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WORK EXPERIENCE

Pathway Legal Solutions, PLLC, Pennsylvania & South Carolina

Senior Managing Director & Mediator

Sept. 2025–Present

- Provide family law mediation services focused on custody, parenting plans, divorce, and post-judgment matters.
- Manage the development and delivery of civil mediation and arbitration services for real estate, small business, employment, and HOA disputes.
- Lead firm operations, including client intake, financial planning, marketing, grant partnerships, and virtual service delivery through secure online platforms.
- Develop and present continuing legal education (CLE), conflict resolution workshops, and DEI-informed training to legal professionals, schools, and community organizations.
- Establish and maintain partnerships with nonprofit fiscal sponsor to deliver pro bono youth mediation training, restorative justice workshops, and community mediation programming.
- Implement culturally responsive mediation practices with an emphasis on equity, access to justice, and peaceful conflict resolution.
- Oversee compliance with Pennsylvania and South Carolina mediation and arbitration rules, ethical obligations, and confidentiality requirements.

Emory University Law School, Atlanta, GA

Director of Externship Programs

Dec. 2019-August 2025

- Supervise and manage the various Externship Program components, including the application process and procedure; student course registration and enrollment; new site approvals and placements; student placements within sites; midterm and final evaluation reviews; coordinate exit interviews; and manage program budgets.
- Set course curricula for nine or more courses taught in the Fall and Spring Semesters; teach all summer Externship Program courses.
- Meet with, train, and integrate nine or more adjuncts into the Externship Program each Fall and Spring Semester; and create course and program materials to comply with all applicable ABA and accrediting-body standards.
- Meet and coordinate with site supervisors at more than 1,110 approved sites.
- Plan and provide Experiential Learning Fairs for all students and sites to network.
- Develop collaborative relationships with the University and Law School administrations to effectively oversee, redesign, and expand the experiential education program.
- Integrate additional program components to enhance opportunities for student skill training, including programs to comply with ABA Standard 303 (c) (concerning antiracism, anti-bias, and cultural competency training), and Live-Client Rotation Workshops that provide first-year students with their initial live-client experience.

Director of Professionalism Programs**Dec. 2019-August 2025**

- Direct Professionalism Program delivering skills training to first and third-year law students to emphasize and reinforce the Law School's core values of excellence, integrity, respect, and service.
- Meet with counterparts at GALE (the Georgia Association for Legal Externships) to develop materials for statewide site supervisor CLEs.
- Developed special events with organizations external to the University and Law School, such as the American College of Trial Lawyers.
- Drafted hypothetical scenarios for multiple Georgia law schools to use in their respective coverage of ABA Standard 303 (c).

Chief Diversity Office**Dec. 2019-August 2025**

- Collaborated with the Dean and other academic and staff leaders to ensure that Emory Law's programs and activities reflect the Law School's vision and mission, including its commitments to diversity, equity, and inclusion.
- Chaired a new Diversity Equity & Inclusion (DEI) Committee dedicated to achieving the Chief Diversity Officer's mandate.
- Managed budgets dedicated to diversity priorities.
- Consulted and collaborated with the University counterparts to draw on their expertise to achieve DEI mandates within the Law School and the University.
- Assisted other Emory Law departments and administrators with developing a comprehensive diversity plan, including recruitment, retention, and support programs for students, staff, and faculty, considering, and furthering existing and future University mandates and programs.
- Worked within the strategic planning process to revise Emory Law's Mission, Values, and Goals to indicate our commitment to antiracism and set goals to advance the revised commitments.
- Worked with Emory Law Admissions to develop strategies to increase the number of applicants with diverse backgrounds and experiences.
- Offered programs to faculty and staff to enhance student experience, engagement, and success from historically underrepresented and marginalized groups and international students.
- Worked collaboratively with the Vice Dean and Associate Dean for Research to develop programs to support and retain diverse faculty members.
- Worked closely with the faculty appointments committees and Emory University's Office of Equity and Inclusion to support the Law School's efforts to recruit diverse law faculty members.
- Collaborated with other faculty and staff members as appropriate and developed Law School-specific strategies to aid student professional development and intercultural competence.
- Led external outreach to organizations, associations, and other stakeholders working to enhance diversity, equity, and inclusion in the legal profession.
- Collaborated with Emory Law's Advancement and Alumni Engagement team to build and maintain donor and alumni relations related to diversity priorities.
- Designed and implemented student pipeline programs for underrepresented groups to increase interest in legal education and potential future admission to Emory Law.

Associate Dean for Academic Programs & Students**Dec. 2019-August 2025**

- Led Emory Law's academic programs, with an initial focus on the JD program and working with the Vice Dean on developing and implementing the Law School's course offerings and schedule of classes.

- Led the adjunct faculty appointments process, scheduling of adjunct-taught courses, and adjunct faculty training and communications.
- Led collaborative efforts to ensure that all faculty members have access to regular training and support related to pedagogy, teaching excellence, and adherence to relevant ABA standards relating to the curriculum.
- Supervised and provided strategic direction for the Registrar's Office and the Office of Academic Engagement and Student Success.
- Worked in collaboration with other student-facing departments to support student organizations and address individual student concerns.
- Received and resolved appeals from students contesting decisions as established within the Law School's student handbook and related policies.
- Monitored LSSSE and other data and work collaboratively with other faculty and staff to enhance student engagement and support student success.
- Served as the Dean's representative to the Contract Faculty Renewal and Reappointment Committee.
- Coordinated with the Vice Dean to address conflicts or issues involving tenure-stream faculty members.
- Led efforts to ensure the Law School follows relevant SACSCOC, ABA, or University requirements within your areas of responsibility.
- Addressed structural constraints on our current programs and work within our strategic planning process on the next steps forward for these important programs at Emory Law.
- Evaluated course offerings for pedagogical benefits for all students.
- Counseled, advised, and assisted students with academic, personal, and health challenges.
- Supported student organizations with event planning and coordination, including training, strategic planning, and fiscal management.
- Supported wellness programs, and presentations on academics or the bar exam, orientation, and graduation.
- Supported accommodations for students with disabilities.

Director of Adjunct Communications

Dec. 2019-August 2025

- Developed adjunct communications process to improve dissemination of information, increase adjunct inclusion in curriculum and community, and improve teaching standards.
- Managed additional substantive duties relating to adjunct faculty members.

Courses Taught as Professor of Practice

Dec. 2019-August 2025

- Advanced Externships Companion Course
- Small Firm Externship Companion Course
- Summer Externship Courses
- Directed Studies Courses
- Directed Research Courses

Committee Appointments

Dec. 2019-August 2025

Diversity, Equity, and Inclusion Committee (Chair)

- Strategic Teaching Advisory Committee
- Law Operations Planning Task Force

- Adjunct Communications Committee
- Experiential Education Committee
- Teaching Awards Committee
- Welcome Center Planning Subcommittee
- Academic Standing (ex officio)
- Adjunct Supervision (Chair)
- Curriculum (ex officio)
- Faculty Review and Promotion (ex officio)

Valparaiso University Law School, Valparaiso, IN

Associate Dean for Experiential Education & Student Administration

Feb. 2018-Aug. 2020

- Served as principal liaison for students with faculty and administrators.
- Counseled, advised, and assisted students with academic, personal, and health challenges.
- Supported student organizations with event planning and coordination, including training, strategic planning, and fiscal management.
- Managed wellness programs, presentations on academics or the bar exam, orientation, and graduation.
- Coordinated accommodations for students with disabilities.
- Created an inclusive community to serve the needs of a diverse student population.
- Responsible for budget development, faculty recruitment and training, and standardization of evaluative measures.
- Managed disciplinary matters as liaison with the Law School's Rules Committee, the University Office of Student Affairs, and Title IX coordinator.
- Interpreted and implemented applicable Law School and University rules, FERPA, and other applicable federal, state, and local laws concerning student welfare, health, and safety.
- Responsible for general student conduct, discipline, character and fitness amendments, and grievance proceedings.
- Supervised nine live-client Law Clinics; the Externship Program, averaging 70% student enrollment per semester, with more than six hundred national and international placements available; the Pro Bono Program, with a mandatory 60-hour requirement per student; the Specialization and Certification Programs; and Capstone Experiential Courses that provide students with immersive, skills training.

Associate Dean for Experiential Learning

Mar. 2016-Feb. 2018

- Oversaw curriculum reforms, including program innovations, such as "live-client rotations," recognized as a Top 20 Innovation in Legal Education by Pre-Law Magazine in 2018; the Mobile Law Clinic; Capstone Experiential Courses; an International Social Justice Seminar; and Summer Semester in Practice (Online).
- Collaborated with faculty, staff, students, and other administrators to design and operate training courses and programs for skills training courses and programs.
- Developed and taught experiential courses.
- Coordinated activities for the Moot Court Team; International Moot Court; Client Counseling; Law Review; the Trial Advocacy Team; Volunteer Income Tax Assistance (Richard Blennerhassett Tax Law Society); the Poverty Law Fellowship; and all skills training courses taught by full-time and adjunct professors.

- Supervised school and student participation in national and international competitions, such as the American College of Trial Lawyers National Trial Competition.
- Counseled and mentored students regarding careers in the legal profession; developed individual learning plans for students; and provided them with feedback and instruction.
- Conducted site visits and communicated with placement supervisors.
- Planned and conducted the Bi-Annual Externship Expo.

Director of Externship Programs & Associate Professor of Law

Jul. 2015-Mar. 2016

- Redesigned, expanded, and operated the Externship Program consistent with ABA Standards, Best Practices, and prevailing educational studies.
- Developed collaborative relationships with the University and Law School administrations to effectively redesign and expand the experiential education program.
- Integrated additional program components to enhance opportunities for student skill training, including the Mobile Law Clinic; Specialization and Certification Programs; a Residency Incubator; Capstone Experiential Courses; Introduction to Experiential Learning; and Summer Semester in Practice (Online).

Courses Taught

Jan. 2016-Aug. 2020

- Introduction to Experiential Education
- Summer Semester in Practice (Online)
- All Externship Courses
- Alternative Dispute Resolution
- Conflict of Laws
- Mortgage Financing

Committee Appointments

Jul. 2015-Aug. 2020

- Chair, ABA/Curriculum Mapping Committee
- Chair, Law School Strategic Planning Committee
- Chair, Appointments & Retention Committee
- Chair, Bar Task Force
- Chair, Minority Employee Support Group
- Law Working Group for the Transition of the Law School
- Law School Executive Committee
- University Strategic Planning Committee
- Law School Integration Task Force
- Retention Advisory Board
- Admissions Committee
- Future of the Law School Committee
- Dean of Library Search Committee
- Diversity Concerns Committee
- Student Academic Fair Practices Committee of the University Council
- University Campus Judicial Board

Faculty Advisor

Jul. 2015-Aug. 2020

- Amnesty International

- Black Entertainment and Sports Law Association
- Black Law Students Association
- Client Counseling Team
- International Law Society
- Richard Blennerhassett Tax Law Society/Volunteer Income Tax Assistance
- Running and Fitness Club
- Trial Advocacy Competition Team

Appalachian School of Law, Grundy, VA

Assistant Dean for Student Services & Director of Externship Programs **May 2014-Jun. 2015**

- Managed all student grievances and reports of honor code violations.
- Served as liaison to student organizations and mentor-mentee programs.
- Confirmed compliance with Federal and State student/community safety regulations.

Director of Externship Programs **Jul. 2011-Jun. 2015**

- Supervised externship training in compliance with ABA Standards, school policies, and best practices to develop law school curriculum.
- Taught all externship courses.
- Revised policies and procedures for placement of students in public interest and pro bono sites.
- Identified and acquired international and national externship sites.
- Maintained contact with site supervisors and local employers for site development and student training.
- Created opportunities for students to interact and learn from alumni.

Associate Professor of Law **Jun. 2008-Jun. 2015**

- Taught doctrinal and experiential courses.
- Designed and implemented the school's first distance learning course.

Courses Taught **Jun. 2008-Jun. 2015**

- Property I & II
- Introduction to Natural Resources
- Natural Resources Seminar
- Real Estate Transactions
- Law Office Management
- Evidence (Online)
- Mineral Title Examinations

Committee Appointments **Jun. 2008-Jun. 2015**

- Chair, Externship, Practica and Career Development
- Chair, Admissions Committee
- Chair, Natural Resources Law Clinic Committee
- Chair, Faculty Scholarship Award Committee
- Faculty Development Committee

Faculty Advisory & Mentoring Roles **Jun. 2008-Jun. 2015**

- Co-Faculty Advisor, Natural Resources Law Journal
- Co-Faculty Advisor, Democratic Law Society
- Faculty Advisor, Federalist Society
- Faculty Advisor, Black Law Students Association
- Faculty Advisor, Outlaw (LGBT)
- Faculty Advisor, Knitting Circle
- Faculty Advisor, Sports & Entertainment Law Society
- Faculty Advisor, Rugby Team
- Faculty Advisor, Men's Basketball Team (Western New England College School of Law 34th Annual Law School Invitational Basketball Tournament)
- Bar Mentor for Kentucky, Pennsylvania, New Jersey, and Delaware
- Faculty Site Supervisor, First-Year Summer Externship Program

Community College of Philadelphia, Philadelphia, PA

Adjunct Professor

Aug. 2001–Apr. 2008

- Taught various courses in the Paralegal Studies Department.
- Designed the continuing legal education curriculum for attorney and paralegal instructions concerning various legal practice areas and topics, including E-Discovery Rules and residential mortgage foreclosure defense.

Courses Taught

- Legal Research & Writing
- Civil Litigation Practice and Procedure
- Estates & Trusts
- Introduction to Paralegal Studies

Howard & Hosay, LLC, Philadelphia, PA

Founding Partner

Aug. 2000–Jun. 2008

- Represented clients in mortgage foreclosure cases; real estate transactions; Orphan's Court & Probate proceedings; landlord-tenant disputes; tax assessments; zoning hearings; commercial litigation; insurance defense; civil rights matters; corporate governance; personal injury; and consumer claims.
- Clients included national companies, individuals, non-profit organizations, churches, national banks, and charter schools.
- Chaired trials, arbitrations, and appeals in Federal and State courts.

Post & Schell, P.C., Philadelphia, PA

Senior Class Action Litigation Associate

Sept. 1999–Aug. 2000

- Defended insurance companies over national claims handling practices.
- Directly supervised the class action sub-group, including associates, secretarial staff, paralegals, interns, and temporary employees.
- Trained junior associates, paralegals, interns, and temporary employees to conduct document reviews and production consistent with the applicable Federal and State Rules of Civil Procedure.
- Prepared all class actions for resolution through trial, dispositive motions, or settlement negotiations.

- Coordinated and supervised all phases of discovery.

Doepken Keevican & Weiss, P.C., Pittsburgh, PA

Senior Litigation Associate

Dec. 1995–Sept. 1999

- Worked in the areas of securities and complex commercial litigation.
- Chaired Federal and State jury trials.
- Assigned primary and secondary responsibility for trials in Federal and State courts.
- Successfully argued before the Third Circuit Court of Appeals.
- Arbitrated cases; drafted pleadings; presented dispositive motions; and conducted various forms of discovery.
- Argued Protection from Abuse petitions and obtained divorces for indigent clients, pro bono.
- Wrote as a journalist, pro bono, for the Pittsburgh A.I.D.S. Task Force.

Kirkpatrick & Lockhart, LLP, Pittsburgh, PA

Associate Attorney

Sept. 1990–Dec. 1995

- Represented Fortune 500 Companies in securities and commercial litigation, and environmental insurance coverage litigation.
- Participated in trial and arbitration proceedings.
- Supervised a staff of fifty attorneys and paralegals for document review and production in mass-party, environmental insurance coverage claims concerning damages above \$1 Billion.
- Researched and wrote legal memoranda and pleadings for argument in Federal and State court proceedings.

University of Pennsylvania, Philadelphia, PA

Research Associate

1984-1986 (Summers)

- Conducted research for the Honorable A. Leon Higginbotham, Jr. on the development of race relations and early civil law for comparison with South Africa's system of Apartheid.
- Provided research assistance for Judge Higginbotham for his publication series Shades of Freedom: Racial Politics and Presumptions of the American Legal Process. New York: Oxford University Press, 1996.
- The Rockefeller Foundation Research sponsored and published the work as a continuing examination of race and the American legal process.

EDUCATION

University of Pittsburgh School of Law, Pittsburgh, PA

May 1990

- Juris Doctorate with honors
- Robert D. Raven Award for Academic Excellence

University of Pittsburgh, Pittsburgh, PA

Aug. 1987

- Bachelor of Arts in English Writing (Minor, Communications)

PUBLICATIONS

- *Omnis: The Last Man of Earth*, Derrick Howard, Authorhouse (2023), ISBN: 9798823017251.
- Phantom Thread: Restoring Live-Client Interactions to the First-Year Educational Continuum in This Age of Information and Beyond, 83 U. Pitt. L. Rev. 1 (2020).
- Blog Post Contributor: Launching a New Initiative to Spotlight and Amplify the Work of Law School Clinics for Social Justice, American Association of Law Schools, Clinical Legal Education Association, 01 Apr 2019 1:33 PM, <https://clea.wildapricot.org/page-1006700/7255164>.
- Contributor and Committee Member: The Diversity Imperative Revisited: Racial and Gender Inclusion in Clinical Law Faculty, CLEA Committee for Faculty Equity and Inclusion, 26 Clinical L. Rev. 127 (2019).
- When Life Gives You Lemons: Field Placement Program Survey, Association of American Law Schools Conference (Mar. 2016).
- Hydraulic Fracturing in the Appalachia Basin: Incorporating Environmental Justice to Regulate Natural Resource Exploration, 7 ANRLJ 113 (2012-2013).
- Twenty-First Century Slavery: Reconciling Diplomatic Immunity & the Rule of Law in the Obama Era, 3 Ala. C.R. & C.L. L. Rev. 121 (2012-2013).
- A Modest Proposal: An Emerging Dialogue for Implementing the Human Right to Water, 1 Seattle U. J. Evtl. L. 123 (2011).
- The Appearance of Solidity: Legal Implementation of the Human Right to Water in the United States, 11 Appalachian J.L. 123 (2011).
- Occupational Safety and Health: OSHA Targets Violence Against Health Facility Employees, HealthSpan, The Report of Health Business and Law, V. 11, No. 5, Prentice Hall Law & Business (May 1994).
- Journalist, The Pittsburgh Courier, Pittsburgh, PA (1998-1999): Worked as a freelance reporter for a newspaper; contributed articles relating to various social issues affecting African Americans.
- Journalist, Pittsburgh AIDS Task Force, Pittsburgh, PA (1996-1997): Worked as a freelance reporter for a newspaper; contributed articles relating to the A.I.D.S. epidemic and recent medical treatments.

PUBLIC SPEAKING

- Presenter: GALE Statewide Site Supervisor Training (Schedule for August 12, 2024).
- Podcast Guest Speaker: Appalachian Intelligence (February 2024).
- Presenter: GALE Learning from Each Other: Implementing ABA Rule 303 (c) to Train Students About Bias, Cross-Cultural Competency and Racism (October 2023).

AWARDS & RECOGNITIONS

- 2023 – Diamond Award Recipient for Excellence in Diversity, Equity, and Inclusion Initiatives.
- 2023 Nominated Teacher of the Year – Emory Law Black Law Students Association.
- Ranked 11th in the country; “A” national rating - Valparaiso University Law School Experiential Education Program, National Jurist Magazine (2018).
- Recognized as a Top 20 innovation in Legal Education, “Live-Client Rotations,” Pre-Law Magazine (2017).
- Ranked 7th in the country; “A+” national rating - Valparaiso University Law School Experiential Education Program, National Jurist Magazine (2017).
- Faculty Scholarship Award for Outstanding Publication and Placement in the University of Alabama Civil Rights & Civil Liberties Law Review, Appalachian School of Law (2017).

- Ranked ninth in the country - Appalachian School of Law Externship Program, National Jurist Magazine (2011).

OTHER TRAINING

- SC Producer Life, Accident and Health Insurance (April 2026)
- Mediator & Certified Arbitrator Training, Upstate Mediation Center (SC), Greenville, SC (May 2025)
- Associate Dean Leadership Workshop, Georgetown University Law Center, Washington, D.C. (June 2019)
- Site Evaluation Workshop for Site Team Chairs, Law School Representatives, and New Site Evaluators, American Bar Association, Rosemont, IL (Sept. 2018)
- Bridges: Building a Supportive Community, Title IX Course, Valparaiso University, Valparaiso, IN (Feb. 2017)
- Measuring Learning Gains: Institutional Effectiveness for the New Era, Association of American Law Schools Workshop, Orlando, FL (June 2015)
- Violence Against Women Act Training, Appalachian School of Law, Grundy, VA (Sept. 2014)

BAR ADMISSION

- Indiana (2019)
- Pennsylvania (1990)
- U.S. District Court for the Eastern District of Pennsylvania (1999)
- U.S. District Court for the Western District of Pennsylvania (1990)
- Pro Hac Vice Admissions: New Jersey (2007), Virginia (2006), Massachusetts (1992), and Washington (1993)

AFFILIATIONS & PUBLIC SERVICE

- 1992/1996 Advance Fundraising Team Bill Clinton Presidential Campaign (Western Pennsylvania)
- Afro-American Historical & Genealogical Society June 2025-Present
- American Bar Association Fall 1990-Present
 - Alternative Dispute Resolution Section
 - International Law Section
 - Real Estate Transactions Section
 - Human Rights Section
 - Internet & Computer Law Section
 - International Human Rights Committee
 - Cross-Border Real Estate Section
 - Sponsorship Committee (Fall International Law Conference - Paris, France)
 - ABA Site Visit Team – University of Houston Fall Semester 2024
- Association of American Law Schools, Clinical Legal Education Association Jan. 2017-Present
 - Board of Directors
 - Chair, Social Justice Concerns Committee
 - Faculty Equity and Inclusion
 - Section on Associate Deans for Academic Affairs and Research
 - Externship Sub-Committee on International and Remote Placements
- Central High School Alumni Association 1983-Present
 - 40th Reunion Planning Committee (2023-2024)

- Georgia Association of Legal Externships Dec. 2019-Present
- Gore 2000 National Steering Committee
- Indiana State Bar Association Jan. 2019-Aug. 2020
- Mediation Council of Western Pennsylvania May 2026-Present
- National Republican Congressional Committee, Business Advisory Council 2004
- Pennsylvania Bar Association March 2026-Present
 - Pennsylvania Bar Association Alternative Dispute Resolution Committee
 - Pennsylvania Bar Association Correction Systems Committee
 - Pennsylvania Bar Association Minority Bar Committee
 - Pennsylvania Bar Association Solo and Small Firm Committee
- Pennsylvania Council of Mediators March 2026-Present
- Phi Alpha Delta 2009-Present
- State Bar of Georgia Committee on Professionalism Dec. 2019-Present
- Upstate Mediation Center, Volunteer Mediator June 2025-Present