

Carolyn Harder Ryburn
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PROFESSIONAL SUMMARY

Legal education instructor with six years of experience teaching legal writing, research, and advocacy at the William H. Bowen School of Law in Little Rock, Arkansas.

PROFESSIONAL EXPERIENCE

Visiting Assistant Professor, 2020, 2023-2028 (Research, Writing, and Analysis I & II), University of Arkansas at Little Rock Bowen School of Law

- Teaching principles of legal writing, legal research, critical thinking, and oral advocacy to first year law students. Other achievements include:
 - Serving as a representative for institution open houses and participated in panel discussions for prospective students.
 - Nominated in 2020 for the We HEART Faculty Award.
 - Incorporation and coordination of local attorneys and judges to build students' networking and provide practical discussion.
 - Coordination of oral arguments in the United States federal courthouse with Magistrate Judge Volpe.
 - Experience in teaching in-person, online, and hybrid class models.
 - Exemplary course evaluations and students accepted for Law Review.

PASS Program Mentor, 2021-Present, University of Arkansas at Little Rock Bowen School of Law

- Teaching legal writing for the Bar Exam for graduated students.
- Guidance through individualized verbal and written feedback on bar exam practice exams.
- Participation in the bar exam luncheons to provide motivation to the students taking the exams.
- Demonstrated success through an increased passage rate of students.

Writing Specialist, 2021-2023, University of Arkansas at Little Rock Bowen School of Law

- Provided Individualized guidance through both verbal and written feedback to students throughout the school for legal writing assignments.
- Created content for and presented legal writing seminars open to the student body on topics of legal writing throughout the academic year.

PROFESSIONAL EXPERIENCE CONTINUED

Employment Counsel, Simmons Bank

- In a 3000-employee footprint across eight states, I worked under the Chief Human Resources Officer to lead the company regarding issues of employment law. Primary responsibilities:
 - Assist company leaders with associate relations, i.e. performance management, leadership coaching, and risk analysis for termination.
 - Perform interviews, analysis, and reporting for internal investigations.
 - Ensure compliance with governmental reporting such as the EEO-1, Vets 4212, and Affirmative Action plan.
 - Maintenance of the Associate Handbook and drafting company policies to comply with multi-state laws and federal law.
 - Coordination of EAP program.
 - Project management of all branch closures and risk analysis for mergers and acquisitions.
 - Draft and interpret employment agreements, severance agreements, non-solicitation correspondence, and all other documents related to employment.
 - Manage litigation of EEOC claims, unemployment, and other employment-related litigation.
 - Management of ADA reasonable accommodation requests, extended leaves of absence, and workers' compensation claims.
 - Coordination and implementation of a company-wide Early Retirement program.

Attorney, Barber Law Firm PLLC

- Primary practice in workers' compensation defense litigation, insurance coverage and liability defense litigation, and general civil litigation.
- Licensed to practice law in Arkansas state and federal courts, including the 8th circuit court of appeals, the Arkansas court of appeals, and the Arkansas Supreme Court.

Law Clerk, USABLE Life & Specialty Ventures

- Under the direction of the company's lead general counsel, I collaborated with the legal, marketing, and human resources teams to research and develop the company's corporate compliance manual and the company's employee code of conduct.

Law Clerk, Mitchell, Williams, Selig, Gates & Woodyard, PLLC

- Primary practice in employment law, public utility law, real estate transactions, medical malpractice defense, and insurance coverage defense.
- Researched and prepared legal memorandums, pleadings, and drafts for civil litigation.
- Drafted articles published on the firm's environmental law blog.

Law Clerk, Jack Nelson Jones & Bryant, P.A.

- Primary practice in employment law, securities, and education law.
- Researched and prepared legal memorandums, pleadings, and drafts for civil litigation
- Drafted articles employment law in Arkansas for the Employment Law Newsletter.

EDUCATION

Juris Doctorate, William H. Bowen School of Law, Little Rock, Arkansas

- Honors Graduate
- 2011 Recipient of the Jewel Minnis Legal Scholarship

MA Degree in Public Administration, University of Arkansas at Little Rock, Little Rock, Arkansas

- 2010-2011 Graduate Student of the Year, 4.0 GPA
- Phi Kappa Phi Honors Graduate and Phi Alpha Alpha Honors Graduate
- 2009 Recipient of the Cy and Bette Carney Scholarship

BA Degree in English, Hendrix College, Conway, Arkansas

- Hendrix Dean's Scholarship
- Odyssey Distinction Award
- Hendrix Murphy Scholarship
- Hendrix Endowment Scholarship

Hendrix-in-Oxford, Oxford University's St. Peter's College, Oxford, United Kingdom

- Ruben Hayes Study Abroad Scholarship
- Georgia Zeigler Reppell International Scholarship

PRESENTATIONS AND PUBLICATIONS

The Transparency of County Websites: A Content Analysis, 37 PUBLIC ADMINISTRATION QUARTERLY, 1 (2013)

Teaching Case Law Vocabulary with BINGO, 38 THE SECOND DRAFT, 1 (2025)

Developing Professional Identity in First-Year Law Students Through Oral Arguments in the Courthouse, 38 THE SECOND DRAFT, 2 (2025)

Next-Gen Law School: Immersive GAI Roleplaying in the Law School Classroom – Working Article, expected publication in Spring 2027

Presenter, "Leadership and Coaching" Simmons Bank, Given at discretion of manager during employment tenure.

Presenter, “Legal Writing and Topic Sentences” William H. Bowen School of law, Legal Writing Seminar, 2021- 2023

Presenter, “Cohesion and Flow in Legal Writing” William H. Bowen School of law, Legal Writing Seminar, 2021- 2023

Presenter, “Objective v. Persuasive Legal Writing” William H. Bowen School of law, Legal Writing Seminar, 2021- 2023

Panel Presenter, “Teaching Legal Vocabulary with Bingo” New Professor Teaching Bootcamp, Legal Writing Institute, July 2025, Virtual Conference.

Panel Presenter, “Teaching Legal Vocabulary with Bingo” New Professor Teaching Bootcamp, Legal Writing Institute, July 2026, Virtual Conference.