

# Anastasia M. Boles

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Director, Center for Racial Justice and Criminal Justice Reform

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## EDUCATION

**Columbia Law School**, New York, NY (J.D., 2000)

- COLUMBIA HUMAN RIGHTS LAW REVIEW, Notes Editor
- NATIONAL BLACK LAW JOURNAL, Articles Editor
- Black Law Students Association, Executive Board Member

**Stanford University**, Stanford, CA (B.A., 1997)

- Dual major in Political Science and Sociology (with a concentration in Organizational Sociology)
- Honors thesis in Political Science

## CLERKSHIP

**The Late Honorable Napoleon A. Jones, Jr.**, United States District Court for the Southern District of California, San Diego, CA

**Judicial Clerk** (September 2001 - September 2002)

- Significant experience with ERISA, labor, and employment discrimination actions, as well as patent and copyright infringement

## TEACHING EXPERIENCE

**Univ. of Arkansas, Little Rock, Bowen School of Law**, Little Rock, AR

**Assistant Professor of Law** (August 2012 – June 2018)

**Associate Professor of Law** (July 2018 – June 2021)

**Professor of Law** (July 1, 2021 to present)

**Charles C. Baum Professor of Law** (August 2024 – present)

- Courses include Civil Procedure I, Civil Procedure II, Evidence, Evidence Practice, Employment Discrimination, and Race and the Law
- Research interests include: Employment Discrimination; Employment Law; Race and the Law; Access to Justice; Women and the Law; Cultural Proficiency; Legal Education; Criminal Justice Policy; Procedural Justice; Courts and Equity

**Director, Bowen Center for Racial Justice and Criminal Justice Reform**  
(July 2021 – present)

- Oversee academic research projects related to racial equity and the legal system
- Develop and implement educational and community programming
- Co-principal investigator for grant-funded research and programs, including a \$1 million private grant establishing a state-wide court observation program

- Supervise over 100 law students in academic research, professional development, and community engagement projects
- Engage over 100 pre-law students in pipeline programming
- Current and past institutional donors include Walmart, Inc., The Winthrop Rockefeller Foundation, The Rebsamen Foundation, The Darraugh Foundation, The Arkansas Community Foundation, and the Law School Admissions Council

**Thomas Jefferson School of Law**, San Diego, CA

**Faculty Fellow** (July 2010 - June 2012)

- Research and write on issues relating to employment law, employment discrimination, and sexual harassment
- Design and teach courses on professional responsibility, legal analysis, research, and objective writing

**Adjunct Professor, Legal Writing** (January 2010 - June 2010)

- Courses included Legal Writing I (including trial advocacy writing and appellate writing)

**GRANT-FUNDED  
RESEARCH AND  
PROGRAMS**

The Enhanced Community Policing Project (Protocol #22-124) (a program assessment project for Walmart, Inc.) (additional funding under review)

The LSAT Pathway Program (a pre-law program offering LSAT preparation and mentoring program funded by the Law School Admissions Council; previously funded by the Building Black Communities Grant) (expires June 2026)

The Court Observation Arkansas Project, Statewide Study (Protocol #23-080 and #22-095) (collects observational data on district court traffic and criminal proceedings) (expired December 2025)

The Court Observation Arkansas Pulaski County Pilot (Protocol #21-126) (collected observational data on district court proceedings in Pulaski County) (expired December 2025)

The Judicial Interview Project (Protocol #23-058) (qualitative interview project with 25 Arkansas judges) (expired December 2025)

The Judicial Listening Session Series (a collaboration with the Arkansas Office of the Courts funded by Winthrop Rockefeller) (expired 2022)

**PUBLICATIONS**

*Bridging Shortages, Building Justice: Public Defenders and Interpreters in Arkansas District Courts, Summary of Research (version 2)*. CENTER FOR RACIAL JUSTICE AND CRIMINAL JUSTICE REFORM (December 17, 2025) (with andré douglas pond cummings)

*Culturally Proficient Lawyering: A Framework and Rubric Supporting Learning Outcomes and Objectives*, 86 UNIVERSITY OF PITTSBURGH LAW REVIEW 1 (2024) (with Demetria D. Frank, Darrell D. Jackson, and Jamila Jefferson)

*Pivoting Under Pressure: Cultural Proficiency, Race, and Reforms*, 4 UTAH L. REV. 871 (2022)

*Moving the Needle: Two Promising Tools to Attack Arkansas's Racial Disparity in Criminal Sentencing*, 43 U. ARK. LITTLE ROCK L. REV. 1 (2020)

*Valuing the "Race Card": Teaching Employment Discrimination Using Culturally Proficient Instruction*, 44 THURGOOD MARSHALL L. REV. 25 (2019)

*Culturally Proficient Law Professor: Beginning the Journey*, 48 NEW MEXICO L. REV. 145 (2018)

*Seeking Inclusion From The Inside Out: Cultural Proficiency in Legal Education*, 11 CHARLESTON L. REV. 209 (2017)

*Centering The Teenage "Siren": Adolescent Workers, Sexual Harassment, and The Legal Construction of Race and Gender*, 22 MICH. J. GEN. & LAW 1 (2015)

Discovery Update, CALIFORNIA LITIGATION REVIEW (June 2007) (co-author)(analyzing current case law and 2006 E-Discovery Amendments to the Federal Rules of Civil Procedure)

#### **BLOG POSTS**

*Racial Anxiety*, LAW TEACHING BLOG, Institute for Law Teaching and Learning (March 31, 2019)

#### **WORKS IN PROGRESS**

Book Project: CULTURALLY PROFICIENT LAWYERING: A COURSEBOOK (Carolina Academic Press) (with Professors Demetria Frank, Jamila Jefferson Jones, and Daryl Jackson)

Policy Report: Final Report: Bridging Shortages, Building Justice: Public Defenders in Arkansas District Courts, CENTER FOR RACIAL JUSTICE AND CRIMINAL JUSTICE REFORM (with andré douglas pond cummings)

Policy Report: Final Report: Ability-to-Pay Assessments in Arkansas District Courts, CENTER FOR RACIAL JUSTICE AND CRIMINAL JUSTICE REFORM (with andré douglas pond cummings)

Policy Report: Final Report: Policies and Procedures in Arkansas District Courts, CENTER FOR RACIAL JUSTICE AND CRIMINAL JUSTICE REFORM (with andré douglas pond cummings)

Law Review Article: Leveraging the Justice Infrastructure Framework to Guide Court Reform in Arkansas District Courts (with Zoya Miller and Eliza Buckner)

Law Review Article: Ability-to-Pay Assessments in Arkansas District Courts (with andré douglas pond cummings)

Law Review Article: The Effect of Inconsistent Court Policies on Marginalized Communities

#### **PRESENTATIONS AND SYMPOSIA**

Law and Society Annual Meeting, *Finding Sanctuary in the Courtroom: Court Observation Research as a Pedagogical Model*, May 30, 2026 (roundtable organizer and panelist)

Law and Society Annual Meeting, *Building Justice Infrastructure: An Empirical Study of Public Defense and Interpreter Access in Arkansas District Courts*, May 29, 2026 (panelist)

Law and Society Annual Meeting, *Court Observation Arkansas – Justice Infrastructure in Practice: Observing Rights, Discretion, and Reform in Local Courts*, May 29, 2026 (session organizer)

Deason Criminal Justice Reform Center (SMU Dedman School of Law) Criminal Justice Reform Workshop Series, *Observing Rights, Discretion, and Reform in Local Arkansas Courts*, April 8, 2026 (invited presenter)

Center for Racial Justice and Criminal Justice Reform Symposium, *Bridging Shortages, Building Justice*, November 21, 2025 (presenter)

Race & Law Center Convening at the University of California at Los Angeles School of Law, *Mapping the Landscape: Retrenchment*, October 23, 2025 (invited panelist)

University of Washington School of Law, *Toni Rembe Lecturer*, May 13, 2025 (with Professors Demetria Frank, Jamila Jefferson Jones, and Daryl Jackson)

Critical Legal Collective at Duke University School of Law, *Assessing Culturally Proficient Lawyering Skills*, November 23, 2023 (presenter)

University of Memphis School of Law Herff Chair of Excellence 2023 Spring Symposium, *Pivoting Under Pressure*, February 3-4, 2023.

Utah Law Review Symposium: *#IncludeTheirStories: Rethinking, Reimagining, and Reshaping Legal Education*, November 2021 (invited panelist)

The Southeastern Association of Law Schools, *Pedagogical Trends and Techniques in Employment Law, Employment Discrimination, and Labor Law*, August 4, 2020 (discussant)

Lutie Lytle Black Women Law Faculty Writing Workshop, June 25, 2020 (works-in-progress moderator)

Southwestern Association of Law Libraries Annual Meeting, *Seeking Inclusion from the Inside Out: The Need For Culturally Proficient Legal Instruction*, April 15, 2019 (invited presenter)

National Conference of Black Lawyers, *Racial Disparities in the Criminal Punishment System: Beyond Anecdotal Evidence -Pressuring Policy and Practice Changes through Data Collection and Reporting*, October 5, 2018 (invited panelist)

Lutie Lytle Black Women Law Faculty Writing Workshop, July 2018 (presenter, invited panelist)

Institute for Law Teaching and Learning, *Teaching with Technology*, April 28, 2018 (invited presenter)

Holloran Center for Ethical Leadership in the Profession, *Professional Identity Formation Working Group Meeting*, February 16-17, 2018 (working group on cultural competency in legal education)

AALS Annual Conference, *Mainstreaming Feminism*, January 4, 2018 (invited panelist)

The University of Toledo College of Law, *Inclusion From The Inside Out: An Introduction To Culturally Proficient Instruction*, March 21, 2017 (invited presenter)

Lutie Lytle Black Women Law Faculty Writing Workshop, July 2017 (presenter, commenter, invited panelist)

Holloran Center for Ethical Leadership in the Profession, *Professional Identity Formation Workshop*, June 2017 (participant along with faculty colleagues from University of Arkansas Little Rock, William H. Bowen School of Law)

Lutie Lytle Black Women Law Faculty Writing Workshop, July 2016 (commenter)

University of Memphis Cecil C. Humphreys School of Law, *South Central Association of Law Schools (SCALS) Faculty Exchange*, January 2015 (presenter)

UALR, Center for Arkansas History and Culture, *Created Equal: America's Civil Rights Struggle*, October 21, 2014 (invited panelist to discuss documentary about Mildred and John Loving and the landmark case, *Loving v. Virginia*, 388 U.S. 1 (1967))

University of Arkansas at Little Rock, William H. Bowen School of Law, *Southeast/Southwest People of Color Legal Scholarship Conference*, April 2013 (invited presenter)

American Association of University Women, Little Rock Chapter, *Adolescent Workers and Sexual Harassment*, November 10, 2012 (invited speaker)

LatCrit XVI, *Annual Conference*, October 2011 (presenter)

Loyola Law School, Southwestern Law School and UCLA School of Law, *Colloquium on Current Scholarship in Labor and Employment Law*, September 2011 (presenter)

California Western School of Law, Thomas Jefferson School of Law and University of San Diego School of Law, *SandyCrit Faculty Colloquium*, September 2011 (presenter)

University of California, Los Angeles, *Critical Race Symposium*, August 2011 (participant)

**PROFESSIONAL  
PROGRAM  
PRESENTATIONS  
AND WORKSHOPS**

Pulaski County Bar Association Luncheon, *Updates from the Bowen Center for Racial Justice and Criminal Justice Reform*, February 10, 2023

University of Wisconsin Medical School, *Culturally Proficient Leadership*, February 2023

William H. Bowen School of Law, Alumni CLE Series, *Culturally Competent Lawyering*, May 6, 2021

Office of the Public Defender, Pulaski County, *Implicit Bias and Cultural Proficiency in Criminal Defense*, December 2020 - 2021 (3-part workshop with 4 hours of CLE)

United States Trustee Program – Regions 8 and 13 Chapter 13 Standing Trustee Training Agenda, *The Culturally Proficient Trustee*, September 10, 2019 (invited presenter)

Arkansas Bar Association Annual Meeting, *Confronting Mass Incarceration: Implications for Society and the Administration of Justice*, June 14, 2019 (invited panelist)

Harold Flowers Law Society, CLE presentation entitled *Culturally Proficient Lawyering & Implicit Racial Bias*, October 21, 2017 (invited presenter)

Arkansas Fair Housing Commission, CLE presentation entitled *Culturally Proficient Lawyering: An Introduction*, October 28, 2016 (invited presenter)

Eastern District of Arkansas Federal Public Defender, *CLE on Implicit Bias*, May 20, 2016 (invited presenter)

**LEGAL  
EDUCATION  
CONSULTATIONS,  
WORKSHOPS, AND  
PRESENTATIONS**

University of Memphis, Cecil C. Humphrey's School of Law (Fall 2021)

Law School Admissions Council, Spring 2021 (Prelaw Undergraduate Scholars (PLUS) Program Directors)

University of Detroit Mercy School of Law (faculty, staff, students), Fall 2020 – Spring 2021

Idaho College of Law, Fall 2020 (consultant, invited presenter, invited facilitator, invited moderator)

Texas Tech School of Law, August 2018 (faculty)

University of Arkansas at Little Rock, William H. Bowen School of Law, LEAP Program, June 2015 (students)

**COMMUNITY  
ENGAGEMENTS,  
PRESENTATIONS,  
AND WORKSHOPS**

Jack and Jill of America, Inc., Central Region Teen Leadership Conference, *Law, Legacy & Liberation*, June 13, 2026 (moderator and presenter)

Center for Racial Justice and Criminal Justice Reform, *Fall Symposium: Bridging Shortages: Building Justice*, November 21, 2025 (organizer and presenter)

Racial Disparities in the Arkansas Criminal Justice System Research Project, *Implicit Bias and the Arkansas Criminal Justice System*, April 26, 2019 (organizer and presenter)

Bridge Builders Reading Group, *Reflections on Just Mercy: Racial Disparities in the Arkansas Criminal Justice System*, October 15, 2019 (invited presenter).

decARcerate Annual Conference, *Implicit Bias and the Arkansas Criminal Justice System*, September 14, 2019 (invited presenter)

E.C. Morris Ministers' Institute Annual Conference, March 28, 2018 (invited panelist)

Racial Disparities in the Arkansas Criminal Justice System Research Project, Community Organization Meeting, October 2016 (facilitator)

Racial Disparities in the Arkansas Criminal Justice System Research Project Conference, August 2015 (researcher and participant)

**PROFESSIONAL  
AFFILIATIONS,  
TASKFORCES,  
AND ACTIVITIES**

Pulaski County Advancing Pretrial Policy and Research Action Site Policy Committee (Fall 2021 – present)

Advisor, Arkansas Supreme Court Civil Practice Committee (July 2021 to early 2024)

Supreme Court of Arkansas Commission on Children, Youth and Families, Racial Justice Task Force, June 2021

Racial Disparities in the Arkansas Criminal Justice System Research Project

- *Co-Director*, July 2017 – 2019
- *Presenter and Facilitator*, August 2015 – July 2017
- *Researcher, Prosecutorial Discretion Subcommittee*, Fall 2013 – August 2015

Holloran Center for Ethical Leadership in the Profession, Cultural Competency in Legal Education Working Group, 2017 - 2019

**LAW SCHOOL  
COMMITTEES AND  
SERVICE**

2026 Site Visit (Fall 2025 – present)

Appointments (Chair, 2018 - 2022; Member: 2016 – 2017; 2012 – 2013; 2022 - present)

Deans Search (for the past two searches)

Diversity and Excellence (2017 – present; Chair 2023 - present)

Admissions (2014 – 2015)

Assessment (2015 – 2016)

Ethics (Fall 2015)

Readmissions (alternate, 2012 – 2013)

Dean's COVID-19 Taskforce (Spring 2020 – present)

Dean's Racial Justice Taskforce (Spring 2020)

Facilitator, Law School Anti-Racism Reading Group (2020-2021)

**UNIVERSITY  
COMMITTEES AND  
SERVICE**

Diversity and Inclusion Strategic Plan (2016)

Faculty Senate (Fall 2014 – Spring 2019; Fall 2020 – Spring 2022)

Committee on Committees (Fall 2019 – Spring 2022)

**OTHER LEGAL  
EXPERIENCE**

**AKIN GUMP STRAUSS HAUER & FELD LLP**, Los Angeles, CA

*Associate* (June 2007 - January 2010)

- Senior associate in Labor and Employment department; practice included all aspects of management-side representation of firm clients in labor and employment matters in state and federal court, as well as regulatory investigations and proceedings



- Conducted sexual harassment prevention training for firm management to satisfy California's requirement of biennial training of supervisory employees

**O'MELVENY & MYERS LLP**, Los Angeles, CA

*Associate and Counsel* (October 2002 - June 2007)

- Practice included employment law, intellectual property litigation, securities litigation, white-collar criminal and regulatory defense, and civil rights litigation
- Recognized for extraordinary commitment to *pro bono* legal services, including representation of a California state inmate seeking remedies under 42 U.S.C. §1983 and related laws, and a client displaced by Hurricane Katrina seeking benefits through the Federal Emergency Management Agency.

**DAVIS POLK & WARDWELL LLP**, New York, NY

*Associate* (September 2000 - October 2001)

*Law Clerk* (September 1999 - December 1999)

*Summer Associate* (May 1999 - August 1999)

- Practice included bankruptcy, securities, antitrust, white-collar criminal defense, and commercial litigation
- Recognized for extraordinary commitment to *pro bono* legal services, including service on litigation team representing the New York County Lawyers' Association in a high-profile litigation against the state and City of New York seeking to raise fees paid to court-appointed counsel in criminal and family court cases.

**HARLEM LEGAL AID SOCIETY**, New York, NY

*Intern* (September 1999 - June 2000)

- Assisted attorneys in representing indigent litigants in cases before the New York City Housing Authority

**DRINKER BIDDLE & REATH LLP**, Philadelphia, PA

*Summer Associate* (May 1998 – August 1998)

- Worked on a variety of litigation projects as assigned, including assistance for a trial in the United States Bankruptcy Court Eastern District of Pennsylvania



**AWARDS AND  
HONORS**

2026 Bowen Community Award, Black Law Students' Association  
2026 Faculty Excellence Award for Public Service, UA Little Rock, College-Level  
2024 Faculty Excellence Award for Teaching, UA Little Rock, College-Level  
2024 Faculty Excellence Award for Teaching, UA Little Rock, University-Level  
2024 Faculty Excellence Award for Teaching, UA Little Rock, College-Level  
2020 Faculty Excellence Award for Public Service, UA Little Rock, College-Level  
2001 Gideon Award, New York State Association of Criminal Defense Lawyers

**BAR ADMISSIONS**

California (active 2003 – 2024; inactive 2024 – present) and New York state bar (2001 - 2011, voluntary resignation in July 2011)