

**LOUIS M. BENEDICT**  
Room BA 308  
College of Business Administration  
Bowling Green State University  
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## **EDUCATION**

### **Ph.D.**

Higher Education Administration, Bowling Green State University (2004-August, 2008).  
Dissertation: *The First Amendment and Academic Freedom: Faculty as Employees and Citizens.*

### **Juris Doctorate**

University of Toledo (1993); University of Pittsburgh (1990-91). Law Review; Dean's List; American Jurisprudence Award (Constitutional Law); Phi Kappa Phi.

### **Masters of Business Administration**

University of Pittsburgh, Katz Graduate School of Business.

### **Bachelor of Arts in Economics and History (minor Political Science)**

University of Pittsburgh. Omicron Delta Epsilon (economics honor society); Award for Outstanding Achievement in Student Government; Mortar Board; and Departmental Honors graduate.

## **RELEVANT EXPERIENCE**

### **Instructor, Legal Studies, Department of Economics, Bowling Green State University, OH**

Teach undergraduate and graduate legal studies courses face-to-face and online. Member of the Graduate faculty and teach MBA students (full-time, part-time professional, and Executive MBA). Courses taught include Employment and Labor Law, Administrative Law (to graduate students in the Master in Public Administration program) including public sector labor and employment law, Business Law, Ethics, Health Law (to graduate and undergraduate). (Took basic and advanced courses in online teaching and am certified to teach online courses by the Center for Online and Blended Learning. Also certified by national organization for online certification (Quality Matters) in 2013 and additional certification in 2015. Certified as national peer reviewer for universities by Quality Matters in 2016.) Also taught business management classes and Finance classes. Member Ohio Department of Higher Education, Legal Environment of Business TAG course review member and selected for by the Ohio Department of Higher Education for committee to set CLEP review policies. (2014-)

### **Legal/Management Consulting**

Provide management consulting to legal counsel and senior management and advise organizations on a variety of legal issues, including business law issues dealing with

contracts, human resources, labor, employment, risk management, and related legal and appellate issues. (My specialty knowledge of labor and employment law as well as higher education law and my knowledge of business is a plus to many organizations.) Act as General Counsel for several organizations (including Etna (Pennsylvania) Economic Development Corporation). Also prepare appellate legal briefs for labor and employment law issues. (2008-)

**Compliance and Special Projects, Bowling Green State University, OH**

Review documents and policy and recommending changes in reporting to comply with federal (Department of Labor) regulations and university policy. Review and recommend internal policy to comply with federal regulatory law and university goals relating to labor and employment issues. Design educational training programs for administrators, faculty, and staff to help ensure compliance with law (including Title VII and collective bargaining agreements) and university policy. (2012-2013)

**Professor (Adjunct), Bowling Green State University, Bowling Green, OH**

Teach classes to undergraduate and graduate students. Taught Sports Law (undergraduates), co-taught Higher Education Law (graduate students), taught Employment Law (College of Business, undergraduate students), and Administrative Law (graduate Masters in Public Administration students). Took basic and advanced courses in online teaching and am certified to teach online courses by the Center for Online and Blended Learning. Also certified by national organization for online certification (Quality Matters) in 2013. (2006-2007; 2012-).

**Visiting Fellow, Oxford University, New College, Oxford Centre for Higher Education Policy Studies, Oxford UK.**

Research and analysis of international and comparative law issues. Also invited and attended discussion meetings with leading education law practitioners (major firms) representing universities (UCELNET) regarding higher education law issues. Also, participated and researched involving labor and employment issues in international higher education. (2009)

**Office of General Counsel and Assistant to the President, Bowling Green State University, Ohio**

University legal work and related university projects: Higher Education law and administrative work. Prepare various documents and contracts for the university. Provide legal opinions and recommendations on a variety of university issues, including contracts, labor and employment, intellectual property issues, and constitutional issues. Created university research institute as affiliated non-profit entity for faculty innovation commercialization. Provide advice on non-legal issues, including financial, educational, student affairs, human resources, and management matters. Also provided legal advice for the University President and Board of Trustees, including on specific issues for Board meetings. This includes issues relating to the Board of Trustees, faculty, facilities, student affairs, and administration of the university. (2004-2007).

**Attorney and Consultant, Pittsburgh, PA and Ohio**

Attorney, (2002-2004): Primarily commercial/business practice, including non-profits. Additionally, performed legal research and writing and have presented papers at several conferences as well as for publication; Business/Management Consultant, (2002-2004): Conferred with profit and non-profit organizations and managers and advised them in regard to various business, management, and finance decisions (including acquisitions and start-ups).

**Kent State University, Ohio**

Adjunct Legal Faculty (1999-2004): Teach undergraduate legal studies, including legal research.

**Schneider Downs & Co., Inc., Pittsburgh, PA**

Director, Mergers & Acquisitions, and also served as Assistant Director, Management Advisory Service (2000-2002): Directed administration, marketing and staffing of Mergers & Acquisitions services. Staff included attorneys, CPAs, and other support staff. Performed legal and financial analysis and due diligence. Advised organizations on financing, legal structure, business plans and strategic planning and human resources as well as financing operating issues. Also, conferred with profit and non-profit management and advised them on management issues as well as perform financial analysis of various entities. Provided personal financial planning to individuals to individual clients of the firm.

**Pietragallo, Bosick & Gordon, Pittsburgh, PA**

Attorney, (1998-2000): Prepared appellate briefs and motions relating to employment law (including one case heard by U.S. Supreme Court). Also advised various clients on corporate, employment and business law issues, including negotiating agreements and transactions, and performed legal research and writing on various appellate issues.

**Commonwealth of Pennsylvania, Department of Labor & Industry, Office of Chief Counsel, Pittsburgh, PA** Attorney, Western Regional Office (1997-98). Provided legal research on issues and opinions.

**Office of the Prosecuting Attorney, Ohio**

Assistant Prosecutor: Criminal (and civil where state was the plaintiff or had an interest in the case) attorney representing the government in court proceedings, settlement conference, and other hearings. Worked with law enforcement, witnesses, and victims, as well as other government agencies. Also, served as senior attorney in the juvenile division and managed office, attorneys, and legal support staff.

**National Labor Relations Board (Region 6), Pittsburgh, PA**

Legal Clerk: Performed legal research, assisted counsel and Director in preparation and evaluation of cases.

**Court of Appeals (Ohio, 6th District), Toledo, OH**

Law Clerk: Performed legal research and writing, screened cases, and attended appellate proceedings.

**Carnegie-Mellon University, Pittsburgh, PA**

Head Teaching Assistant: Conducted review sessions, tutored students and graded tests for a graduate financial analysis class taught to senior executives.

**Waynesburg College, Business Administration, Waynesburg, PA**

Instructor: Taught courses in business administration and economics, including labor relations, labor economics, human resource management, collective bargaining, and labor negotiations as well as finance and accounting, at the graduate and undergraduate level. Served as MBA thesis advisor for a number of students. Faculty advisor for Omicron Delta Epsilon (Economics Honor Society) and Mortar Board (Honor). Faculty advisor for Alpha Kappa Psi (business society). Also taught a statistics course for the mathematics department. I was selected as university-wide academic advisor and member of the First Year Experience group. Served on numerous committees, including the university wide curriculum committee and the academic progress and advancement committee.

**Duquesne University, School of Business and Administration, Pittsburgh, PA**

Adjunct Professor: School of Business.

**Clarion University, College of Business Administration; Department of Management, Clarion, PA**

Assistant Professor: Taught courses in management and operations management. Advisor to student organization in department of management.

**Community College of Allegheny County, Business Department, Pittsburgh, PA**

Assistant Professor and Program Coordinator of Financial Services (Finance, Real Estate, Insurance, and Risk Management): Taught courses in business, finance, and risk management/insurance, selected hardware and software and administered grant on micro-computer usage, and designed new grant proposals. Designed new courses, advised and recruited students, selected and supervised part-time faculty, and selected and met with external advisory committee.

**Mellon Bank, Commercial Loan Administration, Pittsburgh, PA**

Commercial Finance: Analyzed and reported on position of commercial loans, recommended type of administration, rate, approval, and credit limits. Total financing ranged from \$5 million to \$50 million, and included LBO's and workouts. Periodically audited a variety of companies with regard to collateral valuation and other accounts.

**May Company, Kaufmann's Division, Pittsburgh, PA**

Assistant to Senior Vice-President of Operations: The Operations Division controlled overall operations, including human resources, buildings, facilities, maintenance, security, and any personnel. It also included agreements with outside vendors and contractors as well

as all labor and employment contracts and employee issues and grievances. Analyzed various areas of operations and made recommendations to improve efficiency, helped plan and approve budgets (operating and capital) for the operations division, and represented the operations division at weekly Senior Management Board budget and planning meetings. I was the chief finance officer for the Operations Division and acted as liaison between the Finance Division and the Operations Division. Also, managed cost centers which supported the primary retail merchandising operations. Supervised managerial and non-managerial employees. Additional duties: In a temporary assignment, worked as a line supervisor and assisted with the conversion to a new centralized automated distribution center.

### **Additional Relevant Teaching Experience:**

Co-taught doctoral course in **Higher Education Law** to **BGSU Ph.D. students in higher education administration**. Instructed **University's mock trial team** on legal aspects of case involving government liability for violation of Constitutional rights (Section 1983 liability). Taught courses to banking professionals for the **American Banking Association**; to businesses for the **Small Business Administration**; computer based legal research to **University of Toledo** law school students; and to businesses for **Chamber of Commerce** business education. Also made group presentations (included CLE credit) to lawyers and federal and state court judges as member of the **American Inns of Court**. Groups consisted of lawyers and federal and state judges. Also presented **Choosing a business entity: Corporations, LLCs, Partnerships, and Sole Proprietorships** to business school faculty and students at Washington & Jefferson College.

### **PUBLICATIONS, CONFERENCES, PRESENTATIONS, AND PAPERS**

**International Conference on Conflict Resolution Education**, The Ohio State University, selected as presenter for March 2017 conference.

LERA (Labor & Employment Relations Association) Higher Education Industry Council Workshop entitled *College Athletes and the Evolving Nature of Amateur Status*, the 2015 LERA Annual Meeting, May, 2015. Organized, chaired and presented on issues related to college athletes. The workshop reviewed two prominent cases related to student athletes and compensation, and provided an overview of the major players in the legal cases.

*Are College Athletes Employees?* Ohio Association of Economists and Political Scientists (OAEPS) Annual Conference (October, 2014).

*What Faculty Unions Can Learn from Workload Policy in Ohio.* Academe, March-April, 2014.

**LERA (Labor & Employment Relations Association). Annual Conference, St. Louis. (June, 2013).** Chair and Panel discussant for session on emerging issues in Labor and Employment Law and their implications and effects on management and administration. (I was asked to propose and chair this session by a colleague at Harvard University.)

**National Center for the Study of Collective Bargaining in Higher Education. Annual Conference.** CUNY, Hunter College, NYC (April, 2013). Asked to make presentation and be part of panel discussion on collective bargaining (federal labor) law.

***Ohio SB5 and the Attempt to “Yeshiva” Public University Faculty.*** Journal of Collective Bargaining in the Academy, Vol. 4, February, 2013.

***Yeshiva in Light of the Changing Nature of Higher Education Administration and Governance.*** Paper at the Labor and Employment Relations (LERA) annual conference. (2011).

**Visiting Fellow, Oxford University, Centre for Higher Education Policy Studies.** Selected to take part as U.S. law representative to do research, analysis, and attend meetings and discussions with higher education law practitioners and administrators. (2009)

***Revisiting Yeshiva: The Role of Faculty in Higher Education.*** Southeast Association of Legal Studies in Business (SEALSB) presentation and published in the annual conference proceedings paper (2009).

***Academic Freedom at the Crossroads in the United States.*** International Higher Education, Number 57, Fall 2009. (Also international version, including Chinese language reprint.)

**Free Speech and Corporations as Persons under the First Amendment: The Supreme Court’s *Citizens United* Opinion and Its Implications.** Presentation and panel discussion sponsored by the Bowling Green State University Economics Club and Law Club. (April, 2010).

**Fellow, University of Houston Law Center’s Institute for Higher Education Law and Governance Higher Education Law Roundtable.** Selected as part of very small group (partially funded by Ford Foundation) to present and discuss issues of higher education law with national higher education law expert scholars (including Bill Kaplin and Michael Olivas) in residence at the law school (May, 2009).

**NACUA (National Association of College and University Attorneys) compendium of Free Speech in Higher Education: Important Protections and Permissible Regulations.** Two articles selected for publication in *Free Speech in Higher Education: Important Protections and Permissible Regulations*.

**Associate Editor, *Journal of Dispute Resolution in Business*** (2016-).

***The First Amendment and College Student Newspapers: Applying Hazelwood to Colleges and Universities.*** Journal of College and University Law (2007).

***Faculty Academic Freedom: Faculty as Employees and Citizens under the Constitution.*** Education Law and Policy Forum journal (2008, University of Georgia). Also presented paper and took part in panel discussion at the Education Law and Policy Symposium (September, 2007) sponsored by the Institute of Higher Education and the School of Law at the University of Georgia.

***Policy Issues in Academic Freedom: Recent Challenges to Academic Freedom.*** Selected to present at the main plenary session at Ohio Association of Economists and Political Scientists (OAEPS) annual conference (October, 2007).

**Presentation** and panel discussion for Bowling Green State University Center for Teaching and Learning, and the University Libraries, October, 2007 and February, 2007, to faculty, administrators, and librarians. Presented on **Challenges Regarding Copyright and Use, including a discussion of fair use, the TEACH Act, and ownership of copyright.**

**Presentation** and panel discussion (panel included BGSU Director of Human Resources) for the American Association of University Women on the **current status of equity pay law** (April, 2008).

**Presentation and paper, Education Law Association** annual Conference, October, 2006. Presented on **College and University Publications and the First Amendment.** Paper published in conference proceedings and attendees received CLE credits.

**Ohio Association of Economists and Political Scientists (OAEPS),** Annual Conference, October, 2005. Presented and led panel discussion on Academic Freedom in Higher Education. Membership consists of faculty from public and private universities.

**Provost's Academic Freedom Task Force (Bowling Green State University),** small committee (consisting mostly of faculty, including the faculty senate president) formed by the Provost to address legislative threats to academic freedom at the University level, to develop a mission statement regarding academic freedom for the University for both internal and external constituencies and provided advice to the Ohio Inter-University Council Provost's group to address Ohio state legislative threats (SB-24) to academic freedom. (2005-2007).

***Free Expression versus Prohibited Speech: The First Amendment and College Student Sports Fans*** (Marquette University's Journal of the Legal Aspect of Sport, special college edition, (Winter, 2005).

***Control of University Sponsored Sporting Events – The Conflict between Sport Artist's Freedom of Expression and University Owned Trademarks.*** Journal of Legal Aspects of Sport. McMillen, J. D., Benedict, L. M., & McMillen, R. S. (2007).

**North American Society of Sport Management:** Presentation on *First Amendment and College Student fans.* Regina, Saskatchewan, Canada, June, 2005.

Scholarship, **Stetson University College of Law, Higher Education Law Conference,** February, 2007. Provided scholarship to conference by Stetson University College of Law.

***When Does Price Discrimination Rise to the Level of a Group Boycott or Concerted Refusal to Deal in Assessing Antitrust Violations?*** (Duquesne University Business Law Journal, 2000).

***Court Holds Emotional Distress Damages Available for Nurse Who Fears She Contracted AIDS: Objective Standard Requires Proof of Actual Exposure.*** (The Lawyers Journal, 2001).

***Federal Court Grants Preliminary Injunction under PMPA (Petroleum Marketing Practices Act): Franchisees protected from arbitrary termination.*** (The Lawyers Journal, 1999).

Various higher education papers have dealt with historic and legal development of **academic freedom**, including **decentralized management and academic freedom**, and a **comparison of academic freedom in the United States to academic freedom in Canada**.

Working Papers, co-author of several different research papers with university professors, presented at Western Economic Association, Midwest Economic Association and at the Academy of Legal Studies in Business annual conference.

Western Economic Association paper/presentation involved ***The Use of Statistics as Evidence of College and University Faculty Discrimination in Federal Courts.***

The **Academy of Legal Studies in Business** annual conference (2000) presentation involved ***What constitutes State Action under the Fourteenth Amendment?***

Invited by administration and University EEO and made presentation to senior administrators, deans, department chairs and other supervisory personnel on **Employment Discrimination and Compliance with Title VII** at Indiana University, Kokomo Campus (2003).

Staff Writer, *Bankruptcy and Commercial Law Newsletter and Case Summaries* (for Federal Bankruptcy Court cases). (1996-2001)

Assignments Writer, *Lawyers Journal*; one article dealt with the **federal court injunctions**. (1999-2006)

## **OTHER RELEVANT EXPERIENCE/MEMBERSHIPS**

Labor and Employment Relations Association (LERA) (2013-).

Ohio Association of Economists and Political Scientists (OAEPS) (1997-).

Admitted to Ohio Bar; Pennsylvania Bar; Federal Practice in Pennsylvania and Ohio; and United States Court of Appeal for the Third Circuit and for the Sixth Circuit. Memberships have included American Bar Association; Pennsylvania Bar Association; Ohio Bar Association; Toledo Bar Association, and Allegheny County Bar Association.

Chair, Pennsylvania Bar Association's Business Law Section Antitrust Committee (2000-2004).

Association for the Study of Higher Education (ASHE). Also member of ASHE Council for International Higher Education (2006-2008).

Co-taught doctoral course on Higher Education Law to doctoral students at Bowling Green State University (2006).

Etna (Pennsylvania) Borough Police Pension and Retirement Board (1998-).

Etna Economic Development Committee (2007-). General Counsel (2009-)

BGSU Mock Trial Team, advised University's mock trial team on legal aspects of case involving government liability for violation of Constitutional rights.

Presentation to Toledo area chapter of Society of Human Resource Management (SHRM) regarding human resource law and policy.

Reviewer (referee), Tri-State Business Law Association, reviewed faculty papers (for University of Michigan) for publication and Best Paper Award.

AFANA, Board member and General Counsel (1998-2003).

Allegheny County Transit (PAT) Citizens Council. (1999-2000)

Upstairs Theatre, Board Member and General Counsel (1996-97); President (1997-98).

Lecturer, University of Pittsburgh, Graduate School of Business, Small Business Development Center Seminars.

Wood County Humane Society board member. (1995-96)

As guest of the University, met with University President, Chair of Board of Directors, and other administrators at Hiroshima Jogakuin University in Japan and discussed comparative university administration (2007).

United States Supreme Court Historical Society (1998-).

Staff Writer, *Bankruptcy and Commercial Law Newsletter and Case Summaries* (for Federal Bankruptcy Court cases). (1996-2001)

American Law and Economics Association (1993-2004).

University of Pittsburgh, School of Law, Appellate Moot Court competition judge for preliminary and final rounds. (1998-2000).

American Inns of Court, Pittsburgh chapter (1999-2001). Chapter members included lawyers and federal and state court judges. Meetings consisted of in-depth presentations and discussions of

particular legal issues. Preparation and attendance provided CLE credits for preparation and attendance (participation).

Archaeological Institute of America (AIA) Toledo Society Board of Trustees, Vice President and member of executive board. (2005-2011) Also meets and administers fund with Toledo Museum that selects and brings experts from around the world in archaeology to speak at Toledo Museum.

Association of Ancient Historians (2002-). Primary interest in ancient law.

Allegheny County Court of Common Pleas, served as member of three attorney hearing panels to hear cases of less than \$20,000 and cases appealed (*de novo*) from District Magistrates' decisions.

Business memberships have included Pittsburgh Venture Capital Association; Pittsburgh Technology Council.

Advisor to entrepreneur groups for *Enterprize* education and competition sponsored by the Pittsburgh Technology Council. The event consisted of a series of educational seminars and independent meetings with **college** entrepreneurial teams to establish a strategic plan and market a technological product or service to venture capitalists, with a minimum guarantee of seed funding for the top three selected teams.