

## **Theresa M. Beiner**

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### **Education**

Northwestern University School of Law: J.D., 1989 (cum laude); Order of the Coif; Editor-in-Chief, JOURNAL OF CRIMINAL LAW & CRIMINOLOGY

University of Virginia: B.A., 1986 (with highest distinction)

### **Work Experience**

#### **University of Arkansas at Little Rock, Bowen School of Law**

##### **Little Rock, Arkansas**

**Aug. 1994-present**

Courses taught include Civil Procedure, Constitutional Law, Employment Discrimination, Federal Jurisdiction, Gender & the Law, and Seminar on Sexual Harassment Law.

##### *Dean*

**July 2018-present**

Brought in sizable donations, grants, and funds to support law school clinics and projects, including:

- Starting a new Center for Racial Justice and Criminal Justice Reform: I successfully obtained Board of Trustees and state approval as well as a \$1 million grant from Walmart to fund its first project.
- Starting a new Veterans Legal Services Clinic and Pro Bono Services Project: I successfully sought \$1.5 million in funding for this program from the Arkansas Attorney General's Office and Arkansas Governor's Office and helped implement this new clinical program and pro bono project.
- Starting multiple DEI initiatives: In consultation with the faculty and students, the law school began multiple internally and externally-focused DEI initiatives, including starting pipeline programs with Arkansas HBCUs, funding and implementing an LSAT prep course for students from underrepresented groups, and funding and implementing DEI training for Bowen students. For more, see <https://ualr.edu/law/racial-justice-initiatives/>
- Supervising, including arranging funding for, a new HVAC system for the school of law.
- Managing the faculty's transition to hybrid and online teaching: I created multiple class schedules, held Town Halls, and arranged training for faculty to transition to online teach due to the covid-19 pandemic.
- Engaging in role modeling behavior for faculty, including teaching at least one required course each semester, participating in numerous CLEs for local and statewide bar associations, and engaging in scholarly writing.

<i>Associate Dean for Academic Affairs</i>	<b>Jan. 2015-May 2018</b>
Ran day-to-day operations; created course schedules; hired and managed adjunct faculty members; supervised academic support, bar pass services, and health and wellness; trouble shot issues that arose with students.	
<i>Associate Dean for Faculty Development</i>	<b>Nov. 2010-Aug. 2014</b>
Provided support for faculty scholarship, including reading works in progress, tracking scholarly production, and arranging speaking opportunities.	
<i>Nadine H. Baum Distinguished Professor of Law</i>	<b>Aug. 2005-present</b>
<i>Professor of Law</i>	<b>July 2001-Aug. 2005</b>
<i>Associate Professor of Law</i>	<b>July 1998-July 2001</b>
<i>Assistant Professor of Law</i>	<b>Aug. 1994-July 1998</b>

<b>University of Pittsburgh School of Law</b> <b>Pittsburgh, Pennsylvania</b>	<b>Spring 2005</b>
<i>Visiting Professor of Law</i>	

<b>University of California, Hastings College of the Law</b> <b>San Francisco, California</b>	<b>Spring 2000</b>
<i>Visiting Associate Professor of Law</i>	

<b>Howard, Rice, Nemerovski, Canady, Falk &amp; Rabkin (now Arnold &amp; Porter Kaye Scholer)</b> <b>San Francisco, California</b>	<b>Oct. 1990-June 1994</b>
<i>Associate Attorney</i>	
General civil litigation practice (began practicing in 1991, after passing February 1991 bar).	

<b>The Hon. John F. Grady, Chief Judge of the United States District Court for the Northern District of Illinois</b> <b>Chicago, Illinois</b>	<b>Aug. 1989-Sept. 1990</b>
<i>Law Clerk</i>	

### **Publications**

*The Impact of Diversity on the Bench for Employment Discrimination Cases*, work in progress

*Sexual Harassment: The Promise & Limits of a Feminist Cause of Action*, in THE OXFORD HANDBOOK OF FEMINISM AND LAW IN THE UNITED STATES (Martha Chamallas, Verna Williams & Deborah Brake, eds.) (forthcoming Oxford University Press 2022).

*Covid Commentaries: View from the Law Schools*, 55 ARK. LAWYER. 15 (Spring 2020).

*Bowen School of Law Creates Veterans Legal Services Clinic*, 54 ARK. LAWYER 48 (Fall 2019).

CIVIL PROCEDURE: A CONTEXT AND PRACTICE CASEBOOK (2d ed. Carolina Academic Press 2019) (with Gerald F. Hess & Scott R. Bauries).  
*Legal Mentoring*, 57 U. LOUISVILLE L. REV. 329 (2019).

*When Courts Run Amuck: A Book Review of UNEQUAL: HOW AMERICA'S COURTS UNDERMINE DISCRIMINATION LAW* BY SANDRA F. SPERINO AND SUJA A. THOMAS (*Oxford 2017*), 5 TEX. A&M L. REV. 391 (2018).

Supplement to CIVIL PROCEDURE: A CONTEXT AND PRACTICE CASEBOOK (Carolina Academic Press 2017) (with Gerald F. Hess & Scott R. Bauries).

*Is There Really a Diversity Conundrum?*, 2017 WIS. L. REV. 285 (2017), reprinted in HANNAH BRENNER & RENEE KNAKE, GENDER, POWER, LAW & LEADERSHIP (forthcoming West Academic 2020).

CIVIL PROCEDURE: A CONTEXT AND PRACTICE CASEBOOK (Carolina Academic Press 2015) (with Gerald F. Hess & Scott R. Bauries).

*The Trouble with Torgerson: The Latest Effort to Summarily Adjudicate Employment Discrimination Cases*, 14 NEV. L.J.. 673 (2014).

*The Many Lanes Out of Court: Against Privatization of Employment Discrimination Disputes*, 73 MD. L. REV. 837 (2014).

*Theorizing Billable Hours*, 75 MONT. L. REV. 67 (2014).

*The Con Law Professor with Judicial Appointment Power*, 14 J. APP. PRAC. & PROCESS 1 (2013).

*Book Review, Gender & Justice: Why Women in the Judiciary Really Matter*. By Sally J. Kenney. New York & London: Routledge, 2013, 47 L. & SOC'Y REV. 975 (2013).

*Subordinate Bias Liability*, 35 U. ARK. LITTLE ROCK L. REV. 89 (2012).

*White Male Heterosexist Norms in the Confirmation Process*, 23 WOMEN'S RTS. L. REP. 105 (2011).

*Some Thoughts on the State of Women Lawyers and Why Title VII has not Worked for Them*, 44 IND. L. REV. 685 (2011).

*Shift Happens: The U. S. Supreme Court's Shifting Anti-Discrimination Rhetoric*, 42 U. TOL.

L. REV. 37 (2010).

*Not All Lawyers are Equal: Difficulties that Plague Women and Women of Color*, 53 SYRACUSE L. REV. 317 (2008).

*Comforting Insights into What Should Be Obvious (but may not necessarily be so)*, 19 YALE J. L. & FEMINISM 533 (2008) (reviewing CHRISTINE B. WHELAN, WHY SMART MEN MARRY SMART WOMEN (2006)).

*Insights into the Woes of a Profession*, 20 GEO. J. LEGAL ETHICS 101 (2007) (reviewing JEAN STEFANCIC & RICHARD DELGADO, HOW LAWYERS LOSE THEIR WAY: A PROFESSION FAILS ITS CREATIVE MINDS (2005)).

*Diversity on the Bench and the Quest for Justice for All*, 33 OHIO N. L. REV. 481 (2007).

*Sexy Dressing Revisited: Does Target Dress Play a Part in Sexual Harassment Cases?*, 14 DUKE J. GENDER L. & POL'Y 125 (2007).

*When an Individual Finds Herself to be the Victim of Sex Discrimination*, in SEX DISCRIMINATION IN THE WORKPLACE 19 (Faye J. Crosby, Margaret S. Stockdale & S. Ann Ropp, eds. 2007) (co-authored with Maureen O'Connor).

*Take What You Can, Give Nothing Back: Judicial Estoppel, Employment Discrimination, Bankruptcy, and Piracy in the Courts*, 60 MIAMI L. REV. 1 (2005) (co-authored with Robert Chapman).

*Female Judging*, 36 U. TOLEDO L. REV. 821 (2005).

*How the Contentious Nature of Federal Judicial Appointments Affects Diversity on the Bench*, 39 U. RICH. L. REV. 849 (2005).

GENDER MYTHS V. WORKING REALITIES: USING SOCIAL SCIENCE TO REFORMULATE SEXUAL HARASSMENT LAW (NYU Press 2005).

*The Elusive (But Worthwhile) Quest for a Diverse Bench in the New Millennium*, 36 U.C. DAVIS L. REV. 597 (2003).

*Let the Jury Decide: The Gap Between What Judges and Reasonable People Believe is Sexually Harassing*, 75 S. CAL. L. REV. 791 (2002).

*Using Evidence of Women's Stories in Sexual Harassment Cases*, 24 UALR L. REV. 117 (2001).

*Introduction: The Impact of Science on Legal Decisions: What Can Social Science Tell the Courts and Lawyers?*, 24 UALR L. REV. 3 (2001).

*Sex, Science and Social Knowledge: The Implications of Social Science Research on Imputing Liability to Employers for Sexual Harassment*, 7 WM. & MARY J. WOMEN L. 273 (2001).  
*The Misuse of Summary Judgment in Hostile Environment Cases*, 34 WAKE FOREST L. REV. 71 (1999).

*What Diversity on the Bench Could Mean for Justice*, 6 MICH. J. GEN. & L. 113 (1999).

*Feminist Legal Arguments and Sears: A Case Study*, in ARGUMENTS IN A TIME OF CHANGE: DEFINITIONS, FRAMEWORKS, AND CRITIQUES (James F. Klumpp, ed., 1998).

*An Overview of the Arkansas Civil Rights Act of 1993*, 50 ARK. L. REV. 165 (1997).

*Religious Harassment in the Workplace*, 19 UALR L.J. 577 (1997) (with John M. A. DiPippa).

*Do Reindeer Games Count as “Terms, Conditions, or Privileges of Employment” under Title VII?* 37 B.C. L. REV. 643 (1996).

Comment, *Due Process For All? Due Process, The Eighth Amendment and Nazi War Criminals*, 80 J. CRIM. L. & CRIMINOLOGY 293 (1989).

### **Presentations at Conferences and Professional Speaking Engagements**

Paper Presenter, Law & Society Association Annual Meeting, July 13, 2022, Lisbon, Portugal.

Panelist, Covid-19 and Worklaw, Southeastern Association of Law Schools Annual Meeting, July 31, 2021, Amelia Island, FL.

Supreme Court & 8<sup>th</sup> Circuit Update, Arkansas Bar Association, Annual Labor & Employment CLE, April 16, 2021 (virtual).

Legal Mentoring, Pulaski County Bar Association CLE, May 28, 2020 (virtual).

The State of Law School. Pulaski County Bar Association monthly meeting, October 11, 2019, Little Rock, AR.

Appearance Discrimination. EEOC Little Rock EEO Seminar, August 13, 2019, Little Rock, AR.

Supreme Court and 8<sup>th</sup> Circuit Employment Law Update, Supreme Court of Arkansas, March 11, 2019, Little Rock, AR.

Supreme Court and 8th Circuit Update, Arkansas Bar Association Annual Labor and Employment Conference, March 8, 2019, Little Rock, AR.

Legal Mentoring, Warns-Render annual Labor & Employment Law Symposium, University of Louisville Louis D. Brandeis School of Law, June 29, 2018, Louisville, KY.

Continuing Legal Education (“CLE”) Presenter, Employment and Labor Cases from the Supreme Court and Eighth Circuit 2017, Arkansas Bar Association Annual Labor and Employment CLE, March 9, 2018, Little Rock, AR.

Continuing Legal Education (“CLE”) Presenter, Best of CLE, Employment and Labor Cases from the Supreme Court and Eighth Circuit 2016, Arkansas Bar Association Last Chance CLE, June 30, 2017, Little Rock, AR.

CLE Presenter, Employment and Labor Cases from the Supreme Court and Eighth Circuit 2016, Arkansas Bar Association Annual Labor and Employment Law CLE, March 10, 2017, Little Rock, AR.

Symposium Panelist, Diversity & the Future of Selection, Wisconsin Law Review Symposium on Modern Federal Judicial Selection, October 14, 2016, Madison, WI.

Roundtable Participant, Associate Dean’s Roundtable and *Fisher v. University of Texas* Roundtable, Southeastern Association of Law Schools Annual Conference, August 4 & 7, 2016, Amelia Island, FL.

CLE Presenter, Recent Employment and Labor Cases from the Supreme Court and Eighth Circuit, Arkansas Bar Association Annual Labor and Employment Law CLE, March 4, 2016, Little Rock, AR.

CLE Presenter, Recent Employment and Labor Cases from the Supreme Court and Eighth Circuit, Arkansas Bar Association Annual Labor and Employment Law CLE, March 7, 2014, Hot Springs, AR.

Roundtable Participant, “*McDonnell Douglas* at 40,” Southeastern Association of Law Schools, August 5, 2013, West Palm Beach, FL.

Panelist, “Implementing Carnegie Principles in the Law School Classroom,” Law & Society Association Annual Meeting, May 30, 2013, Boston, MA.

Reader on author meets reader panel, GENDER & JUSTICE: WHY WOMEN IN THE JUDICIARY REALLY MATTER, by Sally J. Kenney, Law & Society Association Annual Meeting, May 30, 2013, Boston, MA.

Presenter, Arkansas Compensation Association, Presentation on Recent Workers' Compensation Cases, May 15, 2013, Little Rock, AR.

Paper Presentation, SE/SW People of Color Conference, April 5, 2013, Little Rock, AR.

Presenter, Arkansas Fair Housing Commission, Presentation on Sexual Harassment in Housing, April 4, 2013, Little Rock, AR.

Plenary Speaker, American Psychology-Law Society Annual Conference, March 8, 2013, Portland, OR.

Panel Presenter on two panels, "President Obama, the Constitutional Law Professor, and Judicial Appointments" and "Theorizing Billable Hours," Southeastern Association of Law Schools, Annual Meeting, July 29 & 31, 2012, Amelia Island, FL.

CLE Presentation, Arkansas Bar Association, Labor and Employment Seminar, "United States Supreme Court and Eighth Circuit Update," April 19, 2012, Little Rock, AR.

Plenary Presenter, Conference on Symbolic Violence, Texas A&M University, "Incivility in the Supreme Court Nomination Process Resulting from Support for Minority Group Members," March 3, 2012, College Station, TX.

Panel Presenter, Annual Meeting of the Southeastern Association of Law Schools, "*Staub v. Proctor Hospital*," July 29, 2011, Hilton Head, SC.

Panel Presenter, Law & Society Association Annual Meeting, "Sleeping and Dreaming: How Law Firms Undermine Diversity and Increase Client Costs through High Billable Hour Requirements," June 2, 2011, San Francisco, CA.

CLE Presentation, Arkansas Bar Association, Labor and Employment Law Seminar, United States Supreme Court and Eighth Circuit Update, Feb. 19, 2010, Little Rock, AR.

CLE Panel Presenter, DRI Diversity Seminar, "Diversity on the Bench," June 10, 2010, Chicago, IL.

Presentation, Arkansas Public Human Resources Association, United States Supreme Court and Eighth Circuit Case Update, quarterly meeting, July 16, 2010, Little Rock, AR.

Constitutional Law Day Speaker, University of Arkansas for Medical Sciences, Sept. 17, 2010, Little Rock, AR.

Presentation, Arkansas Legal Administrator's Association, Diversity in Law Firm Staffing, Sept. 9, 2009, Little Rock, AR.

Panel Presenter, Southeastern Association of Law Schools, "The State of Women and Minority Lawyers in the Legal Profession," August 6, 2009, West Palm Beach, FL.

Moderator, Ben J. Alheimer Symposium on Cause Lawyering, UALR Bowen School of Law, March 13, 2009, Little Rock, AR.

Speaker, Arkansas Bar Association and Arkansas Association of Women Lawyers, Balancing Work and Family, "The State of Women in the Profession," Feb. 19, 2009, Little Rock, AR.

Presenter, Backgrounds Common to Federal Judges and the Judicial Appointments Process, Infinity Project, Oct. 17, 2008, Minneapolis, MN.

Moderator, New Scholars Panel, Southeastern Association of Law Schools Annual Meeting, July 31, 2008, West Palm Beach, FL.

Speaker, "The Rhetoric of Antidiscrimination Law, Panel on Thirty Years of Antidiscrimination Law," Law & Society Association Annual Meeting, May 30, 2008, Montreal, Canada.

Moderator, Panel discussion on Integration or Resegregation?, Ben J. Alheimer 50<sup>th</sup> Anniversary Symposium on Central High Crisis, UALR William H. Bowen School of Law, September 21, 2007, Little Rock, AR.

Presentation, Damages after the Civil Rights Act of 1991, panel entitled Employment Discrimination 15 years after the Civil Rights Act of 1991, Southeastern Association of Law Schools, July 31, 2007, Amelia Island, FL.

CLE Presentation, Judicial Bias, American Bar Association Equal Rights and Responsibilities Section, Ethics Subcommittee, Puerto Vallarta, Mexico, March 17, 2006; presentation repeated on October 11, 2006 as part of ABA teleconference best of CLE.

Dean's Lecture, "Diversity on the Bench," Ohio Northern University Law School, February 10, 2006, Ada, OH.



CLE Presentation, "Sexual Harassment Law," Arkansas Bar Association, Philander Smith College, September 13, 2005, Little Rock, AR.

Author meets Reader Panel, Law & Society Association Annual Meeting, June 4, 2005, Las Vegas, NV.

Presentation, Employment Discrimination and Bankruptcy, University of Pittsburgh School of Law, Faculty Colloquium, March 31, 2005, Pittsburgh, PA.

Presentation, "Reindeer Games," University of Pittsburgh School of Law, Feminist Legal Forum, March 17, 2005, Pittsburgh, PA.

Presentation, "The State of Sexual Harassment Law," University of Pittsburgh, Women's Studies Working Group, March 2, 2005, Pittsburgh, PA.

Presentation and Panel Participant on two panels at the Law & Society Association Annual Meeting, "The Implications of Psychology for Law and Dispute Resolution and Congress, Courts and Individual Rights," May 27-30, 2004, Chicago, IL.

CLE Presentation, Affirmative Action, Joint Program of the ACLU of Arkansas and UALR William H. Bowen School of Law student chapter, April 9, 2004, Little Rock, AR.

Presentation, "Diversity and the Federal Appointments Process," Allen Chair Symposium, University of Richmond School of Law, April 16, 2004, Richmond, VA.

Presentation and Panel Participant on two panels at the Law & Society Association Annual Meeting, *Ellerth* and *Faragher* Five Years Later: The Disconnect between Social Science Research and Sexual Harassment Doctrine, and The Courts and Workers: The Most Dangerous Branch?, June 5-8, 2003, Pittsburgh, PA.

Testimony before the ABA Commission on Women in the Legal Profession, April 11, 2003, Houston, TX.

Panel Moderator, Imagining the Law: Lawyers and Legal Issues in the Popular Culture, UALR William H. Bowen School of Law, Ben J. Altheimer Symposium, October 31, 2002, Little Rock, AR.

CLE Presentation, Recent Eighth Circuit and Supreme Court Cases, Arkansas Municipal League Annual Meeting, June 21, 2002, Little Rock, AR.

Presentation and Panel Participant, “The Supreme Court’s Shifting Paradigm of Discrimination,” Panel on Federalism and Civil Rights, Law & Society Annual Meeting, May 31, 2002, Vancouver, Canada.

Presentation, “Diversity on the Bench in the New Millennium,” University of California at Davis Symposium on Judicial Selection in the New Millennium, April 5, 2002, Davis, CA.

Participant at Faculty Roundtable on Legal Implications of the September 11, 2001 Terrorist Attacks, UALR Law School, September 19 & 25, 2001, Little Rock, AR.

Presentation, “Debunking the Myth of Ambiguity in Sexual Harassment Law,” 2001 Annual Law & Society Association Conference, July 7, 2001, Budapest, Hungary.

Presentation, “What Science Tells Us About Imputing Liability to Employers for Sexual Harassment Law,” at UALR Ben J. Altheimer Symposium on The Impact of Science on Legal Decisions, March 2, 2001, Little Rock, AR.

Speaker, “Evaluating and Litigating Harassment Cases in the 21<sup>st</sup> Century,” ABA National Conference on Employment Law, Nov. 10-11, 2000, Chicago, IL.

Panelist and Presentation on “The Misuse of Summary Judgment in Hostile Environment Cases” and “Using Social Science in Sexual Harassment Cases,” 2000 Annual Law & Society Association Meeting, May 26 & 27, 2000, Miami, FL.

Presentation, Faculty Colloquia, University of California, Hastings College of the Law, April 2000, San Francisco, CA.

Presentation, “The Misuse of Summary Judgment in Hostile Environment Cases,” at Wake Forest University School of Law’s Business Law Symposium entitled Balancing the Equities: The Evolving Law of Sexual Harassment, April 9, 1999, Winston-Salem, NC.

Panel Moderator, “Racial Justice in the Twenty-First Century,” Symposium sponsored by the University of Arkansas at Little Rock School of Law, February 27, 1999, Little Rock, AR.

Testimony on behalf of Arkansas Association of Women Lawyers before Arkansas Supreme Court Task Force on Race and Gender Fairness in the Arkansas Legal System, February 6, 1999, Little Rock, AR.

“The Future of Affirmative Action,” CLE presentation for the American Civil Liberties Union, March 13, 1998, Little Rock, AR.

Panel Moderator, A Requiem for Religious Freedom?, Symposium sponsored by the University of Arkansas at Little Rock School of Law, September 19, 1997, Little Rock, AR.

“Feminist Legal Arguments and Sears: A Case Study,” presentation given at the 1997 joint conference on Argumentation sponsored by the Speech Communications Association and American Forensics Association, Alta, UT.

“Law, Feminism, and Incremental Steps,” presentation given at the Radical Philosophy Association’s annual meeting, November 14, 1996, at Purdue University, West Lafayette, IN.

“National Origin Discrimination,” presentation at Employer Conference on June 13, 1996 sponsored by Catholic Immigration Services, Little Rock, AR.

“Arkansas’s Civil Rights Act of 1993,” CLE presentation sponsored by University of Arkansas at Little Rock Alumni Association on February 16, 1996, Little Rock, AR.

### **Awards and Honors**

Recipient, University of Arkansas at Little Rock, William H. Bowen School of Law’s Faculty Excellence Award for Teaching, 2003.

Recipient, University of Arkansas at Little Rock, William H. Bowen School of Law’s Faculty Excellence Award for Scholarship, 1998, 2005, 2009, 2016.

### **University Committees and Service**

*University of Arkansas at Little Rock School of Law Committees:*

Assessment Committee (2016-2018)

Curriculum Committee (2015-2018)

Dean Search Committee (1996-1997, 2008-2009)

Faculty Appointments Committee (1997-1999 & 2002-2006; Chair, 1998-1999 & 2006-2008, 2009-2012, 2017-2018)

Faculty Development Committee (1994-1997, 1999-2001, 2003-2008, 2010-2014, Chair, 2001-2002, 2010-2014)

Faculty Excellence Award Committee (Chair, 2005-2006, 2009-2010)

Promotion & Tenure Committee (1998-present)

Ad Hoc Committee to Develop Faculty Standards (2004)

Ad Hoc Committee to Develop Scholarship Standards (2010-2011)

Publications Committee (1994-1995, 1998-1999)

Admissions Committee (1995-1996, 2007-2008, Fall 2008, 2009-2010, 2014-2016, chair, 2014-2015)

Readmissions Committee (2000-2001)  
Ad Hoc Committee to Reformulate the Honor Code (2001-2002)  
Scholarship Committee, Chair (2013-2014)  
Moot Court Coach (Spring 1996, 1997, 1999, 2010, 2011)

*University of Arkansas at Little Rock, Campus-Wide Committees:*

Provost's COVID Task Force (2020 – 2022)  
Q1 Task Force Committee (2016 – 2017)  
Calendar Committee (2015 – 2018)  
Graduate School Administrative Advisory Group (2016 – 2018)  
Chair, Phase II Task Force (2014 - 2015) – (reviewed several non-academic units at the request of the Provost)  
Vice Provost Search Committee  
Faculty Roles and Rewards Committee (2005 - 2007)  
Academic Integrity and Grievance Committee, Chair (1994-1995)

**Additional Law School Service**

Articles Editor (1999-2004), *The Journal of Appellate Practice and Process*, formerly a UA Little Rock Bowen School of Law faculty-edited journal specializing in issues arising in appellate practice and theory.

Committee Member, UALR Ben J. Alheimer Symposium 2007, 50<sup>th</sup> Anniversary of the Central High Crisis, Fall 2007.

Organizer of annual UALR Ben J. Alheimer Symposium, "The Impact of Science on Legal Decisions," UALR William H. Bowen School of Law, Little Rock, Arkansas, March 2, 2001.

Committee Member, UALR Ben J. Alheimer Symposium 2002, "Imagining the Law: Lawyers and Legal Issues in the Popular Culture," October 31, 2002.

Advisor (1996-2008, 2016-present), Arkansas Association of Women Lawyers - Student Division: Founded student organization dedicated to furthering the interests of women lawyers and law students.

Advisor (various years, not currently), UALR William H. Bowen School of Law ACLU chapter: Helped found law school student branch of Arkansas ACLU.

Advisor (founding 2007, 2016-2017 school year), Bowen OutLaw chapter: Helped found law school student organization furthering interests of the LGBTQ law school community.

Advisor (various years, beginning in 2016), Pulaski County Bar Association Bowen Student Chapter.

I have advised numerous students writing case notes and comments for our law review, independent studies, as well as numerous moot court teams.

### **Professional Activities**

Board Member, Arkansas Public Law Center, founding Board Member of public policy non-profit dedicated to providing free legal services on issues of public importance (2010 – present).

Committee Member, Arkansas Judges & Lawyer Assistance Program (JLAP) (2018–present).

Member, Arkansas Supreme Court CLE Committee (2019-present).

Ex Officio Member, Arkansas Code Revisions Commission (2018-present).

Board Member, Heart of Arkansas United Way (2021-present).

Board Member, Pulaski County Bar Association (2018-present).

Ex-Officio Board Member, Arkansas Bar Association (2020-present); member, (1994-present).

Task Force Member, Arkansas Bar Association Task Force on Maintaining a Fair and Impartial Judiciary (2016) – Member of Task Force that evaluated the current method for selecting state judges in Arkansas and made recommendations to the Arkansas Bar Association regarding a merit selection process.

Board Member (2007-2014), Arkansas Advocates for Children and Families:  
Board President (2012-2013); Chair, Development Committee (2008); Member, Executive Committee (2009-2014); Member, Nominations Committee (2009-2011).

Arkansas Delegate to the Infinity Project, an organization working to appoint more women to the bench in the Eighth Circuit (2008-2016).

Board Member, Arkansas Association of Women Lawyers: Responsible for the AAWL's Mentor Program, which matched law students with members of the practicing bar for one-on-one mentoring (1995-1996).

Inactive Member, State Bar of California (active, 1991-1994; inactive since 1994)

Board Member, ACLU of Arkansas (2000-2004)

Legal Committee Member, ACLU of Arkansas (2000-present)

Racial Justice Committee Member, ACLU of Arkansas (2001-2004), Chair, 2004

Annual Banquet Committee Member, ACLU of Arkansas (2002)

Peer Reviewer, *Sex Roles* (peer-reviewed articles for “an interdisciplinary behavioral science journal offering a feminist perspective” published by Springer) (2007 – present)

Peer Reviewer, *Law & Society Review* (peer-reviewed articles for journal “regarded by sociological scholars worldwide as a leading journal in the field”) (2016-present)

Peer Reviewer, *Politics, Groups and Identities* (journal of the Western Political Science Association) (2017-present)

### **Professional Memberships**

Member, American Law Institute (2018-present)

Fellow, American Bar Foundation (2021-present)

Member, American Bar Association (1991-present)

Member, National Employment Lawyers Association (NELA) (2014-present)

Member, Society for Human Resource Management (2013-present)

Board Member, The ARC San Francisco (1994)