

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 EMPLOYMENT

MINNESOTA STATE UNIVERSITY MANKATO Associate Professor of Business Law (2020 - present) Assistant Professor of Business Law (2016 - 20) Department of Accounting and Business Law Research Graduate Faculty / Honors Faculty	2016 – present
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 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 Business and Commercial Litigation / Employment	2003 - 2006

LEGAL CERTIFICATIONS AND ADMISSIONS**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	2014 - present
Eighth Circuit Court of Appeals	2010 - present

Minnesota Bar Certifications

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

COURSES TAUGHT**MSU Mankato**

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 / MBA 697	International Law and Politics Study Tour to Europe
MBA 623	Legal and Ethical Environment of Business
MBA 663	Negotiations

University of Iowa & Arizona State University

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.**

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*, 25 *Journal of Law, Business and Ethics*, (Spring 2021). Accepted, in press.

W. Davis, *LEGAL ENVIRONMENT OF BUSINESS COURSE DESIGN AND MATERIALS* (Opendora 2020)
 Creative Commons License: Non-Commercial, Share Alike CC BY-NC-SA 3.0.

- 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

- 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, 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 ACTIVITIES

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| 2019 – 23 | Fulbright Specialist Roster, U.S. Department of State, Bureau of Educational and Cultural Affairs. |
| 2020 | Comparative International Law Graduate Course, Northern Ireland & Ireland |
| 2019 – present | Member, MSU Global Education Advisory Committee |
| 2018 – present | 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 – 19 | Global Education Curriculum Development and Faculty Travel Grants |
| 2018 & 2019 | Planner and Host of China Town Hall Event with National Committee on U.S./China Relations, Mankato, MN |
| 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 |
| 2016 – 17 | 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, and private attorneys
- Mediated in federal agencies (EEOC and Office of Civil Rights)
- Arbitration proceedings

Conciliation Court Referee

Preside over hearings and issue orders involving disputes of \$15,000 or less.

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 (8th 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 (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)

SERVICE

University Level

2019 - present	Member	Global Education Advisory Council
2019 - present	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 - present	Member	Fellowship Advisory Board
2016 - 18	Member	Admissions Appeal Committee
2016 - 17	Member	Student Conduct Board

College Level

2018 - present		Global Education Coordinator
2018 - present	Chair	Global Education Committee
2016 - 18	Member	Curriculum Committee

Department Level

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

Student Activities

2016 - present	Advisor	National Diversity Case Competition (4 th , 7 th & 8 th Place Finishes)
2018 - present	Advisor	AIESEC, Student Registered Organization

Journal Editorial and Reviewer

2019 - present	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

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

Pro Bono Legal Work

- Conciliation Court Referee, Blue Earth County District Court (2018 – present)
- Nonprofit Advice and Consulting
- Southern Minnesota Regional Legal Services
- Real Property Fraud

PROFESSIONAL ASSOCIATION MEMBERSHIPS**Academic Memberships**

2016 - present	Academy of Legal Studies in Business
2017 - present	Midwest Academy of Legal Studies in Business
2017 - present	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 – 23 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 Research Graduate Faculty Appointment, MSU Graduate College
 2019 Honors Faculty Appointment, MSU Honors Program
 2019 Outstanding Faculty Member, MSU Honors Program
 2019 Top Paper Runner-Up, Great Lakes Academy of Legal Studies in Bus. Proceedings
 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 and Greece
 2018 Faculty Improvement Grant
 2016 Global Education Curriculum Development Grant – International Law and Politics
 2016 Global Education Faculty Travel Grant - U.K., Netherlands and Belgium

Academic

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 MSU Mankato

Forensics

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