

Nantiya Ruan

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TEACHING EXPERIENCE

University of Denver, Denver, CO

Sturm College of Law, University of Denver

Lawyering Process Professor 2004-present
Hartje & Reese Chair in Lawyering Process 2014-present
Director, Lawyering Process Program 2013-14
Director, Workplace Law Program 2011-13

- *Legal Writing Teaching & Program Leadership:* Teach legal writing and research in two semester, first-year program. Created assignments involving public interest clients. Made presentations about innovative teaching model at Legal Writing Institute and New York Clinical Workshop Series. Mentored junior legal writing faculty. Presented to faculty on assessment, teaching professionalism, and innovations in legal research.
- *Upper-level Teaching in Workplace Law Program:* Created and taught Employment Law Mediation, incorporating substantive employment law and mediation skills in a course for the upper-level writing requirement. Created and taught Poverty Law & Low Wage Work, incorporating service learning. Created Carnegie Integrated Course for Employment Law Survey.
- *Student Services Teaching:* Taught and served as Writing Consultant to the Bar Success Program for five years. Taught in the CLEO (Council on Legal Education Opportunity) summer program.
- *School Service:* Served as Chair of the Judicial Clerkship and Loan Repayment Assistant Program Committees and as a member of the Admission, Curriculum, Multicultural, and Public Interest Committees. Served as Faculty Liaison to the Chancellor's Scholar students. Served as Faculty Liaison to JD/MSW dual degree students. Elected to serve on the Faculty Executive Committee.

Adjunct Professor, Student Law Office, Civil Rights & Disability Law Clinic 2004-2006

- Worked full-time during summer and winter breaks representing clinic clients and supervising students in federal litigation of employment discrimination, disability accommodation, and prisoner civil rights claims.

The Women's College, University of Denver

2005-2008

Assistant Director & Adjunct Professor, Law and Society Program.

- Taught four undergraduate courses per year, including Dimensions of Justice, Legal Literacy, and Law & Society Capstone. Supervised interns in field placements. Incorporated student service learning into program capstone experience.

EDUCATION

University of Denver Sturm College of Law, Juris Doctor, 1999

Chancellor's Scholar: Full-tuition scholarship for academic excellence & commitment to public interest law

Public Interest Law Group (President)

Asian Pacific American Law Students Association

Research Assistant for Professor Keith Harrison on Criminal and Immigration Law

Awards: Colorado Supreme Court Judicial Fellow Award, 1997

Student Leadership Award, 1997

Dufford & Brown Legal Writing Award, 1997

American Jurisprudential Award: Basic Criminal Procedure, Summer 1997

University of Denver Graduate School of Social Work, Master of Social Work, 1999

Alumni Award Recipient, 1999

Co-Author: "The Myth of Self-Sufficiency," a study of low-income Colorado families post-welfare reform

Villanova University, Bachelor of Arts, Political Science and Peace and Justice Studies, 1993

1993 Dorothy Day/Thomas Merton Most Outstanding Senior Award

ACADEMIC PUBLICATIONS

Individualized Justice in Class and Collective Actions, *BEYOND ELITE LAW: ACCESS TO CIVIL JUSTICE IN AMERICA* (Samuel Estreicher & Joy Radice eds., Cambridge University Press, forthcoming 2015).

Challenges to Non-Selection Screening Devices: The Disparate Impact of Credit and Criminal Background Checks, *TITLE VII OF THE CIVIL RIGHTS ACT AFTER 50 YEARS* (Samuel Estreicher & Anne Marie Lofaso eds., LexisNexis, forthcoming 2015).

Title VII Disparate Impact in Pay Equity Cases, *TITLE VII OF THE CIVIL RIGHTS ACT AFTER 50 YEARS* (Samuel Estreicher & Anne Marie Lofaso eds., LexisNexis, forthcoming 2015).

Chapter Introduction: Pay Inequality, Access To Work, and Discrimination, 91 *Denv. U. L. Rev.* 869 (2014).

THE NEW 1L: FIRST-YEAR LAWYERING WITH CLIENTS (with Eduardo R.C. Capulong, Michael A. Millemann, and Sara Rankin), Carolina Academic Press (2015).

Stabilizing Low-Wage Work: Legal Remedies for Unpredictable Work Hours & Income Stability (with Charlotte Alexander & Dr. Anna Haley-Lock), 50 *HARV. C.R. - C.L. L. REV.* 1 (2015).

Student, Esquire?: The Practice of Law in the Collaborative Classroom, 20 *CLINICAL LAW REVIEW* 429 (2014).

Scheduling Shortfalls: Hours Parity as the New Pay Equity (with Professor Nancy Reichman), 59 *VILLANOVA LAW REV.* 35 (2014).

Same Law, Different Day: The Last Thirty Years of Wage Litigation and its Impact on Low-Wage Workers, 30 *HOFSTRA LABOR & EMP. L. J.* 355 (2013).

"Sexting" and Surveillance: How Smartphones Change Workplace Harassment, 90 *DENV. U. L. REV. ONLINE* 7 (2013), available at <http://www.denverlawreview.org/online-articles/2013/2/24/sexting-and-surveillance-how-smartphones-change-workplace-ha.html>.

What's Left to Remedy Wage Theft? How Arbitration Mandates that Bar Class Actions Impact Low-Wage Workers, 2013 *MICH. STATE L. REV.* 1103 (2013).

The Second-Class Class Action: How Courts Thwart Wage Rights by Misapplying Class Action Rules, (with Professor Scott Moss), 61 *AMER. UNIV. L. REV.* 523 (2012).

Experiential Learning in the First Year Curriculum: The Public Interest Partnership, 8 *LC&R: J. ALWD* 191 (2011).

Facilitating Wage Theft: How Court Use Procedural Rules to Undermine Substantive Rights of Low-Wage Workers, 63 *VANDERBILT L. REV.* 727 (2010).

Accommodating Respectful Religious Expression in the Workplace, 92 *MARQ. L. REV.* 1 (2008).

Bringing Sense to Incentives: An Examination of Incentive Payments to Named Plaintiffs in Employment Discrimination Class Actions, 10 *EMP. RTS. & EMP. POL'Y J.* 395 (2006) (peer-reviewed academic journal).

ACADEMIC WORKS IN PROGRESS

At the Intersection of Work and Poverty: Looking Backwards to See What's Ahead

PRACTICE PUBLICATIONS

Editor in Chief, 2014, Cumulative Supplement to *Fair Labor Standards Act*, 2d Ed. (BNA Books).

Associate Editor, 2011-2015, Cumulative Supplement to *Fair Labor Standards Act*, 2d Ed. (BNA Books).

Associate Editor, 2009 & 2010, Cumulative Supplement to *Employment Discrimination Law*, 4th Ed. (BNA Books).

Contributor, *Employment Discrimination Law*, 4th Ed. (BNA Books).

Mandatory Arbitration of Employment Class Action Disputes: From the Perspective of Plaintiffs' Counsel, 776 PLI/LIT. 255 (2008) (co-authored with Adam Klein).

When Good Deeds Are Punished: The Legal Landscape of Retaliation and Whistleblowing, 745 PLI/LIT. 581 (2006) (co-authored with Larry Moy).

Advanced Litigation Issues Under the Fair Labor Standards Act, American Bar Association Conference for Section on Labor & Employment (Summer 2003) (co-authored with Adam Klein).

Marshalling the Evidence in Employment Discrimination Cases: A Perspective from the Plaintiff's Bar, 657 PLI/LIT. 101 (2001) (co-authored with Wayne Outten, Parisi Filippatos, & Scott Moss).

Overview of Workplace Claims in New York: Perspective of Employees' Counsel, 662 PLI/LIT. 1179 (2001) (co-authored with Wayne Outten, Anne Golden, Parisi Filippatos, & Scott Moss).

Practice Pointers on Opposing the Affirmative Defense that the Employer Took Reasonable Steps to Prevent Sexual Harassment: Perspective of a Plaintiff's Attorney, 656 PLI/LIT. 187 (2001) (co-authored with Wayne Outten & Scott Moss).

PRESENTATIONS

"Litigating Collective Action Cases Under the Fair Labor Standards Act," Wage Justice Day Panel, Denver Colorado (February 2016).

"The New 1L Year," AALS Annual Meeting, New York New York (January 2016).

"Employment Discrimination: Key 2015 Developments," 32nd Annual National CLE Conference (LEI), Vail, Colorado (January 2016).

"Program Leadership," LWI One Day Workshop, University of Denver Sturm College of Law (December 2015).

"Scholarship Groups: How to Start and Maintain Your Own," LWI Scholarship & Development Committee Webinar (December 2015).

"Diversity and Leadership in Legal Writing," Association of Legal Writing Directors, at University of Memphis School of Law (June 2015).

"Innovative Teaching Workshop: Mediation in the First Year," Association of Legal Writing Directors, at University of Memphis School of Law (June 2015).

“At the Intersection of Poverty and Employment Law,” Law and Society 2015 Annual Meeting, Seattle, Washington (May 2015).

"Scheduling Shortfalls: A Study of Unstable and Insufficient Hours in Low-Wage Work," at Texas A&M Law School (May 2015).

Leadership and Legal Writing 2015 Northwest Regional LWI Conference, *Leadership in Clinical and Experiential Learning*, Eugene, Oregon (April 25, 2015).

Colorado Bar Association Annual Meeting, *FLSA Collective Actions*, Denver, Colorado (April 22, 2015).

32nd Annual National CLE Conference (LEI), *Employment Discrimination Update*, Vail, Colorado (January 7, 2015).

Legal Writing Institute Biannual Meeting, *Tackling Institutional 'Isms' in LWI*, Philadelphia, PA (July 1, 2014).

Legal Writing Institute Biannual Meeting, *Beyond Legal Writing: The Benefits of Engaging Other Academic Organizations and Associations*, Philadelphia, PA (June 30, 2014).

Bringing Outside In: Social Justice Collaborations in the Legal Writing Curriculum conference, *Unauthorized Practice of Law Concerns*, Drexel University School of Law, Philadelphia PA (June 29, 2014).

Law & Society Association Annual Meeting, *Scheduling Inequity*, Milwaukee (May 31, 2014).

31st Annual National CLE Conference (LEI), *Whistleblowing*, Vail, Colorado (January 10, 2014).

Legal Writing Institute One Day Workshop, *Teaching Mediation in the Legal Writing Classroom*, Arizona State University (December 6, 2013).

Class Crits VI, *Rethinking Pay Equity: How Discrimination in Work Scheduling Impacts Low-Wage Workers*, (October 2013)

Applied Legal Storytelling, *Client Storytelling in Mediation*, City University, London (July 24, 2013).

Law & Society Association Annual Meeting, *Rethinking Pay Equity*, Boston (May 30, 2013).

New York Law School Clinical Workshop Series, *First Year "Malpractice": The Unauthorized Practice of Law in the Experiential Classroom*, New York Law School (April 5, 2013).

Rocky Mountain Legal Writing Conference, *First Year "Malpractice": Unauthorized Practice of Law in the First Year Hybrid Classroom*, University of Colorado Law School (March 22, 2013).

Seventh Annual Colloquium on Current Scholarship in Labor & Employment Law, *Rethinking Pay Equity: How Discrimination in Work Scheduling Impacts Low-Wage Workers*, Northwestern Law School (Sept. 15, 2012).

Law & Society Association Annual Meeting, *Silencing Wage Theft: Class Waivers in Arbitration Agreements and Low-Wage Workers*, Hawaii (June 2, 2012) and San Francisco, California (June 4, 2011).

Sixth Annual Colloquium on Current Scholarship in Labor & Employment Law, *Silencing Wage Theft: Class Waivers in Arbitration Agreements and Low-Wage Workers*, Loyola Law School, (Sept. 17, 2011).

28th Annual National CLE Conference (LEI), *Social Media*, Aspen, Colorado (January 7, 2011).

Fifth Annual Colloquium on Current Scholarship in Labor & Employment Law, *Who's Afraid of the Big Wage Suit*, Washington University Law School and St. Louis University Law School (Sept. 25, 2010) (co-presenter with Scott Moss).

27th Annual National CLE Conference (LEI), *RIFs: Overview and Update*, Vail, Colorado (January 9, 2010).

Law & Society Association Annual Meeting, *The Dangers of Rule 68 Offers of Judgment to FLSA Collective Actions*, Denver, Colorado (May 28, 2009).

26th Annual National CLE Conference (LEI), *Employment Mediation*, Vail, Colorado (January 6, 2009).

Third Annual Colloquium on Current Scholarship in Labor & Employment Law, *The Dangers of Rule 68 Offers of Judgment to FLSA Collective Actions*, University of San Diego College of Law (October 24, 2008).

Joint Annual Meetings of Law & Society Association and Canadian Law & Society Association, *The Hidden Discrimination within Anti-Discrimination Law: How Older and Poor Workers are Further Marginalized by the Class Action Procedure*, Montreal, Quebec, Canada (May 29, 2008).

Second Annual Colloquium on Current Scholarship in Labor & Employment Law, *Redressing the Court's Inconsistent Jurisprudence on Religious Expression in the Workplace and the Public Square*, University of Colorado Law School & University of Denver Sturm College of Law (September 28, 2007).

Law & Society Association Annual Meeting, *Redressing the Court's Inconsistent Jurisprudence on Religious Expression in the Workplace and the Public Square*, Humboldt University, Berlin, Germany (July 27, 2007).

Second Annual Domestic Violence Conference, *Parental Alienation Syndrome and its Effects on Child Custody Agreements in DV Cases*, University of Denver Sturm College of Law (March 17, 2007).

Colloquium on Current Scholarship in Labor & Employment Law, *Incentive Payments to Named Plaintiffs in Employment Discrimination Class Actions*, Marquette University Law School (October 27, 2006).

Legal Writing Institute Conference, *Making it "Matter": Rethinking Legal Writing Problems and Integrating Pro-Bono Briefs into the LRW Classroom*, Georgia State University College of Law (June 9, 2006).

National Latina/o Law Students Association Conference, *Labor Relations and Workers' Rights*, University of Denver Sturm College of Law (October 9, 2004).

JUDICIAL CLERKSHIPS

The Honorable Ronald L. Ellis, U.S. Magistrate Judge, S.D.N.Y., New York, NY 1999-2000
Judicial Law Clerk. Drafted memoranda and judicial opinions. Assisted in management of discovery disputes. Supervised eight law student interns and evaluated each based on criteria provided by their schools.

The Honorable Rebecca Love Kourlis, Colorado Supreme Court, Denver, CO Summer 1998
Interim Judicial Law Clerk. Drafted memoranda and judicial opinions.

LEGAL EXPERIENCE

Outten & Golden LLP, New York, NY Associate, 2000-2003; Of Counsel, 2004-present
Litigation associate at plaintiff-side employment law firm. Represented employees in individual and class action litigation and alternative dispute resolution of minimum/overtime wage, discrimination, harassment, contract, and business tort claims. Served as primary attorney in court, negotiations with opposing counsel, and client meetings. Negotiated dozens of settlements, often representing clients in mediations. Briefed discovery, sanctions, and

dispositive motions. Held leadership role in mentoring and management of junior legal staff, serving as supervisor of law students and paralegals and also serving as head associate on attorney recruiting committee.

Goldstein, Demchak, Baller, Borgen & Dardarian, Oakland, CA 2003-2004
Litigation associate at employment, civil rights, and class action law firm. Represented plaintiffs in class action and other complex litigation of minimum/overtime wage, gender and race discrimination, disability access, and other public interest claims. Served as lead associate in monitoring a large corporation in relation to a court-ordered consent decree ensuring its compliance with employment discrimination laws.

Law Office of Addison Adams, J.D., M.S.W., Denver, CO 1997-1998
Conducted investigations, wrote reports, and testified as Special Advocate (court officer) in child custody cases.

Criminal Defense Clinic, University of Denver Sturm College of Law, Denver, CO 1997
Represented indigent clients in criminal misdemeanor matters; responsible for case from intake through trial, including representing client in six-person jury trial.

Addiction Research and Treatment Services, Denver, CO 1996
Created Legal Advocacy Clinic with Public Interest Law Grant; provided direct legal assistance to drug-recovering men and women in areas of family law, housing, benefits, and immigration.

PROFESSIONAL SOCIAL WORK EXPERIENCE

Sojourner Center for Women, Charleston, SC 1994-1995
Addiction Treatment Specialist. Provided case management and counseling services in outpatient program for drug-addicted pregnant and post-partum women.

Casa Vincentia, Oakland, CA 1993-1994
Case Manager. Provided assessments, progress evaluation, and individual and family counseling to homeless pregnant women.

REFERENCES

Marty Katz
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The Honorable Ronald L. Ellis
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