution**

- Mediated and arbitrated 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)
- Qualified neutral (mediator) under Rule 114 of the Minnesota General Rules of Practice

### **Court Opinions - 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 (8<sup>th</sup> 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**

- 2024 Art Show at Lykke Books, New Ulm, MN, July 2024
- 2023 “Gen X Kid,” Art Show at The Grand Center for the Arts & Culture, New Ulm, MN, Sept. 2023
- 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