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ACADEMIC EXPERIENCE

07/07 – Present **UIC John Marshall Law School**, Chicago Illinois
Professor of Law (07/07 – Present)
Research Integrity Officer (05/22 – Present)
Associate Dean for Research & Faculty Development (07/19 – 06/21)
Director of Diversity and Inclusiveness (08/15 – 05/17)

Courses taught:

- Constitutional Law I & II
- Federal Income Tax
- Corporate Income Tax
- Contracts I & II
- Business Associations

Service & Administration:

- Latino Law Student Association – Faculty Advisor
- Faculty Committee Assignments – Faculty Executive Committee, Adjunct Committee, Faculty Recruitment Committee, Student Affairs Committee
- Dean’s Advisory Group (Core Group; Co-Chair, Faculty Group)
- Co-Chair, Diversity Committee
- Board of Trustees Strategic Planning Committee
- Dean Search Committee
- UIC Senate; UIC Senate Academic Freedom and Tenure Committee; UIC Faculty and Staff Recruitment and Retention Working Group

08/06 – 07/07 **University of Baltimore School of Law**, Baltimore Maryland
Assistant Professor, College of Law

- Contracts I & II (Fall and Spring terms)
- Business Organizations (Spring term)
- Faculty Advisor – ABA Negotiation Competition
- Faculty Committee Assignment – Career Services
- Faculty Committee Assignment – Student Life

1/02 – 12/04 **DePaul University**, Chicago, Illinois
Adjunct Professor: College of Law:

- Corporate Tax II – Corporate Organizations and Reorganizations.
- Income Taxation of Foreign Business and Investment

PRACTICE EXPERIENCE

- 7/00 – 8/06 **Marbo Inc.**, Chicago, Illinois (licensor and manufacturer of drink concentrates)
Executive Vice President – General Counsel
- Advise domestic and international business units on legal matters related to corporate, contract, trademark, tax, antitrust, franchise, and employment law
 - Manage and review litigation strategy with outside attorneys
 - Identify, evaluate and address legal risks for domestic and international markets
 - Draft, negotiate, and conclude a comprehensive range of agreements
 - Report legal matters to board of directors on a quarterly basis
 - Manage over fifty outside domestic and international attorneys
 - Design and structure corporate and licensing transactions to maximize opportunity
 - Review transactions to ensure compliance with bank covenants
 - Advise business units on current and proposed legal trends and legislation.
- 9/94 – 6/00 **McDonald's Corporation**, Oak Brook, Illinois
International Attorney
- Designed, negotiated, and concluded corporate acquisitions and divestitures
 - Monitored and assisted outside counsel with litigation strategy
 - Planned and structured multi-million-dollar cross-border transactions in Latin America, South Africa, and the Middle East
 - Researched local law to identify opportunities and limitations affecting operations
 - Prepared, reviewed, and negotiated joint venture, franchising, management, service, and developmental contracts
 - Developed a comprehensive understanding of choice of law, forum, antitrust, FCPA, foreign exchange regulation, and foreign investment issues.
- 7/91 – 9/94 **McDonald's Corporation**, Oak Brook, Illinois
International Tax Attorney
- Designed and planned tax efficient acquisitions, liquidations, and dispositions of corporations and joint venture operations
 - Responsible for tax planning, research, compliance and transactional items relative to income, real estate, VAT, and local jurisdictional taxes throughout Latin America
 - Prepared and planned debt/equity transactions to maximize tax structure
 - Communicated with local advisors and government officials relative to tax issues.
 - Defended select items of income and expense before federal and state tax officials.
- 8/88 – 7/91 **Price Waterhouse**, Chicago, Illinois
Tax Consultant
- Researched and drafted memoranda of tax law
 - Prepared and reviewed various income tax returns and schedules
 - Represented clients before the Internal Revenue Service and prepared tax returns
 - Prepared and delivered technical presentations to peers.
- 8/86 – 6/88 **Internal Revenue Service**, Chicago, Illinois
Revenue Agent
- Reviewed corporate, partnership, and individual tax returns
 - Audited selected income items, deductions, and credits reported on tax returns
 - Researched statutes and case law relevant to individual facts and circumstances
 - Assisted Criminal Investigation Division as a Cooperating Agent.

6/85 – 8/86

Chicago Board of Education, Chicago, Illinois
Staff Accountant

- Supervised and assisted staff in preparing daily account reconciliations
- Developed audit work papers for use by the treasurer and independent auditors
- Prepared monthly cash and investment reconciliations for all funds.

3/83 – 6/85

Chicago Board of Education, Chicago, Illinois
Internal Auditor

- Reviewed and substantiated general ledger transactions and balances
- Evaluated accounting and administrative controls
- Distributed reports to management.

PUBLICATIONS *How Sarbanes-Oxley Should Be Used To Expose The Secrets Of Discretion, Judgment, and Materiality of the Auditor's Report.* 4 DePaul Bus. & Com. L.J. 1 (Fall 2005)

The Fox and The Ostrich: Is GAAP A Game of Winks And Nods?
Transactions: The Tennessee Journal of Business Law, 12 TTNJBL 63 (Fall 2010)

Responsible Profitability? Not on My Balance Sheet!
61 Catholic University Law Review, 651 (2012)

Abusive Tax Practices. The One Hundred Year Onslaught on the Tax Code.
17 Barry L. Rev. 179 (2012)

"Trade or Business". The Relevance of a Deceptively Simple Income Tax Phrase To The Labor Code, Federal Statutes, And Private Equity Activity. 11 Fla. A & M U. L. Rev. 159 (Fall 2015)

An Argument in Support of Tax-Free Per-Capita Distribution Payments Derived from Native American Nations Gaming Sources. 37 N. Ill. U. L. Rev. 66 (Fall 2016)

Corporate Ethics: Approaches and Implications to Expanding the Corporate Mindset of Profitability. 49 Loy. U. Chi. L.J. 637 (2018)

WORKS IN PROGRESS

Appropriating the U.S. Constitution. How Corporations Have Redefined Liberty and Property Interests In Pursuit of Profitability.

The Implicit Bias in the Income Tax Code. How Facially-Neutral Federal Tax Policy Contributes To Structured Economic Inequality.

Sovereign Persons, Protestors, and Constitutional Sheriffs. Disregarding Constitutional Design.

Not All Hate Words Are Created Equal

PRESENTATIONS April 5-8, 2018 Midwest People of Color Conference, Cleveland Ohio. "Challenges and Progress Since the Death of Dr. King"

October 18, 2020, LatCrit Conference 2019 – On The Possibility Of Deracialization in the U.S. Today (Roundtable). How Federal Tax Policy Contributes To Structured Economic Inequality.

October 25, 2020, Loyola University – The State Of The Rule Of Law Today. Why Investors Care

May 13, 2020, UIC John Marshall Law School – Supreme Court Oral Argument debrief in *Chiafalo v. Washington* and *Colorado Dept. of State v. Baca*, discussing "faithless electors"

EDUCATION

DePaul University College of Law, Chicago, Illinois
Juris Doctor, June 1988

DePaul University Graduate School of Business,
Masters of Science in Taxation, June 1988

DePaul University College of Commerce,
B.S. in Commerce, February 1983; Double Major (Accounting and Finance)

Certified Public Accountant - Illinois 1983

ACTIVITIES

Guest Lecturer:

- DePaul University – International Law Section (2000)
- Illinois State Bar Association, International and Immigration Section (1998)
- Chicago Kent College of Law (1996, 1997, 2003, 2004)

Civic:

- Board Member, Hispanic Lawyers Scholarship Foundation (2021 – Present)
- Board Member, Josephinum Academy of the Sacred Heart (2015-2021)

Other:

- Classical Piano
- Third degree brown belt - Washin Ryu Karate

LANGUAGES

Fluent in Spanish; Reviewed, drafted, negotiated and concluded legal transactions in Spanish and in Portuguese.