

EDUCATION

Columbia University School of Law, New York, NY
LL.M. October 2007

Honors: Harlan Fiske Stone Scholar

University of Baltimore School of Law, Baltimore, MD
J.D. May 2000 – *magna cum laude*

Honors: *The University of Baltimore Law Review*, Associate Managing Editor
Heuisler Honor Society
Law Faculty Award

University of Maryland at College Park, College Park, MD
B.A. – Journalism, May 1992; Minor: Spanish

SCHOLARSHIP

Lawrence: An Unlikely Catalyst for Massive Disruption in the Sphere of Government Employee Privacy and Intimate Association Claims, 29 BERKELEY JOURNAL EMP. & LAB. LAW 311 (2008).

Express Yourself: Striking a Balance Between Silence and Active, Purposive Opposition Under Title VII's Antiretaliation Provision, 28 HOFSTRA LAB. & EMP. JOURNAL 107 (2010).

Work-in-Progress: *The Pro-Retaliation Supreme Court: Using Text, Purposes and Precedent to Interpret Title VII's Anti-Retaliation Provision for All it Might be Worth* (estimated time of completion is Summer 2011).

Work-in-Progress: *May I Please Use the "N Word" Too? Linguistic Reclamation at the Workplace Door* (estimated time of completion is Spring 2012).

TEACHING EXPERIENCE

Cleveland-Marshall College of Law, Cleveland, OH
Assistant Professor of Law, August 2008 - present
Courses taught: Contracts, Civil Liberties, Employment Discrimination.

University of Baltimore School of Law, Baltimore, MD
Adjunct Professor of Law, Summer 2004
Taught litigation process course; used an actual civil case filed in the Maryland Circuit Court as a model to instruct students on aspects of the pre-trial litigation process, including conducting the client interview, drafting and filing pleadings and motions, conducting discovery, holding mock depositions and reviewing with students federal and state rules of civil procedure.

Coordinating Teaching Assistant, 1999 to 2000
Interviewed and helped to select candidates for teaching assistant positions; supervised supervising and other teaching assistants.

Teaching Assistant, 1998 to 1999

Assisted with instructing first-year students legal research and writing as part of the Legal Skills Program; graded research and Blue Book assignments; coached students in preparation for mock settlement exercises and oral arguments.

LEGAL EXPERIENCE

Ober, Kaler, Grimes & Shriver, Baltimore, MD

Litigation Associate, February 2005 to June 2008

Participated in various aspects of litigation in both general civil and employment-related matters in federal and state courts; researched and drafted position statements in employment discrimination matters filed with the EEOC; researched and drafted position paper on behalf of the University of Baltimore analyzing the constitutionality of adding a lower-division program to its curriculum in light of an agreement between Maryland and the federal government regarding desegregation.

Hogan & Hartson, L.L.P., Baltimore, MD

Litigation Associate, October 2002 to December 2004

Researched and drafted complaints, answers, motions to dismiss and/or for summary judgment in various actions filed in state and federal courts; participated in taking and defending depositions; drafted appellate briefs in several cases raising tort claims and agency issues in the Court of Special Appeals of Maryland and argued one such case, *Kowalski v. Euclid Sys. Corp, Inc., et al.*, Case No. 2613 (September Term 2002), before the Court; represented plaintiff in bailment action filed in the District Court for Baltimore City and negotiated terms of settlement agreement; drafted motion for summary judgment in multi-million dollar asbestos-related action filed in the Circuit Court for Baltimore City; managed discovery in multi-million dollar class action filed in the Circuit Court for Howard County, which involved drafting numerous discovery-related motions and oppositions; assisted with discovery in declaratory judgment action filed in the Delaware Court of Chancery.

The Hon. Eric L. Clay, U.S. Court of Appeals for the Sixth Circuit, Detroit, MI

Law Clerk, September 2001 to September 2002

Researched and drafted bench memoranda and opinions on numerous areas of federal and state law, including antitrust, employment discrimination, qualified immunity, the federal constitution, plea agreements, the Federal Sentencing Guidelines, and bankruptcy; briefed Judge in preparation for oral arguments and cases.

The Hon. Deborah K. Chasanow, U.S. District Court for the District of Maryland, Greenbelt, MD

Law Clerk, August 2000 to August 2001

Researched and drafted opinions concerning various federal and state legal issues, including employment discrimination, civil rights, and federal jurisdiction.

Hogan & Hartson, L.L.P., Baltimore, MD

Summer Associate, Summer 1999

Researched legal issues and drafted memoranda on numerous areas including labor law and securities.

Ober, Kaler, Grimes & Shriver, Baltimore MD

Summer Associate, Summer 1998

Researched legal issues and drafted memoranda on intellectual property, health care and real property issues.

NON-LEGAL PROFESSIONAL EXPERIENCE

National Telephone Cooperative Association (NTCA), Washington, DC

Managing Editor, May 1996 to August 1997

Directed editorial/production schedule of 64-page bimonthly magazine, *Rural Telecommunications*; wrote columns/feature articles for association publications, covering such issues as personal communications services and the effect of the Telecommunications Act of 1996 on rural communities; assigned writing/editing assignments to editorial staff.

Editor, October 1994 to May 1996

Served as primary editor for association bimonthly newsletter, *NTCA Exchange*; provided editorial assistance on *Rural Telecommunications* and *Washington Report* newsletter.

National Association for Practical Nurse Education and Service, Silver Spring, MD

Editor, November 1992 to October 1994

Planned editorial content for the *Journal of Practical Nursing*; solicited feature/clinical articles from health care practitioners; wrote/edited columns for the *Journal of Practical Nursing*.

ADMISSIONS, LANGUAGES AND COMMUNITY INVOLVEMENT

Admissions: Maryland Bar – 2000; U.S. District Court for the District of Maryland – 2001; U.S. Court of Appeals for the Fourth Circuit – 2001

Languages: Spanish (Working Knowledge); completed one-month Spanish course in Costa Rica, January 2005

Community Involvement: Community Law in Action (CLIA) volunteer – 2005-2006; CollegeBound volunteer — 2007-2008

LAW SCHOOL SERVICE

Faculty Affairs Committee; Dean's Faculty Advisory (Faculty Senate) (2009-2010); Clerkship Committee; Faculty Advisor—Christian Legal Society.

UNIVERSITY SERVICE

Diversity Committee