

## **José Roberto (Beto) Juárez, Jr.**

### **EMPLOYMENT EXPERIENCE**

***Professor of Law and Director of Lawyering in Spanish Program - University of Denver Sturm College of Law, Denver, Colorado (July 2009 to present).***

Teach courses in Advanced Constitutional Law, Civil Law Systems in Latin America (taught in Spanish), Civil Procedure, Commercial Law for Foreign Investors in Guatemala (taught in Spanish), Conflict of Laws, Employment Discrimination Law, Externship Seminar (online), Lawyering Across Borders (taught in Spanish), Lawyering in Spanish Boot Camp (taught in Spanish), and Remedies. Research interests include language rights, legal history, race, and religion and the law.

Direct Lawyering in Spanish (LIS) Program, which seeks to train law students to work with Spanish-speaking clients in the United States and abroad. Established and teach in College of Law's first study-abroad program in partnership with another law school. The Inter-American Summer Program in Guatemala offers classes in Spanish to U.S. law students, as well as summer externships with Guatemalan and other Latin American non-profit organizations, law firms, and judiciaries. Responsible for adjunct faculty teaching in LIS program, oversight of student externships in Spain and Latin America, and cultivation of relationships with Spanish and Latin American lawyers, judges, law schools, and scholars.

***Dean and Professor of Law - University of Denver Sturm College of Law, Denver, Colorado (July 2006 to June 2009).***

Chief academic and administrative leader of law school providing legal education to over 1200 J.D., LL.M., and MSLA (Masters of Science in Legal Administration) students. Responsible for administration, financial management, human resources, and fundraising. Worked with 50 tenured/tenure-track and 25 non-tenure track members of the faculty on academic and curricular matters. Supervised over 70 staff providing services to students and faculty. Promoted reputation of law school and strengthened relations with alumni. Planned future needs and ensured adequate infrastructure support.

- ▶ Raised over \$15 million; increased endowment from \$32 million in 2005 to \$39 million in 2009.
- ▶ Established Bar Success Program. Bar passage increased from 66% in July 2005 to 91% in July 2009.

- ▶ Co-founded Deans' Diversity Council, comprised of judges and managing partners at large law firms, governmental organizations, and nonprofit organizations working to increase the diversity of the bar in Colorado. The Council led to the creation of a new nonprofit organization, the Center for Legal Inclusiveness ([www.colegaldiversity.org](http://www.colegaldiversity.org)).
- ▶ Increased number of faculty from 61 full-time equivalents (FTEs) to 72 FTEs, while decreasing the size of the entering class from 340 students to 300.
- ▶ Supported faculty scholarship by creating new position of Associate Dean for Faculty Research, increasing funds to support faculty research, and establishing speaker series.
- ▶ Established Yegge Scholarships to be awarded to diverse applicants; amount awarded increased from \$500,000 in first year to \$1,500,000 in third year.
- ▶ Obtained reaccreditation of the College of Law by the American Bar Association.

***Professor of Law - St. Mary's University School of Law***, San Antonio, Texas (June, 1999 to May 2006; June, 1995 to May, 1997).

***Associate Professor of Law - St. Mary's University School of Law*** (August, 1990 to May, 1995).

Taught courses in Civil Procedure, Civil Rights, Conflict of Laws, Federal Courts, Professional Responsibility, and Remedies, and a seminar on Language Rights. Co-taught undergraduate course on Mexican Americans and the Law.

***Associate Dean for Academic & Student Affairs and Professor of Law - St. Mary's University School of Law*** (June, 1997 to May, 1999).

Administered academic programs, including preparation of budget reports, oversight of clinical programs and law library, and hiring of adjunct faculty. Prepared proposed law school budget for review by law school dean. Responsible for student academic and disciplinary appeals. Supervised law school staff. Managed law school in absence of law school dean. Chaired bar examination committee and directed bar examination passage study.

***Visiting Professor of Law - University of Oregon School of Law***, Eugene, Oregon (August, 2001 to June, 2002).

Taught courses in Civil Procedure, Conflict of Laws, and Constitutional Law II.

***Associate Professor of Law - Council on Legal Educational Opportunity (CLEO) Institute, University of Missouri-Columbia School of Law, Columbia, Missouri (Summer 1991).***

Taught course in Legal Writing and Legal Reasoning in program designed to provide minority and economically disadvantaged students entering law school with skills to succeed in law school.

***Regional Counsel and Director of Employment Program - Mexican American Legal Defense and Educational Fund (MALDEF), Los Angeles, California (August, 1987 to July, 1990).***

Director of largest regional office of national civil rights law firm. Supervised staff of 13 persons, including 5 attorneys. Also supervised employment discrimination litigation brought by attorneys in 5 regional offices throughout the United States. Assisted in solicitation of grants and preparation of reports to funders. Conducted federal civil rights practice, with an emphasis on litigation and advocacy in employment discrimination. In addition to traditional Title VII class actions, practice included language-based discrimination and immigration-related employment discrimination.

***Staff Attorney - Mexican-American Legal Defense and Educational Fund (MALDEF), San Antonio, Texas (January, 1983 to July, 1987).***

Conducted federal civil rights practice, with an emphasis on litigation and advocacy in employment discrimination and immigration. Other areas of practice included education and voting rights. Duties included presentations to conferences and media, as well as communications with public officials.

***Staff Attorney - Gulf Coast Legal Foundation, Galveston, Texas (March, 1982 to January, 1983).***

Poverty law practice, with emphasis on family law and housing law.

## **PUBLICATIONS**

*Mexican American Voting Rights in Texas, 1968-2018* (principal author with Ernest Herrera) (book chapter), in ROBERT BRISCHETTO, ED., *MEXICAN AMERICANS IN TEXAS: 1968-2018* (Michigan State University Press) (forthcoming).

*The Central American Experience with Investor Protections in Free Trade Agreements*, in FROM EXTRACTION TO EMANCIPATION: REIMAGINING DEVELOPMENT FOR CENTRAL AMERICA (ABA 2017).

*Foreword: Doing the Hard Work*, 22 BERKELEY LA RAZA L. J. 3 (2012) (foreword to LatCrit XV symposium issue).

*Recovering Texas History: Tejanos, Jim Crow Lynchings & the University of Texas School of Law*, 52 S. TEX. L. REV. 85 (2010).

*Catholic Social Thought & Immigration*, in FAITH AND LAW: HOW RELIGIOUS TRADITIONS FROM CALVINISM TO ISLAM VIEW AMERICAN LAW (NYU Press 2007) (book chapter).

*The Challenge of Catholic Social Thought on Immigration for U.S. Catholics*, 1 VILL. J. OF CATHOLIC THOUGHT 461 (2004).

*Law and Language*, in MEXICAN AMERICANS AND THE LAW (University of Arizona Press 2004) (book chapter).

Book review of D.A. BRADING, CHURCH AND STATE IN BOURBON MEXICO: THE DIOCESE OF MICHOACÁN, 1749-1810 (1994), 16 J. L. & RELIGION 515 (2001).

*Hispanics, Catholicism and the Legal Academy*, in CHRISTIAN PERSPECTIVES ON LEGAL THOUGHT (Yale University Press 2001) (book chapter).

*The American Tradition of Language Rights, ¡Que Viva Texas!: The Forgotten Right to Government in a "Known Tongue"*, 1 SCHOLAR 45 (1999).

*The American Tradition of Language Rights: The Forgotten Right to Government in a "Known Tongue"*, 13 LAW & INEQ. 443 (1995).

*The Supreme Court as the Cheshire Cat: Escaping the Section 1983 Wonderland*, 25 ST. MARY'S L. J. 1 (1993).

### **WORKS IN PROGRESS**

*Catholicism and the Law of Slavery in Roman Spain* (work in progress)

*Catholicism and the Law of Slavery in Visigothic Spain* (work in progress)

*Catholicism and the Law of Slavery in Medieval Spain* (work in progress)

*The Black-White Paradigm and Shelby County* (work in progress)

*The Law of Slavery in Texas: Recovering the History of Tejano Views on Slavery* (work in progress)

*Catholicism and the Law of Slavery in Colonial Mexico: Oppression and Liberation* (work in progress)

*The Treaty of Guadalupe Hidalgo's Civil Rights Guarantees* (work in progress)

A DAY IN THE LIFE OF DOLORES RANCH (revision of previous manuscript for publication)

### **COURSE MATERIALS**

*Introducción a los Sistemas Jurídicos Contemporáneos [Introduction to Contemporary Juridical Systems]* (February 2000, May 2000, June 2000, and November 2000) (LL.M. course taught at the University of Guadalajara School of Law, Mexico).

*Reforma del Poder Judicial en los Estados Unidos [Reform of the Judiciary in the United States]* (July 2000) (presentation to the Supreme Court of the State of Jalisco, Mexico).

*El Marco Jurídico Electoral de los Estados Unidos [The Framework of Electoral Law in the United States]* (November 1999) (presented to the Electoral Supreme Court of the State of Jalisco, Mexico).

*The Legal Framework and Sources of Law in the United States* (1992; revised in 1994) (course taught at the University of Monterrey, Mexico).

### **INTERNATIONAL PROGRAMS**

*Inter-American Summer Program in Guatemala* (May-June 2011 to May-June 2017) (taught course on *Commercial Law for Foreign Investors in Guatemala* in Spanish to U.S. law students, and Guatemalan law students and lawyers, in Antigua, Guatemala).

*LatCrit Study Space* (July 2015) (participation in week-long tour of Guatemala and interviews with Guatemalan officials, lawyers, and community activists to research book chapter on Guatemala's experience with investor protection mechanisms in free-trade agreements).

*The Use of Precedents in the Common Law System* (October 2006) (videoconference class for LL.M. students at the Instituto Tecnológico de Estudios Superiores de Monterrey Law School).

*Derecho Corporativo Comparado [Comparative Corporate Law]* (June 2007, May 2004, September 2003, September 2002, September 2001) (LL.M. course taught at Panamerican University School of Law, Guadalajara, Mexico).

*Introducción a Los Sistemas Jurídicos Contemporáneos [Introduction to Contemporary Juridical Systems]* (February 2000, May 2000, June 2000, and November 2000) (LL.M. course taught at the University of Guadalajara School of Law, Mexico).

*Reforma del Poder Judicial en los Estados Unidos [Reform of the Judiciary in the United States]* (July 2000) (presentation to the Supreme Court of the State of Jalisco, Mexico).

*El Marco Jurídico Electoral de los Estados Unidos [The Framework of Electoral Law in the United States]* (November 1999) (presentation to the Electoral Supreme Court of the State of Jalisco, Mexico).

*Los Mexicanos Frente al Derecho Norteamericano [Mexicans and U.S. Law]* (1998) (University of Coahuila School of Law, Saltillo, Coahuila, Mexico).

*Cuestiones Constitucionales [Constitutional Questions]* (1997) (Panamerican University School of Law, Guadalajara, Mexico).

*Cuestiones Procesales [Procedural Questions]* (1997) (Panamerican University School of Law, Guadalajara, Mexico).

*Antecedentes del Derecho Común [Antecedents of the Common Law]* (1997) (Centro de Estudios de Actualización Jurídica [Center for Studies of Juridical Actualization, Mexico City, Mexico).

*El Marco Jurídico y Fuentes de Derecho en los Estados Unidos [The Legal Framework & Sources of Law in the United States]* (1995) (Law School of the University of Anáhuac, Mexico City, Mexico).

*The Legal Framework & Sources of Law in the United States* (1992 & 1994) (University of Monterrey School of Law, Monterrey, Mexico).

*U.S. Common Law* (1993) (University of Monterrey School of Law, Monterrey, Mexico).

### **CONSULTANTSHIPS**

***Consultant - Seattle University***, Seattle, Washington (2008)

***Consultant - Northern Illinois University***, DeKalb, Ill. (2002).

***Consultant - University of Oklahoma School of Law***, Norman, Oklahoma (1992).

Reviewed scholarship of candidates for promotion to full professor of law.

***Consultant - Ford Foundation***, New York, N.Y. (1990 to 1999).

Monitored voter registration organizations funded by the Ford Foundation to ensure compliance with Section 4945(f) of the Internal Revenue Code.

***Consultant - Ford Foundation***, New York, N.Y. (1997)

Worked with two other consultants to review the work of Ford Foundation's Peace and Social Justice Program related to Hispanics in the United States. Met with Ford Foundation grantees and experts on Hispanic issues across the United States, as well as with Foundation staff. Chief author and editor of report to the Ford Foundation.

***Consultant - Carnegie Corporation***, New York, N.Y. (1999).

Reviewed grant proposals.

***Consultant - Intercultural Development & Research Association (IDRA)***, San Antonio, Texas (1991).

Reviewed lessons plans for project to acquaint high school students with the Bill of Rights of the United States Constitution.

### **EXPERT TESTIMONY**

***López v. Abbott***, Civil Action No. 2:16-cv-00303 (S.D. Tex.) (2016 to 2018).

Served as plaintiff's expert witness in challenge under Voting Rights Act to statewide, at-large election of justices of the Texas Supreme Court and of judges of the Texas Court of Criminal Appeals.

***Marketing on Hold, Inc. v. Southwestern Bell Telephone Co.***, No. 2000-05-1931-B (Cameron County, Texas) (2003 to 2004).

Served as plaintiff's expert witness on class certification in Texas state court lawsuit alleging defendant billed class members for unauthorized charges.

***Machuca González v. Chrysler Corp.***, Civil Action No. B-98-75 (S.D. Tex.) (1999).

Plaintiff's expert witness on forum non conveniens, jurisdictional, and choice of law issues in products liability suit brought in federal court by Mexican citizens.

### **PRESENTATIONS (PARTIAL LIST):**

*The Central American Experience with Investor Protection in Free-Trade Agreements*, Law and Society Conference, Mexico City, Mexico (June 2017)

*What do the ERA and Transgender Rights Have In Common? Do Bathrooms Ring A Bell?*, University of Denver, Denver, CO (March 2017)

*The 2016 Election: Fear and Loathing in the 21<sup>st</sup> Century*, University of Denver, Denver, CO (September 2016)

*Segundo de Febrero and Amnesia*, University of Denver, Denver, CO (inaugural keynote of annual commemoration of signing of Treaty of Guadalupe-Hidalgo) (February 2016)

*Guatemala's Experience with Investor-Protection Mechanisms in Free-Trade Agreements*, McGeorge School of Law, University of the Pacific, Sacramento, CA (December 2015)

*The Black-White Paradigm and Shelby County v. Holder*, LatCrit Conference, Anaheim, CA (October 2015)

*Guatemala's Experience with Investor-Protection Mechanisms in Free-Trade Agreements*, LatCrit Conference, Anaheim, CA (October 2015)

- Curricular Innovations in a Time of Crisis: How to Move Law Schools to Embrace the Intercultural Society of American Law Teachers (SALT) Teaching Conference, Las Vegas, NV (October 2014)*
- Developing Cross-Cultural Competence, Presidential Workshop on Globalizing the Curriculum, Association of American Law Schools, New Orleans, Louisiana (January 2013)*
- Catholicism and the Law of Slavery in Colonial Mexico: Oppression and Liberation, National Bar Association National Conference, Chicago Illinois (April 2012)*
- The Legacy of César Chávez & the Mexican American Legal Defense & Educational Fund (MALDEF); American Civil Liberties Union, Latino/a Law Students Association, Spanish-Speaking Law Students Association; University of Denver Sturm College of Law, Denver, Colorado (March 2012)*
- Leyes de Discriminación [Discrimination Laws], Spanish-Speaking Law Students Association, University of Denver Sturm College of Law, Denver, Colorado (March 2012)*
- Economic Perspectives on Academic Freedom, Academic Capitalism, and the Accountability Discourse, Association of American Law Schools Socioeconomic Section, Washington, D.C. (January 2012)*
- Keynote, Indian Law Clinics & Externship Programs Symposium, Isleta, New Mexico (June 2010)*
- Retaining Diversity: How to Improve Retention of Diverse Persons, American Bar Association National Presidential Summit – Diversity in the Legal Profession: The Next Steps?, National Harbor, MD (plenary) (June 2009)*
- Keynote, Spring Migrant Youth Leadership Institute, Denver, Colorado (March 2009)*
- Best Practices for the Recruitment of Minority Law Professors II, Association of American Law Schools Annual Meeting, San Diego, California (January 2009)*
- Negotiating Your Contract, The National Summer Institute at the University of Denver: Promoting Multicultural Excellence in the Academy (June 2008)*
- How the Associate Dean's Changing Roles Affect Relationships, American Bar Association's Associate Deans' Conference, Denver, Colorado (June 2008)*
- So They Want to Be Law Students? Warning Signs for Admission Officers, Law School Admissions Council Annual Conference, Marco Island, Florida (May 2008)*
- In the Name of Love: What Does Martin Luther King Mean on the 40th Anniversary of His Assassination?, Association of American Law Schools Annual Meeting (January 2008)*
- On Professionalism & Balance: Constructing Academic and Personal Success, LatCrit Conference, Miami, Florida (October 2007)*
- Latino Heritage Month Celebration, University of Denver (October 2007)*
- Getting into the Candidate Pool, Deanship Workshop, Seattle University School of Law, Seattle, Washington (September 2007)*
- Promotion and Tenure: Getting to Yes, Association of American Law Schools Workshop on Thriving and Surviving the Academy: Concrete Steps for People of Color and Their Law Schools, Washington, D.C. (June 2007)*
- Testimony in Opposition to Proposed ABA Bar Passage Standard, San Francisco, California (May 2007)*
- Administrators' Roundtable, Diversity Summit, University of Denver, Denver, Colorado (May 2007)*
- How to Prime the Pipeline - Preparing Minority Youth for the Legal Profession, National Association for Law Placement Annual Education Conference, Keystone, Colorado (April 2007)*
- Keynote, Latino Law Students Annual Banquet, Hamline University, St. Paul, Minnesota (February 2007)*



- Diversity in the Legal Profession*, Colorado Unity Conference, University of Denver, Denver, Colorado (January 2007)
- Latinos, Mestizaje & Nepantla*, Symposium on Law, Religion and Ethics, Hamline University School of Law (October 2006)
- Colorado Elections and Latinos*, Univisión Channel 43, Denver, Colorado (Co-host of Spanish-language weekly program) (September & October 2006)
- The Texas Tradition of Undocumented Immigration*, Texas A&M University, College Station, Texas (March 2006)
- Testimony in Support of Changes to ABA's Law School Accreditation Standards*, American Bar Association's Standards Review Committee of the Section of Legal Education and Admissions to the Bar, Washington, D.C. (January 2006)
- Testimony in Support of Changes to ABA's Law School Accreditation Standards*, American Bar Association's Council of the Section of Legal Education and Admissions to the Bar, San Diego, California (December 2005)
- Myths & Truths About Affirmative Action*, Gold Youth Leadership Conference 2005, San Antonio, Texas (June 2005)
- LSAT: Uses and Abuses of High Stakes Testing*, Southeast/Southwest People of Color Legal Scholarship Conference, New Orleans, Louisiana (May 2005)
- Moderator, *Discover Your Voice* (San Antonio mayoral debate sponsored by Democratic Law Students & Pi Sigma Alpha), St. Mary's University (March 2005)
- Moderator, *Social Justice Lawyer Within the Constraints of Today's World*, Trina Grillo Public Interest and Social Justice Law Retreat, San José, California (March 2005)
- Lawyer Activism and Social Justice*, Law, Culture & Humanities Conference, University of Texas at Austin (March 2005)
- Pipeline Initiatives*, Pipeline Conference, Albuquerque, New Mexico (February 2005)
- Strategic Scholarship: Opportunities and Obstacles for Progressive Faculty*, Society of American Law Teachers & Equal Justice Society Workshop, San Francisco, California (January 2005)
- Affirmative Action after Grutter*, Society of American Law Teachers' Teaching Conference, Las Vegas, Nevada (October 2004)
- Moderator, *The Browning of America*, Second National People of Color Legal Scholarship Conference, George Washington University Law School, Washington, D.C. (October 2004)
- Latinos & Whiteness: The Dilemma of Hernández v. Texas*, Faculty Colloquium, St. Mary's University School of Law (September 2004)
- Sus Derechos Legales [Your Legal Rights]*, Catholic Television of San Antonio, San Antonio, Texas (September 2004) (hosted premiere episode of television program in Spanish during which immigration lawyers answered viewers' questions)
- Mexican Americans & the Law*, Mexican American Bar Association, San Antonio, Texas (September 2004) (with co-author)
- Mexican Americans & the Law*, St. Mary's University (September 2004) (with co-authors)
- Exploring New Methods of Remediating Inequality (Affirmative Action): Justice Thomas, Affirmative Action, and the LSAT*, AALS Workshop on Racial Justice in a New Millennium, Portland, Oregon (June 2004)
- Mexican Americans & the Law*, Valenzuela's Latino Bookstore, San Antonio, Texas (May 2004) (with co-authors)
- Hernández v. Texas*, University of Texas School of Law, Austin, Texas (April 2004)

- School Segregation Fifty Years After Brown*, Northern Illinois University Law Review Symposium (April 2004)
- Concluding Remarks*, Trina Grillo Public Interest & Social Justice Retreat, San José, California (March 2004)
- Affirmative Action*, St. Mary's University (October 2003)
- Judicial Nominations*, University of Texas School of Law, Austin, Texas (October 2003)
- Mexican Americans & the Law*, St. Mary's University (October 2003)
- Immigration Law and Catholic Social Justice*, Villanova University School of Law, Villanova, Pennsylvania (October 2003)
- Public Interest Law*, MALDEF, San Antonio, Texas (June 2003) (brown-bag lunch with law clerks)
- The Role of Race in Higher Education Admissions: From Bakke to the University of Michigan Cases Currently Before the United States Supreme Court*, St. Mary's University School of Law (February 2003)
- Keynote*, Minority Pre-Law Conference, St. Mary's University School of Law (February 2003)
- Education is the Key to the Future and Reflections on Martin Luther King's "I Have a Dream" Speech*, Hispanic National Bar Association Student Division Regional Conference, San Antonio, Texas (February 2003)
- The Land Grant Movement and LatCrit*, LatCrit Conference, Portland, Oregon (May 2002)
- Repaying the Social Debt: Affirmative Action*, St. Mary's University President's Peace Commission (March 2001)
- Professional Responsibility*, Symposium on Legal Education and Access to Justice, University of Texas School of Law, Austin, Texas (February 2001)
- Welcome*, Hijas del Quinto Sol Conference, San Antonio, Texas (July 1999)
- Keynote*, Banquet of The Scholar: St. Mary's Law Review on Minority Issues, San Antonio, Texas (April 1999)
- So You Think You Want to Go to Law School*, Minority Pre-Law Student Symposium, Southern Methodist University, Dallas, Texas (February 1998 & February 1999)
- Reflections on Our Lady of Guadalupe*, St. Mary's University School of Law's Center for Legal & Social Justice (December 1998)
- Language Rights in Texas Before and After the Treaty of Guadalupe Hidalgo*, Conference on the Treaty of Guadalupe Hidalgo, San Antonio, Texas (October 1998)
- Breaking Barriers: The Future of Civil Rights*, State Bar of Texas Minority Counsel Program, San Antonio, Texas (September 1998)
- Legal Aspects of Hiring*, University of Texas at San Antonio, San Antonio, Texas (July 1998)
- Testimony on Hopwood v. Texas*, Committee on Higher Education of the Texas House of Representatives (February 1998)
- The Dynamics of Affirmative Action*, St. Mary's University (December 1997)
- Gays in the Military*, St. Mary's University School of Law (October 1997)
- Racial Equality in Texas*, Texas Lyceum, San Antonio, Texas (July 1997)
- Language Rights in Texas*, Texas Association of Chicanos in Higher Education, Laredo, Texas (July 1997)
- We the People: The Power of Voter Representation*, St. Mary's University President's Peace Commission (October 1996)
- The Catholic Tradition of Legal & Social Justice: Immigration*, St. Mary's University School of Law's Center for Legal & Social Justice (October 1996)
- Commentator*, Symposium on Hector Fix Fierro's *Cuadernos Para la Reforma de la Justicia: La Eficiencia de la Justicia*, St. Mary's University School of Law (October 1995)

- The American Tradition of Language Rights: The Forgotten Right to Government in a Known Tongue*, Faculty Colloquium, St. Mary's University School of Law (September 1995)
- Gender Bias Task Force CLE*, Bexar County Women's Bar Association, San Antonio, Texas (May 1995)
- Invited Participant, *Legal Scholars Symposium on Affirmative Action in Higher Education*, American Council on Education, Chicago, Illinois (May 1995)
- The Court Cases That Built Civil Rights*, St. Mary's University President's Peace Commission (February 1995)
- Participant, *Law School Admissions & Law Careers Seminar for High School Students*, St. Mary's University (May 1994)
- Overview of Federal Civil Procedure*, Texas Association of Legal Secretaries, San Antonio, Texas (May 1994)
- Overview of Federal Civil Procedure*, San Antonio Legal Secretaries Association, San Antonio, Texas (February 1994)
- The Supreme Court as the Cheshire Cat: Getting Out of the Section 1983 Wonderland*, Texas City Attorneys Association Conference, San Antonio, Texas (June 1993)
- Constitutional Law*, Outreach . . . Lawyers Reaching Out to Young Texans, St. Mary's University School of Law (April 1993)
- Legal Issues Affecting Hispanics in the Law*, St. Mary's University President's Peace Commission (March 1993).
- Mexican Americans and the Law*, St. Mary's University (1993) (videotape)
- Employment Discrimination in Law Enforcement*, Texas-New Mexico University Police Association, San Antonio, Texas (1993)
- Legally Speaking: Sexual Harassment*, Taped radio segment on KSTX Radio, San Antonio, Texas (July 1992)
- No Importa*, Keynote Speech at Youth Banquet, LULAC National Convention, San Antonio, Texas (July 1992)
- The Bill of Rights*, Optimist International Respect for Law Day, San Antonio Optimist Club, San Antonio, Texas (May 1992)
- Civil Rights Along the Border*, Laredo Public Library, Laredo, Texas (April 1992)
- Public Administration & Jurisprudence*, Bridging Río Bravo Conference, University of Texas-Pan American, Edinburg, Texas (March 1992)
- Dr. Martin Luther King*, United I.S.D., Laredo, Texas (February 1992)
- The Modern Meaning of the Bill of Rights: The Hispanic Experience* (debate with Linda Chávez), Dallas Association of Young Lawyers, Dallas, Texas (October 1991)
- One Hundred Years of Immigration Law*, Symposium on Human Rights in the Americas, St. Mary's University School of Law (September 1991)
- Testimony on H.B. 930*, Urban Affairs Committee of Texas House of Representatives, Austin, Texas (April 1991)
- Views of Hispanic Leadership*, St. Mary's University Hispanic Leadership Institute (March 1991)
- Testimony on H.R. 4421 & the Nondiscrimination Provisions of IRCA*, Subcommittee on Immigration, Refugees & International Law of the Committee on the Judiciary, U.S. House of Representatives, Washington, D.C. (June 1990)
- Chicano Voting Rights in the 1990's*, Stanford Chicano Alumni Association Annual Conference, Stanford University, Stanford, California (May 1990)
- Back to the Future: The U.S. Supreme Court's Civil Rights Decisions*, Annual Dean's Lecture, St. Mary's University School of Law (Spring 1989)

*Handling a Discrimination Case: Plaintiff's Viewpoint, Representing Employers: Compliance with the Immigration Reform and Control Act of 1986*, State Bar of Texas Professional Development Program, Dallas, Texas and San Antonio, Texas (August 1987)  
Presenter, Valued Youth Partnership Program (dropout prevention program), South San Antonio High School, San Antonio, Texas (March 1987)  
*Pay Equity & Comparable Worth*, National LULAC Women's Conference, San Antonio, Texas (April 1986).  
Judge, Harlandale I.S.D.'s Children's Mirror of Cultures, San Antonio, Texas (May 1985)  
Presenter, Career Day, Harry H. Rogers Middle School, San Antonio, Texas (April 1984)

### **DIRECTORSHIPS**

Colorado Campaign for Inclusive Excellence (Denver, Colorado), Board of Directors (2007 to 2009).

Council on Religion and the Law (CORAL) (2013 to present)

Institute for the Advancement of the American Legal System (Denver, Colorado), Advisory Board (2006 to 2009).

Journal of Law and Religion, Board of Directors (2002 to 2005).

Journal of Law and Religion, Chair of Board of Directors (2006 to 2013).

Norman Dorsen Fund (Society of American Law Teachers), Board of Directors (2006 to 2011).

Our Courts (Denver, Colorado), Advisory Board (2007 to 2009).

Society of American Law Teachers, Board of Directors (2001 to 2003; 2006 to present).

Society of American Law Teachers, Co-President (2004 to 2006) (2020 to 2022).

### **MEMBERSHIPS**

American Bar Association (1990 to present).

American Bar Association, Diversity Committee, Section of Legal Education and Admissions to the Bar (member, 2007 - 2008 and 2010 to present; Vice-Chair 2009).

American Bar Association, Women & Minority Deans' Databank Advisory Council (2008 to 2009).

Association of American Law Schools, Section on Employment Discrimination (1990 to present; Chair, 1994; Program Chair, 1993; Secretary, 1992).

Equal Employment Opportunity Commission Task Force on Access by Hispanics (1984 to 1990).

Grievance Committee, Holy Rosary Catholic School, San Antonio, Texas (1995 to 1997).

Law School Admissions Council, Latino Issues Subcommittee of Diversity Committee (2011 to present).

Mexican American Bar Association (1983 to 1987; 2004).

Society of American Law Teachers (2001 to present).

Southeast/Southwest People of Color Conference Planning Committee (2005-2006).

Southern California Employment Round Table (1987 to 1990).

### **BAR MEMBERSHIPS**

State Bar of Texas (admitted October, 1981)

United States Supreme Court (October, 2005)

United States Court of Appeals for the Fifth Circuit (April, 1983)

United States Court of Appeals for the Ninth Circuit (March, 1989)

United States District Court for the Southern District of Texas (June, 1984)

United States District Court for the Western District of Texas (November, 1984)

### **LAW SCHOOL SERVICE**

#### *University of Denver Sturm College of Law*

Director, Lawyering in Spanish Program (2010 to present)

Member, Advisory Committee for Tenure-Track Candidate's Review (2010-2017)

Member, Advisory Committee for Candidate for Promotion to Full Professor (2012-2013, 2018-2019)

Member, Appointments Committee (2011-2013)

Chair, Appointments Committee (2019-2020)

Member, Faculty Executive Committee (2012-2016)

Member, Promotion and Tenure Committee (2017-2018, 2019-2020)

Advisor, Spanish-Speaking Law Students Association (2010 to present)

Judge, Jessup International Moot Court Competition (regional and practice rounds, 2012)

#### *St. Mary's University School of Law*

Acting Computer Coordinator (1991-1992)

Acting Director of Computer Operations (1992-1993)

Chair, Computer Policies Committee (1995-1998)

Chair, Law School Task Force on University Strategic Plan (1995-1996)

Chair, Minority Opportunities Committee (1991-1992;1995-1997); Member (1990-1991; 1992-1995)  
 Chair, Orientation Committee (1997-1998); Member (1993-1995)  
 Director, Faculty Computer Operations (1994-1998)  
 Member, Academic Standards Committee (1997-1998)  
 Member, Academic Support Committee (2002-2004)  
 Member, Admissions Subcommittee for Self-Study (1992-1993)  
 Member, Ad Hoc Committee on Symposium on Human Rights in the Americas (1990-1991)  
 Member, Curriculum Committee (2000-2001)  
 Member, Faculty-Administration Liaison Committee (1991-1992)  
 Member, Faculty Development Committee (1995-1998)  
 Member, Internal Relations Committee (1996-1997)  
 Member, Lecture and Special Events Committee (1990-1995)  
 Member, Scheduling Committee (1997-1998)  
 Member, Selection Committee for Mario Obledo Public Interest Award (1993)  
 Member, Summer Stipends Committee (2000-2001)  
 Member, Texas State Bar Examination Committee (1996-1999)  
 Member, Technology Committee (2005 - 2006) (ex officio member, 1998-1999)  
 Ex-officio member, Curriculum Committee (1998-1999)  
 Law School Liaison with University Theology Department (1990-1993)  
 Advisor, Client Counseling Competition (1990-1992)  
 Advisor, Hispanic Law Students Association (1993-1996); Co-Advisor (1994-1995)  
 Co-Advisor, Minority Law Students Association (1990-1991); Advisor (1991-1993)  
 Co-Advisor, The Scholar: St. Mary's Law Review on Minority Issues (1994-1999)  
 Faculty Advisor to first-year law students (1990-1995)  
 Judge, Board of Advocates competitions (1990-1995)  
 Recruiter of law student applicants at law forums and universities in Texas and California  
 (1990-1998)  
 Taught mock law school class to potential applicants at Admission Office's "Open House"  
 (1993-1999)

### **UNIVERSITY SERVICE**

#### *University of Denver*

Administrative Council (2006 - 2009)  
 Center for World Languages and Culture, Advisory Board (2010 - present)  
 Deans' Council (2006 - 2009)  
 Graduate Council (2006- 2009)  
 Search Committee - Daniels College of Business Dean (2007)  
 Technology Council (2008)  
 University Planning Advisory Council Mission and Goals Task Force (2006-2007)

#### *St. Mary's University*

Academic Computing Committee (1992-1998; 2000-2001)  
 Administrative Council (2006 - present)  
 Advisory Council for Center for Professional Ethics (1991-1993)  
 Bioethics Chair Search Committee (1998)

Director of Administrative Computing Search Committee (1993)  
Faculty Review Committee (chair, 2004 - 2006) (member, 1997-1998)  
Faculty Senate (1995-1997; 2004-2006) (elected to 1997-1998 Senate, but resigned when appointed Associate Dean)  
Law School Dean Search Committee (1997-1998)  
Student Conduct Committee (1991-1997)

### **SERVICE TO LEGAL ACADEMY & PROFESSION**

Site Inspector for American Bar Association Section of Legal Education & Admissions to the Bar  
Nova Southeastern University Shepard Broad School of Law (2017) (also reporter for Association of American Law Schools)  
University of South Dakota School of Law (2013) (also reporter for Association of American Law Schools)  
Chicago-Kent College of Law (2011) (also reporter for Association of American Law Schools)  
University of the Pacific McGeorge School of Law (summer program in Antigua, Guatemala) (2010)  
Notre Dame Law School (2009) (also reporter for Association of American Law Schools)  
Loyola Law School - Los Angeles (2008)  
Stetson University College of Law (2015)  
Wayne State University Law School (2008)

### **HONORS**

Founder's Award, Center for Legal Inclusiveness (2017)  
Excellence in Legal Service, Mexican American Legal Defense & Educational Fund (MALDEF) (2016)  
Hispanic Business Magazine's Top 100 Influential Hispanics (2006)  
Participant in British-American Project (1993)  
St. Mary's University Distinguished Faculty Award (1996)  
St. Mary's University Marianist Heritage Award (1997)  
Stanford University Multicultural Alumni Hall of Fame (2007)

### **LEGAL EDUCATION**

The University of Texas School of Law J.D., May 1981

Honors:       New Century Scholar (1978-1981)  
                  SBA Consul Award (1981)

**PRELEGAL EDUCATION**

Stanford University

A.B. in History, 1977