

**Brian Keith Leonard, Esq., J.D., LL.M.**  
**Curriculum Vitae**

**February 2016**

**Mailing Address:**  
**Room 315-D**  
**Department of Management and Marketing**  
**College of Business and Public Affairs**  
**Huntsville, AL 35762**  
**Brian.Leonard@aamu.edu**  
**(256) 372-5610**

## Contents

<b>Biography Summary .....</b>	<b>3</b>
<b>Education.....</b>	<b>3</b>
<b>Honors and Awards .....</b>	<b>3</b>
<b>Teaching Experience.....</b>	<b>4</b>
<b>Teaching Interests/Areas.....</b>	<b>4</b>
<b>Research, Publications, Scholarly Activities .....</b>	<b>4</b>
<b>Refereed Book Chapters.....</b>	<b>4</b>
<b>Refereed Journal Articles .....</b>	<b>5</b>
<b>Works in Progress.....</b>	<b>5</b>
<b>Reviewer and Editorial Advisory Activities .....</b>	<b>5</b>
<b>Research Interests/Agenda.....</b>	<b>6</b>
<b>Industry Work Experience .....</b>	<b>6</b>
<b>Representative Cases.....</b>	<b>7</b>
<b>Professional Licenses .....</b>	<b>7</b>
<b>Community Service/Outreach Activities .....</b>	<b>8</b>
<b>Statement of Teaching Philosophy .....</b>	<b>8</b>
<b>News Articles and Media .....</b>	<b>9</b>
<b>References .....</b>	<b>10</b>

## BIOGRAPHY SUMMARY

Brian K. Leonard, J.D., LL.M., serves as an Assistant Professor of Business Law. He holds a Bachelor's of Business Administration (B.B.A.) in Accounting from Tennessee State University, a Juris Doctor (J.D.) from the Cumberland School of Law of Samford University, and a Master

of Laws (LL.M.) in Taxation Law from the University of Alabama School of Law. He passed the bar in Alabama, North Carolina, and Tennessee. He practiced law for several years first in private practice and then as a local government attorney. His areas of research include employment, labor, and civil rights law. His research has been published in the *Journal of Employment and Labor Law*, the *West Virginia Law Review*, and by IGI Global. He has made presentations at the West Virginia College of Law, and Duke Law School, respectively.

## EDUCATION

University of Alabama School of Law, Tuscaloosa, AL, **2010**  
**LL.M., (Master of Laws) in Taxation**

Cumberland School of Law, Samford University, Birmingham, AL **2006**  
**J.D., (Juris Doctor)**  
*(Cum Laude)*

North Carolina Central University School of Law, Durham, NC **2003-2004**  
**First Year Law Studies**

University of Alabama-Birmingham, Birmingham, AL **2002**  
**Non-degree studies**  
 (to qualify for CPA exam; entered law school in lieu of)

Tennessee State University, Nashville, TN **2002**  
**B.B.A. (Bachelor of Business Administration) in Accounting**  
*(Summa Cum Laude)*

## HONORS AND AWARDS

### Law School Honors:

- Curia Honoris Honor Society (in recognition of superior academic achievement)
- Scholar of Merit (Highest Grade Award):
  - Decedents' Estates & Trusts
  - Labor Law
  - Civil Rights
- Balch & Bingham/Harold A. Bowron Labor & Employment Law Award  
 (Superior Interest and Ability in Labor and Employment Law)
- Dean's List (3 semesters)

### Undergraduate Honors:

- Phi Kappa Phi Honor Society
- Golden Key Honor Society
- Beta Gamma Sigma (International Honor Society in Business)
- Departmental Award - Accounting Department for highest grade point average in department for graduating class

## TEACHING EXPERIENCE

Alabama Agricultural and Mechanical University Normal, AL **August 2013-Present**  
**Assistant Professor of Business Law and Ethics**

## **I. Courses Taught**

- Business Law (1 section)
- Legal Environment and Ethics (**Traditional**) (2 sections)
- Legal Environment and Ethics (**Online**)
- Developed Online Course for Legal Environment and Ethics (Certified Spring 2014)
- Construction Contracts and Law

## **II. Service to the University**

- Department- Strategic Planning Committee
- College: Recruitment and Retention Committee
- College: Student Affairs Committee
- University – Academic Appeals Committee
- University- HONDA Campus All-Star Challenge

## **TEACHING INTERESTS/AREAS**

- Legal Environment of Business
- Business Law
- Civil Rights Law
- Employment Law
- Employment Discrimination Law
- Labor Law
- Copyright Law

## **RESEARCH, PUBLICATIONS, AND SCHOLARLY CONTRIBUTIONS**

### **REFEREED BOOK CHAPTERS**

Dawson, M., **Leonard, B.**, & Rahim, E. (2014). Advances in Technology Project Management: Review of Open Source Software Integration. *Technology, Innovation, and Enterprise Transformation* (pp. 309-320). Hershey, PA: IGI Global. doi:10.4018/978-1-4666-6473-9.

**Leonard, B.** & Dawson, M. (2015) Legal Issues: Security and Privacy with Mobile Devices. *Handbook of Research on New Threats and Countermeasures in Digital Crime and Cyber Terrorism* (pp. 95-104) Hershey, PA: IGI Global. doi: 10.4018/978-1-4666-8345-7.

Studdard, N., Dawson, M., Quisenberry, W., Jackson, N., Burton, S., **Leonard, B.** (2015) Nurturing Social Entrepreneurship and Building Social Entrepreneurial Self-Efficacy: Focusing on Primary and Secondary Schooling to Develop Future Social Entrepreneurs. *Incorporating Business Models and Strategies into Social Entrepreneurship*. (pp. 154-175) Hershey, PA: IGI Global. doi: 10.4018/978-1-4666-8748-6.

### **LAW REVIEW ARTICLES**

**Leonard, Brian, K.** "An Analysis of the Legal and Practical Implications of the Potential Increased Participation in Jury Service by Racial Minorities in the U.S. Criminal Justice System." 117 W. Va. L. Rev. 1365 (2015).

## REFEREED JOURNAL ARTICLES

**Leonard, Brian, K.** "In Search of Understanding: An Analysis of the Decision in *Thompson v. Stainless Steel, LP*, and the Expansion of Standing and Retaliation under the Civil Rights Act of 1964, et seq." *The Academy of Legal Studies in Business Journal of Employment and Labor Law*, Spring 2014, Vol. 15, pp. 46-53.

## WORKS IN PROGRESS

**Leonard, B.,K.** (2016) Revisiting the Pregnancy Discrimination Act under Title VII, after *Young v. UPS* (Working Title)

**Status/Timetable:** Proposed rough draft to be completed by October 1, 2015; Anticipated submission to *Journal of Employment and Labor Law* in October 2015; anticipated publication in May 2016.

**Leonard, B.K.,** (2016). *The Green Color-line: Why Economic Empowerment is the Civil Rights Issue of the 21st Century*

**Status/Timetable:** Drafting abstract/proposal; conducting literature, case-law, and statutory law review; anticipated rough draft to be completed by December 2015/January 2016;

**Leonard, B.K.,** (2016). *The Fourteenth Amendment and African Americans Revisited* (working title)

**Status/Timetable:** Drafting abstract/proposal; conducting literature, case-law, and statutory law review; anticipated rough draft to be completed by May 2016;

## REVIEWER AND EDITORIAL ACTIVITIES

*Encyclopedia of Global Supply Chain Management*- Editorial Advisory Board Member

## CONFERENCE PRESENTATIONS

Mid-Atlantic People of Color Legal Scholarship Conference 2015: *The New Colorlines; What Will It Mean to be an American?*

West Virginia University College of Law, Morgantown, WV

January 29-31, 2015

Participant on Panel 6: Immigration and Criminal Law in 2044

Presentation: "An Analysis of the Legal and Practical Implications of the Potential Increased Participation in Jury Service by Racial Minorities in the U.S. Criminal Justice System."

*The Present and Future of Civil Rights Movements: Race and Reform in 21<sup>st</sup> Century America*  
Duke University School of Law, Center on Law, Race, and Politics, Durham, NC.

November 20-21, 2015.

Panel: Anti-Discrimination Law: The Harms of Narrow Construction in the Anti-Discrimination Law

Presentation: "Lose Your Job or Lose Your Dignity: Hostile Work Environment Race Discrimination and Post Traumatic Slavery Syndrome"

## RESEARCH INTERESTS AND AGENDA

My primary research interests involve center around the impact of law on public policy. As such, I intend to focus my research in the various aspects of this area. This includes the employment law and discrimination context, the intersection of law and emerging forms of technology, as well as continuing regulation of business and commerce both nationally and internationally. In addition, my research interests include the areas of labor law and civil rights law.

## INDUSTRY WORK EXPERIENCE

**City of Greensboro, Greensboro, NC**

May 2012 – July 2013

### **Associate General Counsel**

Serves as litigation attorney, providing legal representation in defense of the City, and City employees primarily in negligence, and general tort cases, as well as initiating cases on behalf of the City for recovery for property damage and the collection of outstanding debts to the City

**City of Fayetteville, Fayetteville, NC**

September 2009- May 2012

### **Assistant City Attorney**

Provide legal representation and advice to a minimum of five departments, to include Finance and Risk Management, in many aspects of municipal, employment, and contract law; Litigation representation in state and federal court proceedings and representation before state and federal administrative agencies

**B.K. Leonard, Attorney-at-Law, P.L.L.C., Greensboro, NC**  
2009

November 2008 – August

### **Solo Practitioner**

Offered legal representation in general civil matters and court-appointed representation of indigent defendants, to include Child Support, Misdemeanor Criminal offenses, and Special Proceedings

**Townsend & Associates LLC, Birmingham, AL**

October 2007- September 2008

### **Associate Attorney**

Assisted Lead Attorney in representing clients in a diverse range of cases, including civil and criminal matters

### **Law Clerk**

February 2007 – September 2007

Conducted legal research, drafted pleadings, motions, and other legal memoranda, and performed various tasks to assist attorney with litigation work

**Southern Company Services, Legal, Birmingham, AL**

August 2006 –February 2007

### **Law Clerk**

Conducted legal research, reviewed and edited contracts, and performed various administrative tasks to assist attorneys in the legal department

**U. S. EEOC, Birmingham, AL**

Summer 2005

### **Summer Extern**

Reviewed complaint files, conducted legal research, and prepared recommendations for and against litigation for legal unit's supervisory trial attorney

## REPRESENTATIVE CASES

*Benjamin v. Iman, et al.* 5:09-cv-553-FL (E.D.N.C.) (Filed 12/28/2009) (**Employment Discrimination**) (Originally as lead counsel, achieved Dismissal of 10 of 11 Defendants, and all but one claim); (Order dismissing 10 of 11 Defendants and all but one claim was affirmed by unpublished per curiam opinion by the U.S. Court of Appeals for the Fourth Circuit, *Benjamin v. Iman, et al.*, No. 11-1181 (4th Cir. 2011))

*Hillsboro Partners, LLC, et al. v. City of Fayetteville*, 11-CVS-\_\_\_\_\_ (Filed 3/3/2011)(**Nuisances, Demolition, Exhaustion of Administrative Remedies**) (Cumberland County Superior Court) (As lead counsel, Achieved denial of Preliminary Injunction and Dismissal of Complaint)

*Smith, et al v. City of Fayetteville*, 10-CVS-8712 (Cumberland County Superior Court) (Filed 09/29/2010) (**Privilege License Tax, Just and Equitable Taxation**) (As co-counsel assisted with achieving dismissal of case on summary judgment at trial court level, and with achieving decision affirming trial court order as to all but one claim in *Smith v. City of Fayetteville (Smith I)*, \_\_ N.C. App. \_\_, 725 S.E.2d 405 (2012) (Later Remanded by North Carolina Supreme Court in *Smith v. City of Fayetteville*, \_\_ N.C. \_\_, \_\_ S.E.2d \_\_ (2013); and reversed by North Carolina Court of Appeals in *Smith v. City of Fayetteville*, \_\_ N.C. App. \_\_, No. COA11-1263-2, Cumberland- 6/4/13), disc. review denied, appeal dismissed, \_\_ N.C. \_\_ (No. 236A12-2, 10/3/13)(2013)

## PROFESSIONAL LICENSES

### Bar Admissions:

#### State Courts:

North Carolina, 2008

Alabama, 2007

Tennessee, 2006

#### Federal Courts:

U.S. Court of Appeals for the Fourth Circuit, 2011

U.S. District Court, Middle District of North Carolina, 2008

U.S. District Court, Eastern District of North Carolina, 2010

## COMMUNITY SERVICE AND OUTREACH ACTIVITIES

### 2013 Billings, Exum, & Frye National Moot Court Competition

Elon University School of Law

*Volunteer Judge*

*Two Rounds*

April 2013

### North Carolina Foreclosure Prevention Project, North Carolina

*Case File Red Flag Reviewer*

*Pro Bono*

2008-2009

**G. Ross Bell Youth Detention Center**, Birmingham, Alabama*New Pilgrim Baptist Church Outreach Participant**(Young males ages 11-17)* 2006-2008**New Pilgrim Baptist Church**, Birmingham, Alabama*Guest Speaker and Teacher* 1998-2008

## STATEMENT OF TEACHING PHILOSOPHY

### I. Overview

A professor's challenge is to guide students to the concepts involved in the course being taught as well as to guide them to be able to apply the concepts to varying situations and circumstances. My philosophy is to not focus on the memorization or recitation of formulas, or abstract pieces of information. Rather, my focus is to assist students with learning fundamental concepts of a particular subject, such that they can then take any formulas or other similar information and use the concepts to solve the problem and/or questions presented. This way the students actually learn the substantive information, rather than get weighted down by the peripheral information in the course. Thus students are more easily able to comprehend larger amounts of subject matter as they realize that the subject can be broken down into smaller concepts and how these concepts fit into the overall spectrum of the course.

### II. Class Participation/Preparation

I believe in class participation and involvement of students within the lecture. This assists the professor in ensuring that the students actually understand the material as well as to highlight areas of challenges for the students in the course. I think that preparation for class is also important, as the professor can cover more material when the students are prepared to discuss the concepts involved in the course. As such, I believe in providing some credit for class participation and preparation in the overall course grade.

### III. Examinations

I believe examinations should test what is actually taught in the course, and should focus on the substantive concepts that each student should have learned in the course. To that end, I believe in providing students every opportunity to prepare and learn the information prior to the exam being taken. I believe in allowing review sessions for the students prior to the exam to allow for questions concerning the material covered on the exam to ensure appropriate understanding for students.

### IV. Continuous Learning

I do not believe that a professor's teaching methodology should be rigid, but instead should be evolving and open to adjustment. For example, a professor should be willing to examine their teaching methodology and/or philosophy to determine its effectiveness toward reaching students. There may be components of a professor's teaching philosophy or methodology that need to be



removed as well as some new components that may be more advantageous to the students' learning in the course. I am willing to be flexible and to review and revise my teaching philosophy and/or methodology as necessary to ensure I am able to fully connect, encourage, instruction, and enlighten students in the courses that I teach.

## **NEWS ARTICLES AND MEDIA**

### **INTERVIEWS**

Lopez, James C., "City Sued Over Pension Contributions." Greensboro News and Record, Greensboro, NC, August 18, 2012, Page A2; Print and Online.

Barksdale, Andrew, "Prince Charles Owner may face new fines." Fayetteville Observer, Fayetteville, NC, April 18, 2011, Online.

### **NEWS COVERAGE**

Barksdale, Andrew, "Decision on church building's future imminent." Fayetteville Observer, Fayetteville, NC, March 15, 2011, Online.

Barksdale, Andrew, "Board says Prince Charles can't reopen until all violations are fixed." Fayetteville Observer, Fayetteville, NC, February 4, 2011, Online.

Brooks, Drew, "Cafes want fees blocked." Fayetteville Observer, Fayetteville, NC, October 12, 2010, Online.

## **REFERENCES**

Dr. Maurice E. Dawson Jr.  
Assistant Professor, Information Systems  
University of Missouri-St. Louis  
Office: 228 Express Scripts Hall  
Mail:1 University Blvd.  
St. Louis, MO 63121-4400  
Voice: 314-516-6288  
Email: dawsonmau@umsl.edu

Dr. Jeffrey Stevens  
Assistant Professor  
McNeese State University  
Campus: 4205 Ryan Street  
Lake Charles, LA  
Tel: 337-475-5000  
E-Mail: drstevens@wsc.cc

Karen M. McDonald  
City Attorney  
City of Fayetteville, NC  
433 Hay Street  
Fayetteville, NC 28301  
Phone: (910) 433-1985

kmcdonald@ci.fay.nc.us

Becky Peterson-Buie  
Chief Deputy City Attorney  
City of Greensboro, NC  
300 West Washington Street  
Greensboro, NC 27401  
Phone: (336) 373-2320  
becky.petersonbuie@greensboro-nc.gov

Ms. Janet Claxton Smith  
Harnett Co Dept of Legal Services  
P.O. Box 238  
Lillington, NC 27546  
(910) 814-6009

Mason D. Barrett  
Administrative Law Judge  
Birmingham District Office  
U.S. Equal Employment Opportunity Commission  
1130 22nd Street South, Suite 2000  
Birmingham, Alabama 35205  
Phone: (205) 212-2036  
Fax: (205) 212-2025  
mason.barrett@eeoc.gov

Mrs. Prisca Moore Rollins  
Genesis Today, Inc.  
14101 W Hwy 290 Bldg 1900  
Austin, TX 78737-9330  
(512) 858- 1977  
prollins@genesistoday.net

Mr. Tyrone Townsend  
Townsend & Associates, LLC  
P.O. Box 2105  
Birmingham, Alabama 35201  
(205) 252-3999  
ttownsl@msn.com

Mr. Samuel Edward Wiggins III  
Wiggins Law Firm, L.L.C.  
334 6th Ave S  
Birmingham, AL 35205-4332  
(205) 252-3999  
sam@wigginslawfirm.net