

CURRICULUM VITAE

University of Idaho

NAME: Brenda Bauges

DATE: 1/8/2024

RANK OR TITLE: Associate Dean of Inclusion, Assistant Clinical Professor of Law

DEPARTMENT: College of Law

OFFICE LOCATION AND CAMPUS ZIP:

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DATE OF FIRST EMPLOYMENT AT UI: 08/16/2020

DATE OF TENURE: N/A

DATE OF PRESENT RANK OR TITLE: 04/18/2021

EDUCATION BEYOND HIGH SCHOOL:

Degrees:

Juris Doctor, University of Idaho College of Law, Moscow, Idaho, 05/2009

- *Summa cum laude*
- *Ranking: 3/96*
- *Honors and Activities: Idaho Law Review, Legal Research and Writing Teaching Assistant, Idaho Trial Lawyers' Association Best Brief Competition Nominee, Women's Law Caucus Member, McNichols Moot Court Competition "Best Overall Advocate" Award Recipient*

Bachelor of Arts, College of Idaho, Caldwell, Idaho, 05/2006, Politics and Economics

- *Summa cum laude*
- *Major: Politics and Economics*
- *Honors and Activities: Collegiate National Honor Society (Phi Eta Sigma 2002-2006), President of the Law Club (2005-2006), Vice President of the Associated Students of the College of Idaho (2004-2005), Associated Students of the College of Idaho Senator (2002-2003)*

Certificates and Licenses:

Federal District Court, District of Idaho, 09/2011

Idaho State Bar, 10/2009

EXPERIENCE:

Teaching, Extension and Research Appointments:

Associate Dean for Inclusion and Assistant Clinical Professor of Law, University of Idaho College of Law, April 2021 – Current

Temporary Faculty/Lecturer, University of Idaho College of Law, August 2020-April 2021

Assistant Professor, Director of Externships, Mentorships, and Pro Bono Programs, Concordia University School of Law, July 2018-July 2020

Part-time Professor, Concordia University School of Law, August 2017-May 2018

Non-Academic Employment including Armed Forces:

Attorney, Idaho Employment Lawyers, PLLC, January 2018-June 2018

- *Defended and advised both government and private employers in transactional and litigation contexts*
- *Drafted, reviewed, and revised employment documents including handbooks, policies, employment contracts, and others*
- *Advised employers regarding compliance pursuant to multiple legal frameworks such as the FMLA, ADA, Title VII, and others*
- *Trained HR professionals and employers on various employment law topics including FMLA, ADA, harassment, Title VII, workplace investigations, workplace culture, and others*
- *Conducted internal workplace investigations*

Deputy Attorney General, Idaho Office of the Attorney General, July 2014-January 2018

Civil (Client – Idaho Department of Correction)

- *Defended and advised state entities, including the Idaho Department of Correction and various commissions and boards, in employment-related matters (including review of draft Notices of Contemplated Action and Letters of Disciplinary Action, preparation for and defense during administrative hearings, and advice regarding standards for hiring, discipline, and termination matters)*
- *Reviewed and revised legislation and policies, and provided drafting support and advice*
- *Helped create and implement IDAPA rules, contract templates, and internal processes and procedures for a state-wide 24-7 sobriety program (housed within the Office of the Attorney General, but carried out by various counties)*
- *Honed and exercised effective and diplomatic client communication on a variety of issues including the legal propriety of employment actions, policy implementations, and various actions relating to inmate rights, responsibilities, and interactions*
- *Conducted factual and legal research and analysis during pleading practice and legal research and analysis during motion practice*
- *Defended various civil claims brought in federal, state, and administrative courts, focusing on constitutional law, employment law, and statutory interpretation*
- *Argued motions and cases for client in court and at administrative hearings*
- *Drafted IDAPA rules, contracts, interoffice memoranda, client communications analyzing law to facts, legal correspondence on behalf of client to third parties, answers, motions, and response briefs*

Criminal (Special Prosecutor, Public Corruption Crimes Emphasis)

- *Created and implemented processes and procedures for the intake and screening of requests for investigation and prosecution of public corruption complaints against elected county officials*
- *Conducted screening and analysis of public corruption complaints and recommended whether to investigate further, prosecute, or seek a non-judicial remedy*
- *Prosecuted various felonies state-wide, which included engaging in screening, search warrant applications, investigative processes, grand jury proceedings, negotiating case resolutions, motions practice, trial, and sentencing proceedings*
- *Researched and analyzed issues related to various requests for interpretation of Idaho law*
- *Drafted complaints, informations, indictments, subpoenas, search warrant applications, motions, responses, jury instructions, and interoffice memoranda*

Assistant City Attorney, Boise City Attorney's Office, April 2012-July 2014

- *Consistently engaged in persuasive oral and written advocacy by arguing various motions, responses to motions, sentencing recommendations, appellate issues, evidentiary issues, and case resolutions*
- *Engaged in tactful and persuasive communication when giving legal advice, in both written and verbal form, after researching and analyzing various civil issues for the client*
- *Conducted jury trials and court trials on a regular basis*
- *Drafted, reviewed, and modified civil documents such as contracts, leases, policy manuals, city code, and letters for municipal clients*
- *Drafted prosecution documents such as motions, responses, appellate briefs, and jury instructions*

Litigation Associate, Holland & Hart, LLP, September 2011-April 2012

- *Worked with local government agencies in permit processes, conducted debtor examinations, analyzed client*

documentation for appropriate discovery responses, researched various civil legal issues, and reviewed due diligence documentation

- *Drafted motions, responses, documentation for debtors examinations, an internal office memoranda analyzing client facts to relevant law*

Law Clerk, Idaho Court of Appeals, Honorable Karen Lansing, August 2009-July 2011

- *Researched various issues and claims of error in the criminal and civil context*
- *Drafted bench memoranda and decisions analyzing and applying legal precedent*

TEACHING ACCOMPLISHMENTS:

Areas of Specialization:

Legal Writing and Analysis
Clinical Education/Externships
Academic Success

Courses Taught: (title, course number, date(s))

Legal Writing and Analysis, LAW 815, Fall 2022 - Current

Applied Legal Reasoning, LAW 860, Fall 2020, Spring 2021

Academic Skills Lab II, LAW 901, Spring 2021

Academic Skills Lab I, LAW 817, Fall 2020

Externship, Basic and Advanced, LAW 628 (Concordia University School of Law), Fall 2018 through Summer 2020

Mentorship, LAW 705 (Concordia University School of Law), Fall 2019 & Spring 2019

Legal Research and Writing II, CRN 90029 (Concordia University School of Law), Spring 2018

Legal Research and Writing I, CRN 80007 (Concordia University School of Law), Fall 2017

Students Advised:

Advised several students in College of Law mentorship program – approximately five per academic year

Courses Developed:

See “Courses Taught” section above

Non-credit Classes, Workshops, Seminars, Invited Lectures, etc.:

Diversity, Equity, and Inclusion:

Promoting Diversity, Equity, Inclusion, and Belonging in the Legal Profession. Boise, Idaho – Idaho State Bar (February 2023)

Implicit Bias in the Legal Profession. Boise, Idaho – Idaho Academy of Leadership for Lawyers (October 2022, October 2021)

Why Diversity In Law School Matters. Boise, Idaho – University of Idaho, College of Law (April 2022)

Access to Justice: Diversity in the Law. Boise, Idaho – Boise State University (February 2020)

Nondiscrimination in Places of Public Accommodation. Boise, Idaho - Interfaith and LGBT Summit 2020 (January 2020)

Ethics in Parallel Proceedings – Civil Attorneys. Boise, Idaho – Office of the Attorney General (December 2016)

Women on the Idaho Bench: Survey Results. Boise, Idaho – Idaho Women Lawyers (November 2015)

Ethics in Government. Boise, Idaho - Boise State University (November 2015)

Legal Writing/Pedagogy:

Preparing Students to Lead and Succeed: Lessons from Current and Former Administrators. Irvine, CA – Association of Legal Writing Directors Biennial Conference (July 2023)

ABA Standard 303(b)(3): Defining Your Institution’s Commitment Beyond Mere Compliance. Sacramento, CA – Institute for Law Teaching and Learning Summer Conference (June 2023)

Writing Tips for New Practitioners. Boise, ID – Idaho State Bar, Young Lawyers Section Meeting (May 2023)

Whose Writing is it Anyway? Editing Software and AI in the Legal Writing Classroom. Las Vegas, Nevada – Annual Rocky Mountain Legal Writing Conference (February 2023)

Employment Law:

Balancing Religious Liberty and Anti-Discrimination Interests. Boise, Idaho – Idaho State Bar, Employment Law Section (May, 2020)

Intergenerational Issues in the Legal Profession. Boise, Idaho – Idaho State Bar Annual Meeting (July 2019)

Avoiding Sexual Harassment and Liability Claims in 2018 – Half Day Seminar on Trends and Tips in the #MeToo Era. Boise, Idaho (February 2018)

Employment Law Breakfast Briefing for Human Resource Professionals – Everything You Need to Know to Avoid Retaliation and Whistleblowing Claims. Boise, Idaho (May 2017)

Criminal Law:

National Attorneys General Training and Research Institution, Faculty:

- Parallel Criminal and Civil Proceedings. Online/Minnesota (March 2021)
- Parallel Proceedings: Strategies, Issues, and Ethics. Montgomery, Alabama (December 2016)
- Discovery and Brady Issues in Complex Criminal Cases. Montgomery, Alabama (December 2016)
- Garrity v. New Jersey, Issues for Offices Conducting Parallel Civil and Criminal Proceedings. Colorado Springs, Colorado (August 2016)
- The Role of Prosecutors and Attorneys General in Enacting Public Corruption Legislation. Colorado Springs, Colorado (August 2016)

Conference of Western Attorneys General Alliance Partnership, Mexico Prosecutors Training Program

- Theory of the Case. Boise, Idaho (April 2016)
- Preparing a Case for Trial. Boise, Idaho (April 2016)

Local:

- Suppression Hearings: Basic Strategies and Tips. Boise, Idaho - Boise City Attorney’s Office (August 2016)
- The Ethical Prosecutor: A Higher Standard. Boise, Idaho - Office of the Attorney General (December 2015)
- Investigating Public Corruption in Idaho: Idaho Code § 31-2002. Boise, Idaho - Idaho State Bar, Government Lawyers’ Section (September 2015)

Peace Officer Standards and Training (POST) Academy (Certified Instructor from 2017 – 2018):

- Legal Issues. Meridian, Idaho (2017 – 2018)
- Courtroom Scenarios. Meridian, Idaho (2015-2016)

Other:

Attorney Wellness: Spiritual Wellness. Boise, Idaho – Idaho Academy of Leadership for Lawyers (January 2023)

Legal Careers and Mentoring, panelist. Boise, Idaho – Concordia School of Law (Spring 2014, 2015, and 2016)

Ethics in Parallel Proceedings – Civil Attorneys. Boise, Idaho – Office of the Attorney General (December 2016)

Ethics in Government. Boise, Idaho - Boise State University (November 2015)

Honors and Awards:

University of Idaho College of Law, Don Burnett Professionalism Leadership Award, 2023

University of Idaho College of Law, Diversity and Human Rights Award, 2023

Idaho Business Review, Leaders in Law, 2022

Idaho Business Review, Accomplished Under 40, 2016

SCHOLARSHIP ACCOMPLISHMENTS:

Publications, Exhibitions, Performances, Recitals:

Refereed/Adjudicated:

Brenda M. Bauges and Brian Kane, *Concurrent Investigations Involving Criminal, Civil, & Administrative Authorities in The Anticorruption Manual: A Guide for State Prosecutors*, Ch. 2.8 (Amie N. Ely and Marissa G. Walker eds., 2021).

Balancing Religious Liberties and Anti-Discrimination Interests in the Public Employment Context: The Impact of Masterpiece Cakeshop and American Legion, 54 U. Rich. L. Rev. 943 (May 2020) available at SSRN: <https://ssrn.com/abstract=3468352>.

Individual Rights to Privacy and Security Versus Police Protection: Striking the Proper Balance with State v. Henage, Idaho Law Review, Volume 44 (2008).

Peer Reviewed/Evaluated: (i.e. journals, articles, proceedings, abstracts, etc.)

Avoiding Gatekeeper Bias in Hiring Decisions, The Advocate, Volume 62, No.6/7, pp. 39-41 (June/July 2019, co-author Tenielle Fordyce-Ruff).

Women on State Boards and Commissions: Is Idaho Where it Wants to Be?, The Advocate, Volume 59, No.3/4, pp. 29-34 (March/April 2016).

SERVICE:

Major Committee Assignments:

University of Idaho

- President's Council on Diversity and Inclusion, 2021-present
- Extension and Outreach Subcommittee (to PCDI), 2021-present
- Vandal Climate Education and Support Team, 2021-present

University of Idaho College of Law

- Dean's Advisory Committee, 2023-present
- Diversity, Equity, and Inclusion Committee, 2021-present
 - Co-chair, 2021-22
 - Chair, 2022-23
- Faculty advisor to Student DEIB Alliances, 2022-present
- *Ad Hoc* Community Committee, 2022-23
- Faculty Appointments Committee, 2021-23
- Admissions Committee, 2021-22
- Curriculum Committee, 2021-22

Concordia University School of Law

- Part-Time Faculty Training & Supervision Committee – Chair (July 2018 – July 2020)
- Full-Time Faculty Appointments Committee (July 2019 – July 2020)
- Faculty Affairs Committee (July 2019 – July 2020)
- Institutional Research & Strategic Planning Committee (July 2019 – July 2020)
- External Affairs and Outreach Taskforce (July 2019 – July 2020)
- Student Affairs Committee (July 2018 – July 2019)
- Inclusion and Diversity Committee (July 2018 – July 2019)

Professional and Scholarly Organizations:

Legal Writing Institute

- Member: 2022-present
- Member of Diversity and Inclusion Committee: 2022-present

Association of Legal Writing Directors

- Member: 2022-present
- Member of Leadership Development Committee: 2023-present

Idaho Academy of Leadership for Lawyers, Steering Committee: 2021-2024

Idaho Women Lawyers

- Board of Directors: 2015-2023
- Member: 2014-present
- Member of “Judicial Recruitment” committee: 2015-present
- Member of “Lunch and Learn” committee: 2015-2018, 2020-present
- Member of “Health, Wellness, and Lifestyle” committee: 2015-2017

Diversity Section of the Idaho State Bar Member: 2019-present

Employment Law Section of the Idaho State Bar Member: 2018-2022

Litigation Section of the Idaho State Bar Member: 2017-2018, 2020-2021

Idaho Legal History Society (ILHS)

- Board Member: 2016-2020
- Member: 2016-2021
- Founded ILHS’s fundraising and awareness event: 2016

Fourth District Pro Bono Committee

- Co-chair (2019-2020)
- Member: 2018-2021

Attorneys for Civic Education

- Member: 2014-present
- Executive Board Member: 2014-2017
- Member of “Events” committee: 2014-2016

Idaho Law Foundation

- Law Related Education Committee: 2014-2017
- High School Mock Trial Competition: 2011, 2014-present

Outreach Service:

See above section “Non-credit Classes, Workshops, Seminars, Invited Lectures, etc.”

Community Service:

St. Mark's Catholic School

- Spirituality Committee: 2022-present
- Classroom parent volunteer: 2019-present
- Home and School President: 2018-2019
- Home and School Vice President: 2017-2018
- Festival of Trees committee: 2017

St. Mark's Catholic Church

- Liturgical Ministry (Lector): 2015-present
- Parish Council: 2020-2021
- Retreat Volunteer: 2017-2021
- Pre-School Faith Formation (Teacher): 2014-2015

PROFESSIONAL DEVELOPMENT:

Teaching:

University of Idaho: Respectful Communication: Creating Inclusive Working and Learning Environments, Boise, ID (2023)

Association of Legal Writing Directors Biennial Conference: Raising the Bar: Reaching New Heights through Innovation and Collaboration, Irvine, CA (2023)

Workshop on Becoming an Antiracist Law Teacher, Virtual (2023)

Rocky Mountain Legal Writing Conference, Las Vegas, NV (2023)

Legal Writing Institute Biennial Conference, Washington, DC (2022)

College of Law Teaching Retreat, Virtual (2022)

National Association of Law Student Affairs Professionals, Virtual (2021)

AALS Annual Meeting, Virtual (2021)

University of Idaho: Creating Inclusive Campus Environments, Virtual (2020)

Scholarship:

College of Law Scholarship Summer Workshop, Boise, ID (2021)

AALS Annual Meeting, New Orleans, LA (2019)

Administration/Management:

Institute for Law Teaching and Learning: Compliance with ABA Standards Conference, Sacramento, CA (2023)

Annual Meeting of Law School Diversity Professionals, New York, NY (2022)

University of Idaho: Conflict Management Training, Virtual (2022)

University of Idaho: Effective Performance Management & Performance Evaluation, Virtual (2021)

University of Idaho: Respectful Communication: Transforming Debate to Dialogue, Virtual (2021)

Annual Meeting of Law School Diversity Professionals, Virtual (2021)

Cardozo/Mason Scalia Deans Leadership Academy, Virtual (2021)

University of Idaho: Mental Health First Aid, Virtual (2020)