

LINDA S. FICHT, J.D., MBA

RESEARCH AREAS OF INTEREST:

Employment Law, Civil Rights, Noncompete Agreements, Negotiation/Conflict Resolution

CURRICULUM VITAE

Current as of September 2024

EDUCATION

Southern Illinois University School of Law, Carbondale, Illinois
Juris Doctor, *cum laude*, May 1997

Bradley University, Peoria, Illinois
Master Business Administration, *Beta Gamma Sigma*, August 2005
Concentration: *Management*

Southern Illinois University, Carbondale, Illinois
Bachelor of Arts in English, August 1992

BAR ADMISSIONS (LAW LICENSE):

Licensed in Illinois - November 6, 1997 (Active)

Admitted to practice in the following Federal Courts:

Northern District Court of Illinois

Central District Court of Illinois

Southern District Court of Illinois

Licensed in Pennsylvania – August 2005 (Active)

ACADEMIC APPOINTMENTS

Purdue University, Daniels School of Business

West Lafayette, Indiana

August 2024-present

Clinical Associate Professor, Business Law

Management Department; Law, Communications and Ethics area.

Teaching the Legal Foundations of Business, Foundations of Business Ethics,

Graduate Business Ethics, Graduate Employment Law

Christopher Newport University, Luter School of Business,

Newport News, Virginia

August 2017 – August 2024

Accounting and Finance Department

Director of the Pre-Law Program

July 2019 – December 2020

Tenure Track, Assistant Professor of Business Law

August 2017 – August 2024

Teaching the Legal Environment of Business, Social Media

and the Law Honors course, Masters Level Regulatory Law course,

Employment Law, Negotiations and Conflict Resolution.

Bloomsburg University, Zeigler College of Business
Bloomsburg, Pennsylvania
Associate Dean, College of Business
Managed the daily operations of the College of Business

June 2016 – April 2017

Indiana University Kokomo, School of Business

Kokomo, Indiana 2006-2016
Tenured Associate Professor of Business Law 2012 - 2016
Legal Environment of Business, Commercial Law, Cyber Law,
Employment Law, Ethics/Social Responsibility, Principles of Management
Chair, AACSB Task Force 2012 – 2016
Director of AACSB Accreditation and Assurance of Learning – 2015 –2016
Indiana University Purdue University Indianapolis - Columbus campus,
Division of Business (Dual appointment)
Accreditation work for CIR and 2016 site visit 2015- 2016
Director of AACSB Accreditation 2012 –2013
Assistant Dean 2007-2011
MBA Director 2006 –2011
Assistant Professor of Business Law 2006 –2012
School of Business: Management

College Misericordia, Dallas, Pennsylvania 2005 – 2006
Assistant Professor of Law and Management
Department of Business
Legal Environment of Business, Sport Law, Organizational Behavior, and International Business

AWARDS, RESEARCH & TEACHING GRANTS, STUDENT RESEARCH

Research Awards

Finalist 2023: Jackson Lewis, LLP Outstanding Employment Law Paper Award at the Academy of Legal Studies in Business 98th Annual International Conference, San Diego, CA, July 25-29, 2023. Paper entitled: *A New Era for Workers: The Proposed Employment Rights Act of 2024.*

Teaching Awards

2018-2019 - Albert T. and Sarah F. Brout Professor of Business CNU
2014 Indiana University Trustees Teaching Award
2012 Indiana University FACET Award for Excellence in Teaching
2011 Indiana University Trustees Teaching Award

Service Awards

March 2020 – Class of 2013 Faculty Development Award given for student mentoring and excellence in university service at CNU
2011 Student Organization Advisor of the Year Award (for work as MBA Director) at IUK

Professional Awards

2010 “Eye on the Horizon Award” Indianapolis Junior League (for work developing snack packs for disadvantaged children during ISTEP testing)

City of Peoria, Illinois *40 Leaders Under Forty* (2003) This award was given for my work and community service as a practicing lawyer in Peoria, Illinois.

Research Grants

Fall 2023 Faculty Development Grant CNU– awarded a \$2,300 research grant. Grant is based on new research regarding the use of artificial intelligence in the selection process.

Fall 2019 Faculty Development Grant CNU – awarded a \$1896 research grant. Used the grant in Fall, 2022 for the DEI publication June 2023.

Teaching Grants

Overseas Study Abroad Program Development Travel Grant for 2014-2015 - Poland. Awarded \$3,000 by the Office of the Vice President for International Affairs, Indiana University.

December 10, 2014. Grant was used to explore study abroad in Poland.

Overseas Study Abroad Program Development Travel Grant for 2010-2011 - Turkey. Awarded \$3,000 by the Office of the Vice President for International Affairs, Indiana University. April 4, 2011. Grant was used to explore study abroad in Turkey.

International Travel Program Development

2016 Warsaw & Krakow, Poland – study abroad trip for undergraduate business students at IUK. Trip: July 9, 2016- July 20, 2016. 24 students participated. Visit included several businesses, 1 university, and several cultural events.

2013 Istanbul, Turkey – study abroad trip for MBA and undergraduate business students at IUK and IU Southeast. Trip: May 24, 2013-June 2, 2013. 18 students participated. We visited 8 businesses, 2 universities and a social event with the IU Turkish Alumni Association.

Student Research Collaboration

Summer 2023- Center for American Studies Junior Fellow. CNU. John Allison. Project: AI Legislation in Human Resource Management

Spring 2023- PHIL 490 Senior Seminar Committee. CNU. Shaun Henry: Silverman, Strehle, Ficht, Does democracy inevitably fall to tyranny according to Plato’s construction?

AY 2022-2023- Center for American Studies Junior Fellow. CNU. Ryan Farr. Project: First Amendment issues in Higher Education.

Summer 2023- Summer Scholar Program CNU- Cynthia Craig. Project: The Big Lie: How Employment Laws Protect Businesses.

Summer 2022- Summer Scholar Program CNU- Shaun Henry. Project: Workplace Bullying’s Link to Workplace Violence: Liability, Remedies and Responses.

Summer 2020 – Summer Scholar Program CNU – Kevin Brent. Project: Lying in Wait: How the NLRA’s Definition of “Employee” Can Result in Surprise Liability

Summer 2019 – Summer Scholar Program CNU – Sydney Gammon. Project: Wheelin’, Dealin’, and Feelin’: Conflict Resolution and Negotiation Skills for Today’s Business Environment

Bradley University

2005 *Beta Gamma Sigma*

Southern Illinois University School of Law

Lincoln’s Inn Award 1997

National Association of Women Lawyers Award 1997

Judge James O. Monroe, Jr. Award 1997 (research and writing award)

Excellence for the Future Award – Trusts & Estates Law 1997

Excellence for the Future Award – Bioethics & the Law 1996

Excellence for the Future Award – Health Policy 1996

RESEARCH

PUBLICATIONS:

Loafman, Lucas W., Ficht, Linda S., Thomas, Tanya, Little, Andrew, (*Winter, 2023*). *A New Era for Workers: The Proposed Employment Rights Act of 2024*. *Cornell Journal of Law and Public Policy*. Vol 33, No 2, pp 115-173. (~ top 10% all journals, ~ top 5% of specialty journals on Washington & Lee Law Review List)

Ficht, Linda S., Levashina, Julia, (June, 2023). *Should DEI statements be included in faculty selection? Exploring legal, diversity, and validity issues*, *International Journal of Selection and Assessment*, Vol. 31, Issue 2, pp 212-224. (Australian Dean’s List A)

Ficht, Linda S., Tweedt, Christopher, (*Winter, 2023*), *Held Hostage: The Use of Noncompete Clauses to Exploit Workers and a Statutory Framework to Protect Them*. *Journal of Law, Business & Ethics*, Vol 29, pp. 77-96. (1% acceptance rate Cabell’s List, also accepted at Stanford Law and Policy Review ~ top 6% on Washington and Lee Law Review List)

Spiller, Lisa, Ficht, Linda, (October, 2021), *Managing Conflict with Finesse*. Textbook chapter in, *Selling and Sales Management: Developing Skills for Success*. Sage Publishers, First Edition, London, UK.

Ficht, Linda S., Brent, Kevin, (October, 2021), *Shifting Politics, Shifting Interpretations: The State of Social Media Use Under the NLRA*, *Rocky Mountain Law Journal*, Vol. 8, 44-58.

Ficht, Linda S., (July, 2020), *Covenant not to compete as to low-wage employees; civil penalty. Virginia Acts of Assembly – 2020 Session. §40.1-28.7:7.*

Levashina, Julia, Peck, Jessica, Ficht, Linda. (September, 2017) *Don't Select Until You Check: Expected Background Checking Practices*. Employee Responsibilities and Rights Journal, Vol 29, No 3, 127-148.

Ficht, Linda S., (2014). *Promissory Fraud: How This Little Known Legal Theory Can be the Knight in Shining Armor for Business Defendants in Employment Cases*. Academy of Business Research Journal, Vol. IV, 67-79.

Ficht, Linda S., Levashina, Julia, (2011). *When Lying, Cheating and Stealing Isn't Necessarily Illegal: The Need to Adopt a Commercial Fraud Standard in Employment Law Cases*. Southern Law Journal, Vol. 21(2), 289-307.

Ficht, Linda S., Brown, Mark P., Lewis, Christine W., Kiser, Sara B. (2007). *The Aftermath of Hurricane Katrina: An Analysis of the Post 9/11 Organizational Structure of the Federal Emergency Management Agency and its Consequences*. The International Journal of Diversity in Organizations, Communities & Nations, Vol. 6, No. 4, 15-22.

ACADEMIC WORKS IN PROGRESS:

Ficht, Linda S., Cox, Steve, *Team Based Critical Analysis: A New Look at Evidence Based Argument*. This manuscript documents the efforts to increase student learning in the sophomore level business law course. I use a modified form of Team Based Learning (TBL) along with the traditional law school IRAC method to create a teaching technique called Team Based Critical Analysis (TBCA).

Ficht, Linda S., Carr, Nanci, Golemon, Deborah, *Employer Liability for Workplace Shootings: The Worker's Compensation Conundrum*. This paper is in the data collection stage.

Levashina, Julia, Ficht, Linda S., *A Comprehensive Study of Legislation that Affects AI in Human Resource Management*. The CAS Junior Fellow began working on this project Summer of 2023. This paper is in data collection stage.

Ficht, Linda S., Levashina, Julia, *The Status of DEI Today: How DEI is Being Implemented Incorrectly and Recommendations for Proper Use of DEI in Organizations*. This is a follow up paper to our June 2023 DEI publication. We will review a series of cases where organizations have been sued for implementing DEI incorrectly. We will discuss management selection techniques such as "fitness" and explore how these techniques undermine DEI.

PRESENTATIONS

Ficht, Linda, (August 8, 2024), AI in the Selection Process is Here to Stay. Organizations Need to Embed Legal and Ethical Principles in their Processes to Implement AI Legally and Ethically. Presented at the *Academy of Legal Studies in Business*, Washington, D.C.

Loafman, Lucas, Ficht, Linda, Thomas, Tanya, Little, Andrew, (July 27, 2023), A New ERA for Workers: The Proposed Employment Rights Act of 2024. Presented at the *Academy of Legal Studies in Business*, San Diego, California.

Levashina, Julia, Ficht, Linda, Johnson-Marcus, Hazel-Anne, Krebel Chang, Kabrina, Posthuma, Richard, (April 21, 2023), DEI Statements in Higher Education: Is it a Solution to the Diversity Issue? Panel Discussion at the 38th *Annual Society for Industrial and Organizational Psychology conference*, Boston, Massachusetts.

Ficht, Linda S., Levashina, Julia, (November 11, 2022), DEI Statements in Higher Education: The Road to Hell is Paved with Good Intentions. Presented at the *Southeastern Academy of Legal Studies in Business* conference, New Orleans, Louisiana.

Ficht, Linda S., Brent, Kevin (CNU student). (March 25, 2021). Shifting Politics, Shifting Interpretations: The State of Social Media Use Under the NLRA. Presented at the *Midwest Academy of Legal Studies in Business Conference*, virtual conference.

Ficht, Linda S., Cameron, Elizabeth, Molesky, Michael, McNary, George, (August 10, 2019), *The Ever-Changing Landscape of Employment Law: Privacy Issues*. Panel Discussion at the *Academy of Legal Studies in Business International Conference*, Montreal, Canada.

Ficht, Linda S., Tweedt, Chris (March 29, 2019) Held Hostage: Public Policy Considerations in the Use of Non-compete Clauses. Presented at the *Midwest Academy of Legal Studies in Business Conference*, Chicago, Illinois.

Ficht, Linda S. (August 11, 2018) Held Hostage: Public Policy Considerations in the Use of Non-compete Clauses. Presented at the *Academy of Legal Studies in Business International Conference*, Portland, Oregon.

Ficht, Linda S. (March 26, 2015) Employment at Will versus Social Media: Winner Still Unknown Presented at the *MBAA International Regional Conference*, Chicago, Illinois.

Ficht, Linda S. (August 5, 2014) A Weighty Issue: How Can Employers Take Adverse Employment Action Against an Obese Job Candidate Without Running Afoul of the ADA? Presented at the *Academy of Legal Studies in Business International Conference*, Seattle, Washington.

Ficht, Linda S. (August 7, 2014) Employment at Will versus Social Media: Winner Still Unknown Presented at the *Academy of Legal Studies in Business International Conference*, Seattle, Washington.

Ficht, Linda S., Levashina, Julia, (May 16, 2014), Employment at Will versus Social Media: Winner Still Unknown, *Symposium presentation at the 29th Annual Conference of the Society for Industrial and Organizational Psychology*, Honolulu, HI.

Ficht, Linda S. (November 13, 2013). The Legal Environment of Business: A Lesson in Engagement. Presented at the *Academy of Business Research Conference*, Montego Bay, Jamaica.

Ficht, Linda S. (November 13, 2013). Promissory Fraud: How This Little Known Legal Theory Can be the Knight in Shining Armor for Business Defendants in Employment Law Cases. Presented at the *Academy of Business Research Conference*, Montego Bay, Jamaica.

Ficht, Linda S. (August 10, 2012). Promissory Fraud: How This Little Known Legal Theory Can be the Knight in Shining Armor for Business Defendants in Employment Law Cases. Presented at the *Academy of Legal Studies in Business International Conference*, Kansas City, Missouri.

Ficht, Linda S. (April 28, 2012). Can I Fake it? Court's View on Faking in Interviews. Symposium presentation at the *27th Annual Conference of the Society for Industrial and Organizational Psychology*, San Diego, CA.

Ficht, Linda S., Shabana, Kareem M., (March 24, 2011). Disclaimers of Mass Deflection: Tempering Commando Legal Advice to Enhance Customer Relationship Building. Presented at *MBAA International Regional Conference*, Chicago, Illinois.

Ficht, Linda S., Zell, Craig, McClurg, Sarah, (February, 2011). Team Based Critical Analysis: A New Look at Evidence Based Argument. Presented with two students at the *Edward C. Moore Symposium on Excellence in Teaching*, IUPUI, Indianapolis, IN.

Ficht, Linda S, Fall 2010 section of Legal Environment of Business Class. (November, 2010). Team Based Critical Analysis: A New Look at Evidence Based Argument. Presented with students at the *3rd Annual Kokomo Faculty Conference*, Kokomo, Indiana.

Ficht, Linda S., Cox, Steve R. (August, 2009). Team Based Critical Analysis: A New Look at Evidence Based Argument. Presented at the *Academy of Legal Studies in Business International Conference*, Denver, Colorado.

Ficht, Linda S., Levashina, Julia. (August, 2008). When Lying, Cheating and Stealing Isn't Necessarily Illegal: The Need to Adopt a Commercial Misrepresentation Standard in Employment Cases. Presented at the *Academy of Legal Studies in Business International Conference*, Long Beach, California.

Ficht, Linda S., Levashina, Julia. (March, 2008). When Lying, Cheating and Stealing Isn't Necessarily Illegal: The Need to Adopt a Commercial Misrepresentation Standard in Employment Cases. Presented at the *Southern Academy of Legal Studies in Business Regional Conference*, San Antonio, Texas.

Ficht, Linda S., Brown, Mark P., Kiser, Sara B., Lewis, Christine W. (June, 2006). The

Aftermath of Hurricane Katrina: An Analysis of the Post 9/11 Organizational Structure of the Federal Emergency Management Agency and its Consequences. Presented at the *6th International Conference on Diversity in Organizations, Communities and Nations*, New Orleans, Louisiana.

Ficht, Linda S., Lewis, Christine W., Kiser, Sara B. (November, 2005). A Seven-Headed Hydra: The Multiple Foundations for Liability Facing Colleges and Universities when Students are Injured. Presented at the *South Eastern Academy of Legal Studies in Business Regional Conference*, Atlanta, Georgia.

INVITED PRESENTATIONS

Ficht, Linda S. (November, 28, 2023). Is DEI Dead? A Discussion About Diversity, Equity and Inclusion and Title VII. How Organizations Can Continue to Focus on Differences to Maximize Organizational Potential. Invited to speak to the Luter School of Business students by the Student Advisory Board.

Ficht, Linda S., (March 14, 2023). Landlord Tenant Law 101: Everything you Need to Know Before You Sign a Lease. Invited to speak to CNU Honors students by Dr. Jay Paul as Honors Quest Lecture.

Ficht, Linda S., (November 17, 2022). How the Law is Changing the Dynamic of the Workplace. Invited to speak at Kent State University, Crawford College of Business Human Resource Management Department by Julia Levashina, Kent, Ohio.

Ficht, Linda S., (April 23, 2020). Noncompete Law. Invited to speak to students in the Smeal School of Business at Penn State by Professor Daniel Cahoy regarding the noncompete legislation I wrote which passed in Virginia on April 9, 2020.

Ficht, Linda S., (November 8, 2017), Best Practices in Negotiating, Christopher Newport University, workshop for students regarding how to negotiate their first job offer.

Saam, Julie, Ficht, Linda. (March 2, 2016), *Documenting Teaching Workshop*, Indiana University Kokomo, workshop for faculty regarding how to document teaching effectiveness.

Ficht, Linda S., (February 23, 2016), *Due Process Policy Training*, Indiana University Kokomo, new policy training session for IU Kokomo Leadership Academy.

Ficht, Linda S., VanAlstine, Gabby. (February 17, 2016) *Fight or Flight: The Benefits of Healthy Conflict*, Indiana University Kokomo, leadership training session for Indiana University Kokomo employees.

Ficht, Linda S. (October 13, 2014) *Employment at Will versus Social Media: Winner Still Unknown*, Kent State University HR Forum, Kent, Ohio.

Ficht, Linda S. (September 17, 2013). *Eagle v. Turkey: the Significance of the Right of Free Speech and Assembly under the First Amendment when Viewed Through the Lens of Recent Events in Turkey*. US Constitution Day Speaker, Indiana University Kokomo, invited by History/Political Science Student Organization.

Ficht, Linda S. (May 18, 2013). *Team Based Critical Analysis Workshop*. FACET Annual Retreat, French Lick Resort, Indiana.

Ficht, Linda S. (September 23, 2011). *Team Based Critical Analysis Workshop*. IUPUI School of Dentistry, workshop for dentistry faculty.

AACSB TRAINING AND EXPERIENCE

Training/Meetings:

Continuous Improvement Review Seminar, Tampa, Florida, June 7, 2018

Impact Forum, Tampa, Florida, June 8, 2018

Associate Dean Conference, Atlanta, Georgia, November 6-7, 2016

New Associate Dean Seminar, Atlanta, Georgia, November 5-6, 2016

AACSB Mentor Training, New York City, New York, October 26, 2016

Annual Accreditation Conference, Minneapolis, Minnesota, September 18-20, 2016

Continuous Improvement Review Seminar, Minneapolis, Minnesota, September 17, 2016

Internship Program Assessment Workshop, Intern Bridge (online training), Robert Shindell Presenter, November 17, 2015

Annual Accreditation Conference, Chicago, Illinois, September 20-22, 2015

Continuous Improvement Review Seminar, Chicago, Illinois, September 19, 2015

Maintenance of Accreditation Seminar, San Antonio Texas, January 22, 2013

Continuous Improvement Conference, St. Louis, Missouri, September 2007

Continuous Improvement Conference, Milwaukee, Wisconsin, September 2006

AACSB Experience:

Faculty Coordinator for Societal Impact, Christopher Newport University, Luter School of Business 2023, I am leading Standard 9 for our next CIR visit in the fall of 2024.

AACSB Taskforce member, Christopher Newport University, Luter School of Business 2018-2019, drafted AoL section of the CIR. One of the editors for the final report.

AACSB Designee, Bloomsburg University College of Business, 2016-2017 – initiates, coordinates, and implements all aspects of AACSB accreditation for the College of Business.

Director of Assurance of Learning and Accreditation, IUPUC Division of Business – assisting sister campus in their bid for AACSB candidacy.

Chair of the AACSB Taskforce – coordinating committee for accreditation work at Indiana University Kokomo, School of Business, 2012-2016

Co-Author of 2015 CIR at Indiana University Kokomo

Author of 2013 CIR Application at Indiana University Kokomo

Co-Managed Site Visit, 2010 at Indiana University Kokomo

Co-author of 2000-2010 MAR at Indiana University Kokomo

COLLECTIVE BARGAINING TRAINING

44TH Annual National Conference: Creating Solutions in Challenging Times. New York City, New York, March 26-28, 2017

LEGISLATIVE EXPERIENCE

Drafted Virginia Senate Bill 480 in 2019, which proposed a ban on noncompete agreements for low wage workers. The bill was unique in that it also covered independent contractors, a group of workers that are usually excluded from employment laws. The bill also provided the workers with attorney fees and costs, employer required notice requirements, and a \$10,000 penalty for organizations that violate the law. Low wage was defined as the median income in the state, approximately \$68,000. The bill was signed into law and effective July 1, 2020. This is the first noncompete legislation in Virginia.

Co-drafted Illinois House Bill 1143, (1997), which proposed amendments to the Illinois Health Care Surrogate Act. House Bill 1143 was sponsored, introduced and subsequently died in Committee in late 1997. However, House Bill 1143 was used as the platform for the next Bill which was signed into law effective January 1, 1998.

Analyzed proposed Illinois House and Senate Health Care Bills for the Health Care Section Council of the Illinois State Bar Association 1996-1997.

SERVICE

COMMITTEE WORK:

Leadership Role – University Level

Secretary, Faculty DEI Committee CNU- September 2023- May 2024

Secretary, Liberal Learning Committee CNU– August 2021-May2022

Director of Pre-Law Program July 2019 CNU– December 2020

SHUPL Academic Coordinator CNU- Summer 2018

Chair, Leadership Academy IUK- 2015-2016

Chair, Faculty Senate Assessment Committee IUK 2012-2014

Chair, Graduate Program Directors Committee IUK 2007-2011

Advisor, Student Veterans Organization IUK 2014-2016

Advisor, College Republicans IUK 2009-2011

Leadership Roles – IU System Wide Level

Reviewer, Business Law Alignment Task Force, 2015

Leadership Roles – Indiana Statewide Level

Reviewer, Core Transfer Library – Business Law, 2014- 2016

Leadership Role- College Level

Chair of the Ad Hoc Onboarding Committee CNU- July, 2023- Jan, 2024

Faculty Coordinator of Societal Impact CNU- February, 2023- Jan 2024

Faculty Advisor Student Human Resource Association CNU- June, 2023-Jan 2024

Faculty Coordinator of Impact, Innovation and Engagement CNU- 2018-2019
Chair, AACSB Review Taskforce IUK- 2012-2013, 2015-16
Chair, MBA Director Search and Screen Committee IUK- 2012-2013
Chair, Management Search and Screen Committee IUK- 2011-2012
Chair, Management Search and Screen Committee IUK- 2008-2009
Mentor to School of Business Assistant Professor Adam Smith IUK- 2012- 2016
Secretary, Beta Gamma Sigma Association IUK- 2014–2016
Advisor, MBA Association IUK- 2006-2011

Membership Roles -University Level

Faculty Senate- Elected Representative Social Sciences/Luter CNU- May 2022 – May 2024
Pre-Law Council CNU- August 2018- 2024
Liberal Learning Committee CNU- August 2018-May 2022
Elected Member, Faculty Senate Board of Review IUK- 2015-2016
Member, Faculty Affairs Committee IUK- 2015-2016
Member, Faculty Senate Assessment Committee IUK- 2011-2012
Member, Graduate Council IUK- 2007-2011
Member, Graduate Affairs Committee IUK 2007-2008
Member, Office of Communications and Marketing Director Search and Screen Committee IUK- 2008-2009
Member, Strategic Plan Action Team IUK- 2006-2007

Membership – IU System Wide Level

Member, Planning Committee 2016-2018 FACET Leadership Institute
Member, Promotion and Tenure Committee IUPUC Division of Business 2015
Member, FACET Retreat Steering Committee 2012-2013

Membership Roles – College Level

Course Coordinator- Business Law CNU- 2018- Jan 2024
Core Advisor CNU-2018- 2024
Student Initiatives Committee CNU- 2023
Faculty Professional Development Committee CNU- 2022-2023
Assurance of Learning Committee CNU 2018- 2022
Strategic Planning Committee CNU 2017-2018
Member, Promotion and Tenure Committee IUK- 2013 -2016
Member, Beta Gamma Sigma Award Committee IUK- 2006- 2016
Member, Assessment Committee IUK-2007- 2013, 2015
Member, School of Business Strategic Planning Committee and AACSB Accreditation Steering Committee IUK- 2006 -2007, 2009-2013, 2015
Member, Hospitality & Tourism Search and Screen Committee IUK- 2012-2014
Member, Graduate Policy and Curriculum Committee IUK- 2006-2011, 2014-2015
Member, School of Business Scholarship Committee IUK- 2007- 2011
Member, School of Business Dean Search and Screen Committee IUK- 2009-2010
Member, School of Business Dean Search and Screen Committee IUK- 2008-2009
Member, School of Business Advisory Board IUK- 2006 -2011
Member, Management Search and Screen Committee IUK- 2007-2008

Member, Management Search and Screen Committee IUK- 2006-2007
Member, Economics Search and Screen Committee IUK- 2006-2007

SCHOLARSHIP SERVICE:

Editor-In-Chief – Academy of Legal Studies in Business Conference Proceedings January 2019
– August 2022

Ad Hoc Reviewer, Journal Review Board, Journal of the Scholarship of Teaching and Learning,
2016-2019

Ad Hoc Reviewer, Annual Conference Proceedings, Midwest Academy of Legal Studies in
Business 2020, 2021

Ad Hoc Reviewer, Annual Conference Proceedings, Academy of Legal Studies in Business 2018

PROFESSIONAL MEMBERSHIPS:

LEADERSHIP ROLE:

Vice-President- Interdisciplinary Section of the Academy of Legal Studies in Business August
2024-present

Secretary- Interdisciplinary Section of the Academy of Legal Studies in Business
August 2023-2024

Secretary – Newport News Human Rights Commission, September 2022 – June 2023

Greater Peninsula Women’s Bar Association At-Large Member, Board of Directors, 2020-2021

President of the International Law Section of the Academy of Legal Studies in Business 2014-
2015

Vice President of the International Law Section of the Academy of Legal Studies in Business
2013-2014

Secretary of the International Law Section of the Academy of Legal Studies in
Business, 2012-2013

Peoria County Bar Association At-Large Member, Board of Directors 2004-2005

Chair Family Law Seminar – Peoria County Bar CLE Program 2004

Co-Chair, General Practice Seminar – Peoria County Bar CLE Program 2003

Co-Chair, Trial Evidence Seminar – Peoria County Bar CLE Program 2002

NEWPORT NEWS CITY COUNCIL APPOINTMENTS

Board Member – Newport News Human Services Advisory Board, April 2022 – April 2024

Commissioner - Newport News Human Rights Commission, June 2020 – April 2024

BAR ASSOCIATION COUNCIL MEMBERSHIP:

Military and Veterans Affairs Committee – Indiana State Bar Assoc. 2012-2016

State Legislation Committee – Indiana State Bar Association 2014 - 2015

Pennsylvania State Bar Association – Women in the Profession Committee 2005

Civil Practice and Procedure Section Council, ISBA, 2002-2004

ORGANIZATION MEMBERSHIP:

Academy of Legal Studies in Business, 2003-present

College Women’s Network – 2020- 2024

Greater Peninsula Women’s Bar Association 2018- 2024

Newport News Bar Association – 2018- 2024

Virginia Women Attorney Association 2018- 2019
Howard County Bar Association, 2014 - 2015
Indiana State Bar Association, 2010, 2012-2015
Hamilton County Bar Association, 2011-2012
Academy of Management, 2007-2012
Southern Management Association, 2006-2010
Pennsylvania State Bar Association 2005
Wilkes-Barre Law and Library Association 2005
Peoria County Bar Association 2001- 2005, 2009-2010
Peoria County Bar CLE Committee 2002- 2005
Peoria County Bar Family Law Committee 2003- 2005
Illinois State Bar Association 1997-2010
Southern Illinois University School of Law Alumni Association – lifetime member

COMMUNITY INVOLVEMENT:

CASA, August 2018- June 2020
Indianapolis Junior League, 2006-2013
Co-chair Transfer Committee, Indianapolis Junior League, 2009-2010
Wilkes-Barre Junior League, 2005-2006
Peoria Junior League, 2004-2005
Co-chair Leadership Training and Development Committee, Peoria Junior League, 2004-2005

PROFESSIONAL CONSULTING

April 2020 – Summer 2022- Unpaid Legislative Consultant for Delegate Shelly Simonds, Virginia House of Delegates District 94.

May- July 2019- Paid consulting with *Liz Moore and Associates*, Newport News, VA and Williamsburg, VA. Provided training regarding negotiations and conflict resolution.

January 28, 2015 – Paid consulting with *One Click Ventures*, Greenwood, IN. Provided management training for new managers regarding how to avoid legal liability in common human resource issues.

PROFESSIONAL LEGAL EXPERIENCE PRIOR TO JOINING ACADEMIA

Hasselberg, Rock, Bell & Kuppler, Peoria, Illinois

Part-time Associate Attorney, February 2004 – March 2005

Primary responsibilities included family law and corporate cases.

Kavanagh, Scully, Sudow, White & Frederick, Peoria, Illinois

Associate Attorney, September 2001 – January 2004

Primary responsibilities included family law, school law and corporate cases.

Office of the Illinois Attorney General, Springfield, Illinois

Assistant Attorney General, December 1998 – August 2001

Primary responsibility was defending state employees in civil lawsuits.

St. Clair County State's Attorney's Office, Belleville, Illinois

Assistant State's Attorney, April 1998 – November 1998

Primary responsibilities included traffic and misdemeanor cases.

Hinshaw & Culbertson, Peoria, Illinois

Associate Attorney, June 1997 – March 1998

Primary responsibilities included medical malpractice and insurance defense cases.