

T. LEIGH ANENSON
CURRICULUM VITAE

Robert H. Smith School of Business
Department of Logistics, Business & Public Policy
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September 2020
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ACADEMIC EXPERIENCE

Academic Appointments at the University of Maryland

- 2017 – Present Professor of Business Law
Department of Logistics, Business & Public Policy
Robert H. Smith School of Business
- 2008 – 2016 Associate Professor of Business Law
Department of Logistics, Business & Public Policy
Robert H. Smith School of Business
- 2013 – Present Affiliate Faculty
Department of Criminology and Criminal Justice
College of Behavioral and Social Sciences
- 2013 – Present Associate (and Founding) Director
Center for the Study of Business Ethics, Regulation, and Crime (C-BERC)
Robert H. Smith School of Business
College of Behavioral and Social Sciences
- 2007 – 2008 Visiting Professor of Business Law
Department of Logistics, Business & Public Policy
Robert H. Smith School of Business

Other Academic Appointments

- 2007 – 2017 Senior Fellow
Taxation Law and Policy Research Institute
MONASH UNIVERSITY, AUSTRALIA
- Spring Term 2014
(May 19 to 23) Visiting Fellow, Center for Commercial Law
Law Faculty
THE AUSTRALIAN NATIONAL UNIVERSITY
- Fall Term 2010 Visiting Fellow in Commercial Equity Law, Wolfson College
Visitor to the Law Faculty
UNIVERSITY OF CAMBRIDGE, ENGLAND

Other Academic Appointments (cont.)

Fall Term 2009 (October 19 to 23)	Visiting Scholar Ross Parsons Centre for Commercial, Corporate, & Taxation Law Law Faculty UNIVERSITY OF SYDNEY, AUSTRALIA
2006 – 2007	Assistant Professor of Business Law Department of Finance, College of Business UNIVERSITY OF NEVADA, LAS VEGAS
2001 – 2006	Assistant Professor of Business Law (awarded early tenure & promotion) Department of Finance, College of Business UNIVERSITY OF AKRON
1996 – 2002	Instructor UNIVERSITY OF AKRON SCHOOL OF LAW (Philip P. Jessup International Moot Court Team and Willem C. Vis International Commercial Arbitration Team)

RESEARCH, SCHOLARLY, AND PROFESSIONAL ACTIVITIES

Research Interests and Expertise

- EQUITY (PRIVATE LAW, REMEDIES & JURISPRUDENCE): rethinking the role of ancient equitable principles in contemporary court practice
- PENSION LAW & POLICY : assessing the legal and policy implications of public and private pension liability
- ATTORNEY LIABILITY: analyzing emerging liability issues for attorneys in the business of litigation

Books

JUDGING EQUITY: THE FUSION OF UNCLEAN HANDS IN US LAW (Cambridge University Press, 2019),
234 pages

AN OVERVIEW OF OHIO TORT LAW (Reminger Co., L.P.A., 2000)

Academic Journal Articles (SSRN Top 5 Percent Author Rank by Total and New Downloads)

- (28) *Constitutional Limits on Public Pension Reform: New Directions in Law and Legal Reasoning* (with Linda L. Barkacs and Jennifer K. Gershberg), Vol. 15, **VIRGINIA LAW & BUSINESS REVIEW** --- (forthcoming 2021)
- (27) *Clashing Canons and the Contract Clause* (with Jennifer K. Gershberg), Vol. 54, **UNIVERSITY OF MICHIGAN JOURNAL OF LAW REFORM** --- (forthcoming 2020)

Academic Journal Articles (cont.)

- (26) *Announcing the “Clean Hands” Doctrine*, Vol. 51, **U.C. DAVIS LAW REVIEW** 1827-90 (2018)

Court Citations

Court of Appeals of Puerto Rico: *Asociacion De Residentes De Villa Mercedes, Inc. v. Wittenberg*, 2019 WL 1917463 at *4, Civil No. D PE2017–0498 (505), KLAN201800906 (San Juan, P.R. Ct. App, Jan. 31, 2019)

SSRN's Top Ten Download

Remedies eJournal (August 17 to October 16, 2017)

Judgments & Remedies (August 17 to October 16, 2017)

Procedural Issues (August 17 to October 16, 2017)

Rights & Remedies: Private Law-Contracts (August 17 to October 16, 2017)

Rights & Remedies: Private Law-Torts (August 18 to October 17, 2017, and August 28 to October 27, 2017)

Judges-Private Law-Courts (August 18 to October 17, 2017)

Judges-Courts (September 6 to November 5, 2017 and September 26 to November 25, 2017)

Law & Society: Civil Procedure eJournal (September 4 to November 3, 2017, September 21 to November 19, 2017)

Other Law & Society: Private Law-Intellectual Property (September 5 to November 4, 2017, September 20 to November 18, and September 22 to November 21, 2017)

Law & Society: Private Law-Discrimination Law eJournal (August 30 to October 29, 2017, September 5 to November 4, 2017, and September 15 to November 14, 2017)

- (25) *Equitable Defenses in the Age of Statutes*, Vol. 36, **THE REVIEW OF LITIGATION (UNIV. OF TEXAS AT AUSTIN)** 659-709 (2018)

SSRN's Top Ten Download

Remedies eJournal (October 7 to December 6, 2016)

Law & Society: Civil Procedure eJournal (October 20 to December 19, 2016, October 27 to December 26, 2016, and November 17, 2016 to January 16, 2017)

Legislation & Statutory Interpretation eJournal (October 27 to December 26, 2016, November 2, 2016 to January 1, 2017, and November 7, 2016 to January 6, 2017)

LSN: Other Law & Society: Private Law - Financial Law (October 21 to December 20, 2016, October 24 to December 23, 2016, and October 31 to December 30, 2016)

LSN: Other Law & Society: Private Law – Intellectual Property (December 22, 2016 to January 23, 2017)

- (24) *Statutory Interpretation, Judicial Discretion, and Equitable Defenses*, Vol. 79, **UNIVERSITY OF PITTSBURGH LAW REVIEW** 1-59 (2017) (**lead article**)

SSRN's Top Ten Download

Remedies eJournal (October 12 to December 11, 2016, October 24 to December 23, 2016, and October 31 to December 30, 2016)

Legislation & Statutory Interpretation eJournal (November 9 to January 8, 2017 and November 22, 2016 to January 21, 2017)

Employment Law eJournal (November 2, 2016 to January 1, 2017 and November 23, 2016 to January 22, 2017)

Academic Journal Articles (cont.)

LSN: Employment Statutes (October 11 to December 10, 2016, November 15 to January 14, 2017)

LSN: Litigants and the Judiciary (October 11 to December 10, 2016)

LSN: Legislation & Statutory Interpretation (October 26 to December 25, 2016, October 27 to December 26, 2016, November 9, 2016 to January 8, 2017, November 29 to January 28, 2017, December 1, 2016 to January 30, 2017, and December 6, 2016 to February 4, 2017)

LSN: Other Law & Society: Private Law - Financial Law (October 25 to December 24, 2016 and November 3, 2016 to January 2, 2017)

LSN: Other Law & Society: Private Law – Intellectual Property (December 6, 2016 to January 4, 2017 and December 22, 2016 to January 23, 2017)

(23) *Public Pensions and Fiduciary Law: A View from Equity*, Vol. 50, **UNIVERSITY OF MICHIGAN JOURNAL OF LAW REFORM** 251-290 (2017) (**lead article**)

(22) *Reforming Public Pensions* (with Karen Eilers Lahey & Alex Slabaugh), Vol. 33, **YALE LAW & POLICY REVIEW** 1-74 (2014) (**lead article**)

Court Citations

U.S. Court of Appeals: *Van Houten v. City of Fort Worth*, 827 F.3d 530, 537 n.6 (5th Cir. 2016)

Superior Court of Rhode Island, Providence County: *Rhode Island Public Employees Retiree Coalition, et als. v. Gina Raimondo, In Her Capacity as Governor of the State of Rhode Island, et als.*, No. PC 2015-1468, 2015 WL 3648161 *25 (Super. Ct. June 9, 2015)

SSRN's Top Ten Download

Labor (February 23 to April 24, 2014, March 1 to April 30, 2014, March 20 to May 19, 2014, March 26 to May 25, 2014, April 7 to June 6, 2014)

Comparative Political Economy: Social Welfare Policy (February 15 to April 16, 2014)

ERN: Social Security & Public Pensions (February 15 to April 16, 2014)

Household Finance (February 15 to April 16, 2014)

Labor: Public Policy & Regulation (February 15 to April 16, 2014)

PSN: Pensions & Retirement (February 15 to April 16, 2014)

Political Economy: Government Expenditures & Related Policies (February 15 to April 16, 2014)

Social Security, Pensions & Retirement Income (February 15 to April 16, 2014)

SIRN: Subject Matter (February 15 to April 16, 2014)

SIRN: Employment-Based Pensions (February 15 to April 16, 2014)

SIRN: Pension Reform (February 16 to April 17, 2014)

(21) *Inequitable Conduct and Walker Process Claims after Therasense and the America Invents Act* (with Gideon Mark), Vol. 16, **UNIVERSITY OF PENNSYLVANIA JOURNAL OF BUSINESS LAW** 361-430 (2014) (**lead article**)

Court Citations

U.S. Court of Appeals, Federal Circuit: *TransWeb, LLC v. 3M Innovative Properties Co.*, 812 F.3d 1295, 1307 (Fed. Cir. 2016)

U.S. District Court: *In re Loestrin 24 Fe Antitrust Litigation*, --- F.Supp.3d ----, 2019 WL 7286764 at *19, Master File No. 1:13-MD-2472-WES-PAS, MDL No. 13-2472 (D. R.I., Dec. 17, 2019)

Academic Journal Articles (cont.)

U.S. District Court: *Cave Consulting Group, Inc. v. OptumInsight, Inc.*, 2019 WL 4492802 at *50, Case No. 15-cv-03424-JCS (N.D. Cal., Sept. 18, 2019)

- (20) *Inequitable Conduct in Retrospective: Understanding Unclean Hands in Patent Remedies* (with Gideon Mark), Vol. 62, **AMERICAN UNIVERSITY LAW REVIEW** 1441-1527 (2013) (**lead article**)

News Citations

Michael Hiltzik, *Big Pharma bombshell: Judge finds Merck lied in patent trial, overturns 200 million verdict*, L.A. TIMES (June 10, 2016) (reviewing decision in *Gilead Sciences, Inc., v. Merck & Co, Inc.*, Case No. 13-cv-04057-BLF (N.D. Cal. June 6, 2016)) (quoting and linking to the article)

- (19) *Real Estate and Alternative Asset Allocations of U.S. Firms' Defined Benefit Pension Plans* (with Karen Eilers Lahey et al.), Vol. 18, **JOURNAL OF REAL ESTATE PORTFOLIO MANAGEMENT** 273-87 (2012)

- (18) *Limiting Legal Remedies: An Analysis of Unclean Hands*, Vol. 99, **KENTUCKY LAW JOURNAL** 63-118 (2010)

Court Citations

South Carolina Court of Appeals: *JP Morgan Chase, Nat'l Assoc. v. Acheson*, App. Case No. 2016-000028, 2018 WL 776629 at *2 (Feb. 07, 2018)

U.S. District Court: *In re Oil Spill by the Oil Rig "Deepwater Horizon" in the Gulf of Mexico on April 20, 2010*, Nos. 12-970, 15-4143, 15-4146 and 15-4654, Slip Copy 2015 WL 8484214 at *14 (E.D. Louisiana, Dec.10, 2015) (quoting)

Research Gate Top Download:

Spotlight: 3,000+ downloads (Jan. 4, 2015 to July 20, 2015)

Law & Courts (July 20 to August 3, 2015)

Legislative Studies (July 7 to July 15)

SSRN's Top Ten Download

Judgments & Remedies (Jan. 2, 1997 to July 13, 2016) (ALL TIME TOP PAPER)

Judgments & Remedies (Jan. 2, 1997 to March 12, 2015) (ALL TIME TOP PAPER)

Judgments & Remedies (March 12 to May 11, 2010 and October 31 to December 30, 2010)

Law & Society: Civil Procedure (May 8 to July 7, 2010)

- (17) *Clean Hands and the CEO: Equity as an Antidote for Excessive Compensation* (with Donald O. Mayer), Vol. 12, **UNIVERSITY OF PENNSYLVANIA JOURNAL OF BUSINESS LAW** 101-165 (2010) (**lead article**)

Court Citations

Delaware Court of Chancery: *Roam-Tel Partners v. AT&T Mobility Wireless Operations Holdings Inc.*, C.A. 5745-Vcs, 2010 Del. Ch. LEXIS 247, at *34 n.73 (Del. Ch. Dec. 17, 2010)

Academic Journal Articles (cont.)

SSRN's Top Ten Download

Corporate Law: Practitioner (July 16 to September 14, 2010)

Contracts (July 16 to September 14, 2010)

Corporations (July 16 to September 14, 2010)

Judgements & Remedies (July 16 to September 14, 2010)

Procedure (Courts) (August 8 to October 7, 2010)

Employee Benefits, Compensation, & Pension Law (September 2 to November 1, 2010)

- (16) *Beyond Chafee: A Process-Based Theory of Unclean Hands*, Vol. 47, **AMERICAN BUSINESS LAW JOURNAL** 509-574 (2010)

SSRN's Top Ten Download

Corporate Law Litigation (March 12 to May 11, 2010 and October 31 to December 30, 2010)

Judgements & Remedies (March 12 to May 11, 2010)

Enforcement & Litigation (April 23 to June 22, 2010)

- (15) *Treating Equity like Law: A Post-Merger Justification of Unclean Hands*, Vol. 45, **AMERICAN BUSINESS LAW JOURNAL** 455-509 (2008) (**Outstanding Alumni Publication Award**)

Court Citations

U.S. District Court: *In re Oil Spill by the Oil Rig "Deepwater Horizon" in the Gulf of Mexico on April 20, 2010*, Nos. 12-970, 15-4143, 15-4146 and 15-4654, 2015 WL 8484214 at *13 (E.D. Louisiana, Dec.10, 2015) (quoting)

Supreme Court of South Carolina: *Thomerson v. DeVito*, -- S.E.2d --, 2020 WL 2745557 at *9 (S.C. 2020) (Few, J., dissenting)

Supreme Court of Pennsylvania: *Official Committee of Unsecured Creditors of Allegheny Health Educ. and Research Foundation v. PriceWaterhouseCoopers, LLP*, 989 A.2d 313, 328 (Pa. 2010)

Supreme Court of Wisconsin: *Groshek v. Trewin*, 784 N.W.2d 163, 175 n.28 (Wisc. 2010)

California Court of Appeals: *Chodos v. Borman*, 227 Cal. App.4th 76, 101 n.13 (Cal. Ct. App. 2014)

SSRN's Top Ten Download

Procedure (August 2007 to April 2008)

Judgments & Remedies (August 2007 to April 2008 and October 31 to December 30, 2010)

- (14) *The Triumph of Equity: Equitable Estoppel in Modern Litigation*, Vol. 27, **THE REVIEW OF LITIGATION (UNIVERSITY OF TEXAS AT AUSTIN)** 377- 440 (2008)
- (13) *From Theory to Practice: Analyzing Equitable Estoppel under a Pluralistic Model of Law*, Vol. 11, No. 3, **LEWIS & CLARK LAW REVIEW** 633-669 (2007)
- (12) *The Crisis in Corporate America: Private Pension Liability and Proposals for Reform* (with Karen Eilers Lahey), Vol. 9, No. 3, **UNIVERSITY OF PENNSYLVANIA JOURNAL OF LABOR & EMPLOYMENT LAW** 495-531 (2007)

SSRN's Top Ten Download

SIRN: Pension Reform (October 31 to December 30, 2010)

Academic Journal Articles (cont.)

- (11) *Public Pension Liability: Why Reform is Necessary to Save the Retirement of State Employees* (with Karen Eilers Lahey), Vol. 21, No. 1, **NOTRE DAME JOURNAL OF LAW, ETHICS, & PUBLIC POLICY** 307-333 (2007) (re-published as a book chapter)

Court Citations

U.S. District Court: *Hill v. Vanderbilt Capital Advisors, LLC*, 834 F. Supp. 2d 1228, 1268 (D.N.M. 2011)

- (10) *Teaching Law and Theory through Context: Contract Clauses in Legal Studies Education* (with Larry DiMatteo), Vol. 24, No. 1, **JOURNAL OF LEGAL STUDIES EDUCATION** 19-57 (2007) (**Hoeber Award**)
- (9) *Creating Conflicts of Interest: Litigation as Interference with the Attorney-Client Relationship*, Vol. 43, No. 2, **AMERICAN BUSINESS LAW JOURNAL** 179-244 (2006) (**lead article**) (**Hoeber Award**)

Court Citations

New York Supreme Court, Appellate Division: *Ween v. Dow*, 822 N.Y.S.2d 257 (N.Y.A.D. 2006) (quoting)

- (8) *Defining State Responsibility under NAFTA Chapter Eleven: Measures "Relating To" Foreign Investors*, Vol. 45, No. 3, **VIRGINIA JOURNAL OF INTERNATIONAL LAW** 675-735 (2005)
- (7) *Litigation Between Competitors with Mirror Restrictive Covenants: A Formula for Prosecution*, Vol. 10, No. 2, **STANFORD JOURNAL OF LAW, BUSINESS & FINANCE** 1-17 (2005) (**lead article**)
- (6) *The Role of Equity in Employment Noncompetition Cases*, Vol. 42, No. 1-6, **AMERICAN BUSINESS LAW JOURNAL** 1-62 (2005) (**lead article**) (**Hoeber Award**)

SSRN's Top Ten Download

ORG: Entry & Exit of Human Resources (Jan. 2, 1997 to Jan. 12, 2011) (ALL TIME TOP PAPER)

ERPN: Contract Enforcement (October 31 to December 30, 2010)

- (5) *Attorney Liability under the Fair Credit Reporting Act: The Limits of Zealous Representation*, Vol. 23, **BOSTON UNIVERSITY ANNUAL REVIEW OF BANKING & FINANCIAL LAW** 431-483 (2004)

SSRN's Top Ten Download

LSN: Financial Privacy (October 31 to December 30, 2010 and March 31 to June 1, 2012)

LSN: Financial Privacy (January 2, 1997 to June 1, 2012) (ALL TIME HIT)

- (4) *Absolute Immunity from Civil Liability: Lessons for Litigation Lawyers*, Vol. 31, No. 4, **PEPPERDINE LAW REVIEW** 915-948 (2004) (**lead article**)

Court Citations

Connecticut Superior Court: *Kramer v. Sierra*, 2019 WL 4322463 at *2 (August 19, 2019)

Academic Journal Articles (cont.)

- U.S. District Court: *Winters v. Jones*, CV 16–9020, 2018 WL 326518 at *7 (D. N.J. Jan. 08, 2018)
Court of Special Appeals of Maryland: *O'Brien & Gere Engineers, Inc. v. City of Salisbury*, 113 A.3d 1129, 1140 (Md. Ct. App. April 28, 2015)
Supreme Court of Connecticut: *Simms v. Seaman*, 69 A.3d 880, 885, 887 (Conn. 2013)
Supreme Court of New Jersey: *Loigman v. Township Committee of Tp. of Middletown*, 889 A.2d 426 (N.J. 2006) (quoting)
Washington Court of Appeals: *Lahrichi v. Curran*, 2011 Wash. App. LEXIS 2485 at *8 (Wash. Ct. App., Oct. 31, 2011)
U.S. District Court: *Medialdea v. Law Office of Evan L. Loeffler PLLC*, 2008 U.S. Dist. LEXIS 109013 at *9 (W.D. Wash., June 19, 2009) (No. C09-55RSL) (quoting)
U.S. District Court: *NSB Technologies, Inc. v. Specialty Direct Marketing, Inc.*, 2004 U.S. Dist. LEXIS 16830 at *10 (N.D. Ill., Aug. 20, 2004) (No. 03 C 2323))
- (3) *Great Expectations: The Role of the Consumer in Determining Defective Air Bag Design*, Vol. 38, No. 3, **ABA TORT TRIAL & INSURANCE PRACTICE LAW JOURNAL** 963-998 (2003)
- (2) *For Whom the Bell Tolls... Judicial Selection by Election in Latin America*, 4 **SOUTHWESTERN JOURNAL OF LAW & TRADE IN THE AMERICAS** 261-296 (1997) (re-published as a book chapter)

SSRN's Top Ten Download

ES: Latino/a Studies (December 31 to February 28, 2008)

HRN Latin-American & Mexican Studies Research Network (December 31 to February 28, 2008 and October 31 to December 20, 2010)

LAM Latin-American & Mexican Studies (December 31 - February 28, 2008 and October 31 - December 20, 2010)

Ethnic Studies (October 31 to December 20, 2010)

Latin-American History (October 31 to December 20, 2010)

- (1) *Another Casualty of the War... Vagrancy Laws Target the Fourth Amendment*, Vol. 26, No. 3-4, **AKRON LAW REVIEW** 493-523 (1993)

Professional Journal Articles

Announcing the 'Clean Hands' Doctrine, Vol. 68, No. 2, **DEFENSE LAW JOURNAL** 101-165 (2019) (published by LexisNexis) (reprinting the best articles from among the scholarly and professional journals)

Public Pension Governance: The Equitable Dimension of Fiduciary Law, **PRIVATE FUND REPORT**, "Public Pension Plans and Private Funds," Lowell Milken Institute for Business Law and Public Policy, UCLA School of Law 18-22 (2016)

Lawsuits against Litigators? Try Tortious Interference, Vol. 57, No. 3, **FEDERATION OF DEFENSE & CORPORATE COUNSEL QUARTERLY** 255-266 (2007)

Immunity for Advocates? Absolutely, Vol. 18, No. 2, **PROFESSIONAL LIABILITY UNDERWRITING SOCIETY JOURNAL** 9-10 (2005)

Book Chapters

“Inequitable Conduct after *Therasense* and the America Invents Act,” in *THE CHANGING FACE OF AMERICAN PATENT LAW AND ITS IMPACT ON BUSINESS STRATEGY* (Daniel R. Cahoy and Lynda J. Oswald eds., Edward Elgar Publishing Ltd) (2013)

“Public Pension Liability: Why Reform is Necessary to Save the Retirement of State Employees,” in *SOCIAL SECURITY AND PENSIONS – ALTERNATIVE APPROACHES* (Icfai University Press, 2008) (Chapter Two)

Working Papers

The Evolving Constitutional Law of Government Pensions: A Survey of Recent Litigation and Its Implications (with Jennifer K. Gershberg)

Introduction to Judging Equity: The Fusion of Unclean Hands in U.S. Law

SSRN's Top Ten Download

Remedies eJournal (July 12 to September 11, 2018 and July 26 to September 28, 2018)

LSN: Judgments & Remedies (July 12 to September 11, 2018)

Law & Society: Civil Procedure eJournal (July 12 to September 11, 2018, August 12 to October 13, 2018, and August 18 to October 19, 2018)

LSN: Procedure (Courts) (August 12 to October 13, 2018)

Twelve Ways of Looking at Equitable Defenses

Works in Progress

Defending Unclean Hands in Damages Actions: A California Case Study (with Linda Barkacs)

Discretionary Limits on Statutes of Limitations: A Defense of Laches (with Robert J. Aalberts)

Equity, Statute, and Coherence: A Case Study of the U.S. Supreme Court

The Path of Equitable Discretion in the Federal Courts

The Complexity of Equitable Defenses

Legal Appellate Briefs

Amicus Brief in Support of Respondents: *Petrella v. Metro-Goldwyn-Mayer*, United States Supreme Court (2013)

Invited Talks

LOWELL MILKEN INSTITUTE FOR BUSINESS LAW AND PUBLIC POLICY, UCLA SCHOOL OF LAW, 2016. “Public Pension Plans and Private Funds- Common Goals, Conflicting Interests.”

ASSOCIATION OF AMERICAN LAW SCHOOLS, ANNUAL CONFERENCE, NEW YORK CITY, 2016. “Federal Equitable Defenses.” Panelist on federal equity with professors from Harvard, Stanford, and Virginia law schools. Sponsored by the Remedies Section.

Invited Talks (cont.)

COMMERCIAL LAW CENTRE, THE AUSTRALIAN NATIONAL UNIVERSITY, CANBERRA, AUSTRALIA, 2014. “Inequitable Conduct in Retrospective: Understanding Unclean Hands in Patent Remedies.”

DEAKIN LAW & BUSINESS SCHOOL, MELBOURNE, AUSTRALIA, 2014. “Inequitable Conduct in Retrospective: Understanding Unclean Hands in Patent Remedies.”

COMPANY LAW & TAX LAW IN THE POST-GFC ERA, TAXATION LAW & POLICY RESEARCH INSTITUTE, MONASH UNIVERSITY, PRATO, ITALY, 2012. “Clean Hands and the CEO: Equity as an Antidote for Excessive Compensation.”

ROSS PARSONS CENTRE FOR COMMERCIAL, CORPORATE, & TAXATION LAW, LAW FACULTY, UNIVERSITY OF SYDNEY, AUSTRALIA, 2009. “Beyond Chafee: A Process-Based Theory of Unclean Hands.”

DISTINGUISHED PROCEEDINGS, Annual Conference of the Academy of Legal Studies in Business, San Francisco, CA 2005. “Alien Tort Statute: White Hat View.” Discussant for Lucien Dhooge.

GENERAL AGREEMENT ON TARIFF & TRADE ROUNDTABLE, Akron, OH 1994. Participated on a panel with industry leaders such as Goodyear Tire & Rubber Co. CEO and congressional representatives discussing the World Trade Organization and its impact on international business.

Refereed Research Presentations

Constitutional Limits on Public Pension Reform: New Directions in Law and Legal Reasoning, Annual International Conference of the Academy of Legal Studies in Business, Online 2020

Clashing Canons and the Contract Clause, Annual Conference of the Pacific Southwest Academy of Legal Studies in Business, Palm Springs, CA 2020

Constitutional Limits on Public Pension Reform: New Directions in Legal Reasoning, Annual Conference of the Pacific Southwest Academy of Legal Studies in Business, Palm Springs, CA 2020

Clashing Canons and the Contract Clause, Ninth Annual Employee Benefits and Social Insurance Law Conference, Boston College Law School, Boston, MA 2019

Constitutional Limits on Public Pension Reform: New Directions in Legal Reasoning, Annual International Conference of the Academy of Legal Studies in Business, Montreal, Canada 2019

Constitutional Limits on Public Pension Reform: New Directions in Legal Reasoning, Annual Conference of the Pacific Southwest Academy of Legal Studies in Business, Palm Springs, CA 2019

Judging Equity: The Fusion of Unclean Hands in U.S. Law, Annual International Conference of the Academy of Legal Studies in Business, Portland, OR 2018

Announcing the “Clean Hands” Doctrine, Annual Conference of the Pacific Southwest Academy of Legal Studies in Business, Palm Springs, CA 2018

Announcing the “Clean Hands” Doctrine, Annual Conference of the Southeastern Association of American Law Schools, Boca Raton, FL 2017

Refereed Research Presentations (cont.)

Announcing the “Clean Hands” Doctrine, Annual International Conference of the Academy of Legal Studies in Business, Savannah, GA 2017

Equitable Defenses in the Age of Statutes, Annual International Conference of the Academy of Legal Studies in Business, San Juan, PR 2016

Statutory Interpretation, Judicial Discretion, and Equitable Defenses, Annual International Conference of the Academy of Legal Studies in Business, San Juan, PR 2016

Public Pensions and Fiduciary Law: A View from Equity, Annual International Conference of the Academy of Legal Studies in Business, San Juan, PR 2016

Equitable Defenses in the Age of Statutes, Annual International Conference of the Academy of Legal Studies in Business, Philadelphia, PA 2015

Statutory Discretion and Equitable Defenses (Development Track), Annual International Conference of the Academy of Legal Studies in Business, Seattle, WA 2014

Reforming Public Pensions, Third Annual ERISA, Employee Benefits, and Social Insurance National Conference. *Benefits Law at the Crossroads: Whither U.S Employee Benefits and Social Insurance Law?*, Marquette University School of Law, Milwaukee, WI, 2014

Reforming Teacher Pensions, Annual International Conference of the Academy of Legal Studies in Business, Boston, MA 2013 (**Jackson-Lewis LLP Outstanding Paper on Employment Law**)

*Inequitable Conduct and Walker Process Claims after *Therasense* and the America Invents Act* (with Gideon Mark), Annual International Conference of the Academy of Legal Studies in Business, Boston, MA 2013

Inequitable Conduct in Retrospective: Understanding Unclean Hands in Patent Remedies, Annual Conference of the Pacific Southwest Academy of Legal Studies in Business, Palm Springs, CA 2013

An Equitable Analysis of Patent Law’s Inequitable Conduct Doctrine, Annual International Conference of the Academy of Legal Studies in Business, Kansas City, MO 2012 (with Gideon Mark)

Inequitable Conduct in Retrospective: Understanding Unclean Hands in Patent Remedies, Obligations VI – “Challenging Orthodoxy,” Biennial International Conference on Private Law, University of Western Ontario, Canada, 2012

Real Estate Asset Allocation and S&P 500 Firms’ Defined Benefit Pension Plans, AREUEA International Conference, Rotterdam, The Netherlands 2010 (with Karen Eilers Lahey)

Why Does My Defined Benefit Public Pension Plan Hold Real Estate and Alternative Investments in Its Portfolio?, Annual Conference of the Academy of Financial Services, Denver, CO 2010 (with Karen Eilers Lahey)

Clean Hands and the CEO: Equity as an Antidote for Excessive Compensation, Annual Conference of the Pacific Southwest Academy of Legal Studies in Business, Palm Springs, CA 2010. (**Distinguished Paper**)

Beyond Chafee: A Process-Based Theory of Unclean Hands, Annual International Conference of the Academy of Legal Studies in Business, Denver, CO 2009 (**Holmes-Cardozo Distinguished Paper**).

Refereed Research Presentations (cont.)

Clean Hands and the CEO: Equity as an Antidote for Excessive Compensation, Annual International Conference of the Academy of Legal Studies in Business, Denver, CO 2009.

Chance or Choice: A Defined Benefit or a Defined Contribution Plan, Annual Conference of the Eastern Finance Association, Washington, DC, 2009.

Defending Disputes for Damages with Unclean Hands: A Case-Based Analysis, Annual Conference of the Pacific Southwest Academy of Legal Studies in Business, Palm Springs, CA 2009.

(Outstanding Paper)

Incorporating Unclean Hands into the Law: A Process-Based Theory, Annual International Conference of the Academy of Legal Studies in Business, Long Beach, CA 2008.

Incorporating Unclean Hands into the Law: A Process-Based Theory, Annual Conference of the Mid-Atlantic Academy of Legal Studies in Business, Philadelphia, PA 2008.

Incorporating Unclean Hands into the Law: A Process-Based Theory, Annual Conference of the Pacific Southwest Academy of Legal Studies in Business, Palm Springs, CA 2008.

Treating Equity like Law: A Post-Merger Justification of Unclean Hands, Annual International Conference of the Academy of Legal Studies in Business, Indianapolis, IN 2007. **(Holmes-Cardozo Distinguished Paper)**

The Triumph of Equity: Equitable Estoppel in Modern Litigation, Annual Conference of the Pacific Southwest Academy of Legal Studies in Business, Palm Springs, CA 2007. **(Conference Chair)**

The Crisis in Corporate America: Private Pension Liability and Proposals for Reform, Annual Conference of the Tri-State Academy of Legal Studies in Business, Cleveland, OH 2006.

(Distinguished Paper)

From Theory to Practice: Analyzing Equitable Estoppel under a Pluralistic Model of Law, Annual International Conference of the Academy of Legal Studies in Business, St. Petersburg, FL 2006.

Teaching Law and Theory through Context: Contract Clauses in Legal Studies Education, Annual Conference of the Pacific Southwest Academy of Legal Studies in Business, Palm Springs, CA 2006. **(Distinguished Paper)**

Creating Conflicts of Interest: Litigation as Interference with the Attorney-Client Relationship, Annual International Conference of the Academy of Legal Studies in Business, San Francisco, CA 2005. **(Holmes-Cardozo Distinguished Paper Finalist)**

Defining State Responsibility under NAFTA Chapter Eleven: Measures "Relating To" Foreign Investors, Annual Conference of the Pacific Southwest Academy of Legal Studies in Business, Palm Springs, CA 2005. **(Distinguished Paper)**

The Role of Equity in Employment Non-Competition Cases, Annual International Conference of the Academy of Legal Studies in Business, Ottawa, Canada, 2004. **(Holmes-Cardozo Distinguished Paper)**

The Role of Equity in Employer Versus Employer Non-Competition Cases, Annual Conference of the Pacific Southwest Academy of Legal Studies in Business, Palm Springs, CA 2004. **(Distinguished Paper)**

Refereed Research Presentations (cont.)

Tradition, Discretion, and the American Way: The Recovery of Litigation Costs in Ohio, Annual International Conference of the Academy of Legal Studies in Business, Nashville, TN 2003.

Absolute Immunity From Civil Liability: Lessons For Litigation Lawyers, Annual Conference of the Pacific Southwest Academy of Legal Studies in Business, Palm Springs, CA 2003.

Attorney Liability under the Fair Credit Reporting Act: The Limits of Zealous Representation, Annual Conference of the Tri-State Academy of Legal Studies in Business, Auburn Hills, MI 2002.

Great Expectations: The Role of the Consumer in Determining Defective Air Bag Design, Annual International Conference of the Academy of Legal Studies in Business, Las Vegas, NV 2002.

Refereed Panels

ANNUAL INTERNATIONAL CONFERENCE OF THE ACADEMY OF LEGAL STUDIES IN BUSINESS, San Juan, PR 2016. "Ideas and Initiatives for Promoting Diversity in Business Schools."

ANNUAL INTERNATIONAL CONFERENCE OF THE ACADEMY OF LEGAL STUDIES IN BUSINESS, Philadelphia, PA 2015. "Writing and Reviewing for the ABLJ." Sponsored by the Editorial Board.

ANNUAL INTERNATIONAL CONFERENCE OF THE ACADEMY OF LEGAL STUDIES IN BUSINESS, Philadelphia, PA 2015. "Educating Colleagues about Business Law and Legal Research."

ANNUAL INTERNATIONAL CONFERENCE OF THE ACADEMY OF LEGAL STUDIES IN BUSINESS, Richmond, VA 2010. "Raising the Dead: Ancient Equitable Defenses in Modern Business Litigation." (Panel Co-Chair)

ANNUAL INTERNATIONAL CONFERENCE OF THE ACADEMY OF LEGAL STUDIES IN BUSINESS, Denver, CO 2009. "Research Strategies for Tenure Track Survival."

Refereed Workshops

EIGHTH ANNUAL ERISA, EMPLOYEE BENEFITS, AND SOCIAL INSURANCE LAW SCHOLARS WORKSHOP, University of Illinois School of Law, Champaign, IL, 2019. "Constitutional Limits on Public Pension Reform: New Directions in Legal Reasoning."

NORTH AMERICAN PRIVATE LAW THEORY WORKSHOP, Yale Law School, New Haven, CT 2018 (Participant)

NORTH AMERICAN PRIVATE LAW THEORY WORKSHOP, Fordham Law School, New York, NY 2016 (Participant)

PUBLIC LAW REMEDIES DISCUSSION FORUM, UNIVERSITY OF LOUISVILLE, KY 2015. "Equitable Defenses in the Age of Statutes." Sponsored by University of Aix-Marseille Faculty of Law, Emory University School of Law, University of Sydney Law School, Washington & Lee University School of Law, and University of Louisville's Louis D. Brandeis School of Law.

Refereed Workshops (cont.)

NORTH AMERICAN PRIVATE LAW THEORY WORKSHOP, Harvard Law School, Cambridge, MA 2014
(Participant)

PROPERTY REMEDIES DISCUSSION FORUM, UNIVERSITY OF AIX-MARSEILLE, AIX-EN-PROVENCE, FRANCE, 2014. “Statutory Discretion and Equitable Defenses.” Sponsored by University of Aix-Marseille Faculty of Law, Emory University School of Law, University of Sydney Law School, Washington & Lee University School of Law, and University of Louisville's Louis D. Brandeis School of Law.

HUBER HURST RESEARCH SEMINAR, University of Florida and Boston College, Boston, MA 2009. “Incorporating Unclean Hands into the Law: A Process-Based Theory.” One of nine invited participants for intensive research seminar among business law and law professors in the United States.

HUBER HURST RESEARCH SEMINAR, Wharton Business School, University of Pennsylvania, Philadelphia, PA 2004. “The Use Of Equity In Estopping Competitors From Interfering With The Restrictive Covenants Of Former Employees: Why The Best Offense May Be A Good Defense.” One of six invited participants for intensive research seminar among law professors in the US.

Symposia, Colloquia, Seminars

BIG TEN RESEARCH SEMINAR, INDIANA UNIVERSITY, KELLEY SCHOOL OF BUSINESS, BLOOMINGTON, IN, 2016. “Equitable Defenses in the Age of Statutes.”

BIG TEN RESEARCH SEMINAR, UNIVERSITY OF MICHIGAN ROSS SCHOOL OF BUSINESS, ANN ARBOR, MI, 2015. “Statutory Discretion and Equitable Defenses.”

SYMPOSIUM ON ETHICS AND CORPORATE MALFEASANCE: INTERDISCIPLINARY PERSPECTIVES, CENTER FOR THE STUDY OF BUSINESS ETHICS, REGULATION, & CRIME, COLLEGE PARK, MD 2014. “Financial Fraud.” (Panel Chair)

PATENT SCHOLARS COLLOQUIUM, UNIVERSITY OF MICHIGAN, 2012. “Inequitable Conduct in Retrospective: Understanding Unclean Hands in Patent Remedies.”

Research Honors and Awards

UNIVERSITY OF MARYLAND RESEARCH EXCELLENCE HONOREE, 2018

SMITH SCHOOL SUMMER RESEARCH GRANTS (Productivity-Based), 2009-2019

JACKSON-LEWIS LLP OUTSTANDING PAPER ON EMPLOYMENT LAW, Annual International Conference of the Academy of Legal Studies in Business, 2013

SMITH SCHOOL CENTER FOR FINANCIAL POLICY RESEARCH AWARD, 2013

HOLMES-CARDOZO DISTINGUISHED PAPER AWARDS, Annual International Conference of the Academy of Legal Studies in Business, 2004, 2005, 2007, 2009

Research Honors and Awards (cont.)

DISTINGUISHED PAPER AWARDS, Annual Conference of the Pacific Southwest Academy of Legal Studies in Business, 2004, 2005, 2006, 2009, 2010

SMITH SCHOOL CENTER FOR SOCIAL VALUE CREATION RESEARCH AWARD, 2010

OUTSTANDING REVIEWER AWARDS, *American Business Law Journal*, 2006, 2009

OUTSTANDING ALUMNI PUBLICATION AWARD, University of Akron School of Law, 2009

Selected for the THIRTEENTH ANNUAL HUBER HURST RESEARCH SEMINAR (sponsored by the University of Florida's Warrington College of Business and Boston College Carroll School of Management), 2009

EARLY CAREER ACHIEVEMENT AWARD, Annual International Conference of the Academy of Legal Studies in Business, 2007

RALPH C. HOEBER MEMORIAL AWARD for outstanding article in the *Journal of Legal Studies Education* (Vol. 24), Annual International Conference of the Academy of Legal Studies in Business, 2007

DISTINGUISHED PAPER AWARD, Annual Conference of the Tri-State Academy of Legal Studies in Business, 2006

RALPH C. HOEBER MEMORIAL AWARD for Excellence in Legal Research in the *American Business Law Journal* (Vols. 42-43), Annual International Conference of the Academy of Legal Studies in Business, 2006

DISTINGUISHED JUNIOR FACULTY PAPER AWARD, Annual Conference of the Pacific Southwest Academy of Legal Studies in Business, 2005

Selected for the EIGHTH ANNUAL HUBER HURST RESEARCH SEMINAR (sponsored by the University of Florida's Warrington College of Business and the University of Pennsylvania's Wharton School), 2004

Centers for Research, Scholarship, and Creative Activities

Centers Established

CENTER FOR THE STUDY OF BUSINESS ETHICS, REGULATION, & CRIME (C-BERC)

Centers Directed

Associate Director, C-BERC

Symposia Organized

Ethics and Corporate Malfeasance: Interdisciplinary Perspectives, September 11-12, 2014

The Harmonization of Business Law (co-sponsored with the *University of Pennsylvania Journal of Business Law*), January 26, 2019

TEACHING

Courses Taught

Business Law I (Undergraduate), Business Law Fellows (Undergraduate), Business Law II (Undergraduate), Legal Environment of Business (Undergraduate), International Business Law (Undergraduate), Business Law for Managers (MBA), International Government & Business (E-MBA)

Teaching Awards

University of Maryland Teaching Innovation Grant, 2020

National Teaching Award, Poets & Quants Top 50 Undergraduate Professors, 2018

Smith School Distinguished Teaching Awards, 2007-08, 2008-09, 2009-10, 2010-11, 2012-13, 2013-14, 2014-15, 2016-17, 2017-18, 2018-19

Smith School Teaching Innovation Grant, 2013

Teaching Innovations

Program Establishment, Business Law Fellows Program, 2013

Course Development: Business Law I, 2007, Business Law for Managers, 2013,
Business Law I for Fellows, 2013

Experiential Learning Projects Created: mock trial, jury simulation, mock appeals (2),
mock arbitrations (3), live case mediation (developed and coordinated with National Security Administration)

Instructional Materials Created: legal reasoning assignment, jury reform project, constitution quiz

Guest Presentations

The Leadership, Ethics and Democracy Initiative (sponsored by the Fetzer Institute and the University of Maryland School of Law), Interdisciplinary Roundtable Panelist, Baltimore MD 2009. "Using Humanities to Teach Professional Responsibility and Ethics."

The Leadership, Ethics and Democracy Initiative Panelist (sponsored by the Fetzer Institute and the University of Maryland School of Law), Baltimore MD 2008. "Beyond the Rules."

University of San Diego School of Business, Rome, Italy 2008. "Legal Systems of the World" and "International Dispute Resolution." Lectured to interested faculty and undergraduate students enrolled in International Business Law class.

Robert H. Smith Graduate School of Business, College Park, MD 2008. "China Goods Recalls: Legal Implications." Presented to interested faculty and the MBA Supply Chain Society.

David Eccles Graduate School of Business, University of Utah, Salt Lake City, UT 2007. "Legal Systems of the World: Implications for Management." Lectured to interested faculty and MBA students enrolled in International Management class.

Training

McGraw Hill, Workshop on new Electronic Platform, San Francisco, CA, 2011

Institute for National Security and Counterterrorism (sponsored by Syracuse University), "New Battlefields, Old Laws," Washington D.C., 2007

Training (cont.)

Prentice Hall, Focus Group, Palm Springs, CA 2005

MENTORING AND ADVISING

Junior Faculty Mentorship

Gideon Mark (tenured and promoted in 2014)

Advising: Research

Ad Hoc Advising to junior faculty members of the Academy of Legal Studies in Business as well as law students, 2008 - present

Invited Discussant, *ABLJ* Invited Scholars Colloquium, Annual International Conference of the Academy of Legal Studies in Business, San Juan, PR 2016.

Dissertation Committee Member, Halley Aelion, School of Public Policy, Final Defense
“Environmental Stewardship in the Private Sector: Arriving at a Green Hands Theory.” 2010 – 2013

Undergraduate Research Program, 2008, 2009

Advising: Other than Research Direction

Advisor to the Alpha Kappa Psi Business Fraternity, 2011 – 2017

Advisor to the (new) Business Law Society, 2008 – 2012, 2019 – present

Guest Presentations

University of Maryland Law Society, 2014, 2015

Robert H. Smith School of Business, Alpha Kappa Psi Business Fraternity, 2012, 2013, 2014

Robert H. Smith School of Business, Global Business Society, 2009, 2010, 2012

New Law Student Admissions Panelist, University of Akron School of Law, Akron, OH 2006.

SERVICE AND OUTREACH

Journal Editorial Board and Review Experience

American Business Law Journal, Academy of Legal Studies in Business
Staff Editor (2004 – 2011) (2006, 2009 Outstanding Reviewer Awards)
Reviewer (2004, 2017)

International Business Law Review, Academy of Legal Studies in Business International Section
Associate Editor (2003 – 2007)

Other Reviewing Activities

Research Book Reviews (2), Cambridge University Press, 2018

Outside Reviewer, Promotion and Tenure Cases, 2016 – 20 (Indiana University, Florida State University, Loyola Marymount Los Angeles University, Northern Arizona State University)

Textbook Review, Routledge Press, International Business Transactions, 2016

Other Reviewing Activities (cont.)

Award Committee Chair, Pacific Southwest Academy of Legal Studies in Business Conferences, 2011 – 2012

Article Reviewer, Legal Studies Track, Decision Sciences Institute International Conference, 2009

Award Committee Member, International Section, Academy of Legal Studies in Business Annual Conference, 2005

Leadership Positions Held in Professional and Learned Societies

ACADEMY OF LEGAL STUDIES IN BUSINESS INTERNATIONAL SECTION

President, 2006-07

Vice President, 2005-06

Secretary-Treasurer, 2004-05

PACIFIC SOUTHWEST ACADEMY OF LEGAL STUDIES IN BUSINESS

President, 2007

Vice President, 2006 (Chair for 2007 Conference)

Secretary-Treasurer, 2005

Conferences Organized

BIG TEN RESEARCH SEMINAR, UNIVERSITY OF MARYLAND, ROBERT H. SMITH SCHOOL OF BUSINESS, BALTIMORE, MD, 2017

PACIFIC SOUTHWEST ACADEMY OF LEGAL STUDIES IN BUSINESS, PALM SPRINGS, CA 2006

Professional Licenses

The Federal Bar of the United States Court of Appeals for the Sixth Circuit

The Federal Bar of the United States District Court for the Northern District of Ohio

The State Bar of Ohio

Professional Consulting and Employment

REMINGER CO., L.P.A., Ohio, Michigan, Tennessee, Kentucky (1998 – Present)

HONORABLE LYNN C. SLABY, OHIO COURT OF APPEALS, NINTH DISTRICT, Akron, Ohio (1996-98)

THE QUADRAL GROUP LTD., Akron, Ohio; Stuttgart & Berlin, Germany (1993-95)

HONORABLE FRANCIS E. SWEEENEY, SUPREME COURT OF OHIO, Columbus, Ohio (1992-93)

BRENNAN INTERNATIONAL TRANSPORT, INC., Long Beach, California (1990-91)

Professional Associations and Affiliations

Academy of Legal Studies in Business, 2002 – present

North American Private Law Theory Workshop, 2013 – present

International Remedies Discussion Forum, 2013 – present

Employee Benefits Workshop, 2013 – present

Pacific Southwest Academy of Legal Studies in Business, 2004 – 2009, 2018 – present

Mid-Atlantic Academy of Legal Studies in Business, 2008

Professional Associations and Affiliations (cont.)

Tri-State Academy of Legal Studies in Business, 2002 – 2006
American Society of International Law, 2002 – 2004
Akron American Inns of Court, 1996 – 2004
Akron Bar Association, 1996 – 2004

Campus Service

Department

Core Coordinator, Business Law I, 2008 – present
Area Merit Review Committee for Assistant Professors, 2017, 2019
Area Promotion Committee for Emeritus Faculty, 2019
Chair, Area Review Committee for the Tenure and Promotion of Gideon Mark, 2013
Graduation Committee, 2007, 2014, 2016, 2018
Faculty Hiring Committee, 2008, 2009

College

Member, MBA Grade Appeal Committee, 2018 – present
Chair, Undergraduate Grade Appeal Committee, 2017 – present
Member, Undergraduate Oversight Committee, 2015 – 2017
Member, Ad Hoc Grade Appeal Committee, 2011, 2015
Member, College Review Committee for the Tenure and Promotion of Gideon Mark, 2013
Panelist, Successful Teaching Strategies, Dean's Annual Retreat, 2012
Member, Teaching Enhancement Committee, 2011 – 2012
Participant, Dean's Lunch with a Professor Program, 2011
Member, Committee on the Center on Social Value Creation, 2009
Liaison, UMD Law School, 2007 – 2010

University

Associate Director, Center for the Study of Business Ethics, Regulation, & Crime (C-BERC),
2013 – present
Member, Dean's Review Committee, 2018
Member, Banneker Key Scholarship Committee, 2009, 2010
Symposium Participant, UMD Law School's Leadership, Ethics and Democracy Initiative, "The
Profession and the Academy: Addressing Major Changes in Law Practice," 2010

EDUCATION

2017 Ph.D.	MONASH UNIVERSITY, AUSTRALIA Doctor of Philosophy Thesis: <i>Studies in Equity: The Fusion of Unclean Hands in America</i> Supervisors: Rick Krever and Paul Von Nesson
1996 LL.M., <i>with distinction</i>	GEORGETOWN UNIVERSITY LAW CENTER Legum Magister, International and Comparative Law <u>Best Exam</u> : International Trade Law & Regulation, Immigration Law, International Commercial Transactions, International Commercial Arbitration

EDUCATION (CONT.)

1994 UNIVERSITY OF AKRON SCHOOL OF LAW
J.D., *magna cum laude* Juris Doctor

American Jurisprudence Awards (Best Exam): Contracts I, Property II,
Constitutional Law I, Civil Procedure II

Honors and Awards: Law Review Staff/Editor, ABA Moot Court Team, Trial
Team, Dean's Club Awards for Academic Achievement, Judge W.E. Pardee
Memorial Award for Advocacy, Evan B. Brewster Academic Scholarship,
Graduate Assistant, M.B.A. Program (International Business)

1990 CALIFORNIA STATE UNIVERSITY, LONG BEACH
B.S., *cum laude* Bachelor of Science, Business Administration
(concentration in International Business)
Fulfilled Requirements for Economics Minor

Activities and Awards: Sealand International Business Award, Women's
Conference Tennis Championships (Second Place)

Pre-Collegiate Distinction: Valedictorian, Scholar-Athlete of the Year
Candidate for Northern California Region, California Scholastic Federation
Lifetime Member, Mentally Gifted Minors Program