



Kathryn Nash

Partner

Minneapolis

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"Kathryn Nash's ability to handle complex matters in a nuanced and thoughtful manner is outstanding," said one client . "She takes the time to fully understand the organization and present solutions that are tailored to the needs of the institution." Another client said, **"Kathryn's keen understanding of our university, mission and institutional goals has effectively informed her counsel to us. We deeply appreciate her communication style, wisdom and expertise."**

Kathryn Nash is a trusted advisor and chair of the firm's Labor, Employment and Higher Education practice areas. She regularly counsels a broad spectrum of clients, including colleges, universities, K-12 schools and faith-based nonprofits. Her work covers a wide range of complex legal matters, including:

- Borrower Defense to Repayment (BDR) claims
- Child safety prevention and response
- Clery
- Faculty issues
- Family Educational Rights and Privacy Act (FERPA)
- Higher Education Opportunity Act (HEOA)
- Revising institutional policies
- Sexual misconduct and harassment investigations
- Student affairs

Areas of Focus

Services

[Employment & Labor](#)

[Investigations](#)

[Employment Counseling & Personnel Management](#)

[Advising](#)

[Training & Tools for Clients](#)

[Employment Litigation](#)

[Discrimination, Harassment & Abusive Conduct](#)

[General Business & Complex Commercial Litigation](#)

Sectors

[Education](#)

[Higher Education](#)

[trainED](#)

[Nonprofit & Tax-Exempt Organizations](#)

- The Violence Against Women Reauthorization Act (VAWA)
- Title IX

Kathryn works closely with clients and colleagues to develop practical and legally compliant solutions. By understanding each client's unique mission, she ensures her guidance addresses legal considerations and their decisions' broader, real-world impact. She "aims to help clients navigate complex issues in a way that supports their long-term goals."

Clients gain from Kathryn's extensive knowledge of the higher education sector and clear guidance on addressing sensitive matters like child abuse allegations. Whether conducting investigations, reporting to government officials, notifying affected community members or reviewing past misconduct cases, she provides clients with confidence and clarity in navigating complex issues.

Her legal counsel extends beyond education and nonprofits, as Kathryn also advises businesses on a range of employment matters, including:

- Affirmative action plans
- Child labor issues
- Disability and leave issues
- Employee handbooks and policies
- Employment and severance agreements
- Independent contractor arrangements
- Non-compete agreements
- Reductions in Force (RIFs)
- Terminations
- Unemployment claims
- Wage and hour issues

As a litigator, Kathryn represents clients in court and administrative proceedings involving employment and student affairs-related disputes. She also assists clients in responding to state and federal audits concerning affirmative action and wage and hour compliance.

Sought after by the media, Kathryn's insights have appeared in The Economist, The Atlantic and various local media outlets. She is recognized for her deep knowledge of Title IX, VAWA and sexual violence in educational settings, and has earned notable recognition, including being named one of Minnesota's Attorneys of the Year by Minnesota Lawyer for her innovative approach to advising educational institutions.

trainED

Kathryn co-founded trainED™, a nationally recognized training and compliance program for higher education institutions. trainED™ provides online modules that help institutions meet their Title IX and VAWA training obligations

for students, faculty and staff. Her leadership in this area has positioned Kathryn as an authority on campus sexual violence, with the Minneapolis Star Tribune describing her as a “leading national expert on campus sexual assault.”

To learn more about trainED™, visit <https://trainedsolutions.com/>.

Experience

- Advised a higher education institution on responding to student protests over sexual misconduct policies and procedures.
- Advised an institution on responding to allegations of inappropriate conduct involving a senior leader.
- Advised clients on hiring and terminating employees in foreign countries.
- Assisted a faith-based organization with child abuse prevention, investigations and response efforts.
- Assisted multiple higher education institutions in preparing responses to Borrower Defense to Repayment (BDR) claims.
- Conducted a privileged compliance review of Clery and Title IX policies at an Iowa private college.
- Conducted an audit of child safety response and prevention efforts, providing forward-looking recommendations.
- Conducted an independent compliance review of a college’s anti-hazing policies and procedures.
- Conducted an independent compliance review of a public institution’s policies and procedures relating to the abuse and neglect of minors
- Conducted an independent review of a large faith-based organization’s sexual harassment and child safety practices.
- Conducted multiple investigations into sexual misconduct allegations involving students, faculty and staff at higher education institutions
- Defense through jury trial of age discrimination claim against large South Dakota employer
- Developed child safety protocols for nonprofit organizations and higher education institutions.
- Guided a nonprofit childcare facility through an investigation and response to reports of child sexual abuse.
- Helped a nonprofit youth organization respond to reports of child sexual abuse.
- Helped dozens of K-12 and higher education institutions comply with new Title IX regulations within a short implementation window.
- Led an independent investigation into sexual harassment and child abuse allegations at a religious higher education institution.
- Negotiated a favorable resolution to complaints filed with the Department of Education’s Office for Civil Rights (OCR).

- Prepared affirmative action plans for multi-state healthcare, nonprofit and manufacturing clients.
 - Represented a for-profit college during a two-year US Senate investigation, with no adverse findings.
 - Represented a higher education institution during a US Department of Education investigation into Title IV funding issues.
 - Represented a higher education institution in a government investigation into an alleged breach of confidential student data, with no adverse findings.
 - Represented an employer in a class-action discrimination case brought by current and former employees.
 - Represented an employer in a wage and hour tip-pooling case brought by a former employee in Massachusetts.
 - Secured dismissal for an employer in a discrimination and retaliation lawsuit filed by a former employee.
 - Secured dismissal of a wage and hour claim against an employer in Florida.
 - Secured dismissals of discrimination charges filed with multiple human rights and EEOC offices.
 - Secured summary judgment for an education client in a lawsuit brought by former students alleging fraud and improper recruiting practices.
 - Supported a higher education institution and nonprofit youth organization in responding to a report of child sexual abuse.
 - Trained hundreds of individuals with enhanced responsibilities on the new Title IX regulatory requirements.
 - Won a defense verdict for an education client in a breach of contract trial brought by a former student.
 - Won judgment as a matter of law in a trial involving unpaid commissions.
 - Won summary judgment for employers in sexual harassment, discrimination and workers' compensation retaliation cases.
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Credentials

Education

- University of Minnesota Law School, J.D., 2001, cum laude
- Bethel University, B.A., 1998, cum laude

Bar Admissions

- Minnesota
- North Dakota

- South Dakota

Court Admissions

- U.S. District Court for the District of Colorado
- U.S. District Court for the District of Minnesota
- U.S. Court of Appeals for the Eighth Circuit

Recognition

- *Chambers USA: America's Leading Lawyers for Business*, Minnesota Labor and Employment, 2019-2024
 - *Twin Cities Business*, "Notable Women in Law," 2022
 - *Minnesota Lawyer*, "Attorney of the Year," 2014
 - *Minnesota Monthly*, "Minnesota's Top Lawyers," 2022
 - Minnesota State Bar Association, "North Star Lawyers," 2018, 2019, 2021-2022
 - *Thomson Reuters*, "Minnesota Rising Star," 2011
 - *Lexology Index*, Recommended – USA – Labor, Employment & Benefits, 2025
 - *Lexology Guide (formerly Who's Who Legal)*, Labour & Employment, 2022
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Presentations

- Presenter, "Title IX Regulatory Update: Compliance Following a Year of Uncertainty," CCCU Multi-Academic Conference II, February 27, 2025
- Panelist, "Bolstering Religious Protections," CCCU Multi-Academic Conference II, February 27, 2025
- Co-presenter, "Best Practices for Conducting Effective Workplace Investigations," Lathrop GPM 2024 Employment & Labor Law Seminar, October 1, 2024 (Kansas City); October 23, 2024 (Minneapolis)
- Panelist, "Examining the 2024 Title IX Regulations: Practical Takeaways and Key Considerations," Employment Law Alliance (ELA) Webinar, May 23, 2024
- Presenter, "Title IX Update & Pregnancy Accommodations," CCCU Multi-Academic Conference II, February 29, 2024
- Co-presenter, "The Future of DE&I," Lathrop GPM 2023 Employment & Labor Law Seminar (Minneapolis), October 24, 2023
- Co-presenter, "Employment and Higher Ed Legal Update," MnCUPA-HR, June 16, 2023

- Co-presenter & Lead Training, Minnesota Office of Higher Education's Sexual Violence Prevention & Response Summit, June 12-13, 2023
- Presenter, "Title IX Regulations," Council for Christian Colleges & Universities CFO/HR Gathering, June 6, 2023
- Presenter, "Yes Means Yes: Training Students on Sexual Misconduct from a Biblical Worldview," CCCU Multi-Academic Conference II, February 17, 2023
- Presenter, "Title IX Today and Tomorrow: Implementing Current Best Practices and Preparing for Changes to Come," CCCU Multi-Academic Conference II, February 17, 2023
- Presenter, "Mission Fit: Hiring, Retaining, and Developing Faculty that Align with Your Institution's Beliefs and Values," CCCU Multi-Academic Conference II, February 16, 2023
- Presenter, "Title IX: Changes in the Future and Lessons from the Past," Council for Christian Colleges & Universities, September 27, 2022
- Presenter, "Title IX and VAWA Update and Panel Discussion," NASPA (Student Affairs Administrators in Higher Education) Small Colleges and Universities Institute, June 26, 2022
- Co-presenter, "Higher Education and Employment Law Update," Minnesota Chapter of the College and University Professional Association for Human Resources, June 15, 2022
- Co-presenter, "Best Practices for Conducting Effective Workplace Investigations," Lathrop GPM 2022 Employment & Labor Law Seminar, April 12, 2022 (Kansas City); May 4, 2022 (Minneapolis)
- Co-presenter, "Title IX Update: What You Need to Know," Council for Christian Colleges & Universities International Forum, February 12, 2022
- Co-presenter, "Making Sense of the Ministerial Exception: Lessons Learned to Preserve and Strengthen Your Religious Mission," Council for Christian Colleges & Universities International Forum, February 12, 2022
- Co-presenter, "Implementing Title IX Hearings: Tips and Lessons Learned," Council for Christian Colleges & Universities International Forum, February 12, 2022
- Co-presenter, "Back to Campus – Back to Title IX: Confronting the Challenges of the 2020 Regulations," ELA Webinar, September 21, 2021
- Co-presenter, "Legal Update," MnCUPA-HR, June 16, 2021
- Co-presenter, "Implementing Title IX Hearings: Tips and Lessons Learned," Association for Christians in Student Development, June 9, 2021
- Presenter, "If Only We Had ... Using Early Lessons from COVID-19 to Help Plan for the Future," Employment Law Alliance, May 13, 2020
- Panelist, "Plenary: The Lion and the Lamb – How Christian Theology Shapes our Approach to and Response to Abuse," Council for Christian Colleges & Universities' 2020 Presidents Conference, Jan. 31, 2020
- Co-presenter, "Unique Issues in Disability Law: Assistance Animals and Distressed Students," Association for Christians in Student Development, Wheaton College, June 5, 2019

- Presenter, "Title IX Proposed Regulations: What You Need to Know," Association for Christians in Student Development, Wheaton College, June 4, 2019
- Presenter, "Sexual Harassment: #MeToo Era Updates and Lessons Learned from Higher Education," Gray Plant Mooty Employment and Labor Law Conference, April 9, 2019
- Presenter, 2019 Employment and Labor Law Seminar, April 9, 2019
- Presenter, "Title IX Update for Chief Academic Officers," Council for Christian Colleges and Universities, Tampa, Florida, February 15, 2019
- Presenter, "Title IX Update: What You Need to Know," Association for Christians in Student Development, Biola University, June 5, 2018
- Co-presenter, "Conducting Effective Sexual Harassment Investigations," Gray Plant Mooty 2018 Employment and Labor Law Seminar, May 1, 2018
- Co-presenter, "Legal Update," MNCUPA-HR Spring 2017 Conference, June 15, 2017
- Presenter, "The Latest in Title IX: What You Need to Know," Council for Christian Colleges and Universities, San Diego, CA, February 8-10, 2017
- Presenter, "Title IX/VAWA Training for Chief Academic Officer," Council for Christian Colleges and Universities, San Diego, CA, February 8-10, 2017
- Presenter, "Making Your Title IX Policies and Procedures a '10'," Minnesota Coalition Against Sexual Assault, Metro State University, Minneapolis, Minnesota, June 9, 2016
- Presenter, "Title IX Overview," NCAA Annual Convention, Boyce College, Louisville, Kentucky, June 1-2, 2016
- Presenter, "Sexual Misconduct on College Campuses—Current Legal Compliance Trends," National Association of Presidential Assistants in Higher Education, San Francisco, California, March 11, 2016
- Presenter, "Round Table with Chief Academic Officers," Council of Christian Colleges and Universities, San Diego, California, February 10-12, 2016
- Co-presenter, "Title IX: The 5,000 Foot View," Council for Christian Colleges and Universities, Washington, D.C., January 27-29, 2016
- Co-presenter, "Minnesota's New Sexual Harassment and Violence Policy," Minnesota Private College Counsel, January 5, 2016
- Co-presenter, "Education: Table of Experts," Minneapolis-St. Paul Business Journal, December 4, 2015
- Co-presenter, "Minnesota's New Sexual Harassment and Violence Policy Statute," Minnesota Private College Council, November 12, 2015
- Co-presenter, "University Risk Management & Insurance Associate (URMIA) Annual Conference," Minneapolis, Minnesota, October 13, 2015

- Co-presenter, "Legal Update on Campus Sexual Violence: Clery, VAWA, Title IX and Beyond," Employment Law Alliance, April 28, 2015
- Co-presenter, "Balancing Legal Compliance with Religious Purpose and Mission: An Overview of Employment Laws for Religious Employers," Minnesota Religious Freedom Forum, October 2013
- "Managing Performance Problems—Tips to Maximize Performance, Minimize Legal Risk and Avoid Safety Issues," Gray Plant Mooty Employment Law Conference, July 2013
- Co-presenter, "From Troubled Students to Service Animals: A Student Services Regulatory Update," Gray Plant Mooty Higher Education Breakfast Briefing, April 24, 2012
- "Records Retention and Document Management in the Electronic Age," GPM Corporate Counsel Breakfast Group, January 19, 2011
- "Unemployment Law in Minnesota: The Basics," GPM Employment Law Seminar, April 21, 2010
- Co-presenter, "Reaching Generations X, Y, & Z," Gray Plant Mooty Employment Law Conference, October 2008
- "Legal Requirements and Restraints on Employee Affirmative Action Measures," Gray Plant Mooty Higher Education Breakfast, June 2008
- "Workplace Accommodation of Religious and Personal Beliefs," Gray Plant Mooty Employment Law Conference, March 2007
- "Employment Law 101," Association of Christian Schools International's Mid-America Teacher Convention, October 2005
- "Staff and Faculty Terminations, Reductions in Force, Program Closures," Gray Plant Mooty Higher Education Breakfast, September 2005
- "Hiring: Finding Out What You Need to Know Without Getting Sued," Association of Christian School International's Regional Seminar, January 2004
- "Managing Employee Leaves of Absence," Association of Christian Schools International's Regional Seminar, January 2004
- "Religion and the Diverse Workplace," Gray Plant Mooty Employment Law Institute, September 2003
- "Uniformed Services Employment and Reemployment Rights Act of 1994: Employer Rights and Obligations," Gray Plant Mooty Employment Law Institute, September 2001

trainED Trainings

- Co-presenter, "Title IX/VAWA Appeal Officer Training," trainED, October 10, 2024
- Co-presenter, "Conducting a Live Hearing Under Title IX/VAWA," trainED, September 24, 2024
- Co-presenter, "Supplemental Decisionmaker Training on Live Hearings," trainED, September 23, 2024
- Co-presenter, "Non-Hearing Adjudicator Training Under Title IX/VAWA," trainED, September 9, 2024

- Co-presenter, "Conducting an Informal Resolution Under Title IX/VAWA," trainED, August 28, 2024
- Co-presenter, "Confidential Resources, First Responder, and Campus Safety Training," trainED, August 7, 2024
- Co-presenter, "Title IX/VAWA Investigator Training Under the 2020 Title IX Regulations," trainED, August 1, 2024
- Co-presenter, "Annual Training for Advanced Title IX Coordinators and Deputy Coordinators Under the 2020 Title IX Regulations," trainED, July 31, 2024
- Co-presenter, "Annual Training for New Title IX Coordinators and Deputy Coordinators Under the 2024 Title IX Regulations," trainED, July 30, 2024
- Co-presenter, "Title IX/VAWA Investigator and Decisionmaker Training Under the 2024 Title IX Regulations," trainED, July 24, 2024
- Co-presenter, "Annual Training for Advanced Title IX Coordinators and Deputy Coordinators Under the 2024 Title IX Regulations," trainED, July 23, 2024
- Co-presenter, "CCCU Title IX Training: Part Two," trainED, June 6, 2024
- Co-presenter, "Minnesota Office of Higher Education Title IX Training: Part Two," trainED, May 15, 2024
- Co-presenter, "Conducting a Grievance Process Under the 2024 Final Title IX Regulations," trainED, May 14, 2024
- Co-presenter, "CCCU Title IX Training: Part One," trainED, May 9, 2024
- Co-presenter, "Minnesota Office of Higher Education Title IX Training: Part One," trainED, May 9, 2024
- Co-presenter, "Title IX Assistant Coordinator and Investigator Training," trainED, Gwinnett County Public Schools, May 8, 2024
- Co-presenter, "Title IX Decision-Maker Training," trainED, Gwinnett County Public Schools, May 1, 2024
- Co-presenter, "Title IX Coordinator Training," trainED, Gwinnett County Public Schools, April 30, 2024
- Co-presenter, "Trauma-Informed Training for Executive Leadership and First Responders," trainED, Gwinnett County Public Schools, April 30, 2024
- Co-presenter, "Title IX Update: 2024 Final Regulations," trainED, April 22, 2024
- Co-presenter, "Annual Title IX/VAWA Hearing Panel Training," trainED, January 18, 2024
- Co-presenter, "Annual Title IX/VAWA Investigator Training," trainED, January 17, 2024
- Co-presenter, "Informal Resolution Training," trainED, January 10, 2024
- Co-presenter, "Trauma-Informed Training for First Responders, Confidential Resources, and Campus Security," trainED, January 9, 2024
- Co-presenter, "Annual Title IX/VAWA Appeal Officer Training," trainED, December 6, 2023
- Co-presenter, "Title IX/VAWA Hearing Panel Training," trainED, October 18, 2023

- Co-presenter, "Title IX/VAWA Investigator Training," trainED, August 2, 2023
- Co-presenter, "Annual Training for Advanced Title IX Coordinators and Deputy Coordinators," trainED, August 1, 2023
- Co-presenter, "Annual Training for New Title IX Coordinators and Deputy Coordinators," trainED, July 31, 2023
- Co-presenter, "Title IX/VAWA Investigator Training," Minnesota Office of Higher Education, June 13, 2023
- Co-presenter, "Informal Resolution Training," Minnesota Office of Higher Education, June 12, 2023
- Co-presenter, "Trauma-Informed Training for First Responders, Confidential Resources, and Campus Security," trainED, February 23, 2023
- Co-presenter, "Title IX/VAWA Appeals Training," trainED, February 21, 2023
- Co-presenter, "Title IX/VAWA Hearing Panel Training," trainED, October 5, 2022
- Co-presenter, "Title IX/VAWA Investigator Training," trainED, August 3, 2022
- Co-presenter, "Annual Training for Advanced Title IX Coordinators and Deputy Coordinators," trainED, August 2, 2022
- Co-presenter, "Annual Training for New Title IX Coordinators and Deputy Coordinators," trainED, August 1, 2022
- Co-presenter, "Title IX/VAWA Investigator Training," trainED, July 26, 2022
- Co-presenter, "Annual Training for Advanced Title IX Coordinators and Deputy Coordinators," trainED, July 25, 2022
- Co-presenter, "Title IX/VAWA Investigator Training," trainED, February 23, 2022
- Co-presenter, "Title IX/VAWA Appeal Officer Training," trainED, February 21, 2022
- Co-presenter, "Title IX/VAWA Hearing Panel Training," trainED, October 14, 2021
- Co-presenter, "Title IX/VAWA Investigator Training," trainED, August 4, 2021
- Co-presenter, "Annual Training for Advanced Title IX Coordinators and Deputy Coordinators," trainED, August 3, 2021
- Co-presenter, "Annual Training for New Title IX Coordinators and Deputy Coordinators," trainED, August 2, 2021
- Co-presenter, "Title IX/VAWA Investigator Training," trainED, July 21, 2021
- Co-presenter, "Annual Training for Advanced Title IX Coordinators and Deputy Coordinators," trainED, July 20, 2021
- Co-presenter, "Title IX/VAWA Investigator Training," trainED, February 8, 2021
- Co-presenter, "Title IX/VAWA Hearing Panel Training," Saint John's University, January 15, 2021
- Co-presenter, "VAWA Adjudicator Training," trainED, November 4, 2020

- Co-presenter, "Trauma-Informed Training for First Responders, Confidential Resources, and Campus Security," trainED, November 4, 2020
- Co-presenter, "Title IX/VAWA Appeals Training," trainED, October 27, 2020
- Co-presenter, "Title IX/VAWA Investigator Training," Oklahoma Christian University, October 7, 2020
- Co-presenter, "Title IX/VAWA Hearing Panel Training," trainED, August 11, 2020
- Co-presenter, "Title IX/VAWA Investigator Training," trainED, August 5, 2020
- Co-presenter, "Annual Training for Advanced Title IX Coordinators and Deputy Coordinators," trainED, August 4, 2020
- Co-presenter, "Annual Training for New Title IX Coordinators and Deputy Coordinators," trainED, August 3, 2020
- Co-presenter, "Title IX/VAWA Investigator Training," trainED, July 28, 2020
- Co-presenter, "Annual Training for Advanced Title IX Coordinators and Deputy Coordinators," trainED, July 27, 2020
- Co-presenter, "Title IX/VAWA Investigator Training," SC Technical College System, June 25, 2020
- Co-presenter, "Conducting a Grievance Process Under the New Title IX Regulations," trainED, June 11, 2020
- Co-presenter, "CCCU Title IX Training: Part Two," trainED, June 10, 2020
- Co-presenter, "Minnesota Office of Higher Education Title IX Training," trainED, June 3, 2020
- Co-presenter, "CCCU Title IX Training: Part One," trainED, May 20, 2020
- Co-presenter, "Title IX Update: Final Regulations," trainED, May 8, 2020
- Presenter, "Title IX Final Regulations: What You Need to Know," Council for Christian Colleges & Universities, February 13, 2020
- Presenter, "Title IX/VAWA Training for Adjudicators," College of St. Benedict and Saint John's University, February 4, 2020
- Co-presenter, "Title IX/VAWA Training for Adjudicators," January 16, 2020
- Co-presenter, "Title IX/VAWA Investigator Training," January 15, 2020
- Presenter, "Annual Title IX/VAWA Adjudicators Training," College of Saint Benedict & Saint John's University, October 29, 2019
- Co-presenter, "Annual Training for Advanced Title IX Coordinators and Deputy Coordinators," California Baptist University, California, October 25, 2019
- Co-presenter, "Annual Title IX/VAWA Investigators and Adjudicators Training," California Baptist University, California, October 24, 2019
- Co-presenter, "Title IX/VAWA Hearing Panel Training," August 29, 2019

- Co-presenter, "Annual Title IX/VAWA Investigator and Adjudicator Training," trainED, August 7, 2019
- Co-presenter, "Annual Training for Advanced Title IX Coordinators and Deputy Coordinators," trainED, August 6, 2019
- Co-presenter, "Annual Training for New Title IX Coordinators and Deputy Coordinators," trainED, August 5, 2019
- Co-Presenter, "Annual Training for Advanced Title IX Coordinators and Deputy Coordinators," Hamline University, Minnesota, July 30, 2019
- Co-presenter, "Annual Title IX/VAWA Investigator and Adjudicator Training," Hamline University, Minnesota, July 29, 2019
- Co-presenter, "Trauma-Informed Sexual Assault Training for Key Personnel," trainED, February 28, 2019
- Co-presenter, "Title IX/VAWA Training for Adjudicators," trainED, January 24, 2019
- Co-presenter, "Title IX/VAWA Investigator Training," trainED, January 23, 2019
- Presenter, "Title IX Training for California Baptist University Board of Trustees," California Baptist University, January 11, 2019
- Presenter, "Title IX Update: Proposed Regulations," trainED, November 20, 2018
- Co-presenter, "Title IX/VAWA Investigator and Adjudicator Training," Biola University, California, November 8, 2018
- Co-presenter, "Annual Training for Advanced Title IX Coordinators and Deputy Coordinators," Biola University, California, November 7, 2018
- Co-presenter, "Title IX/VAWA Investigator and Adjudicator Training," trainED, August 8, 2018
- Co-presenter, "Annual Training for Advanced Title IX Coordinators and Deputy Coordinators," trainED, August 7, 2018
- Co-presenter, "Annual Training for New Title IX Coordinators and Deputy Coordinators," trainED, August 6, 2018
- Co-presenter, "Title IX/VAWA Investigator and Adjudicator Training," Hamline University, Minnesota, July 24, 2018
- Co-presenter, "Annual Training for Advanced Title IX Coordinators and Deputy Coordinators," Hamline University, Minnesota, July 23, 2018
- Co-presenter, "Annual Title IX/VAWA Investigator and Adjudicator Training," American University, Washington, D.C., June 8, 2018
- Co-presenter, "Annual Training for Advanced Title IX Coordinators and Deputy Coordinators," American University, Washington, D.C., June 7, 2018
- Co-presenter, "Trauma-Informed Sexual Assault Training for Key Personnel," trainED, May 10, 2018
- Co-presenter, "Title IX/VAWA Training for Coaches and Athletic Directors," University of Minnesota, April 4, 2018
- Co-presenter, "Unique Challenges in Domestic Violence, Dating Violence and Stalking," trainED, March 8, 2018

- Co-presenter, "Complying with NCAA's Policy on Sexual Violence: Training for Coaches, Athletic Directors, & Athletic Administrators, Part 2," trainED, February 22, 2018
- Co-presenter, "Complying with NCAA's Policy on Sexual Violence: Training for Coaches, Athletic Directors, & Athletic Administrators, Part 1," trainED, February 8, 2018
- Co-presenter, "Title IX/VAWA Adjudicator Training," trainED, January 25, 2018
- Co-presenter, "Title IX/VAWA Investigator Training," trainED, January 24, 2018
- Co-presenter, "Drafting An Investigation Report," trainED, September 21, 2017
- Co-presenter, "Annual Trauma Informed Training for Investigators and Adjudicators," trainED, August 9, 2017
- Co-presenter, "Title IX/VAWA Investigator and Adjudicator Training," trainED, August 9, 2017
- Co-presenter, "Annual Training for Advanced Title IX Coordinators and Deputy Coordinators," trainED, August 8, 2017
- Co-presenter, "Annual Training for New Title IX Coordinators and Deputy Coordinators," trainED, August 7, 2017
- Co-presenter, "Annual Trauma Informed Training for Investigators and Adjudicators," trainED, July 25, 2017
- Co-presenter, "Annual Training for Advanced Title IX Coordinators and Deputy Coordinators," trainED, July 24, 2017
- Co-presenter, "Title IX and Study Abroad Programs," trainED, June 22, 2017
- Co-presenter, "Title IX/VAWA Investigator and Adjudicator Training," College of St. Scholastica, Duluth, Minnesota, June 8, 2017
- Co-presenter, "Trauma-Informed Training for First Responders, Confidential Resources, and Campus Security," trainED, May 2, 2017
- Co-presenter, "Making Your Sexual Misconduct Policy a 10," trainED, April 26, 2017
- Co-presenter, "Trauma-Informed Title IX/VAWA Adjudicator Training," trainED, April 4, 2017
- Co-presenter, "Title IX/VAWA Investigator Training," trainED, February 23, 2017
- Co-presenter, "Train the Trainer: Title IX/VAWA Training for Coaches and Athletic Directors," trainED, February 22, 2017
- Co-presenter, "Title IX/VAWA Training for Chief Academic Officers," trainED, February 15, 2017
- Co-presenter, "Title IX/VAWA Panel Discussion for Coaches and Athletic Directors," trainED, January 31, 2017
- Co-presenter, "Panel Discussion on Title IX Recordkeeping Requirements and Best Practices," trainED, January 10, 2017
- Co-presenter, "Annual Trauma-Informed Training for Adjudicators and Appeals Panels," trainED, October 12, 2016
- Co-presenter, "Compliance Update: New VAWA Guidance," trainED, September 8, 2016

- Co-presenter, "Annual Title IX/VAWA Investigator and Adjudicator Training," trainED, July 28, 2016
- Co-presenter, "Advanced Title IX Coordinator Training," trainED, July 27, 2016
- Co-presenter, "Advanced Title IX Coordinator Training," trainED, June 16, 2016
- Co-presenter, "Senior Leadership Training," trainED, June 15, 2016
- Co-presenter, "Department of Labor Final Rule on White Collar Exemptions: What Higher Education Institutions Need to Know," trainED, June 9, 2016
- Co-presenter, "Title IX Training for New Coordinators," trainED, June 8, 2016
- Co-presenter, "Minnesota Campus Sexual Assault Legal Update: Title IX Coordinator Overview of Minnesota Sexual Assault Law," trainED, May 25, 2016
- Co-presenter, "Minnesota Campus Sexual Assault Legal Update: Trauma-Informed Sexual Assault Training for Key Personnel," trainED, May 25, 2016
- Co-presenter, "Title IX Coordinator Overview of Legal Requirements Under Minnesota Campus Sexual Assault Law," trainED, May 25, 2016
- Co-presenter, "Trauma-Informed Group Training," trainED, May 25, 2016
- Co-presenter, "Title IX/VAWA Trauma-Informed Training for Adjudicators," trainED, May 12, 2016
- Co-presenter, "Title IX/VAWA Training," trainED, Taylor University, Upland, IN, April 14-15, 2016
- Co-presenter, "Drafting an Investigation Report," trainED, April 13, 2016
- Co-presenter, "Attorney Advisors in Campus Sexual Misconduct Cases," trainED, February 24, 2016
- Co-presenter, "Title IX Investigator Training," trainED, February 15, 2016
- Co-presenter, "Title IX/VAWA Hearing Panel Training," trainED, January 20, 2016
- Co-presenter, "Title IX Coordinator Briefing: Additional Requirements Under Minnesota's Campus Sexual Assault Law from trainED," trainED, November 12, 2015
- Co-presenter, "Minnesota's New Sexual Harassment and Violence Policy Statute," trainED, November 12, 2015
- Co-presenter, "Title IX/VAWA Training, Pepperdine University," Malibu, CA, November 5-6, 2015
- Co-presenter, "Bethel Athletics Panel Discussions," Bethel University, November 2, 2015
- Co-presenter, "Title IX/VAWA Training," University of Maine, Bangor, Maine, October 21-24, 2015
- Co-presenter, "Title IX Coordinator Training: Duties Beyond Sexual Assault," trainED, October 14, 2015
- Presenter, "Title IX/VAWA Adjudicator Training," Carleton College, Northfield, Minnesota, October 14, 2015
- Co-presenter, "Title IX/VAWA Training: 2015 Annual Security Report Update," trainED, September 3, 2015

- Co-presenter, "Title IX/VAWA Investigator and Adjudicator Training," trainED, August 6, 2015
- Co-presenter, "Title IX Coordinator & Deputy Coordinator Annual Training," Hamline University, Minnesota, August 5, 2015
- Co-presenter, "Advanced Title IX/VAWA Investigator and Adjudicator Training," trainED, July 30, 2015
- Co-presenter, "Advanced Title IX Coordinator and Deputy Coordinator Annual Training," trainED, July 29, 2015
- Co-presenter, "Title IX SaVE Act Boot Camp," trainED, May 28, 2015
- Co-presenter, "VAWA Summer 2015 Compliance Update," trainED, May 21, 2015
- Co-presenter, "Trauma-Informed Investigator and Adjudicator Training," trainED, Wheaton College, IL, May 20, 2015
- Co-presenter, "Expert Panel Training on Interviewing Survivors of Sexual Assault," trainED, April 30, 2015
- Co-presenter, "Title IX Investigator/Adjudicator Training," trainED, at Azusa Pacific University, California, April 7-8, 2015
- Co-presenter, "Title IX/SaVE Act Training for Senior Campus Leadership," trainED, Grinnell College, Iowa, April 2, 2015
- Co-presenter, "Confidential Resources Training on Confidentiality, Reporting, and Student Records," trainED, March 25, 2015
- Co-presenter, "Fundamentals of FERPA Training Webcast," trainED, February 18, 2015
- Co-presenter, "Trauma-Informed Training for Adjudicators and Appeals Panels," trainED, February 3, 2015
- Co-presenter, "Campus SaVE Act Final Regulations Update," trainED, November 19, 2014
- Co-presenter, "Drafting Your Notice of Determination Training," trainED, November 13, 2014
- Co-presenter, "Title IX Investigator/Adjudicator Training," trainED, September 24, 2014
- Co-presenter, "Title IX SaVE Act Boot Camp," trainED, September 23, 2014
- Co-presenter, "Title IX/SaVE Act Training for Senior Campus Leadership," trainED, September 16, 2014
- Co-presenter, "New Rules Regarding Sexual Assault on Campuses," trainED, Minnesota Private College Presidents, Minnesota, September 11, 2014
- Co-presenter, "Clery Act Annual Security Report Training," trainED, September 10, 2014
- Co-presenter, "Title IX Investigator/Adjudicator Training," trainED, Hamline University, Minnesota, August 7, 2014
- Co-presenter, "Title IX SaVE Act Boot Camp," trainED, Hamline University, Minnesota, August 6, 2014
- Co-presenter, "Title IX SaVE Act Boot Camp," trainED, William Mitchell College of Law, Minnesota, May 29, 2014
- Co-presenter, "Campus SaVE Act, One Year Later," trainED, March 26, 2014

- Co-presenter, "Higher Education Update: From Admissions to Title IX and Everything in Between," trainED, November 7, 2013

Publications

- Co-author, "A New Age for Campus Safety: Sexual Violence, Relationship Violence, and Stalking," chapter, Emerging Issues in College and University Campus Security, Aspatore, August 17, 2015
- Author, "Get Ready For A New Federally Protected Class: The Unemployed," www.businessmanagementdaily.com, February 13, 2012
- Author, "Get Ready For A New Federally Protected Class: The Unemployed," Minnesota Employment Law, January 2012
- Author, "Employment Edge 71st Edition - Reminder to employers regarding EEO-1 Reports," September 2006

Professional Activities

- National Association of College and University Attorneys (NACUA)
- Minnesota State Bar Association
- Hennepin County Bar Association
- Christian Legal Society

Community Involvement

- Junior Achievement, volunteer
- New Life Academy, Governing Council, board member
- Feed My Starving Children, former board member