

ACADEMIC APPOINTMENTS

Texas Tech University School of Law, Lubbock, TX

Frank McDonald Scholar in Business Law & Assistant Professor of Law: 2025 - 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

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

- 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. 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-signer.
- 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

Reforming Rollovers

- Invited to present in the "Fiduciary Duties at the Crossroads" Panel of the Employee Benefits Law and Executive Compensation during 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.
- 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.

The Death of the ERISA Fiduciary Duty

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 *The 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
- 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
- Advisory Board Member in The Nexus, Honors College at TTU: 2025 - present
- Invited to give LSUS Freshman Convocation Ceremony speech: 2023
- LSUS Academic Awards Convocation platform party member and name reader: 2023
- Advisory Board Member to LSUS Community Engagement Office: 2022

College

- Business Law Concentration Director: 2026 - present
- J.D./M.B.A. Program Faculty Advisor: 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 College of Business Ambassador for the JA 8th Grade Challenge: 2023
- LSUS Master of Public Health Administration Faculty Search Committee member: 2023
- Business Law Assurance of Learning Committee: 2022 - 2023
- Research Assistant in 2010 – 2011 for John Watts, *Tyranny by Proxy: State Action and the Private Use of Deadly Force*, 89 NOTRE DAME L. REV. 1237 (2014).

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)