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**Professor of Law**  
**The John Marshall Law School**  
**315 South Plymouth Court**  
**Chicago, IL 60604**  
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**EDUCATION:** Northwestern University School of Law,  
LL.M., 1992.

Valparaiso University School of Law,  
J.D., 1986  
Vaughan Award Recipient.

University of Wisconsin - Oshkosh,  
B.S. Economics, 1983  
Minor, Business Administration  
Graduated Cum Laude  
Honors Student in Economics.

**ACADEMIC**  
**EXPERIENCE:**

The John Marshall Law School, Chicago, IL  
Professor of Law (with tenure, 2004-present)  
Associate Professor of Law (with tenure) (1999-2004).  
Assistant Professor of Law (tenure-track) (1995-1999).  
Assistant Professor of Law (non tenure-track) (1990-1995).  
Director, "SCALES" Program (Summer College to Assess Legal  
Education Skills) (2003-2007)

Courses:

Lawyering Skills I, Lawyering Skills II,  
Constitutional Theory, Contracts I, Contracts II  
Employment Discrimination, Introduction to the US Legal System,  
Significant Committee Service:

Appointed Chair, Selection & Appointments Committee (Faculty  
Recruitment) (2008-2010)

Appointed Member of Board of Trustees-Faculty Liaison Committee  
(2007-2008);

Appointed Member of Long Range Planning Committee (2003),

Appointed Member of two Committees implementing the Strategic  
Plan: Advocacy Program Committee and Bar Study Committee  
(2002),

Appointed Member of the Strategic Planning Committee (2001-2002),  
Elected Member of the Tenure Committee (2001-2003 & 2008- 2010),  
Elected Member of the Faculty Executive Committee (1999-2001,  
2006-2008),

Elected Member of the Tenure, Selection, and Appointments  
Committee (1996-1998, 2008-2010).

Other Significant Service:

Faculty Advisor to the Moot Court Program (1997-2001),

Training Workshop for Adjunct Faculty, "LSII Problem Design,"  
(July 12, 1997).

Fulbright Senior Specialist Grant Recipient,

Institute of Technology Law National Chiao Tung University, Taipei,  
Taiwan

Taught a two-credit course entitled "A Survey of Business Law in the  
U.S. Legal System" (June-July, 2008)

The International Law Institute, Washington, D.C.

Director of the Workshop on Legal Research and Writing

Developed and teach a one-week workshop designed primarily for  
international students who will be entering LL.M. programs in the  
United States. The workshop introduces students to the advanced  
research, writing, and analytical skills unique to a common law  
system and necessary to graduate legal studies in the United States  
(2001-2004).

Director of the Legal Research Concentration of the Orientation in  
the U.S. Legal System

Developed material for this two-week course designed to introduce  
international LL.M. candidates to basic techniques for researching  
American law, writing memoranda, and citing legal authorities  
(2002-2003).

Taught Introduction to the U.S. Legal System Course and Legal  
Research and Writing Course to students at the State Intellectual  
Property Office (SIPO) in Beijing, China in conjunction with The John  
Marshall Law School's LL.M. Program in Intellectual Property  
(October, 2003).

**PRIOR**  
**PROFESSIONAL**  
**EXPERIENCE:**

Judicial law clerk to the Honorable Andrew P. Rodovich, United  
States Magistrate Judge for the Northern District of Indiana,  
Hammond Division (May, 1986-May, 1989),

Judicial law clerk to the Honorable James T. Moody, United States

District Court Judge for the Northern District of Indiana, Hammond Division (June, 1989-August, 1989).

**PUBLICATIONS  
& RESEARCH:**

Research Awards and Grants:  
Association of Legal Writing Directors (ALWD) Incentive Scholarship Grant for 2004.

Articles in Law Journals and Law Reviews:

*Selling sex: Analyzing the Improper Use Defense to Contract Enforcement through the Lens of Carroll v. Beardon*, 59 Cleveland State Law Review (forthcoming).

*Tenured Faculty at Colleges and Universities in the United States: A De Facto Private Membership Club*, 2009 (No. 2) Oxford Forum on Public Policy Online  
<http://www.forumonpublicpolicy.com/summer09/archivesummer09/spanbauer.pdf>

*Embracing Diversity Through a Multicultural Approach to Legal Education* (with co-author) 1 Charlotte L. Rev. 223 (2009).

*Sailing Against the Wind: How a Pre-Admission Program can Prepare At-Risk Students for Success in the Journey through Law School and Beyond* (with co-authors) 39 U. Mem. L. Rev. 307 (2009).

*Lost in Translation in the Law School Classroom: Assessing Coursework in LL.M. Programs for International Students*, 35 Intl. J. Leg. Info. (Yale) 396 (2007).

*Kimel and Garrett: Another Example of the Court Undervaluing Individual Sovereignty and Settled Expectations*, 76 Temple L. Rev. 101 (2003).

*Scarlett O'Hara as Feminist: The Contradictory, Normalizing Force of Law and Culture*, 5(2) Law/Text / Culture 45 (2001).

*Teaching First-Semester Students that Objective Analysis Persuades*, 5 J. Legal Writing Inst. 167 (1999).

*Breast Implants as Beauty Ritual: Woman's Sceptre and Prison*, 9 Yale J.L. & Feminism 157 (1997) (lead article).

*Current Developments in Federal Employment Discrimination Law*, 15 N. Ill. L.Rev. 307 (1995).

*The First Amendment Right to Petition Government for Redress of Grievances: Cut From a Different Cloth*, 21 Hastings Const. L.Q. 15 (1993) (lead article).

Reprinted in First Amendment Law Handbook 1994-1995 (James L. Swanson et al. eds., 1994).

Other Publications:

*Employment Law Practice Flash Points*, Illinois Institute for Continuing Legal Education, [www.iicle.com/flashpoints](http://www.iicle.com/flashpoints) (Monthly Online Column, June, 2003-May, 2004) (with co-author Professor Katerina Lewinbuk, DePaul College of Law, June, 2004-July, 2005).

The John Marshall Law Manual for Community Developers and Social Workers (13th ed. 2002) (Labor Chapter, updated portion of chapter dealing with federal employment discrimination).

*Double Jeopardy": Experiences of Women of Color at Illinois Law Schools*, By the Women of Color Project of the Women in Legal Education Subcommittee of the Chicago Bar Association Alliance for Women (Spring 1998) (co-editor).

*Biography of Cora B. Hirtzel*, in *Bar None: 125 Years of Women Lawyers in Illinois* 22 (1998) (with co-author Patricia R. McMillen).

*Making Cosmetic Changes Alone Won't Ensure Safety of Breast Implants*, Her Say Editorial, Chi. Trib., Sept. 6, 1998, Womanews p. 8.

The John Marshall Law Manual for Community Developers and Social Workers (11th ed. 1993) (Labor Chapter, updated portion of chapter dealing with federal employment discrimination).

**PRESENTATIONS,  
WORKSHOPS, AND  
LECTURES:**

Panel Moderator: Global Legal Skills VI Conference, "Law and Harmony: An In-Depth Look at China's First American Style Law School," (The John Marshall Law School, Chicago, Illinois, May 5-7, 2011).

Panelist: Eleventh Annual Rocky Mountain Legal Writing Conference, "Using Discrimination Topics to Teach Basic First-Year Skills by Emphasizing the Reciprocal Relationship of Law and Culture," (University of Nevada, Las Vegas, March 26, 2011).

Panelist: Biennial Conference of the Legal Writing Institute, "Avoiding Culture Shock: Embracing a Multicultural Approach to Teaching all Entering Law Students," (Marco Island, Florida, June, 30, 2010).

Presenter: Intersections of Law and Culture Conference, "Avoiding Culture Shock: Embracing a Bicultural Approach to Teaching All Entering Law Students," (Franklin College, Lugano, Switzerland, October 3, 2009).

Presenter: Oxford Round Table, Women in the Academy: Prospects and Promises, "The Exclusionary Historical and Legal Culture of Higher Education in the United States," (Oxford University, Harris Manchester College, July 13, 2009).

Panelist: Global Legal Skills IV Conference, "Biculturalism: The Need to be Aware of How Culture and Ethnicity Shape Identities, Learning Styles, and Attitudes Toward Conflict Resolution," (Georgetown University School of Law, Washington, D.C., June 5, 2009).

Panelist: Biennial Conference of the Legal Writing Institute, "Reality Bites, or Does it?: Incorporating Learning Theory and Student Expectations into Problem Design for a First-Year Legal Writing Course," (Indiana University School of Law, Indianapolis, June 17, 2008).

Panelist: Global Legal Skills III Conference, "Graduate Opportunities at U.S. Law Schools for International Students: What International Lawyers Look for in a Graduate Program, What Programs are Currently Available, and How to Develop a Program at Your Law School," (Facultad Libre de Derecho de Monterrey, Mexico, March 1, 2008).

Panelist: Biennial Conference of the Legal Writing Institute, "Expanding Classroom Borders by Incorporating Interdisciplinary Rhetorical Strategies and First-Hand Experiences into the ESL Legal Writing Classroom," (Georgia State University, June 10, 2006).

Panelist: Association of Legal Writing Directors (ALWD) 2005 Biennial Conference: Teaching Lawyers of and for the 21<sup>st</sup> Century, "Ready to Reason? Ready to Write? Teaching Logic and Eloquence to the Blogger Generation," (Northwestern University School of Law,

Chicago, Illinois, July 22, 2005).

Moderator: Global Legal Skills II Conference, (The John Marshall Law School, Chicago, Illinois, May 6-7, 2005).

Co-Coordinator (with Susan Brody): "Multiple Perspectives on Domestic Violence," (The John Marshall Law School, Chicago, Illinois, April 6, 2005).

Panelist: Eleventh Biennial Conference of the Legal Writing Institute, "Beyond the Horizon: Legal Writing Approaches for International Law Students," (Seattle, Washington, July 24, 2004).

Panelist: American Institute of Architects 2004 National Convention, "Diversity: How to Talk the Talk So You Can Walk the Walk," (June 10, 2004).

Panelist: 2003 Annual Meeting of the Association of American Law Schools, "Developing Legal Writing Programs for Foreign LL.M. Students," (January 5, 2003).

Lecturer: National Housing and Urban Development (HUD) Training Workshop for Equal Opportunity Specialists, "Drafting Factual Summaries," (Chicago, Illinois, September 27, 2001).

Panel Moderator: Rule of Law Workshops sponsored by the Chicago Sister Cities International Program and the United States Government, "Administrative Enforcement of Environmental and Health Issues," (The John Marshall Law School, September 26, 2000).

Lecturer: Rule of Law Workshops sponsored by the Chicago Sister Cities International Program and the United States Government, "Federal Administrative Law and Process," "Professional and Occupational Licensing," "Social Security Law," and "Environmental Law," (Shanghai, China, June 21-22, 2000) (Senyang, China, June 28-29, 2000).

Lecturer: "Federal Sex Discrimination in Employment Law," Round Table Discussion, sponsored by the Women's Law Caucus of The John Marshall Law School, (The John Marshall Law School, February 17, 2000).

Conference Coordinator and Panel Moderator: The Languages of Race, Feminism, Philosophy, and Anthropology: Translating for the Legal Skills Classroom, (The John Marshall Law School, November

4-5, 1999).

Lecturer: National Housing and Urban Development (HUD) Training Workshop for Equal Opportunity Specialists, "Drafting Factual Summaries," (with Professor Ardath Hamann) (Atlanta, Georgia, July 8-9, 1998).

Presenter: 1998 Conference of the Legal Writing Institute, "Teaching Objective Analysis as a Sophisticated Form of Persuasion," (University of Michigan, June, 1998).

Radio Show Guest / Interview with Lovell Dyet of WBZ-AM in Boston, Massachusetts, "Judge Wright's Decision in Jones v. Clinton, 990 F. Supp. 657 (E.D. Ark. 1998)," (Boston, Massachusetts, April 4, 1998).

Roundtable Discussion Coordinator and Moderator: "The Future: Women and Equality," (The John Marshall Law School, September 11, 1997).

Distinguished Speaker and Visiting Professor: "Federal Sex Discrimination in Employment Law in the United States," (Trinity College, Dublin, Ireland, March, 1997).

Conference Committee Vice-Chair, Co-Coordinator, and Introductory Remarks (with Professor Ralph Ruebner, Conference Committee Chair): The 7<sup>th</sup> Belle R. & Joseph H. Braun Memorial Lecture and Symposium, "Furman, Felker, and Beyond: The Death Penalty in the United States," (The John Marshall Law School, October 17-18, 1996).

Lecturer: Thresholds of Chicago, "The Americans with Disabilities Act," (Chicago, Illinois, April, 1996).

Lecturer: The John Marshall Noontime CLE Series Lectures, "Current Developments in Federal Employment Discrimination Law," (The John Marshall Law School, June, 1994).

Lecturer: The John Marshall Lectures for Community Developers and Social Workers, "Federal and State Employment Discrimination Law," (The John Marshall Law School, June, 1993).

**PUBLIC**

**SERVICE:**

Chair, Legal Writing Institute Awards Committee (spring, 2007-spring, 2008).

Friends of Battered Women and their Children  
Member of the Board of Directors, (2000-2002),  
Member of the Board Development Committee, (2002),  
Member of the Fundraising Committee, (2000-2002),  
Co-Chair of the Annual Benefit Committee (2001, 2002),  
Member of Annual Benefit Committee (2002-2003).

The Friends of Battered Women and their Children is a not-for-profit organization providing counseling, advocacy, and education services for abused women and their children.

Women in Legal Education Subcommittee of the Chicago Bar Association Alliance for Women, (1997-1998).

Designated faculty representative of The John Marshall Law School to the Subcommittee.

Assisted in drafting and revising the Subcommittee Report: *"Double Jeopardy": Experiences of Women of Color at Illinois Law Schools.*

Pro bono representation:

Fact-finding hearing based upon a sexual harassment charge filed by a woman (July, 1996),

Conciliation and investigation phases of the administrative review process before the Chicago Human Rights Commission based upon a charge of sex discrimination in employment filed by a woman (September, 1995-April, 1996),

Negotiation on behalf of a woman seeking adoptive care leave from her employer pursuant to the Family and Medical Leave Act of 1993 (Spring, 1995).

**PROFESSIONAL  
ASSOCIATIONS:**

American Bar Association  
Indiana State Bar Association

**ADMITTED TO  
PRACTICE:**

Indiana (1986)  
Illinois (1988)