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EDUCATION

1998: Queen's University, Faculty of Law/School of Graduate Studies, **Master of Laws (LL.M)** degree

[*Thesis Topic*: Enforceability of Internet contracts, from a consumer's perspective and the applicability of traditional contract law principles in this context.]

Winter 1998: completed a course (SGS901) in teaching at the university level offered by the Queen's School of Graduate Studies.

1990: *Called to the Bar of Ontario*, upon completion of the Bar Admissions Course (attended September 1989-February 1990).

1988: Queen's University, Faculty of Law, **Bachelor of Laws (LL.B.)** degree.

1983 - 1985: Attended Faculty of Arts and Science, Queen's University (studying political science and economics).

TEACHING EXPERIENCE

FALL, 1998 - PRESENT: Associate Professor, Queen's University (Smith School of Business and Faculty of Law)

A. School of Business:

1998 - Present: Queen's Commerce - Commerce 381 – Annually teaching between 1 and 3 sections of a course in Introduction to Business Law to upper year Bachelor of Commerce students. Class (section) enrolment averages 50-60 students and the classes meet twice a week for a total of three hours. Methods used for teaching include lectures, class discussion, and group presentation and incorporates technology including Powerpoint slides, a course web site, electronic discussion board and e-mail.

1999 – 2005; 2011-Present: Queen's Commerce - Commerce 382 – One term each academic year, teaching of a course in Advanced Business Law, to approximately 80 upper year Bachelor of Commerce students. The structure of the

course and teaching methods are similar to those of the COMM381 course, although the material presented is somewhat more challenging to the students.

2007-2013, 2016: Queen's Commerce - Commerce 104 – Annually teaching three sections of this required 2nd year undergraduate business course - Business Ethics and Corporate Social Responsibility. Class enrolment averages 65-70 students per section. In 2007-2008, I substantially redesigned the course; the teaching methods featured were traditional lecture, class discussion and case-type methods of teaching. I have authored 7 articles and cases used in this course as well as editing the course textbook.

2015-Present: Smith Masters of Entrepreneurship and Innovation, MEI883: Taught or co-taught “Innovation in Practice” lecturing on legal skills necessary for entrepreneurs.

2002 - 2005: Queen's Executive MBA- MBUS988 - Teaching Business Law in the Queen's School of Business Executive M.B.A. Programs - both in the Ottawa classroom and Nationally via videoconference; in class teaching incorporated many of the methods used in the undergraduate teaching, while the videoconference was used to deliver lectures and coordinate discussions to the National classes.

QSB Guest Lecturer - Guest lecturer on business law and business ethics issues in several classes within the Queen's Bachelor Commerce Program; and lecturing on business law in the Queen's MBA Programs (QMBA, Queen's Cornell MBA).

2005: Queen's School of Business - Graduate Studies Teaching Seminar – Coordinated teaching course for QSB graduate students (PhD) and delivered several of the sessions.

B. Faculty of Law

2009-2015: Queen's Law - Queen's Business Law Clinic (Director): Created a clinical business law program and course in Queen's Faculty of Law, whereby I supervise (currently 17) upper year Queen's Law students on case work for local small businesses, entrepreneurs and not for profit organizations. Acted as instructor, administrative director of the clinic and the review counsel for the students' client work.

2013-2015: Lead Instructor, LAW201: Was lead and principal instructor and course administrator (and implemented the first course offering) of Queen's Law course (“Introduction to Law in Canada”) offered to approximately 300 undergraduate students - a lecture course introducing legal concepts team taught by Queen's Law Faculty.

2013-2020: Lecturer, LAW201.

2016-Present: LAW204: Course author for online and blended course called “Corporate Law” offered by Queen's Law to non-law students. Course instructor in Summer 2017, Winter 2018 and Fall 2019.

PROFESSIONAL EXPERIENCE

2004 – 2007: Director, Undergraduate Program, Smith School of Business at Queen's University.

- Responsible for managing a team of 5-6 staff that administers the functioning of the Bachelor of Commerce program, including liaison with Dean's office, faculty and students.
- Responsible for creation and implementation of policies affecting the Commerce Program including admissions, recruiting, academic progress, ancillary programs (such as mandatory Communications Program and Certificate program in Corporate Social Responsibility) and overall administration of Program.
- Chair of Undergraduate Curriculum Committee and Undergraduate Academic Progress Committee (faculty committees).
- Engaged in academic advising of Commerce students; faculty advisor to numerous student groups and projects.

2000 - PRESENT: Lawyer - Sole Practitioner, Kingston, Ontario:

- Provision of legal advice and assistance in the areas of wills, general contract, securities, corporate secretarial, intellectual property and information technology law for start-up and existing small business and other clients.

1994 - 1997: Solicitor, The Toronto-Dominion Bank Legal Department

- Provision of legal advice for Bank branch and head office personnel concerning client, product and contractual issues for the Bank, its various divisions (e.g. Visa, RSP) and its securities subsidiaries including the drafting and review of contracts affecting bank products, computer licence and development agreements, RSP documentation and general banking agreements. Engaged in marketing review work including: review of print and Internet advertising and administration of and legal contact for Bank-owned trademarks.
- Attendance to corporate finance, corporate governance and compliance issues for the Bank and its securities subsidiaries including interaction with various governmental agencies such as Revenue Canada, the Office of the Superintendent of Financial Institutions, provincial securities regulators and stock exchanges.

1990 - 1993: Associate Lawyer – Smith, Lyons, Torrance, Stevenson & Mayer, Toronto, Ontario

- Corporate, commercial and securities work and other legal services for corporate clients, especially in the resource sector. Examples of work included: general corporate secretarial matters; general contract work; involvement in public offerings; acting on behalf of clients in property acquisition, transfer, option and royalty agreements; applications to securities regulators; review of mining property issues; asset purchase and sale transactions; and asset financings.

PUBLICATIONS

1. Editor, *Business Ethics: Concepts, Cases and Canadian Perspectives*, Emond Montgomery, 2012.
Chapters in book authored:
 - “An Introduction to Business Ethics”
 - “Law and Ethics”
 - “An Introduction to Stakeholder Analysis”
 - Also authored the bulk of the teaching materials accompanying text book.
2. Chapters authored in *Business Ethics and Corporate Social Responsibility, 2nd edition* – (Pearson/Prentice Hall: 2010): “Law and Morality”; “Corporate Structure and Shareholders”; “Sample Stakeholder Analysis”
3. *Book Inclusions: The Law and Business Administration in Canada, 10th edition and 11th edition* (Pearson/Prentice Hall: Toronto): Authored “Contemporary Issues” (in law) pages throughout text and authored “companion website for 10th edition
4. *Cases Authored:*
 - “Admissions Decisions at Northeastern University”, co-authored with Moira Jackson, Smith School of Business case #9-L07-5-002 (September 2007)
 - “Helping Hand”, co-authored with Moira Jackson, SSB case #9-L08-5-001 (January 2008)
 - “Yellow Ribbons”, SSB case #9-R09-5-002 (September 2009)
 - “AC Financial Inc”, SSB case (August 2010)
 - “Good Coffee Company”, SSB case used in Comm104 (February 2013)
 - “VetLab and Dr. Brylin’s Hire”, SSB case used for ICBC 2016 Ethics competition and in COMM104 (September 2015)
 - “Kevin Just and the Toronto Raptors”, SSB case used by Queen’s Commerce Law Association case competition (March 2016)
 - “Resuscitating Dancing Penguin’s Image”, SSB case used for ICBC 2017 Ethics competition (August 2016)

- “EntreServe Ltd.: The Shotgun Clause Dilemma”, SSB case used for ICBC Ethics competition (July 2017)
- “ZRH Digital Solutions Inc.: Ready for the Big Time?”, SSB case used by the Queen’s Commerce Law Association case competition (January 2018)
- “Sandra Attley’s Endorsement Deal with Pegasus Canada Inc.” co-authored with Kate Rowbotham, SSB case used for ICBC Ethics competition (June 2018)
- “TDS and the Cannabis Market”, SSB case used in COMM103 (October 2018)
- “Protecting Elderly Consumers”, SSB case used in ICBC Ethics Competition (June 2019)
- “Hiring the Manager, Client Relations at DGS”, co-authored with Christine Coulter, SSB case used for ICBC HR competition (October 2019)

AWARDS

2011-12: Law Students Society Teaching Award, Fall 2011 term.

2003, 2008, 2010, 2011 and 2014: Nominee, Frank Knox Award for Excellence in Teaching, Queen’s University.

2005, 2007, 2009, 2010, 2013, 2016 and 2017: Winner of Teaching Excellence Award, Queen’s Commerce Society (selected by graduating QSB Bachelor of Commerce class).

2003, 2005, 2007, 2008: Winner of Professor-Student Life Award as determined by graduating QSB Bachelor of Commerce class

PROFESSIONAL AFFILIATIONS

Member in good standing, Law Society of Upper Canada.

SERVICE

2003-Present: Member of various Queen’s University and Smith School of Business committees, including: University Timetable Committee; Undergraduate Curriculum Committee; Undergraduate Diversity Committee; Undergraduate and MBA Academic Progress Committees; Smith Academic Appeals Committee (member and Chair).

2004-Present: Volunteer service to Queen’s University and Smith School of Business including admissions and awards application review and attendance and participation (usually speaking or judging) at student events and conferences.

Pro bono community legal work: United Way Serving Frontenac Lennox & Addington; Literacy Kingston; KAMHA

2018-Present: (Volunteer) Review Counsel and Guest Lecturer, Queen’s Business Law Clinic