

PUBLICATIONS

Balancing Religious Liberties and Anti-Discrimination Interests in the Public Employment Context: The Impact of Masterpiece Cakeshop and American Legion, 54 U. Rich. L. Rev., (forthcoming, September 2020) available at SSRN: <https://ssrn.com/abstract=3468352>.

Avoiding Gatekeeper Bias in Hiring Decisions, The Advocate, Volume 62, No.6/7, pp. 39-41 (June/July 2019).

Women on State Boards and Commissions: Is Idaho Where it Wants to Be?, The Advocate, Volume 59, No.3/4, pp. 29-34 (March/April 2016).

Individual Rights to Privacy and Security Versus Police Protection: Striking the Proper Balance with State v. Henage, Idaho Law Review, Volume 44 (2008).

EDUCATION**Juris Doctor****Moscow, Idaho****August 2006 - May 2009**

University of Idaho College of Law

- Graduated *summa cum laude*
- Ranking: 3/96
- Honors and Activities:
 - Idaho Law Review
 - Legal Research and Writing Teaching Assistant
 - Idaho Trial Lawyers' Association Best Brief Competition Nominee
 - Women's Law Caucus Member

Bachelor of Arts**Caldwell, Idaho****September 2002-May 2006**

College of Idaho

- Graduated *summa cum laude*
- Major: Politics and Economics
- Honors and Activities:
 - Collegiate National Honor Society (Phi Eta Sigma 2002-2006)
 - President of the Law Club of ACI (2005-2006)
 - Vice President of the Associated Students of Albertson College of Idaho (2004-2005)
 - Associated Students of Albertson College of Idaho Senator (2002-2003)

PROFESSIONAL EXPERIENCE

Assistant Professor **Boise, Idaho** **July 2018 – July 2020**
Director of Externships
Director of Mentorship and Pro Bono Programs
Concordia University, School of Law

- Developed curriculum, adapted course structure, and taught the following courses:
 - Externship, Basic and Advanced – Fall 2018 through Summer 2020
 - Mentorship 1L, 2L, and 3L – Spring of 2019
 - Mentorship (Teach out) – Fall of 2019 (asynchronous remote)
- Directed and managed the externship, mentorship, and pro bono programs.
 - Increased student opportunities in externship and pro bono programs, including the cultivation and diversification of new field placements and pro bono partner organizations
 - Collaborated with external community organizations and partners to create new programs to provide pro bono services to underserved communities
 - Built relationships among local firms, offices, and attorneys to increase the profile of the institution, connect students with areas of need in the local legal community, and provide student mentoring and experiential opportunities
 - Supervised and provided ongoing training for one staff member and four adjunct professors
 - Successfully cultivated and implemented COVID-19 best practices and procedures for remote and in-person externships during the end of the spring 2020 and entirety of the summer 2020 semesters
- Participated in faculty governance and served on the following committees:
 - Part-Time Faculty Training & Supervision Committee – Chair (July 2018 – July 2020)
 - Full-Time Faculty Appointments Committee (July 2019 – July 2020)
 - Faculty Affairs Committee (July 2019 – July 2020)
 - Institutional Research & Strategic Planning Committee (July 2019 – July 2020)
 - External Affairs and Outreach Taskforce (July 2019 – July 2020)
 - Student Affairs Committee (July 2018 – July 2019)
 - Inclusion and Diversity Committee (July 2018 – July 2019)
- Performed other internal service to the law school community including:
 - Student organizations, academic, and bar preparation advising and mentoring
 - Created, in consultation with the Dean's office, annual performance review evaluations and processes for staff
 - Participated in the hiring process for full-time staff members, full-time faculty, and part-time faculty

Attorney **Boise, Idaho** **January 2018 – June 2018**
Idaho Employment Lawyers, PLLC

- Defended and advised both government and private employers in transactional and litigation contexts
- Drafted, reviewed, and revised employment documents including handbooks, policies, employment contracts, and others
- Advised employers regarding compliance pursuant to multiple legal frameworks such as the FMLA, ADA, Title VII, and others
- Trained HR professionals and employers on various employment law topics including FMLA, ADA, harassment, Title VII, workplace investigations, workplace culture, and others
- Conducted internal workplace investigations

Part-time Professor **Boise, Idaho** **August 2017 – May 2018**
Concordia University, School of Law

- Taught Legal Research and Writing I and II

Deputy Attorney General **Boise, Idaho** **July 2014 – January 2018**
Idaho Office of the Attorney General

Civil Unit (Client - Idaho Department of Correction)

- Defended and advised state entities, including the Idaho Department of Correction and various commissions and boards, in employment-related matters (including review of draft Notices of Contemplated Action and Letters of Disciplinary Action, preparation for and defense during administrative hearings, and advice regarding standards for hiring, discipline, and termination matters)

- Reviewed and revised legislation and policies, and provided drafting support and advice
- Helped create and implement IDAPA rules, contract templates, and internal processes and procedures for a state-wide 24-7 sobriety program (housed within the Office of the Attorney General, but carried out by various counties)
- Honed and exercised effective and diplomatic client communication on a variety of issues including the legal propriety of employment actions, policy implementations, and various actions relating to inmate rights, responsibilities, and interactions
- Conducted factual and legal research and analysis during pleading practice and legal research and analysis during motion practice
- Defended various civil claims brought in federal, state, and administrative courts, focusing on constitutional law, employment law, and statutory interpretation
- Argued motions and cases for client in court and at administrative hearings
- Drafted IDAPA rules, contracts, interoffice memoranda, client communications analyzing law to facts, legal correspondence on behalf of client to third parties, answers, motions, and response briefs

Criminal Unit (Special Prosecutor, Public Corruption Crimes Emphasis)

- Created and implemented processes and procedures for the intake and screening of requests for investigation and prosecution of public corruption complaints against elected county officials
- Conducted screening and analysis of public corruption complaints and recommended whether to investigate further, prosecute, or seek a non-judicial remedy
- Prosecuted various felonies state-wide, which included engaging in screening, search warrant applications, investigative processes, grand jury proceedings, negotiating case resolutions, motions practice, trial, and sentencing proceedings
- Researched and analyzed issues related to various requests for interpretation of Idaho law
- Drafted complaints, informations, indictments, subpoenas, search warrant applications, motions, responses, jury instructions, and interoffice memoranda

Assistant City Attorney

Boise, Idaho

April 2012 – July 2014

Boise City Attorney's Office

- Consistently engaged in persuasive oral and written advocacy by arguing various motions, responses to motions, sentencing recommendations, appellate issues, evidentiary issues, and case resolutions
- Engaged in tactful and persuasive communication when giving legal advice, in both written and verbal form, after researching and analyzing various civil issues for the client
- Conducted jury trials and court trials on a regular basis
- Drafted, reviewed, and modified civil documents such as contracts, leases, policy manuals, city code, and letters for municipal clients
- Drafted prosecution documents such as motions, responses, appellate briefs, and jury instructions

Litigation Associate

Boise, Idaho

September 2011 – April 2012

Holland & Hart, LLP

- Worked with local government agencies in permit processes, conducted debtor examinations, analyzed client documentation for appropriate discovery responses, researched various civil legal issues, and reviewed due diligence documentation
- Drafted motions, responses, documentation for debtors examinations, an internal office memoranda analyzing client facts to relevant law

Law Clerk

Boise, Idaho

August 2009 – July 2011

Idaho Court of Appeals, Honorable Karen Lansing

- Researched various issues and claims of error in the criminal and civil context, and the Idaho Rules of Evidence
- Drafted bench memoranda and decisions, analyzing and applying legal precedent

Law Clerk Externships and Summer Associate Experience:

Law Clerk Extern

Boise, Idaho

January 2009 – April 2009

United States District Court, District of Idaho, Honorable B. Lynn Winmill

- Researched various areas of civil law, criminal law, and the Federal Rules of Evidence
- Drafted bench memoranda and decisions, analyzing and applying legal precedent

Summer Associate
Holland & Hart LLP

Boise, Idaho

Summer 2008

- Researched and drafted interoffice memoranda providing legal analysis, analyzed contracts, composed client communications
- Drafted operating agreements, articles of incorporation, by-laws, motions, and memoranda supporting motions

Law Clerk Extern

Boise, Idaho

Summer 2007

4th Judicial District, Honorable Michael McLaughlin

- Researched various areas of civil and criminal law
- Drafted bench memoranda and decisions providing legal analysis for motions for summary judgment, various motions *in limine* including motions to suppress evidence, motions to dismiss, motions to amend, and motions to compel

SPEAKING ENGAGEMENTS AND PRESENTATIONS

Legal Education and Pedagogy:

Best Practices for Student Engagement and Assessment. Little Rock, Arkansas – Institute for Law Teaching and Learning (**forthcoming** June 2021 – COVID-19 reset)

Learners as Lawyers – How to Structure a Course to Simulate a Client’s Case. Grand Forks, North Dakota – Lawyering Skills in the Doctrinal Classroom Conference (**forthcoming** May 2021 – COVID-19 reset)

Employment Law:

Balancing Religious Liberty and Anti-Discrimination Interests. Boise, Idaho – Idaho State Bar, Employment Law Section (May, 2020)

Intergenerational Issues in the Legal Profession. Boise, Idaho – Idaho State Bar Annual Meeting (July 2019)

Avoiding Sexual Harassment and Liability Claims in 2018 – Half Day Seminar on Trends and Tips in the #MeToo Era. Boise, Idaho (February 2018)

Employment Law Breakfast Briefing for Human Resource Professionals – Everything You Need to Know to Avoid Retaliation and Whistleblowing Claims. Boise, Idaho (May 2017)

Criminal Law:

National Attorneys General Training and Research Institution, Faculty:

- Parallel Proceedings: Strategies, Issues, and Ethics. Montgomery, Alabama (December 2016)
- Discovery and *Brady* Issues in Complex Criminal Cases. Montgomery, Alabama (December 2016)
- *Garrity v. New Jersey*, Issues for Offices Conducting Parallel Civil and Criminal Proceedings. Colorado Springs, Colorado (August 2016)
- The Role of Prosecutors and Attorneys General in Enacting Public Corruption Legislation. Colorado Springs, Colorado (August 2016)

Conference of Western Attorneys General Alliance Partnership, Mexico Prosecutors Training Program

- Theory of the Case. Boise, Idaho (April 2016)
- Preparing a Case for Trial. Boise, Idaho (April 2016)

Local:

- Suppression Hearings: Basic Strategies and Tips. Boise, Idaho - Boise City Attorney’s Office (August 2016)
- The Ethical Prosecutor: A Higher Standard. Boise, Idaho - Office of the Attorney General (December 2015)
- Investigating Public Corruption in Idaho: Idaho Code § 31-2002. Boise, Idaho - Idaho State Bar, Government Lawyers’ Section (September 2015)

Peace Officer Standards and Training (POST) Academy (Certified Instructor from 2017 – 2018):

- Legal Issues. Meridian, Idaho (2017 – 2018)
- Courtroom Scenarios. Meridian, Idaho (2015-2016)

Concordia School of Law:

- Remedies – Civil Restitution, guest lecturer. Boise, Idaho (January 2016)
- Legal Careers and Mentoring, panelist. Boise, Idaho (Spring 2014, 2015, and 2016)

Other:

- Access to Justice: Diversity in the Law. Boise, Idaho (February 2020)
- Interfaith and LGBT Summit 2020: Nondiscrimination in Places of Public Accommodation. Boise, Idaho (January 2020)
- Ethics in Parallel Proceedings – Civil Attorneys. Boise, Idaho – Office of the Attorney General (December 2016)
- Women on the Idaho Bench: Survey Results. Boise, Idaho – Idaho Women Lawyers (November 2015)
- Ethics in Government. Boise, Idaho - Boise State University (November 2015)

ADDITIONAL TRAINING

- Idaho Academy of Leadership for Lawyers: Boise, Idaho (2015-16)
- National Attorneys General Training – Trial Skills: Columbia, South Carolina (October 2014)
- National Conference on Prosecuting Stalking Crimes: St. Louis, Missouri (August 2012)

AWARDS

- Idaho Business Review's "Accomplished Under 40" Award Recipient (2016)
- McNichols Moot Court Competition "Best Overall Advocate" Award Recipient (2007)

COMMUNITY SERVICE AND ORGANIZATIONS

- Fourth District Pro Bono Committee
 - Co-chair (2019-present)
 - Member: 2018-present
- Employment Law Section of the Idaho State Bar Member: 2018-present
- Diversity Section of the Idaho State Bar Member: 2019-2020
- Litigation Section of the Idaho State Bar Member: 2017-2018, 2020-present
- Idaho Legal History Society (ILHS)
 - Board Member: 2016-present
 - Member: 2016-present
 - Founded ILHS's fundraising and awareness event (2016)
- Idaho Women Lawyers
 - Board of Directors Member: 2015-present
 - Member: 2014-present
 - Member of "Judicial Recruitment" committee: 2015-present
 - Member of "Lunch and Learn" committee: 2015-2018, 2020-present
 - Member of "Health, Wellness, and Lifestyle" committee: 2015-2017
- St. Mark's Catholic School
 - Classroom parent volunteer: 2019-present
 - Home and School President: 2018-2019
 - Home and School Vice President: 2017-2018
 - Festival of Trees committee: 2017
- St. Mark's Catholic Church
 - Parish Council: 2020-present
 - Retreat Volunteer: 2017-present
 - Liturgical Ministry (Lector): 2015-present
 - Pre-School Faith Formation (Teacher): 2014-2015
- Attorneys for Civic Education
 - Member: 2014-present
 - Executive Board Member: 2014-2017
 - Member of "Events" committee: 2014-2016
- Idaho Law Foundation
 - Law Related Education Committee: 2014-2017
 - High School Mock Trial Competition: 2011, 2014-present
- Moot Court Judge, Law School Competition: 2012
- Holland and Hart Foundation, Movies for a Cause Committee: 2011-2012
- Alternative Spring Break, Idaho Coalition for Sexual and Domestic Violence: 2008