Clinical Professor of Law Small Business Legal Clinic of Lewis and Clark Law School

333 SW Fifth Avenue, Suite 400 Portland, Oregon 97204 https://law.lclark.edu/centers/small\_business\_legal\_clinic/

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## ACADEMIC EMPLOYMENT

#### LEWIS & CLARK LAW SCHOOL, Portland, Oregon

Clinical Professor of Law, June 2013 - Present Visiting Clinical Professor of Law, July 2012 to May 2013

#### **TEACHING:**

Small Business Legal Clinic.

- Teach the application of doctrinal knowledge and the development of practical skills such as client interviewing, problem-solving, contract drafting, writing for a client, trauma-informed lawyering, cross-cultural lawyering, client counseling, and professional identity development within the context of supervising student interns providing transactional legal services to small, low-income, for-profit, and non-profit businesses. Client representation includes entity selection and formation, research and advice on regulatory compliance, contract drafting, intellectual property protection, and drafting employee handbooks and employee management advice.
- Teach weekly two-hour seminars on substantive law, ethics, cross-cultural competency, and practical skills.
- Coach and supervise student interns on community outreach speaking events.

Advanced Small Business Legal Clinic.

• Supervise advanced student interns in their mentoring of student interns and representation of Small Business Legal Clinic clients.

#### **PRACTICE:**

- Advise clients where representation extends past the end of the semester and on follow-up matters.
- Represent clients through the staff-attorney program.

#### **SERVICE:**

Small Business Legal Clinic, 2012 to present.

- Assist with fundraising.
- Begin and manage the law school's participation in the United States Patent and Trademark Office's (USPTO) Law School Clinic Certification program, which certifies law students to practice before the USPTO in trademark and patent matters. 2014 to present.
- Hire and coordinate with Adjunct Patent Faculty. 2017 to present.
- Supervise Executive Director, 2022 to present.

Faculty Employment Committee. 2016 to present, Chair, 2018 to present.

- Counsel students and graduates on job search, networking, and resume review.
- Assist Career Services with obtaining employment outcomes

Business Law Faculty Committee, 2012 to present.

- Advise on business law curriculum and program development.
- Organize *Business of Food*, 2019 Food Law Symposium, & moderate panel discussion
- Organize *Educating the Transactional Business Lawyer*, 2014 Fall Forum, & moderate panel discussion

Center for Business Law and Innovation, 2019 to present.

• Meet with Board members to discuss Center activities.

First-Year Student Advising Program, 2012-present.

• Advise up to 5 first-year law students per year.

Public Interest Law Project Advisory Board Member, 2017 to present. Faculty Advisor, Latino Law Society, 2017 to present. Faculty Hiring Committee, 2018-2019. Scholarship Committee, 2018-2019. Diversity Committee, 2012-2016.

Long Term Planning Committee, 2013-2014.

## **PREVIOUS EMPLOYMENT**

#### CABLE HUSTON BENEDICT HAAGENSEN & LLOYD LLP, Portland, Oregon

Partner, 2001- July 2012; Associate, 1998-2001

- Counseled business clients on business planning and formation, including choice of entity and governance for businesses with multiple owners.
- Developed strategy for and negotiated resolution of business, employment, construction, and real estate disputes, frequently in a multi-cultural setting.
- Advocated verbally and in writing for clients in judicial and administrative proceedings.
- Counseled landlords and tenants on, analyzed, negotiated, and drafted commercial leases. Pursued client rights in the event of default.
- Advised employers on employment matters, including family leave laws, wage and hour laws, sexual harassment, employment discrimination, social media in the workplace, hiring practices, corrective action, terminations, employee investigations, collective bargaining agreement issues, and employment policies and practices. Prepared employment contracts and employee handbooks.
- Defended employers in sexual harassment, discrimination, ADA, FMLA, wrongful discharge, wage and hour, and other employment-related claims.
- Assisted clients with the maintenance of trademark registrations.

- Presented (in English & Spanish) to community groups on business and employment practices.
- Served as Attorney Advisor to the Consulate of Mexico.
- In-charge of promoting DEI in the firm, and in charge of library and database purchases.

#### MARION COUNTY DISTRICT ATTORNEY'S OFFICE, Salem, Oregon

Deputy District Attorney, 1994-1998

- Prosecuted crimes from the decision to file charges through trial.
- Prepared witnesses and exhibits for trial, counseled victims, and negotiated plea agreements.

Served on the Oregon District Attorney Association legislative committee, analyzed proposed legislation, and provided testimony before the legislature on proposed legislation.

#### **BAR MEMBERSHIPS**

Admitted to Practice in the State and Federal District Courts of Oregon and Washington.

#### **EDUCATION**

# **NORTHWESTERN SCHOOL OF LAW OF LEWIS & CLARK COLLEGE**, Portland, Oregon Juris Doctorate, 1994

- Dean's Fellowship
- Editor, International Legal Perspectives Journal
- Environmental Law Certificate

**LEWIS & CLARK COLLEGE**, Portland, Oregon Bachelor of Arts (International Affairs), 1988

#### **ACTIVITIES AND COMMUNITY SERVICE**

*Ad Hoc Clinicians Committee on Ukraine,* 2023-2024, Organized two series of virtual workshops for Ukrainian law students & professors on practical skills & teaching international criminal law.

*Co-Chair,* 2020 to present, AALS International Clinical Legal Education Committee, Organized events to foster networking, communication, exchanges of ideas, and collaborations on research, teaching methods, and special-purpose projects with colleagues outside the US.

*Chair*, 2024, *Chair-Elect* 2023, *Secretary* 2022, *Exec. Comm. Member*, 2020 to present, Oregon State Bar International Section.

Steering Committee, UN-ECOSOC Committee, 2025 Conference Planning Committee, 2023 to present, Connect Committee Member, 2022 to present, Global Alliance for Justice Education.

Arbitrator, 2012 to present, Multnomah County Court Mandatory Arbitration Program.

Arbitrator, 2012 to present, Arbitration Service of Portland.

Spanish-Speaking Mediator, 2012 to present.

Northwest Clinicians Conference Planning Committee, 2022.

Board Member, 2013- present, Virginia Garcia Memorial Health Center.

*Delegate,* 2013 to 2015, Oregon State Bar House of Delegates.

*Founding Member, Treasurer*, 2006-2016, *President*, 2005-2006, Oregon Hispanic Bar Assoc.

Honoree, 2011 Oregon State Bar Convocation on Equality.

Fellow, 2007 Oregon State Bar Leadership Program.

*Chair*, 2004-2007, *Vice Chair*, 2003-2004, *Secretary*, 2001-2003, Childpeace Montessori School

#### **ARTICLES & OTHER WRITTEN WORK**

"Empowering Ukraine's First Legal Responders: Ukrainian-US Collaboration and Clinics." co-authored with Davida Finger, Michelle Greenberg-Kobrin, and Mariia Tsypiashchuk, submitted for publication to the International Journal of Legal Education.

Community Outreach Materials for *Employer Know Your Rights* Series of Presentatons. 2017-2019

"Awesome Bugs and Other Adventures in Small Business, Volunteer Attorneys Provide Much-Needed Transactional Legal Services," co-authored with Julieanna Elegant, Small Business Legal Clinic Assist. Director, Lewis and Clark Law School Advocate, Fall 2014.

"Uncovering Assumptions and Breaking Down Stereotypes, Working with Non-Traditional Business Clients at Lewis & Clark Law School's Small Business Legal Clinic," CLE materials, October 2014.

#### **LECTURES & PRESENTATIONS**

"Access to Justice in Wartime, Challenges and Reforms," September 14, 2023, Virtual Expert Discussion, Faculty of Law of the State Higher Educational Institution, Uzhhorod National University.

"Teaching Trauma-Informed Lawyering in a Transactional Practice," April 30, 2023, AALS Clinical Conference, co-presented with Susan R. Jones of The George Washington University Law School, Lauren Rogal of Vanderbilt University Law School, and Sandy Tarrant of Boston College Law School.

"Effective Practices for Cross-Jurisdictional Clinical Collaborations with Guests from Australia, Nigeria, Ukraine, and the United Kingdom," April 29, 2023, co-presented with Ashot Agaian of USAID Justice for All Activity Ukraine, Svitlana Bevz of Igor Sikorsky Kyiv Polytechnic Institute School of Law Ukraine, Lisa R. Bliss of Georgia State University College of Law, Davida Finger of Loyola University New Orleans College of Law, Jeffrey M. Giddings of Monash University, Australia, Elaine Hall of Northumbria University School of Law, Jonny Hall of Northumbria University School of Law, Peter Joy of Washington University in St. Louis School of Law, Catherine F. Klein of The Catholic University of America Columbus School of Law, Olinda Moyd of American University Washington College of Law, Mariia Tsypiashchuck of The National University of Ostroh Academy Ukraine, and Leah Wortham of The Catholic University of America, Columbus School of Law, AALS Clinical Conference.

"Reflections on International Collaboration: US-Ukrainian Law Clinic Soft Skills Workshop Series," April 29, 2023, co-presented with Davida Finger of Loyola University New Orleans College of Law, Michelle Greenbert-Korbrin of Benjamin Cardozo School of Law, Paul Holland of Seattle University School of law, Mariia Tsypiashchuk, The National University of Ostroh Academy of Ukraine, Ashot Agaian of USAID Justice for All Activity Ukraine, and Svitlana Bevz of Igor Sikorsky Kyiv Polytechnic Institute School of Law, AALS Clinical Conference.

"International Support of Ukraine's Legal Academy in Wartime through the Digitalization of Legal Education," March 30, 2023, Webinar: War as a Factor of Transformation of Legal Education in the Justice System, Faculty of Law of the State Higher Educational Institution, Uzhhorod National University.

"Training New Soldiers for Fighting on the Economic Front: Educating University Students to Build Resilience of IDP Small Businesses," February 17, 2023, Virtual Expert Discussion, The Law of War as a Current Legal Category, Determined by the Current Challenges of Armed Aggression by the Russian Federation Against Ukraine, Faculty of Law of the State Higher Educational Institution, Uzhhorod National University.

"Cautious and Trauma-Sensitive Teaching: How to Sensitize for Trauma, Secondary Trauma, and Compassion Fatigue, How to deal with Potentially Traumatic Material, Avoid Traumatizing Students, and Build-In Resilience," January 10, 2023, Co-Presented with Ljiljana Todorovic, Staff Welfare Officer at International Court of Justice, Virtual Workshop #2 of Teaching International Criminal Law: Methodologies and Good Practices, USAID Sponsored Virtual Workshop Series Engaging Ukrainian Instructors of International Criminal Law in a Dialogue with Leading International Criminal Law Academics and Practitioners.

"Emotional Intelligence, Sources of Negative Emotions, Tools for Managing Emotions and Ethical Considerations," October 6, 2022, Co-presented with Marcia Levy, Associate Professor/Director, Legal Residency Program, UNH Franklin Pierce School of Law and Olivia Bushell, Senior Pro Bono Coordinator Attorney, Skadden, Arps, Slate, Meagher & Flom LLP, Virtual Workshop #5, Soft Skills Workshop Series for Legal Clinicians of Ukraine, USAID Sponsored U.S.-Ukrainian Law Clinics Cooperation Program.

"Trauma-Informed Lawyering and Teaching," October 21-23, 2022, NW Clinical Conference.

"Principles of Trauma Informed Lawyering and Trauma Informed Interviewing Techniques," September 8, 2022, Virtual Workshop #3, Soft Skills Workshop Series for Legal Clinicians of Ukraine, USAID Sponsored U.S.-Ukrainian Law Clinics Cooperation Program.

"Integrating Trauma-Informed Lawyering into Teaching Client Interviewing Skills in an Economic Justice Clinic," July 13, 2022, European Network for Clinical Legal Education Conference (virtual).

"Debating the Creation of a New Entrepreneurship Clinic or IP Clinic," May 11, 2021, copresented with Victoria Phillips, American University, and Jodi Clifford, Notre Dame University, AALS Clinical Conference (virtual).

"Back to the Basics in Clinical Education: Comparing How We Teach Interviewing, Empathy and Auto-Protection," June 18, 2021, co-presented with Andres Gascon-Cuenca, University of Valencia, Spain, Global Alliance for Justice Education/International Journal of Clinical Legal Education/ Association for Canadian Clinical Legal Education (GAJE/IJCLE/ACCLE) Conference (virtual).

"Lightning Rounds on Teaching Cultural Humility Around the Globe," October 6, 2021, co-sponsored by the International & Away Externship and the International Committees of the American Association of Law Schools Section on Clinical Legal Education (virtual),

"Basic LLC Formation," April 23, 2020, Multnomah Bar Association Young Lawyers Section, (virtual).

"Promoting Economic Justice During a Pandemic," May 2, 2020, co-presented with Julieanna Elegant, International Conference on Clinical Legal Education & Legal Aid, (virtual).

"Renegotiating Your Business Lease: Information and Tips for Challenging Times," April 2, 2020 and April 3, 2020, live webinar recorded and posted on Small Business Legal Clinic website.

"Development of Lesson Plan & Teaching Demonstrations," co-facilitator of small group work, December 9-10, 2019, 10th Global Alliance for Justice Education Worldwide Conference, Training of Trainers Program, Bandung, Indonesia.

"Legal Issues for the Entrepreneur: Tools to Manage Risk and Liability," November 21, 2019, Intro to Entrepreneurship and Innovation, Lewis and Clark College, Portland, Oregon.

Several community presentations in English and Spanish on "Legal Issues for the Entrepreneur: Tools to Manage Risk and Liability," 2017-2020, throughout Oregon.

Several community presentations in English and Spanish on "Employer Know Your Rights: What to do in an ICE raid, IO-9 audits and Succession Planning for Your Business," 2017-2019, throughout Oregon and Southwest Washington.

"Employment Law Basics," April 17, 2019, co-presented with Small Business Legal Clinic Executive Director Julieanna Elegant, Small Business Development Center, Blue Mountain Community College, Pendleton, Oregon.

"Minding Your Business: Legal Basics and Issues Faced by Entrepreneurs and Small Businesses Workshop," April 16, 2019, co-presented with Small Business Legal Clinic Executive Director Julieanna Elegant, Business Development Services, Confederated Tribes of the Umatilla Indian Reservation, Pendleton, Oregon.

"Demystifying Commercial Leasing," April 16, 2019, Portland Community College Retail Business Builders Class, Portland, Oregon.

"Your Legal Shield and Characteristics of Business Entities" March 21, 2019, Panel Discussion, Framework for an Unbreakable Foundation, Governor's Marketplace, Salem, Oregon.

"Legal Risk Management Tools and Entity Selection," February 28, 2019, co-presented with Attorney Brittany Medlin, Portland State University MBA Launch in 9 Program, Portland, Oregon,\.

"Social Justice? Screening for Underrepresented Entrepreneurs," May 3, 2019, copresented with Cynthia Dahl of University of Pennsylvania Law School and Nathan Hammons of Marquette University Law School, 2019 Transactional Clinical Conference, Berkley, California.

"Legal Risk Management Tools, Entity Selection & Formation, Intellectual Property Protections" November 1, 2018, co-presented with Small Business Legal Clinic Executive Director Julieanna Elegant and student Alison Roth, Warm Springs Community Action Team Presentation, Warm Springs, Oregon.

"Commercial Leasing," October 10, 2018, co-presented with Small Business Legal Clinic Staff Attorney Brian Dasso, Small Business Development Center Retail Business Builders Class, Portland, Oregon.

"Setting Up Your New Business: The Legal Perspective," June 6, 2018, Hacienda Community Development Corporation/Portland Mercado Entrepreneur Boot Camp, Portland, Oregon.

"Legal Tools and Communication Strategies for Serving Immigrant and Nontraditional Clients," April 28, 2018, co-presented with SBLC Executive Director Julieanna Elegant and Susan Bennett of American University's Community & Economic Development Law Clinic, 2018 Transactional Clinical Conference, Chicago, Illinois.

Transactional Clinic Working Group, May 6-9, 2017, co-facilitated with Laura Norris, Assistant Clinical Professor, Santa Clara University School of Law, 2017 AALS Clinical Law Conference, Denver, Colorado.

"Addressing the Impact of the Changing Immigration Enforcement Priorities on Immigrant Entrepreneurs and Businesses that Employ Immigrants," June 1-2, 2017, copresented with Susan Bennett of American University's Community & Economic Development Law Clinic, Lauren Rogal of Georgetown University's Social Enterprise and Nonprofit Law Clinic at Georgetown, and Joe Pileri Georgetown University Law Center's Social Enterprise and Nonprofit Law Clinic, 2017 Transactional Clinicians Conference, Philadelphia, Pennsylvania.

"Legal Issues of Running a Business," May 24, 2018, co-presented with Brittany Medlin, Attorney, Portland State University Entrepreneurship Class, Portland, Oregon.

"The Legal Side of HR," April 16, 2018, co-presented with Elizabeth Inayoshi, Attorney, and Small Business Legal Clinic Executive Director Julieanna Elegant, Portland State University Business Opportunities Class, Portland, Oregon.

"How to Find and Lease the Right Location," April 24, 2018, co-presented with Marisol McAllister, Attorney, Small Business Development Center Retail Business Builder Class, Portland, Oregon.

"Legal Tools Relating to a Startup," February 22, 2018, co-presented with Brittany Medlin, Attorney, Portland State University Masters of Business Administration Program, Portland, Oregon.

Several Presentations and Lectures in Spanish on Law Student Ethics, US Alternative Dispute Resolution Mechanisms, Comparative Constitutional Law and Comparative Disability Law, August 2017, Universidad Cooperativa de Colombia sede Bucaramanga, Bucaramanga, Colombia.

Panelist, Immigration Forum, April 20, 2017, sponsored by the Oregon Farm Bureau, Oregon Association of Nursery Growers, Oregon Winegrowers Association, Oregon Dairy Farmers, Oregon Cattle Ranchers, Newberg, Oregon.

"Legal Issues for Startups," March 2016, co-presented with Michael Moore and Alexandra Bodnar, Attorneys, Launch-in-9 Capstone Program, Portland State University, Portland, Oregon.

"Legal Tips for the Therapist Business Owner," December 2015, Lewis and Clark College Graduate School of Counseling Psychology Alumni, Portland, Oregon.

"Working with Non-Traditional Business Clients, Uncovering Assumptions and Breaking Down Stereotypes," October 2014, co-presented with Small Business Legal Clinic Assistant Director Julieanna Elegant, Oregon State Bar CLE and Pro Bono Fair, Portland, Oregon.

Series of Lectures in Spanish on the Americans with Disability Act, Small Business Legal Clinics, Law Student Ethics, and Comparing US Law Student Clinics and Colombian Consultorio Juridicos, August 2014, Universidad Cooperativa de Colombia, sedes Bucaramanga and Santa Marta, Bucaramanga and Santa Marta, Colombia.

"Legal Tips for the Business Owner," May 2014, ONABEN Trading at the River Conference, Portland, Oregon.

"Una Receta Legal para Abrir una Empresa de Comida," October 2012, Hacienda Community Development Corporation Micromercantes Program, Portland, Oregon.

"Dar el Paso y Contratar a un Empleado, Metodos Recomendados para los Empleadores," July 2012, Hacienda Community Development Corporation Micromercantes Program, Portland, Oregon.

"Employee Behavior Outside the Workplace," October, 2010, NW Public Power Assoc. Portland, Oregon.

"Términos para Sub-Contratos," November 2009, NW Local Contractors Conference, Portland, Oregon.

"Business Basics for the Small Business Owner," January 2009, Oregon Association of Minority Entrepreneurs, Portland, Oregon.

"Los 7 Errores Más Comunes de Contratos," April 2008, NW Local Contractors Conference, Portland, Oregon.

"Asesoría Legal Para Negocios," October 2007, NW Local Contractors Conference, Portland, Oregon.