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ACADEMIC BACKGROUND

Doctor of Jurisprudence, University of Arizona, College of Law, Tucson AZ

Master of Business Administration, *cum laude*, Northern Arizona University, Flagstaff AZ

Bachelor in Science Business Administration, *cum laude*, Northern Arizona University, Flagstaff AZ

ACADEMIC SCHOLARSHIP - Publications & Presentations

2018, Paper accepted. *Publication* May 2018 (Villanova Environmental Law Journal) with ALSB colleague James Holloway: **Takings Clause and Integrated Sustainability Policy and Regulation: The Proportionality of the Burdens of Exercising Property Rights and Paying Just Compensation.**

2018, Paper accepted. *Forthcoming Publication* Fall 2018 (UC Davis Law Journal) with ALSB colleague James Holloway: **Law and Business as a School of Thought: A Pedagogy to Accompany the Theory and Practice of the School.**

2017, Paper accepted. *Publication* October 2017 (The International Journal of Technologies in Learning) with Texas A&M University, Central Texas colleague Rebecca McPherson: **Best Practices for Selecting, Creating, and Using Multimedia Learning Objects while Managing Workload, Cost, and Pedagogy.**

2018 Current, unfinished work on research paper. *Presentation* (November 2, 2016, Fall International Academy of Business Research conference in San Antonio, TX); and publication with Texas A&M University, College Station colleague Allyson Martinez: **Quantitative reasoning: A cross-study exploration of the link between quantitative reasoning and quantitative literacy.**

2018 Current, unfinished work in progress on a research paper. *Presentation* (August 8 at the 2016 annual ALSB conference in San Juan, PR) and publication (Journal tbd) with Texas A&M University, Central Texas colleague Lucas Loafman: **Title IX - A friendlier vehicle for sex discrimination and sexual harassment claims in employment.**

2018 Current, unfinished work in progress on research paper for presentation (tbd) and publication (Journal tbd) with ALSB colleague James Holloway: **Takings, Land Uses, and Future Generation Rights: A Wicked Problem of Liability for Both Governmental Action and Inaction under the Fifth Amendment's Takings Clause.**

2018 Current, unfinished work in progress on research paper for presentation (tbd) and publication (Journal tbd) with Texas A&M University, Central Texas colleague David Ritter: **The NATO Status of Forces Agreement: A double non-taxation treaty?**

2018 Current, unfinished work in progress on research paper for presentation (tbd) and publication (Journal tbd): **Rivers, monkeys, and robots? A survey of protectable non-human fundamental rights.**

LEGAL AND BUSINESS PROFESSIONAL EXPERIENCE

Attorney-at-Law (Arizona), current

Transactional, civil-law practice: International business start-up, employment, and labor law; Treaty Law; Business-Environmental sustainability law; Emerging technologies law.

Co-founder, Co-owner, Director/Manager, past

Designed and implemented effective legal structures and processes for start-ups (US and German). Monitored the start-up process, developed a sustainable competitive strategy including human resource strategy for each, executed competitive strategy, implemented governance & legal compliance strategy, policies for EEO and financial compliance, and operational procedures, and for a US start-up, managed the business and law-related activities.

International School Stuttgart, Stuttgart, Germany, past

Board of Directors: Policy Chairperson – *drafted recommendations, and maintained ISS compliance with Board Policy Manual; **Contract Review Committee** – evaluated the ISS Director's yearly performance; **Governance Committee** - advised regarding mission, policies, and school accreditation issues; **Nominating Com. Chairperson** - organized and led Board elections.*

Gleiss Lutz Hootz Hirsch u. Partner, Stuttgart, Germany, past

Foreign Law Dept. - legal advisor: US attorney position in a German law firm, *advised business clients regarding international transactions, and drafted related documents.*

PROFESSIONAL TEACHING EXPERIENCE

Texas A&M University, Central Texas

Undergraduate & Graduate Courses The Legal Environment of Business (6 times taught)
Global Business Management (4)
Employment Law (5)
Employee & Labor Relations (Grad & Undergrad) (2)

MBA and Graduate Programs, University of Maryland, Europe*

MBA Program Courses The Manager in Organizations and Society (3)
The Legal Environment of Business (1)

Undergraduate Program, University of Maryland, Europe*

Strategy Courses Strategic Management (BMGT capstone course) (6)
Human Resource Management Courses Human Resource Management (4)
Labor Relations (16)
Employment Law (3)

Management Courses Intro to Business (25)
Principles of Supervision (2)
Management and Organizational Theory (16)
Organizational Behavior (2)
Organizational Leadership (2)
Managerial Leadership (1)
Conflict Management (1)

Communication Courses Organizational Communications (2)

Entrepreneurship Courses Entrepreneurship: 5 versions (entrepreneurship, starting, the plan, planning, management) (26)

International Business Courses International Business Law (3)
Global Business (8)

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| Government Courses | American Government (1) |
| Business Ethics and Business Law Courses | Business and Society (Ethics) (30) Business Law I and II (37 & 16) Legal Environment (17) Advanced Federal Contracting (4) Consumer Fraud (1) |

* *No scholarship was required at University of Maryland, Europe*: Extensive travel and intensive, student-focused teaching were required.

PROFESSIONAL HONORS & RECOGNITIONS

Department of the Army, *Commander's Award of Public Service (2014)*, Panzer Barracks, Stuttgart, Germany

Stanley J. Drazek *Teaching Excellence Award* (Nominee, **several times**), University of Maryland – Europe

University of Maryland, *Distinguished Service Certificates*, University of Maryland -Europe

PROFESSIONAL CERTIFICATIONS

AZ State Bar Continuing Legal Education (15 credit hours per year) – *Status: (active)*

AZ Bar Exam (*extra points awarded for essays*) - *Status: licensed and in good standing*

Peer Reviewer Certification (Current) - Quality Matters, 1997 Annapolis Exchange Parkway Suite 300, Annapolis, MD 21401

Virtual Instruction “Canvas” Certification Program – Texas A&M University, Central Texas

Virtual Instruction “Blackboard Learn” Certification Program – Texas A&M University, Central Texas

Virtual Instruction “Desire2Learn” Certification Program – University of Maryland, Europe

Hybrid Instructor Certification Program – University of Maryland, Europe

HIGHER EDUCATION JOURNAL REVIEW EXPERIENCE

Review and assess papers submitted for publication

American Business Law Journal: Law Journal Submissions, *current*

Atlantic Law Journal, *current*

Journal of Legal Studies Education, *current*

Small Business Institute Journal, *current*

Business and Professional Communication Quarterly *current*

Online Learning Journal, *current*

HIGHER EDUCATION SERVICE & ADMINISTRATIVE EXPERIENCE

National Paralegal College, *current*

Advisory Board: Review the NPC curriculum and course objectives of courses, make suggestions for improvement where applicable, attend online annual meetings of the committee, and work with NPC staff as needed to consult on how to improve these courses and NPC's BBA program in general

Texas A&M, Central Texas Starfish Student Success Committee, *current*

Early adopter testing: Test the Starfish Student Success software suite (software is integrated into Canvas to provide a quick and easy way for faculty to refer student to services to help increase student success) using the undergraduate academic advising and tutoring through the tutoring center services. Required deliverables: 1. Complete classroom and 1-on-1 training on use of Starfish. 2. Complete at least one student “Progress Survey” in Starfish. 3. Participate in faculty focus group(s) to give us your feedback and recommendations.

Texas A&M, Central Texas SACSCOC Regional Re-accreditation, past

Quality Enhancement Project (QEP) - Quantitative Reasoning (QR) Committee: Team creation of “Quantitative Reasoning” *concept paper* for creating QR assessments using “High Impact Practices” and the “AACU VALUE Rubric”. Individual paper presentation (Nov. 2, 2016 at the Fall 2016 International Academy of Business Research conference in San Antonio, TX).

UMUC Middle States Regional Accreditation, past

Governance, Leadership, and Integrity sub-committee: Accreditation team *researched and drafted* answers to questions concerning the University’s shared governance structure and processes, as part of the University’s overall accreditation process

UMUC Global Grievance Committee and Panel, past

Committee member and Panel arbitrator: *Reviewed* facts, *interviewed* parties, and *decided cases* as a member of the UMUC Grievance Panel (3-member, worldwide panel). Only the Provost overruled the committee

UMUC Faculty Advisory Committee, Faculty Representative for Germany/Benelux, past

Regional representative and mediator: *Mediated* general and individual faculty concerns with the administration. *Co-lead* the faculty-only meeting bi-yearly, and *co-wrote* the ‘Report to Faculty’ 2 to 3 times/year

UMUC Task Force for Transfer of European and Asian faculty to Adelphi, past

Task Force: *Legally advised* the task force concerning European faculty legal concerns associated with transfer of European-based faculty back to the US, and *developed new* Transfer Policy