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ACADEMIC APPOINTMENTS

Texas Tech University School of Law, Lubbock, TX
Frank McDonald Scholar in Business Law & Assistant Professor of Law: 2025 - present
Director of Business Law Concentration & J.D./MBA Program: 2026 - present

University of Colorado Law School, Boulder, CO
Visiting Clinical Associate Professor & Entrepreneurial Law Clinic Director: 2024 - 2025

University of Denver Sturm College of Law, Denver, CO
Visiting Assistant Professor of the Practice of Law: 2023 - 2024

Louisiana State University - Shreveport, Shreveport, LA
Assistant Professor of Business Law: 2022 - 2023

PUBLICATIONS

Articles

- *Retirement Benefits at the Crossroads*, 131 PENN. ST. DICKINSON L. REV. (forthcoming 2027).

- *Reevaluating ERISA Fiduciary Relationships as Relational Contracts*, 64 HOU. L. REV. 63 (2026).

- *Regulating Retirement Savings Roulette: A Framework for Evaluating Prudence of Cryptocurrency Investments in 401(k)s*, 63 SAN DIEGO L. REV. 1 (2026).

- *How Misapplying* Twombly *Erodes Retirement Funds*, 32 GEO. MASON L. REV. 421 (2025).
    - Cited in *Milano v. Cognizant Tech. Solutions U.S. Corp.*, No. 20-cv-17793 (MEF)(SDA), 2025 WL 3002178 (D. N.J. Oct. 27, 2025).

- *Vindicating Retirees*, 41 GA. ST. U. L. REV. 257 (2025).
    - Cited in *Williams v. Shapiro*, No. 24-11192, 161 F.4th 1313 (11th Cir. 2025).

- *Projecting New Policy Proposals' Effects on Americans' Retirement Prospects*, 19 ST. THOMAS J. L. & PUB. POL'Y 164 (2025) (invited symposium contribution).

- *Did the Superbowl Ad Curse Heighten Defined Contribution Plan Fiduciary Duties?: Deciphering the Legal and Ethical Landscape of Cryptocurrency Options in 401(k)s*, 57 U. MICH. J. L. REFORM 109 (2023).

Shorter Publications

- Essay, *Externships for Equity: Legal Education's Most Promising Tool for Improving Marginalized Students' Hiring Outcomes*, 13 TOURO J. RACE, GENDER, & ETHNICITY 168 (2024) (invited symposium contribution).

- Comment, *Training Wheels Needed: Balancing the Parental Presumption, the Best Interest Standard, and the Need to Protect Children*, 44 TEX. TECH. L. REV. 503 (2011).
    - Cited in VERNON'S TEXAS FAMILY CODE ANNOTATED § 153.131.

- *The Standard of Review for Natural Resource Damages (CERCLA) Settlements with Government Agencies Update*, L. SEMINARS INT'L (2016) (with B. Jackson & D. Young).

- *The Standard of Review for Natural Resource Damages (CERCLA) Settlements with Government Agencies*, L. SEMINARS INT'L (2014) (with B. Jackson & I. Gottlieb).

PEER REVIEW SERVICE

- Served as requested peer reviewer for YALE LAW JOURNAL, Vol. 135: July 2025.

SELECTED CITATIONS & MEDIA APPEARANCES

- Grace Schuette, Atinuke Lardner, & Evelyn Woo, *Justifying the Cost of Voluntary Benefits*, THE REGULATORY REVIEW (Apr. 4, 2026).
- James Van Bramer, *Digital Assets Might Fit Differently in DC Plans Than Other Alternative Assets*, PLAN SPONSOR (Nov. 4, 2025).
- Chris Tobe, *Crypto as a Prohibited Transaction in 401(k) Plans – Target Date and Brokerage Windows*, COMMON SENSE 401K PROJECT (Nov. 3, 2025).
- Chris Tobe, *How Damages Are Calculated in 401(k) Plans*, COMMON SENSE 401K PROJECT (Nov. 3, 2025).
- Featured in Robert Powell, Jr., *These Trump Policies Put Your Retirement at Risk. Here's How to Plan for the Worst.*, MARKETWATCH (Sept. 22, 2025).

HONORS AND AWARDS

- Recipient of the "New and Emerging Voices in Work Law" distinction by the AALS Employment Discrimination Law, Labor Relations, and Employment Law Sections: 2026
- Recipient of the "New Voices in Property Law" distinction by the AALS Property Law Section: 2026
- DU Faculty Career Champion, nominee: 2023-2024
- LSUS Professor of the Year: 2022 - 2023
    - *This campus-wide award based on student submissions is the highest level of recognition achievable for teaching excellence and contribution to the university.*

- Super Lawyers Rising Stars: 2022, 2023
- Kelley Drye & Warren LLP's selected Associate Leadership Trainee: 2018
- Nominated for Texas Tech University Distinguished Alumni Award: 2014

SELECTED SERVICE TO PROFESSION

- Anderson v. Intel, No., No. 25-498 (2026), co-author of Amicus Curiae Brief of Investment Law Scholars in Support of Petitioner.
- Trauernicht v. Genworth Financial, Inc., No. 24-1880 (4th Cir. 2026), co-author to Amicus Curiae Brief of ERISA Law Professors in Support of Appellees.
- Utah v. Su, No. No. 23-11097 (5th Cir. 2024), co-signer to Amicus Curiae Brief of ERISA Law Professors and Harvard Law School's Emmett Environmental Law & Policy Clinic in Support of Appellees.
- Second letter to EBSA Assistant Secretary concerning the Department of Labor's Fiduciary Duties in Selecting Designated Investment Alternatives Rule (June 21, 2026), co-author.
- Letter to EBSA Assistant Secretary concerning the Department of Labor's Fiduciary Duties in Selecting Designated Investment Alternatives Rule (April 21, 2026), co-signer.
- Letter to Senate and House Leadership concerning the Department of Labor's final Retirement Security Rules (July 1, 2024), co-signer.

WORKS IN PROGRESS

Retiring Rollover Restrictions

- Selected for inclusion in the "New and Emerging Voices in Work Law" Panel of the Employment Law Section and the "New Voices in Property Law" by the Property Law Section for the 2027 AALS Annual Meeting.
- Selected through competitive process for presentation at the *Berkeley–Cornell ILR All Law Is Work Law Junior Scholars Workshop*, September 17, 2026.
- Selected through competitive process for *W&L Law's Blue Mountain Writing Retreat* hosted by the Lewis Law Center at Washington and Lee University, June 14-18, 2026.
- Presented at the *Texas Jr. Scholars Faculty Workshop*, sponsored by the Texas A&M School of Law, October 22-23, 2026.
- Presented at the Texas Tech Law Faculty Colloquium, September 3, 2026.
- Workshopped at *AALS Labor Relations and Employment Law Section Summer WIP*, July 22, 2026.
- Presented at the *National Business Law Scholars Conference 2026*, UNLV William S. Boyd School of Law, May 26, 2026.

Retirement Benefits at the Crossroads

- To be presented in the Penn State Dickinson Law Review's "The Future of Work: Legal Perspectives on an Evolving Workforce" Symposium, March 2027.
- To be presented as the keynote presentation in the "Fiduciary Duties at the Crossroads" Panel of the Employee Benefits Law and Executive Compensation during the 2027 AALS Annual Meeting.

The Death of the ERISA Fiduciary Duty

- Presented in the AALS Elder Law Section's Half-Baked Ideas Session, October 23, 2026.

SELECTED SYMPOSIA, WORKSHOPS, AND PRESENTATIONS

Reevaluating Defined Contribution Plans As Relational Contracts

- Presented in the *15th Annual Employee Benefits & Social Insurance Conference*, University of Kentucky Rosenberg College of Law, March 12-13, 2026.
- Presented in the 2025 *Texas Junior Scholars Faculty Workshop*, sponsored by Baylor Law School, December 5-6, 2025.
- Presented in the Texas Tech Faculty Colloquium, November 13, 2025.
- Presented in the *2025 University of Kentucky Rosenberg College of Law Developing Ideas Conference*, May 13, 2025.

Regulating Retirement Savings Roulette

- Selected for presentation in the Proceedings of the *12th Annual Governance of Emerging Technologies & Science* (GETS) Conference at Arizona State University Sandra Day O'Connor College of Law's Center for Law, Science and Innovation, May 19-20, 2025.

Projecting New Policy Proposals' Effects on Americans' Retirement Prospects

- Invited symposium contribution for *The Age of Trump: Projecting Policy and Legal Impacts of a Second Term*, sponsored by The University of St. Thomas School of Law Journal of Law and Public Policy, April 11, 2025.

Courts Don't Understand Junk Fees Eroding 401(k)

- Presented in the 2025 Texas Tech Research Slam, sponsored by the Texas Tech Research and Innovation Hub, October 30, 2025.
- Presented in *ERISA at 50: Employee Benefits at Crossroads Conference*, sponsored by the Catholic University of America Columbus School of Law, the Ross School of Business at the University of Michigan, and Boston College Law School, September 12-13, 2024.

Vindicating Retirees

- Selected via double-blind peer review for participation in the *Ninth Annual Civil Procedure Workshop* sponsored by UC Law SF, its Center for Litigation and Courts, and the American Association for Justice's Robert L. Habush Endowment, May 31-June 1, 2024.
- Presented in the *13th Annual Employee Benefits & Social Insurance Conference*, Texas A&M School of Law, April 5-6, 2024.

Externships and Equity: Legal Education's Most Promising Tool For Improving Marginalized Students' Hiring Outcomes

- Invited contribution for the Touro University Journal of Race, Gender, and Ethnicity's T*he Promise of Educational Equity Symposium*, March 21, 2024.

Deciphering the Legal and Ethical Landscape of Cryptocurrency Investment in Employer-Sponsored Pension Plans

- Selected via peer review for presentation in the American Business Law Journal Proceedings of the *Business Ethics and the Future of Work Symposium*, sponsored by the Center for Ethics, Diversity, and Workplace Culture at Temple University, and the Center for Legal Studies and Business Ethics at Oklahoma State University, February 23-24, 2023.

COURSES TAUGHT / DEVELOPED

J.D. Courses

- Contracts
- Business Entities
- Advanced Business Entities
- Entrepreneurial Law Clinic and Advanced Clinical Practicum
- Corporate Practice Seminar and Corporate Externship Program
    - *Developed this program and the accompanying course in response to student requests for more corporate experiential learning opportunities.*
- Defining Delta: Professionalism in Practice

Master's and Undergraduate Courses

- Introduction to the American Legal System
- Labor and Employment Law
- Legal Environment of Business I

SELECTED ACADEMIC SERVICE AND INVOLVEMENT

University

- Texas Tech University Faculty Senate, School of Law Senator: 2026 - present
- Faculty Senate Campus Climate Committee: 2026 - present
- TTU Honors College Undergraduate Law Faculty Search Committee, member: 2027
- TTU Honors College Political Science Faculty Search Committee, member: 2026
- Advisory Board Member in The Nexus, Honors College at TTU: 2025 - present
- Honors College Advisory Board Teaching Subcommittee Chair: 2026 - present
- Honors College "Family Dinner" Series Speaker: November 19, 2026
- Panelist on TTU Honors College Law Panel: April 20, 2026
- Taught mock contracts class to TTU Women in Pre-Law: April 8, 2026
- Faculty Mentorship Academy Cohort Member: 2025 - 2026
- Invited to give LSUS Freshman Convocation Ceremony speech: 2023
- LSUS Academic Awards Convocation platform party member and name reader: 2023

College

- Business Law Concentration Director: 2026 - present
- J.D./M.B.A. Program Faculty Advisor: 2026 - present
- Faculty Advisor to TTUSOL American Constitution Society: 2026 - present
- Judged Legal Practice II oral arguments: 2026
- Judged American Moot Court Association Super Regional Competition: 2026
- TTUSOL Professionalism Outcomes Committee member: 2025 - present
- Member of DU Rocky Mountain Collective on RPL: 2023 - 2024
- LSUS College of Business AASCB Compliance Working Group member: 2022 - 2023
- LSUS Master of Public Health Administration Faculty Search Committee member: 2023

Department

- Revamped and reinitiated Sturm College of Law's Corporate Externship Program (that had been discontinued): 2023 - 2024
- Department of Accounting and Business Law Faculty Search Committee member: 2023
- Department of Accounting & Business Law Assessment Standards subcommittee member: 2022 - 2023
- Organized "Q&A with CPA and CFE Kathy McNamara and Melissa Parks" event: 2022

Other

- Law & Economics Center at George Mason University Antonin Scalia Law School, *Economics Institute for Law Professors*, selected participant: 2025

SELECTED PROFESSIONAL EXPERIENCE

Legalist, Inc., San Francisco, CA
Consultant: 2025 - present
Investment Counsel: 2022 - 2025

Diamond McCarthy, LLP, Houston, TX
Partner: 2020 - 2022
Senior Associate: 2018 - 2019

Kelley, Drye & Warren, LLP, Houston, TX
Associate: 2014 - 2018

Greer, Herz & Adams, LLP, Galveston, TX
Associate: 2012 - 2014

72nd Judicial District, Lubbock, TX
Judicial Clerk for the Honorable Ruben G. Reyes: 2010

SELECTED ADMISSIONS AND CERTIFICATION

- Certification: Credentialed Mediator
- State Admission: Supreme Court of Texas
- Federal Admissions: Second Circuit Court of Appeals of the United States; Eastern District of Texas; Western District of Texas; Northern District of Texas; Southern District of Texas; Southern District of Texas, Bankruptcy; Western District of Missouri, Bankruptcy; District of Oregon; Western District of Washington

LANGUAGES

- Fluent Spanish (CEFR C1/fully proficient)
- Proficient French (B2/advanced)
- Advanced Portuguese (B1/intermediate)

EDUCATION

Texas Tech University School of Law, Lubbock, TX

- J.D., *Magna Cum Laude*, May 2012
- Comment Editor, *Texas Tech Law Review*, Vol. 44; Member, Vol. 43
- Recipient of Chancellor's Merit Scholarship for full law school tuition: 2009 - 2012

Texas Tech University, Lubbock, TX

- B.A, Spanish and Political Science, *Summa Cum Laude*, with Honors, December 2008
- College Class Rank: 1st (4.0 GPA)