

Cara C. Putman, J.D., M.B.A.

Department of Management
Daniels School of Business ♦ Purdue University
Phone: 765-494-2593 ♦ E-Mail: cputman@purdue.edu

ACADEMIC/TEACHING EXPERIENCE

Clinical Associate Professor; Law, Communications, and Ethics Area; Mitch Daniels School of Business, Purdue University, West Lafayette, IN August 2024-Present

- **Course Coordinator, MGMT 255:**
 - Develop and coordinate curriculum across multiple sections of core undergraduate business ethics course. This included designing course assessments including quizzes, reflective assignments, and other elements to provide a cohesive learning experience for all undergraduate students in the course. Assign final grades across sections to ensure consistency.
- **Course Coordinator, MGMT 254:**
 - Develop and coordinate curriculum across multiple sections of core undergraduate business law course. This included designing and creating pre-lecture videos, course assessments including quizzes and final exams, and other elements to provide a cohesive learning experience for all undergraduate students in the course. Also assign final grades across sections to ensure consistency and adherence to mandated curve.
 - Mentor, train, and develop faculty to facilitate growth as course instructors. This begins with meetings prior to the start of the semester to describe the course, its philosophy, teaching strategies, and classroom technology. During the semester I conduct in-class observations and consult with adjuncts if we have them to coach on teaching and other concerns. I do the same with full-time faculty as requested.
 - Created business simulation that students complete in teams across the course of the semester. The exercises follow the course of a business from idea to death with application of legal concepts from the class to a business the teams create.

August 2021-
August 2024

Clinical Assistant Professor; Law, Communications, and Ethics Area; Mitchell E. Daniels, Jr. School of Business, Purdue University, West Lafayette, IN August 2013-August 2021

- **Course Coordinator, MGMT 254: see above**

Lecturer, promoted to Senior Lecturer Fall 2021, School of Management, Purdue University, West Lafayette, IN; part-time from August 2013-May 2016; full-time beginning in August 2016

- Designed and develop courses as strategic partner with various undergraduate and graduate programs across the school.

June 2006-
August 2013

Contract Lecturer, Purdue University, West Lafayette, IN

- 1 module of Business Law to MBA students at GISMA in Hannover, Germany (Summer 2012)
- 6 modules of MGMT 630 – Business Law to MSIA students at Krannert (Summer 2006–2013); received distinguished teaching awards based on student evaluations 2007, 2008, 2009, 2011, 2012, 2013
- 2 sections of MGMT 354 – Business Law to undergraduate business students in Krannert (Fall 2008)
- 1 module of MGMT 690 – Employment Law to HRSM Master students at Krannert (Spring 2009)

TEACHING HONORS

- Teaching Academy at Purdue, one of the top recognitions that is bestowed by peers at the university (2023)
- Krannert Outstanding Undergraduate Teacher Honorable Mention (Spring 2023)
- Poets&Quants Top 50 Undergraduate B-School Professor of 2021 (April 2022) ([2021 Poets&Quants Top 50 Undergraduate Professors.](#))
- Krannert Outstanding Undergraduate Teacher Honorable Mention (Spring 2022)
- Nominated, Teaching Academy (Spring 2022); university level honor
- Krannert Alumni Teaching Excellence Award in Teaching Excellence (May 2021)
- Nominated, Excellence in Instruction Award for Lecturers (Spring 2021); university level honor

COURSES DEVELOPED, TAUGHT, AND REVISED:

UNDERGRADUATE COURSES:

MGMT 254: Hybrid business law undergrad summer study abroad class: Siena (2016); Florence (2017), Rome (2018), Florence (2019), and London (2024). Received multiple SAIL grants and participated in training specific to intercultural competency, with concepts incorporated into the class. Received multiple Distinguished Teaching Awards from students.

MGMT 354/254: Core business law class for undergrad students, oversee honors contracts. Completed the IMPACT X+ process for this course during the summer of 2020. Redesigned and coordinated adjunct instructors for multiple sections of the course. Received multiple Distinguished Teaching Awards from students.

MGMT 255: Developed and coordinate the core required Business Ethics course for undergraduate students. Developed the course through the IIMPACT process and obtained a second grant to consider how to incorporate AI into the course.

MGMT 29450: Redesigned this DEI course which is part of the Women in Business Learning Community to include service-learning as well as leadership and diversity instruction. Highly experiential course.

MGMT 331: developed the course through the IMPACT process as a cultural competency option. This course is a deep dive into equal employment opportunity law with a focus on ten Supreme Court cases, the array of federal laws, and self-reflection. Received multiple Distinguished Teaching Awards from students.

MGMT 492: Intellectual Property Seminar for Integrated Business and Engineering Students.

HONR 299: Developed and teach the *Visiting Leaders Seminar* at the request of the Honors College; this one-credit course is designed to address the leadership pillar of the Honors College by helping students understand leadership and develop a personal leadership plan analyzing management and leadership books and learning how to identify good sources for future personal development.

HONR 399: Proposed, developed, and taught the *Case for Ethics*; this two-credit course was a deep dive into the philosophy of ethics, building to practical applications through student written and presented case studies as well as analysis of management and leadership books.

HONR 399: Proposed, developed, and co-teaching an interdisciplinary course on the challenges of health care with colleagues from economics and organizational behavior in Spring 2024.

GRADUATE COURSES:

MGMT 535: International Law—taught to MBA and other graduate students. Received Distinguished Teaching Awards from students.

MGMT 536: Employment Law (1 or 2 sections each spring)—taught as a core course for Masters of Science (HRM) students and an elective for all other Masters students. Received multiple Distinguished Teaching Awards from students. Also taught in the Weekend MBA program.

MGMT 537: Persuasive Communications (MS Marketing) developed and taught the class at the request of the area. Received multiple Distinguished Teaching Awards from students.

MGMT 630: Business Law for Masters Students

MGMT 590: Corporate Governance to MBA and Masters students at Krannert: Received Distinguished Teaching Awards from students.

MGMT 590: Intellectual Property Strategies for online Masters students at Krannert

MGMT 634 (Business Law for Accountants)—developed the course for the unique needs of students who will take the CPA exam and Masters of Science (Accounting) students; Received multiple Distinguished Teaching Awards.

MGMT 63410: Communications for Accountant—developed the course for Masters of Science (Accounting) students at the request of the area with a focus on the distinct needs of accounting students; Received multiple Distinguished Teaching Awards from students.

MGMT 63650: Accounting Ethics to Masters of Accounting students at Krannert

MGMT 690: Business Ethics – develop and teach the class both to masters students and in the Weekend MBA program. Worked with an instructional design specialist for the transition to hybrid for the Weekend students. Received multiple Distinguished Teaching Awards from students.

Independent Studies: Collaborate with undergraduate and graduate students on between five to fifteen independent studies and Honors Scholarly Projects each year.

ACADEMIC ADMINISTRATIVE SERVICE:

Director, Brock-Wilson Center for Women in Business (Aug. 2021-present),

- Create the strategic vision for undergraduate women through the creation of the ACE map to facilitate Academic, Career, and Experiential pathways to success for our students.
- Strategic partner with development team to acquire on-going funding and endowment for the center
 - Developed key relationship with donor and created programming which led to a \$10 million dollar endowed gift for the center that includes a significant contribution for scholarships.
 - Build relationship with another donor which helped facilitate a five-figure gift for undergraduate internship experiences; partnered with development to grow that relationship which led to a six-figure gift and strong potential for more.
 - Partnered with development team and Dean's office to develop proposal for a donor for a second \$10 million gift to create a center related to ethics at the school centered in part on the ethics research I've facilitated.
- Design four-year pathways for undergraduate students to build their confidence through Communications and Strengths workshops with the goal of developing confident young leaders;
- Develop and teach MGMT 29450, a course focused on developing the leadership ability of students in the workforce within the context of gender;
- Piloting peer mentoring program for first-year students through the Learning Community, pairing Women in Business Ambassadors with incoming first-year women to facilitate belonging as they enter Purdue.

- In the process of obtaining an IRB to test a Mentor/Mentee assessment we've developed to quantitatively and qualitatively obtain data on the effectiveness of mentoring programs in general and ours specifically.
- Created the Confident Transitions Pathway for graduating senior women to facilitate the confident transition from classroom to profession. Obtained funding from a donor for this innovative program that meets on a monthly basis the final semester and post graduation to help our students launch effectively into their first jobs through mentoring, coaching, workshops, and collective book reads.
- Create student belonging through the Women in Business Learning Community experience crafting a community of first-year women who engage in classes and activities as a cohort to build community. The program continues to grow and is limited only by the number of beds available to us in the residence halls.
- Expand and revise the Empowering Women in Business Summer course that provides High School juniors and seniors a one-credit, residential experience on campus focused on business and concluding with a pitch competition—the course has grown to two groups of up to 60 students;
- Created a college guide for the Women in Business summer course that is being rolled out strategically to larger audiences as part of recruiting efforts;
- Develop strategic partnerships across campus and the region, with faculty and alumni, related to the development of young women into business leaders;
- Recruit high school and middle school students in partnership with the School of Business recruiting office;
- Gallup certified MyStrengths Coach to facilitate the expansion of Strengths at Business to develop leadership and confidence in our students.
- Facilitate the expansion of the Women in Business Ambassadors, a cohort of young women who provide leadership and community for students while developing programming and assisting with recruitment. This program facilitates belonging in our students and has grown dramatically from 10 to 35 to 85 to 165 students.
- Advisor for Women in Business (August 2021- present) and Graduate Women in Business (August 2018-present).

- Susan Bulkeley Butler Center for Leadership Excellence Campus Outreach Advisory Committee (Spring 2023-Fall 2024) and Advisory Council (Fall 2024 – Present)

Law, Communications, and Ethics Assistant Area Head (Nov. 2020-present)

- Mentor and train new full-time and adjunct faculty as added to the area
- Chair multiple hiring committees for full-time clinical and lecturer positions
- Develop teaching plans for law and ethics faculty as well as coordinate with communications faculty to develop their teaching plans
- Develop predictive teaching need plans for the area to be presented to the Dean and Provost for future needs of the area; successfully led to multiple new teaching lines for the area.
- Represent the area on multiple school-wide committees including Undergraduate Curriculum Committee

Law, Communications, and Ethics Area Academic Director (2022 -present)

- Represent the Law Communications and Ethics Area on the Undergraduate Curriculum Committee
- Vision new undergraduate major with the Clinical Associate Professor who is taking the lead on the project. In this capacity I am providing context, direction, and support as the area works to develop its own major. If all approvals are received, it would launch in Fall 2026.

School of Management Honors Director (2018-2021), created the position to work closely with faculty, administrators, advisors, and students within the School of Management and the Honors College to develop and streamline the honors process for undergraduate students.

- Facilitate the creation of Honors sections of core courses to accelerate students' completion of Honors curriculum;
- Create research opportunities between School of Management faculty and Honors students;
- Develop a scholarly project pathway within Krannert and facilitate the use of the pathway by reviewing student applications and monitoring successful completion of the pathway;
- Mentor students one-on-one and in groups to facilitate successful completion of Honors College requirements.

- Appointed as Krannert representative to the Honors College Faculty Governance Committee (2018-August 2022);
- Served on the Honors College Scholarly Project Review Committee attending multiple meetings per semester (2018-2019);
- Review more than 200 applications per year on the Honors College/Krannert Application Committee and serve on the larger Honors committee attending multiple meetings per admission cycle (2018-2020);
- Review more than 75 Stamps/Beering Scholarship applications for the Honors College Selection Committee in addition to participating in interviews of prospective scholars and multiple committee meetings per cycle (2019-2020)
- Participate in multiple rounds of meetings and interviews for the Truman Foundation Selection Committee for Purdue's nominees for this prestigious scholarship; bring the perspective of a Truman Scholar to the process (2012-present).
- Provide ongoing strategic vision and design (August 2021-present)
- Collaborate on the inaugural School of Business Honors Research Symposium (2023).

ADMINISTRATIVE SERVICE ON COMMITTEES AT THE SCHOOL AND UNIVERSITY LEVEL:

Service on key strategic initiatives at the appointment of the Provost, Dean and Management Department Head including:

- Restructure TaskForce B, School of Business
- Clinical and Lecturer Review Restructuring Committee (September 2022-Fall 2024)
- Search Committee for the Susan Bulkeley Butler Center for Leadership Excellence Director (August-November 2022)
- Search Committee for lecturer positions in the Law, Communications, and Ethics Area (August 2021-March 2022; October 2022-March 2023)
- Honors College Faculty Governance Committee (August 2018-August 2022)
- Management Restructuring Committee (Dec. 2021-July 2022):
 - Benchmarking current Management Department with peer institutions and similar programs at Purdue
- MBA Design Sprint (June 2021)
 - Intensive two-day sprint to answer the question of how the MBA program should evolve

- Undergraduate Curriculum Committee (August 2020-present)

Elected Service on numerous internal and external committees including:

- University Grievance Committee (Fall 2023-2026)
- Grade Appeals Committee (January 2022-present)
- Faculty Relations Committee (August 2021-present)

RESEARCH AND GRANTS

Lead Investigator, *Effective Ways to Teach Ethics to Undergraduate Business Students*; obtained internal funding grant in 2018, 2019, 2021, and 2022 totaling more than \$100,000 through the Blake Ethics Award, lead a team of three faculty and closely work with additional team to cross-use our data related to effective ways to teach ethics at the undergraduate level. Initial study involved more than 1650 undergraduate students, and is being adjusted and replicated each semester. This research became the foundation for the \$10million grant that will fund an ethics center.

- Conducted literature review of best practices.
- Developed the strategic plan for implementation of an ethics curriculum with the team of researchers.
- Presented initial research findings at Society of Legal Scholars conference in September 2020.
- Presented ethics model at Original Lilly Scholarship of Teaching & Learning Conference in November 2022 (<http://celt.miamioh.edu/lillycon/presenters.php?session=11057&year=2023>), the Ashville Lilly Scholarship of Teaching & Learning Conference in August 2023, the International Society of Scholarship of Teaching and Learning Conference in Utrecht, Netherlands in November 2023, Midwest Academy of Legal Studies in Business in April 2024, the Academy of Legal Studies in Business in August 2024, and the International Society of Scholarship of Teaching and Learning Conference in French Lick, Indiana, in November 2024.
- Piloted and developed the one-credit required course that is now part of the undergraduate curriculum as the foundation of our model.
- Maintain and amend the IRB as needed as the study grows into a longitudinal study with the development of the model.
- Lead the team of researchers and student researchers.

- Recruit and coach faculty outside the study as they teach ethics in their courses.

Lead Investigator, Mentor and Mentee Program Effectiveness: The purpose of this study is to evaluate and determine the effectiveness of mentoring programs through the Brock-Wilson Center at the Daniels School of Business. We are exploring how effective the mentoring program is in helping individuals grow as a mentor or a mentee.

Inaugural Scholarly Fellow, Honors College (Aug. 2022 –Present)

- Mentor undergraduate students in research; planned implementation of undergraduate students into the ethics research I currently lead as principal investigator.
- Facilitate relationships and belonging for incoming first year Honors students through work with other scholarly fellows and residential staff.
- \$10,000 grant over two years for undergraduate student research with Honors students.
- Asked to return for a second two-year term

Select Grants and Teaching Excellence Development

- Partner for Algorithmic Literacy (Fall 2024): \$1500 grant with 6 week workshop; a student/faculty partnership experience led by libraries and informational literacy staff to develop AI literacy and course based activities.
- Student Pedagogy Advocates (Fall 2024): an undergraduate student served as a pedagogical consultant throughout the semester, attending and observing my honors MGMT 254 class and providing feedback and input through periodic discussions. A great tool to think through my class and how to continuously improve it.
- CURE Workshop (Course-Based Undergraduate Research Experience): (Summer 2023) \$2,000: CURE—Purdue trains instructors to incorporate novel research into existing or new courses to create course-based undergraduate research experiences. I used this process to create an undergraduate research experience for MGMT 492, a new intellectual property/law course that is in the third year of the Integrated Business and Engineering curriculum.
- IMPACT (Fall 2023): \$10,000 grant and development process; The 13 weekly FLC sessions help faculty design and/or redesign a course to foster a student-centered learning environment. The sessions present research-based, pedagogically sound approaches to course design, guiding faculty through the design process from which faculty will be able to purposefully create a course that meets our unique needs. I used this process to facilitate the design of the one

credit ethics course that will be part of the core undergraduate curriculum. This was my second time to go through the IMPACT process.

- Inclusive Pedagogy (Fall 2023): \$1,000 grant; this weekly cohort focused on reviewing new content being created for teaching and learning at Purdue on how to be more inclusive in pedagogy practices. As part of this process, I wrote an article on how I create belonging in the classroom which will be published on the Purdue website.
- Service Learning Fellow (Spring 2023) – Semester long fellowship to incorporate service learning research and concepts into MGMT 29450 and other courses. Comes with a \$2000 grant
- Developing Across Differences Individual Consultation Grant: Spring/Summer 2023 – invited to participate in a new program from the Center for Instructional Excellence that comes with a \$1000 grant.
- Obtained multiple SAIL grants related to undergraduate study abroad as well as an IPG grant focused on incorporating Intercultural Pedagogy into my teaching.
- Participated in IMPACT (2017), IMPACT portfolio, and IMPACT X+, each designed to develop and advance my teaching pedagogy by focused work to develop MGMT 331 as a cultural competency course (IMPACT), and flip MGMT 254 (IMPACT X+ and IMPACT portfolio).
 - Presented material as a faculty mentor to multiple IMPACT classes on the scholarship of teaching and learning and applying IMPACT principles to classes.
 - IMPACT Scholarly Fellow
- Active participant in multiple Faculty Reading Groups that were focused on improving pedagogy in classes
- Co-Facilitate faculty reading group at the School of Business beginning in Fall 2023 with the Associate Dean of Undergraduate Programs.

ADDITIONAL TEACHING EXPERIENCE AT THE UNIVERSITY LEVEL

Adjunct, Ivy Tech Community College, Lafayette, IN

Spring 2012
and Spring
2013

- In Spring 2012 taught Civil Procedure and Law Office Technology in the Paralegal Program.
- Taught Law Office Technology and Torts in Spring 2013

Adjunct Legal Research and Writing Faculty, George Mason University School of Law, Arlington, VA

2001-2002

- Taught second year Legal Research and Writing as well as developed and taught a class for students who had been selected to the Law Review and various Journals on techniques for writing scholarly articles.

SELECT LEGAL AND ADMINISTRATIVE EXPERIENCE

ATTORNEY, BENNETT BOEHNING & CLARY, Lafayette, IN; *March 2003-August 2023*.

- Manage adoptions through pleadings and court appearances
- Advise corporate clients on employment law related issues
- Develop business plans for clients who wish to start a company including formative documents
- Managed as many as 50 clients in the areas of litigation, family law, tax, employment, and business planning
- Fully litigate cases for clients, including prepare legal pleadings, make oral arguments, prepare for and run trials
- Prepare estate plans for clients at a wide level of ages and needs
- Draft appellate briefs for civil clients and court appointments

LAW CLERK, THE HONORABLE LOREN A. SMITH, Senior Judge, Court of Federal Claims, Washington, D.C.; *Aug. 2001-Aug. 2002*.

- The Court of Federal Claims is a unique Federal District Court where the United States is always the defendant.
- Responsible for approximately thirty-five cases in a variety of areas, including government takings, federal tax, pay disputes, and government contracts.
- Researched and drafted opinions and served as a liaison between the parties and Judge Smith.

DIRECTOR OF CORPORATE RELATIONS, THE MERCATUS CENTER; Arlington, VA; *Aug. 1999-June 2001*.

- Developed and implemented a corporate fundraising program that raised more than \$850,000 in 20 months compared to \$40,000 the year before I arrived.
- Authored research paper on the legal foundations of privacy.
- Networked and interfaced with corporate stakeholders in banking, the markets, pharmaceutical industry, and more.
- Articulated the vision and role of the Center to stakeholders.

DIRECTOR OF EXTERNAL AFFAIRS, THE CENTER FOR EDUCATION REFORM; Washington, D.C.; *Jan.-Aug. 1999*.

- Developed and implemented strategy to assist grassroots organizations pass charter school legislation and other fundamental education reform.
- Strategized and executed plan to build coalitions with civic, alternative educator, and grassroots organizations to spark education reform.

THE LEADERSHIP INSTITUTE; Arlington, VA; *Jan. 1995 – Jan. 1999*.

Director of Recruitment (May 1998-Jan. 1999); Director of Journalism Programs (April 1997-Jan. 1999);

Director of Broadcast Programs (May 1996-April 1997); Director of Political Education (Nov. 1995-May 1996);

Political Education Coordinator (May 1995-Nov. 1995); Paid Intern (Jan.-May 1995)

- Lectured at Leadership Institute schools across the country and in Canada on various topics.
- Designed and oversaw the construction of a broadcast studio.

- Developed new courses for our constituency.
- Interfaced with donors at events in DC and around the country.
- Oversaw recruitment and programming for three different schools.
- Revitalized Broadcast Placement Program; placed more than 50 people in media positions.
- Recruited and trained department staff and interns.
- Wrote direct mail letters, quarterly reports and proposals for various Institute programs.
- Managed annual budget of more than \$500,000.

EDUCATION

Krannert School of Management Purdue University; West Lafayette, IN; M.B.A. with honors; May 2015

- Krannert Honors Scholar (awarded to top 2 students in my class)
- Beta Gamma Sigma

George Mason University Law School; Arlington, VA; J.D. *cum laude*; May 2001

- Writing Fellow & Writing Fellow Coordinator for first year Legal Research, Writing & Analysis.
- Moot Court Board, quarterfinalist in first year and upper-class competitions. Competed in Sutherland Cups at Catholic University Columbus School of Law.
- Editor-in-Chief, *Civil Rights Law Journal*. Published a note in the journal.
- George Mason University Inn of Court.

University of Nebraska-Lincoln; B.A. Political Science with honors; Lincoln, NE; 1992 - 1994.

- 1993 Harry S. Truman Scholarship recipient: \$30,000 award for senior year and graduate school; Mortar Board National Senior Honor Society; Student Government Association Senator.

Mid-Plains Community College; A.A. Political Science with honors; North Platte, NE; 1990 - 1992.

- 2012 Distinguished Alumni Award recipient
- Student Senate President
- Phi Theta Kappa Vice-President

PUBLICATIONS/PRESENTATIONS

The bulk of my publications have been in the fiction space. To date I have written more than thirty-five novels as well as a non-fiction business law title. In addition, as I have received my rights back to books, I have rereleased them through my own press. This has required me to learn the ins and outs of publishing since I have hired vocal talent to produce eight audiobooks for me, as well as designers for my website, covers, and more. It also provides me with an ongoing education in social media and marketing.

- *The Complete Idiots Guide to Business Law* (Alpha, a division of Penguin); repackaged in 2019 as *Business Law Made Simple*
- More than 35 novels + 3 repackages with various publishers totaling more than 700,000 books purchased:
 - *Canteen Dreams*, Barbour (2007), 2008 ACFW Book of the Year, Short Historical

- *Sandhill Dreams*, Barbour (2007), 2009 ACFW Book of the Year, Short Historical Finalist
- *Captive Dreams*, Barbour (2008)
- *Deadly Exposure*, Love Inspired Suspense (2008)
- *Trial by Fire*, Love Inspired Suspense (2009)
- *Cornhusker Dreams*, Barbour (2009) Repackage of *Canteen Dreams*, *Sandhill Dreams*, & *Captive Dreams*
- *A Promise Kept*, Barbour (2009)
- *A Promise Born*, Barbour (2009)
- *A Promise Forged*, Barbour (2010)
- *Stars in the Night*, Summerside Press (2010)
- *Timeless Treasures*, Guidepost (2010)
- *Squared Away*, Guidepost (2011)
- *Ohio Brides*, Barbour (2011) Repackage of *A Promise Kept*, *A Promise Born*, & *A Promise Forged*
- *A Wedding Transpires on Mackinac Island*, Barbour (2012)
- *Dying for Love*, a novella in *Cherry Blossom Capers*, Barbour (2012)
- *Love's Prize*, a novella in *Rainbow's End*, Barbour (2012)
- *Work in Progress*, Guidepost (2013)
- *Waterfront Weddings*, repackage of *A Wedding Transpires on Mackinac Island*, Barbour (2013)
- *Shadowed by Grace*, B&H (2014), 2015 Christian Retailing's BEST Award Historical Fiction, Award of Distinction for Historical Fiction from the Holt Award
- *When Treetops Glisten*, Novella in collection, Waterbrook (2014)
- *Mixed Motives*, Guidepost (2014)
- *Mason Jar Mayhem*, Guidepost (2016) (co-authored with Tricia Goyer)
- *Blessed are the Cheesemakers*, Guidepost (2016) (co-authored with Tricia Goyer)
- *Beyond Justice*, HarperCollins Christian Publishing (April 2017)
- *To Have and To Hold*, Guidepost (2017) (co-authored with Tricia Goyer)
- *Sugarcreek Novella*, Guidepost (2017) (co-authored with Tricia Goyer)
- *Imperfect Justice*, HarperCollins Christian Publishing (April 2018)
- *Till We Meet Again*, Guidepost (2018)
- *Shark Bait*, Guidepost (2018)
- *Delayed Justice*, HarperCollins Christian Publishing (October 2018)
- *Sail Away Home*, Guidepost (2019)
- *Flight Risk*, HarperCollins Christian Publishing (April 2020)
- *Deadly Drive*, novella in the Mistletoe and Murder collection (releases October 2020)
- *Lethal Intent*, HarperCollins Christian Publishing (2021)

- *Christmas in Mistletoe Square*, Independently published collection (2021)
- *The Enneagram for Writers*, Independently published (2022)
- *Across The Shores*, novella in Barbour collection (2023)
- *Beauty Bright*, novella in *We Three Kings* Kregel collection, Finalist (2023)
- *Art of Deception*, in independently published collection *Come What May* (coming 2023)
- *The Vanished*, Kregel (April 2024)
- *2 more novels*, Kregel (coming 2025 and 2026)
- Case Note in the *Civil Rights Law Journal*, George Mason University School of Law
- Co-authored: *U. S. Constitutional Protections under the 1st Amendments, Differences Between States: Media*, Clifford D. Fisher, Cara C. Putman, Saran Mishra, published in [International Journal of Business and Management Invention](http://www.ijbmi.org) *www.ijbmi.org Volume 3 Issue 11 || November. 2014 || PP.35-43.*
- Co-authored *Income Assignment Contracts: Are these simply indentured servitude contract with a new name?* [International Education and Research Journal](http://www.ijerjournal.com), *Vol. 2, Issue 9, September 2016*
- *CISG v. UCC: Key Distinctions and Applications*, Aditi Ramesh, Petra Ghicu, Cara Putman, [The Business Management Review](http://www.tbmr.com), *Vol. 7, Issue 5, June 2016*

TEACHING EXPERIENCE: in addition to the courses I have taught at Purdue University, the following provides a sample of my teaching/engagement:

- | | |
|--|-----------------------|
| • MyStrengths Workshop for Daniels Academic Advisors | December 2024 |
| • International Conference of International Society of Scholarship of Teaching & Learning Presentation and Panel | November 2024 |
| • Workshop for ACFW National Conference | September 2024 |
| • Workshop for Doster Leadership Conference | September 2024 |
| • MyStrengths for incoming students at Larsen Leaders Orientation | August 2024 |
| • Academy of Legal Studies in Business 100 th Anniversary Conference Presentations | August 2024 |
| • Midwest Academy of Legal Studies in Business Conference Presentations | April 2024 |
| • Association of Women Business Keynote | March 2024 |
| • Moderator, Rising Professionals Panel | March 2024 |
| • Purdue for Me Recruiting Presentations: Six over Spring | February – April 2024 |
| • International Conference of International Society of Scholarship of Teaching & Learning Presentation (Netherlands) | November 2023 |
| • Workshop for ACFW National Conference | September 2023 |
| • Workshop for Doster Leadership Conference | September 2023 |
| | August 2023 |

- MyStrengths for incoming students at Larsen Leaders Orientation August 2023
- MyStrengths Workshop for Daniels Academic Advisors August 2023
- Asheville Scholarship of Teaching and Learning Conference Workshops July 2023
- Keynote for Court personnel April 2023
- Connecting: Your Story Matters: HHS Extension Agents October 2022
- Krannert Leads, student run leadership event October 2022
- Social Media Ethics, City and Town Conference Judges, present ethics CLE at the request of the Indiana Supreme Court Office of Judicial Administration September 2022
- Multiple Workshops, American Christian Fiction Writers 2022 conference, St. Louis, MO September 2022
- Keynote, Doster Leadership Conference, student run September 2022
- Keynote, Purdue Women's Network Homecoming Luncheon September 2022
- MyStrengths for Meeting Students Where They are System Wide Forum, peer, blind selection August 2022
- MyStrengths for incoming students at Larsen Leaders Orientation August 2022
- MyStrengths for incoming faculty at new faculty orientation September 2019
- Multiple Workshops, American Christian Fiction Writers 2019 conference, San Antonio, TX September 2018
- Keynote "Creativity and the Writer," Writing Conference, Chicago April 2018
- All-day Continuing Education Session, American Christian Fiction Writers 2018 conference, Nashville, TN September 2017
- Multiple Panels, Southern Kentucky Book Festival June 2017
- All-day Continuing Education Session, American Christian Fiction Writers 2017 conference, Dallas, TX April 2017
- Kentucky Christian Writers Conferences, multiple fiction workshops, Elizabethtown, KY August 2016
- Write in the Springs, all-day writing workshop; Colorado Springs, CO September 2015
- All-day Continuing Education Session, American Christian Fiction Writers 2016 conference, Nashville, TN September 2015
- Adhesion Contracts at Society of Legal Scholars conference; Nottingham, England September 2014

- Income Assignment Contracts: are these simply Indentured Servitude Contracts with a new name? at Society of Legal Scholars conference; Nottingham, England September 2014
- US Media Law at Society of Legal Scholars conference; Nottingham, England September 2013
- Publishing Law Workshop, American Christian Fiction Writers National Conference in St. Louis, IN September 2012
- Continuing Education Session, American Christian Fiction Writers National Conference in Dallas, TX (six offered)

PROFESSIONAL DEVELOPMENT

- Mitch Daniels Leadership Foundation Fellow May 2021-May 2023
 - Outstanding Fellow from Class IV
- Licensed to practice law in Virginia 2001-current
- Licensed to practice law in Indiana 2003-current
- On-going Continuing Legal Education including: 2002-current
 - MALSBS 2024 Annual Meeting - Midwest Academy of Legal Studies in Business (2024) presenter and attendee credits
 - Copyright 101: The Basics in an Hour - Indiana Continuing Legal Education Forum (2024) presenter credits
 - 2024 ALSB Annual Conference - Academy Of Legal Studies In Business (2024) presenter and attendee credits
 - The Use Of Artificial Intelligence In The Practice Of Law - Indiana Continuing Legal Education Forum (2023)
 - 2023 Court & Clerk Employee Conference - Indiana Office of Court Services (2023) presenter credits
 - Open Conversations: Assessing Legal Services and Access in Indiana - Indiana State Bar Association (2023)
 - 2022 City & Town Court Annual Meeting - Indiana Office of Court Services (formerly Indiana Judicial Center) (2022) presenter credits
 - International Labor and Employment Law Committee Midyear Meeting - American Bar Association (2022)
 - 10 More Key Concepts in Bankruptcy (2022)
 - 15 Key Concepts in Bankruptcy (2022)
 - Advising an Interested Party in a CHINS Case (2022)

- Next Wave COVID-10 Employment Issues (2022)
- Work + Life (2021)
- Annual Banker/Lawyer Tax Seminar (2021)
- Open Conversations: Lessons from Local Bar Leaders (2021)
- Attorney for Hire: One Cent, Two Cents, A Dollar (2021)
- Racism and Racial Injustice (2021)
- Annual Banker/Lawyer Tax Seminar (2020)
- Harassment and Workplace Investigations (2020)
- Chapter 7 and 13 Bankruptcy (2020)
- Ethics and Professionalism (2020)
- Ethics Issues and COVID-19 Concerns (2020)
- How to Become a Published Author, Represent One, and Protect Your Client's Film and TV Rights (2019)
- Financial Considerations in Divorce (2019)
- Reducing and Responding to Unemployment Claims (2019)
- Immigration Law for the Non-Immigration Law Attorney (2019)
- Ethics and Civility (2019)
- Introduction to Chemical Testing: Science and Law (2018)
- Recent Developments in Employment Law (2018)
- Tax Exempt Organizations Boot Camp (2017)
- Annual Banker Lawyer Tax Seminar (2017)
- ABA Labor & Employment Law Conference, Chicago (2016)
- Ethical Obligations and Technology in Law Practice (2015)
- Guardian ad litem training (2014)
- Health Care Law (2013)
- Mobile Transformations (2013)
- Civil Rights for People with Disabilities (2012)
- Representing Indiana Nonprofit Organizations (2012)
- Indiana State Police Forensic Training Sessions (2011)
- Litigating Religious Liberty in this New Era (2010)
- Fundamentals for Criminal Defense Lawyers (2009)
- Sentencing Issues & Defense Ethics (2009)
- Adult Guardianships (2009)
- Litigating Forensics Issues (2009)

- How to Handle the Unusual Estate Planning Client (2008)
- Adoption Law: Start to Finish (2007)
- Understanding the Nuances of Intellectual Property Law (2006)
- Key Topics in Employment & Labor Law (2005)
- Appellate Advocacy Training (2004)
- Employment Discrimination Update (2003)

- FBI Citizens Academy (Indianapolis) Fall 2010

AFFILIATIONS/MEMBERSHIPS

- International Society of Scholarship of Teaching and Learning
- Academy of Legal Studies in Business
- American Bar Association
- Society of Human Resource Management (past member)
- Society of Legal Scholars (past member)
- Executive Board, American Christian Fiction Writers 2013-current
- Operating Board member, American Christian Fiction Writers 2007-2012
 - Publicity Officer, 2007- 2008, 2011- 2012
 - Membership Officer, April 2009-December 2010 2006
- Leadership Lafayette Alumni
- Prior service as Board Member of Wabash Valley Big Brothers 2002-2006
Big Sisters

EVIDENCE OF TEACHING EFFECTIVENESS: SELECT STUDENT COMMENTS FROM STUDENT EVALUATIONS:

MANAGEMENT 254

- The professor is easily the best part of this course. Learning objectives are clearly explained and examples are used effectively.
- The best part of this course was the topics we covered. I learned so much about bankruptcy and contracts specifically, and I think those are two very important topics in business.
- She is very caring about all the students and will always dedicate the time to help us outside of class and do everything she can to help us understand the material. She is extremely knowledgeable and so kind.
- She is very enthusiastic and you can tell she loves teaching.
- Professor Putman truly cares about students and their success. She's not out to confuse you, which I have had trouble with other instructors in the past, and doesn't make exams/assignments overly hard. She makes changes where needed (Ex: review videos) and seeks feedback to cater to students' needs. I appreciate the time she dedicates to preparing for class and assignments and the promptness in which she grades. Overall one of my favorite professors so far.
- Professor Putman is a very engaging professor and makes the material very relatable and easy to remember. She uses great examples that make it very easy to recall the terms and definitions when studying. I really enjoyed her teaching style and learned a lot from her.
- Open discussions and real examples of the application of the law
- Mrs. Putman overall is an extremely good professor. I never felt lost or like I did not understand the course material. The assignments she gave us always felt like they were relevant to the coursework and valuable to learn. If I ever had a question regarding material or other aspects of law she was always willing and able to help me. She also gave many practical examples in class that would make difficult sections of the law easier to understand and memorize.
- Cara does a great job at conducting class. This class will go down as one the best taught classes I have ever had, and she is the sole reason for that. I can't thank her enough for making class enjoyable, and understandable for all. It is truly rare to have teachers like this now a days, and when you have them it makes all the difference, both in your learning and in your attitude towards the class. There are a lot of TA's teaching courses that have no business teaching at the college level (much less upper division) and it is refreshing to have someone like Cara as a professor. Taking her class really was "money well spent" and I will be keeping my notes for future reference because of the great course that this is. Krannert needs to do everything they can to get people like her to teach, and to keep them there as long as they can. They really are worth their weight in gold. Thanks again!
- This was my favorite class of the semester and I would just like to say that I have enjoyed nearly every aspect of this class and I want to thank Professor Putman for her efforts.
- Professor Putman engaged us to dig deeper into the material and speak about the subject in class and through email.
- She was an awesome teacher, and was always prepared, excited to teach. Made a seemingly boring class interesting.

- She is enthusiastic and passionate about the material. This makes a huge difference in my ability to learn. She is also very open to talking with students and supportive of everyone.
- I like that she is very excited about the class, she also seems really well qualified for teaching as well. I really like that she makes all the tests relate able to the lectures which is really nice. She is also just generally very kind.
- Every single class we have had Cara showed a tremendous enthusiasm when teaching the course material. What is more, she came like two days a little bit sick to class (with a cold and throat ache) and it did not make her loose the smile in her face when teaching. She is ready to answer every question students have. From my personal experience I must say that being from a foreign country has not been an impediment to follow and understand the course due to the professional attitude as well as the experience of Cara.
- Cara Putman was one of the better professors that I have had over the years. She was extremely engaging, enthusiastic, and connected material to real life experiences in a way that helped me better understand the material.

MGMT 331

- The course text was excellent! I felt as though it was easy for me to understand complex legal issues because of the narrated style of the text. I also learned a lot from the discussions in class. This is one of the best classes I have taken at Purdue and feel as though it will be very relevant to me after graduation!
- The cases were all great. My favorite part was probably the three generations project because it was interesting and helped me gain a better prospective on how much things really have changed. It also allowed me to see the areas in which I think our society could still improve.
- I really enjoyed the experience of writing legal briefs and reading Supreme Court cases for the first time. The book we read throughout the course was also very informative and interesting. I always left class feeling like I learned something new.
- I loved the textbook. It was perfect for business students who may not find themselves in many legal classes. It is a good bridge between the complicated legal field and management. I loved the small class setting as well. It was enjoyable to have personal in-depth conversations where everyone participated. I liked taking on a case per class because we really were able to delve into the meat of a case instead of rushing through. I liked writing case briefs because it required you to really know the case before we discussed it in class. For the case briefs, I liked being able to choose said number of cases to brief. It gave flexibility.

Business Ethics

- I really enjoyed the discussions that we had in class. Cara really pushed us to think deeper and question our beliefs. I loved that we were able to talk about current companies that were showing up in the news. I also really enjoyed writing the final paper and reading a book. The paper was enjoyable because we got to choose topics that interested us and it really made me think. The book report was great because the books are very well known and it was refreshing to have an assignment to read a "fun" book instead of a textbook. I thought this was very creative and really added to the class.

- I love taking classes with Cara! She is knowledgeable and enthusiastic. It is impossible not to be excited and interested in her classes. I loved that she brought in current articles and pulled in lots of her background from law. It was very relevant.
- Very prepared, looks for outside resources, makes connections with students, makes connections from previous courses.
- Dr. Putman displays exemplary dedication to student success. She is quite knowledgeable and it is always refreshing to attend her classes, as her energy is always positive and she allows all students to openly express their opinions or comments. The provided flexibility to learn in a manner that best propels individual excellence was also unique. 11 As someone from a non-business background I have to say the Professor really shined in this class. She was engaging, constructive and fun in the teaching of course material and set up the class in an interactive style.

Employment Law

- Professor Putman has been my favorite professor throughout my entire higher education academic career. Her enthusiasm and knowledge has inspired me to consider law school in the future. She was always very well prepared for class and created a learning environment where people were free and encouraged to ask questions. This environment made me, who struggles with speaking up in class because of fear of looking incompetent, feel very safe and secure to ask questions or make comments. Easily the best class I've taken at Purdue - undergrad and grad school!
- I love how much you let the class "go off script" by answering questions and truly wanting to teach us. I enjoy the engaging class discussions and being able to learn the class material. In addition to class material, the class is extremely practical for HR and MBA students. I hope this class will continued to be offered and that she will continue to bring challenging questions and current events into class.
- I liked the expertise brought in by Cara Putman. She always had an answer to our questions and if she didn't she would find the answer and send us links. I liked how there was one group project that could easily be divided between members of the team. She is engaging and encouraged case discussions and would ask us "what would you do as an HR manager?"
- I loved how Prof. Putman integrated her experience into lecture and her usage of the textbook. I loved doing the case questions in class and discussing the chapter cases in class. This was a great class, in which Prof. Putman made law interesting, fun, and relevant to our daily lives as HR managers. I also appreciated how fair Prof. Putman was and is. Her class policies, tests, and grading were extremely fair. Furthermore, her tests were written extremely well. They were challenging, but in a good way!
- Professor Putman has been one of my favorite professors thus far. She has an amazing grasp of employment law and effectively answers any questions that are asked of her. Her enthusiasm makes the class fun to be in and she treats everyone with respect. She works to ensure that we are provided with realistic examples of how laws are managed by companies and HR professionals, whether that be effectively or ineffectively. I also appreciate that she encouraged us to reach out to her as a resource going forward. Thank you so much for a great class.

- This is easily the best course that I have taken at Purdue. It was interesting, applicable, and challenging. It gave me the tools and the confidence to make tough employment law decisions.
- She taught us using real cases. They are very helpful. Also she understands and respects all students. She is perfect professor.
- Professor Putman is one of the best professors I've had while at Krannert. I have no suggestions for improvement other than keep doing what you're doing!
- One of the most well-structured, organized courses I've taken in Krannert. Professor Putman is absolutely fantastic when it comes to breaking the laws down. Very effectively taught and enjoyable.

International Law

- The course was extremely helpful in understanding guidelines followed/to be followed by businesses and nations in the course of daily dealings. Essential for any manager who hopes to work in the context of today's increasingly connected world.
- great overview and introduction to legal frameworks and specific regulations. professor encourages discussion and is always interesting.
- This is the third class that I have taken with Mrs. Putman and she does a great job at keeping the attention of the whole class for the full 90 minutes. She is enthusiastic, entertaining, and extremely knowledgeable on the subject matter. I can say with certainty that she is one of my favorite professors/faculty members that I have met in my 5 years here at Purdue. Thanks for everything!
- I really enjoyed how this course was meant to provide an introduction and a skeleton framework towards international business law. We had the opportunity to explore important topics on a high level. This framework gives me the ability to dig deeper if I need to.
- I loved the class project to dive into practices in other countries. I thought it was very interesting and I hope other classes get to do that as well.
- I liked that we got to pick a country to follow throughout the course. I liked getting to learn about the different countries and the way that they approach their laws. It has given me some perspective on how to do business in other countries.

Communications

- The instructor makes the class more lively. I like that.
- Professor Putman is always very enthusiastic when teaching, which makes it easier to pay attention to the material.
- Making the class so interactive and fun. There's never a dull moment in Professor Putman's class, I don't think I've ever lost concentration in her class. The TED videos, class interaction all adds up to a great class

Corporate Governance

- The professor understands the strengths and weaknesses of each student and encouraged all students to participate and learn through various discussions in the class.

- Still the GOAT. Professor Putman is always enthusiastic and well-prepared for class. She is reasonable in the amount of work she expects.
- I loved your class, discussion and enthusiasm!
- Cara is very engaging, a joy to hear lecture, and a quick grader
- Again, Cara does a great job of teaching this course! It is obvious many (if not all) of the students in the class took the class because she was teaching it

Graduate Level Business Law

- Professor explains things in a nice easy way. The whole class feels light even with condense material.
- Her class is so well organized and prepared. I like her passion.
- The instructor shows great knowledge and enthusiasm. She is fair, understanding and makes this course so great! Thank you!
- She answered all questions from students very kindly and showed respect for them.
- Very enthusiastic and freshening professor, very vivid examples
- Real-life scenarios provided to make material relevant. Questions encouraged. Very interesting assignment and fast grading of these.
- Great book & real-world examples are helpful...her personality (upbeat) makes what could be a really boring class quite tolerable at 0800!
- I think that the professor was very good at making a dry boring subject nice and entertaining.
- Great enthusiasm, made the course extremely bearable, even at 8AM.
- Professor Putman teaches with enthusiasm and explains in detail. Besides, her feedback was very fast. I strongly recommend her class for students who are interest with the business Law.
- Professor Putman relates law material to her life and personal situations, which help make the material more understandable.
- The instructor display enthusiasm and did a nice job explaining the cases and discussing different point of views, very good at answering questions, very open to give and receive comments.
- She is a great instructor and discusses the relevant cases after explaining a concept. She is well organized. Being a student of HR I got to learn a low about Employment law. She should continue with her teaching style.
- Excellent professor to have. Enjoy the discussions. Has great sense of humor, which is really important for a course like this.
- The professor made the class material very relevant for my future career, which was greatly appreciated.
- She is very knowledgeable and is very enthusiastic in each class.
- Professor Putman does an excellent job of displaying enthusiasm in teaching and sharing her knowledge of business law. I enjoyed the class much more than I anticipated due to her excitement for the subject matter. She made a potentially boring class very interesting...especially at 8 a.m.!
- Okay, I am going to admit that I didn't think I was going to enjoy this class, but I really learned a lot out of it and probably was the most informative class out there. Prof Putman can take a very boring and dry subject and make it very interesting and enjoyable. She did a terrific job of keeping the class

interesting and giving us excellent real-life examples. Thanks for a great class on our last mod, and we really appreciate your effort in making this class interesting!!!

- The professor! Cara is easily one of the best professors I've ever had in my entire academic career. She made the material engaging and relevant even for those of us from engineering!
- The instructor is always energetic and I can feel the strong passion for her teaching. Also, she had the pragmatic, hands-on experience in business law. That truly helps international students familiarize the United States Law system.
- The course really relates to the CPA exam. It helps students prepare a lot. There are other opportunities for participating in class rather than just speaking in class. There is a lot of practice we are given to help prepare for the exam.
- The chapter videos provided by the professor is very helpful for after-class review.