

Lucas W. Loafman, J.D., M.B.A.

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Education

Doctorate of Jurisprudence Texas Tech School of Law May 2003

Masters of Business Administration Texas Tech University May 2003

B.B.A. in Management Abilene Christian University May 2000

Texas Tech Post Baccalaureate Teacher Certification Program May 2005

University Teaching Experience

Associate Professor of Management (Tenured), Texas A&M University-Central Texas,
September 2014-Present

- Courses taught: Legal Environment of Business, Principles of Management, Employment Law, Business Strategy, International Business Law (Graduate), and Human Resource Law (Graduate)

Assistant Professor of Management, Texas A&M University-Central Texas (Previously known as Tarleton State University-Central Texas until 2009), June 2008-August 2014

- Courses taught: Business Law I, Business Law II, Business Ethics, Principles of Management, Supervisory Management, International Business, International Business Law (Graduate), and Law and Regulation of Human Resource Management (Graduate)

Lecturer and Assistant Professor of Business, Lubbock Christian University, August 2005-2008

- Courses Taught: Introduction to Business, Business Law I, Business Law II, Human Resource Management, and Principles of Management

University Administrative Experience

Department Chair, Management & Marketing Department at Texas A&M University-Central Texas – June 2012-Present

- Responsible for the largest department in the university with over 800 students (approximately 30% of university enrollment), 20 faculty lines, over 20 adjunct faculty, three graduate programs, and five undergraduate programs

Peer Reviewed Publications

- Lucas Loafman, *Aguinda v. Texaco: Oil, Pollution, Illness, and the Quest for Justice*, forthcoming (fall 2017) in the inaugural volume of the *ALSB Journal of Law, Business, Ethics, and Pedagogy*.
- Lucas Loafman & Andrew Little, *Race, Employment, and Crime: The Shifting Landscape of Disparate Impact Discrimination Based on Criminal Convictions*, published in the summer of 2014, Vol. 51:2, in the *American Business Law Journal*.
- Lucas Loafman & Barbara Altman, *Going Online: Building Your Business Law Course Using the Quality Matters Rubric*, published in the Spring of 2014, Vol. 31:1 in the *Journal of Legal Studies Education*
- Lucas Loafman, *Direct Interstate Wine Shipments: Commerce Clause and Regulatory Chaos for Small Wineries*, 23 *Southern Law Journal* 121-142 (Spring 2013).

Active Scholarship in Progress

- Collaborative teaching in a Principles of Management Course – Preparing for re-submission
- *University Risk in Academic Integrity Incidents* – Targeted for submission in the fall of 2017 to the *Journal of College and University Law*
- Title IX and Employment Discrimination – Presented in August and targeted for submission in the fall of 2017.

Academic Presentations

- “Title IX as a Vehicle for Remediating Sexual Discrimination Claims” - Academy of Legal Studies in Business Conference (National) – August 8, 2016
- “Chairing the Academic Department: Pressures and Pleasures” – Panel at the Academy of Legal Studies in Business Conference (National) – August 11, 2016
- “Is it Time for the ADEA to Retire” – Academy of Legal Studies in Business Conference (National) – August 10, 2015
- Roundtable Panelist on Academic Integrity at the Canadian Academy of Legal Studies in Business (Regional) – May 8, 2015
- “University Risk in Academic Integrity Incidents” – Southern Academy of Legal Studies in Business (Regional) – March 26, 2015
- “Building Quality Online Courses Through Collaboration” - Southwest Academy of Management (Regional) – March 12, 2015
- “*Aguinda v. Texaco*: Who Needs a Textbook for Learning about International Dispute Resolution?” – Academy of Legal Studies in Business Conference (National) – August 6, 2014
- “The Changing Landscape of Disparate Impact Discrimination: Criminal Conviction Policies, EEOC, Enforcement, and the Courts” – Academy of Legal Studies in Business Conference (National) – August 8, 2013
- “Tom, Dick and Harry Contemplate a Law Firm that has Mandated a Policy of ‘Padding’ the Paralegals’ Billable Hours – An Ethical Critical Incident” – Southwest Case Research Association Conference (Regional) – March 14, 2013

- “Going Online: Building Your Business Law Course using the Quality Matters Rubric” - Southern Academy of Legal Studies in Business Conference (Regional) – March 8, 2013
- “Undergraduate Business Law Assessment and Exams: Current Practices and Practical Project Alternatives” – Academy of Legal Studies in Business Conference (National) – August 10, 2012
- “Interstate Wine Shipments: Commerce Clause and Regulatory Chaos for Small Wineries” – Southern Academy of Legal Studies in Business Regional Conference - March 8, 2012
- “Practical Projects for the Classroom” – Southern Academy of Legal Studies in Business Regional Conference – March 3, 2011
- “Make the Educational Experience Memorable: Creative Strategies that Promote Learning and Engagement” – Texas Tech University Advancing Teaching and Learning Conference – February 21, 2008

Consulting/Invited Presentations/Papers/Articles

- Panelist for a University Discussion on Academic Freedom – February 2017
- “What does it mean to Prevail?” Invited case review for the Employment Law Section of the Academy of Legal Studies in Business Annual Newsletter – June 2016
- Invited to assist Abilene Christian University in the development of a graduate online course in Business Law & Ethics – Spring/Summer 2016
- One of two department chairs in the Texas A&M University system invited by the Vice Chancellor for Academic Affairs (Dr. James Hallmark) to join him in a two hour conference call to help new department chairs with issues or struggles they have experienced. The call was held on October 28, 2015.
- Invited to conduct a training session titled “Maximizing Your Greatest Resource: Tips and Tactics for Improving Faculty Performance” at the Texas A&M University System annual department chair training conference on July 25, 2014
- Invited to conduct a training session for a regional leadership program for realtors titled “Planning for Success” on June 20, 2014
- Invited to conduct human resource consulting for a 100+ employee business in 2011-2012
- Conducted Ethics and Decision Making Training for the Families in Crisis – Fall 2009

Awards/Recognition

- Outstanding Graduate Faculty Teaching Finalist – 2014, 2015
- Outstanding Graduate Scholarship Finalist – 2013
- Outstanding Graduate Faculty Service Finalist - 2015
- Faculty award at the Distinguished Student Leadership and Awards banquet - 2010

Professional Licenses

Member of the State Bar of Texas – Licensed attorney since May 2004

Professional Memberships

- Bell County Bar Association since 2008

- Academy of Legal Studies in Business since 2008
- Southern Academy of Legal Studies in Business (SALSB) since 2010-2015
- Southwest Case Research Association – 2013-2014
- Academy of Management – 2013-2016, 2017-Present

Workshops/Training/Professional Conferences

- AACSB Online and Blended Education Seminar – April 2016
- Completed Quality Matters APPQMR Course – January 2016
- Quality Matters National Conference – November 2015
- AACSB Accreditation Conference – September 2015
- AACSB Applied Assessment Seminar – March 2014
- AACSB Assessment Conference – March 2014
- American Council on Education Leadership Academy for Department Chairs – January 2014
- Academy of Legal Studies in Business National Conference – 2012-2016
- “Decision Points for Academic Leaders: Ethics, Decisions, and Leadership” – June 2013
- Federation of Business Disciplines Annual Conference – March 2013, 2015
- SACSCOC Annual Meeting – December 2012 & 2013
- Texas A&M University College of Business Conference - November 2012
- ACBSP Region 6 Annual Meeting – November 2012
- Independent Applying the QM Rubric (Training for Peer Review) – March 2012
- Southern Academy of Legal Studies in Business Annual Conference - 2011-2013, 2015
- Creating Measureable Learning Objectives (QM) – June 2011
- Using the QM Rubric to Improve Your Online Courses – May 2011
- State Bar of Texas Annual Meeting – 2009-2011 and 2013-2016
- Bell County Bench Bar Conferences - Fall 2008-2011 and Spring 2010-2012, 2014
- Texas Lawyers for Texas Veterans Training – February 2010
- Survival Trial Tactics – January 2010
- Completed forty hour mediator training course – August-September 2007

University Service

- Department Chair – Management and Marketing Department – June 2012-Present
- Sole Faculty member on the SACSCOC Accreditation Leadership Group – Fall 2010-June 2013 (Accredited with NO recommendations – June 2013) & 2016-Present
- Chair of the Graduate Council – September 2016 – May 2017
- Chair of the University Curriculum Committee – January 2015 – May 2015
- University Curriculum Committee – Spring 2017
- University Space Allocation Committee – Summer 2017-Present
- Off Campus Academic Development Council – June 2016-Present
- Served on the Ad Hoc Committee that revised the University Academic Integrity Code - 2013-2014
- Chair of the School/College of Business Assessment Committee – August 2012-August 2014
- University Assessment Committee – September 2012-August 2014

- University Compliance Committee – Fall 2012-Present
- Online Internal Peer Reviewer – 2011-2013 (Chaired or served as member for seven reviews)
- Pro Bono Legal Services for Students/Faculty – 2008-Present
- Faculty Advisor for the Warriors for Shelter Pets – 2012-2013 (Organization won Outstanding Program for 2012-2013)
- Student Academic Advisor – Have advised over 100 different students in 2012-Present
- Served at eight transfer days and five Warrior Preview days – 2012-Present – Faculty representative speaker at the Warrior Preview days three times
- Served on fifteen university hiring committees, chairing three.
- Chair of the Student Disciplinary Appeals Committee – Fall 2009 – 2011- Presently a member of the Committee
- Faculty Senate – 2011-2012
- Student Advising Committee – 2010-2012
- Faculty Handbook Work Group – Spring 2012
- Sole Faculty Advisor on the Class Ring Committee – 2010-2011
- Budget Review Committee – Spring 2010
- Student Fee Advisory Committee – Spring 2010
- Committee on Academic Excellence for the University Strategic Plan – Spring 2010
- Chair of Non-Tenured Faculty Handbook Committee - Summer 2009-Spring 2010
- Chair of the Committee on Student Advising – 2009-2010
- Chair of the Committee for the formation of University Rules and Procedures – Spring 2009
- Scholarships Committee – Fall 2008-Summer 2009

Professional Service

- Elected as Vice President to the Employment Law Section of the Academy of Legal Studies in Business – August 2017- Present
- Elected as Secretary to the Employment Law Section of the Academy of Legal Studies in Business – August 2016- August 2017
- Reviewer for the *American Business Law Journal* (~5% acceptance rate) – 2013 - Present
- Reviewer for the ALSB National Conference Proceedings – 2013-Present
- Reviewer for the *ALSB Journal of Law, Business, Ethics, and Pedagogy* - 2017 - Present
- Reviewer for Jackson-Lewis Award (Best Employment Law Paper at ALSB National Conference) - 2013

Community Service

- Killeen Chamber of Commerce Career Day – February 26, 2016
- Killeen Chamber of Commerce 8th grade Career Day – February 17, 2016
- KISD Educational Foundation Board Member – May 2014 – May 2017
- Organized, cooked and funded providing lunch for over 100 in need at Feed My Sheep in Temple, TX – December 2013

- Texas Veterans Free Legal Clinic – Fall 2010, 2011, 2015, 2016 & Spring 2013, 2014, 2016 (The Bell County Bar Association received Star recognition from the State Bar of Texas in June of 2013 for this event.)
- Killeen Make a Difference Day (School affiliated) – Fall 2011
- Volunteer Tax Preparation – Goodwill - Killeen, TX – Spring 2011