

H. BEAU BAEZ



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Law School Teaching and Professional Experience

UNIVERSITY OF IDAHO

Visiting Professor (8/20 to 8/21)

Courses Taught: Federal Income Taxation, Federal Business Taxation, Wills & Trusts, and Estate Planning

NORTHER ILLINOIS UNIVERSITY

Visiting Professor (8/19 to present)

Courses Taught: Torts, Advanced Torts, and Business Associations

- Torts: Small section where I integrated academic success skills into four credit doctrinal course

UNIVERSITY OF NORTH DAKOTA

Visiting Professor (8/18 to 7/19)

Courses Taught: Torts, Federal Income Tax, and Business Associations

AFRICAN LAW JOURNAL

Editor (6/17 to present)

On the editorial team that publishes the African Law Journal. This peer reviewed journal's focus is on societal, economic, legal, and political issues facing Africa today

PURDUE UNIVERSITY GLOBAL (CONCORD LAW SCHOOL)

Professor (4/17 to present)

Courses Taught: Introduction to Legal Analysis, Business Planning, Federal Income Tax

- Developed and designed the Business Planning and Federal Income Tax courses

CHARLOTTE SCHOOL OF LAW

Professor (8/07 to 1/17)

Courses Taught: Torts, Torts Lab, Business Torts, Advanced Torts, Federal Income Taxation, State & Local Taxation, Business Associations, and Contemporary Constitutional Issues

Online Courses: Criminal Procedure, Products Liability, and Introduction to Corporations

- Published a Torts casebook
- Improved student performance year-over-year by 20%
- Established statistically valid and reliable methods for measuring student success
- Secured \$20,000 grant for creating and measuring a new grading rubric
- Led ten-person team from three law schools in creating a new grading rubric

- Improved learning outcomes for underrepresented student populations by implementing quizzes
- Removed variability from the classroom, allowing for measurement of teaching innovation
- Faculty hiring chair, in year when fifteen tenure-track faculty were hired
- Evaluated fulltime and adjunct faculty
- Served on almost every law school committee
- Created a Torts lab, where academic success skills were integrated into a four credit Torts course

Associate Dean (8/10 to 7/13)

Management

- Supervised 60 fulltime faculty in areas of evaluation, promotion, and tenure when the institution was one of the five largest ABA law schools—700 students in 1L class
- Directed library staff, including six research librarians and eight support staff
- Established and managed the learning technology department, which was responsible for the learning management system, conditional admissions program, and faculty training
- Hired and fired employees
- Served as Dean's designee to several outside organizations
- Responsibility for development, mentoring, and retention of nearly one hundred faculty
- Selected, trained, and managed 10 faculty for the conditional admissions program

Organization Duties

- Budget responsibility for learning technology department, library, and conditional admissions program
- Negotiated budget priorities with Dean and Vice President of Finance
- Developed and implemented a comprehensive faculty evaluation system, which measured teaching, scholarship, and service
- Trained in Six Sigma, earning a green belt for developing and implementing a statistically valid and reliable grading rubric
- Oversaw scholarship activity at the law school, including organizing 10 best-practice scholarship sessions
- Led an academic disciplinary committee

Pedagogy

- Developed 10 best-practice teaching sessions, focusing on improving instructional design, instructional performance, and assessment design
- Created and led a three-day off-site faculty retreat, with a focus on improving teaching, scholarship, and collegiality
- Established a distance education program
- Designed and implemented strategies for improving learning outcomes
- Created a scientifically valid and reliable student rating form
- Directed the performance-based admissions program

LIBERTY UNIVERSITY SCHOOL OF LAW, Lynchburg, Virginia

Assistant Professor of Law (7/04 to 6/07)

Courses Taught: Torts, Federal Income Taxation, and Federal Business Taxation.

- Professor of the Year (2006-2007 academic year)
- Served on university graduate faculty senate
- Inaugural faculty member
- Assisted law school in receiving ABA accreditation

CONCORD University LAW SCHOOL

Professor of Law (8/00 to 7/05)

Online Courses Taught: Federal Income Taxation, Civil Procedure, Torts, Contracts, Criminal Law, and Business Planning

- Dean's Award for Excellence (2003)

OTHER EXPERIENCE

LEARN LAW BETTER, LLC

President (2/17 to present)

- Create and produce videos for YouTube channel with 46,000 subscribers in over 150 countries—videos have been viewed over 1.5 million times
- Create and nurture social media audience on Facebook, LinkedIn, YouTube, and Quora
- Provide tutoring and coaching services to law students in the United States, Canada, and Australia
- Create online courses for law students
- Collaborate with other YouTube creators

MULTISTATE TAX COMMISSION, District of Columbia

Counsel II (6/99 to 7/04); Counsel I (12/97 to 5/99); Assistant Counsel (5/96 to 11/97)

Supervised professional and administrative staff. Created and managed budget for one year during director vacancy. Hearing Officer for proposed uniform regulations. Wrote articles for publication. Organized effort to have agency program achieve semifinalist status for Harvard's *Innovations in American Government*. Authored and edited *amicus curiae* briefs that were submitted to the U.S. Supreme Court and State supreme courts. Managed a multistate voluntary tax compliance program. Developed a thorough knowledge of U.S. Constitutional constraints on state taxation. Trained state department of revenue employees. Investigated companies to determine state tax filing obligations.

RESEARCH INSTITUTE OF AMERICA, Alexandria, Virginia

Legal Writer (8/95 to 11/95)

Authored several international tax chapters in *Compensation and Benefits Coordinator*.

STATE TAX NOTES (published by Tax Analysts), Arlington, Virginia

Legal Writer (10/94 to 6/95)

Analyzed, evaluated, and summarized state and local tax materials. Conducted extensive legal research on the Internet. Articles appeared in *State Tax Notes*, *Tax Notes Today*, *Tax Notes International*, the *Exempt Organization Tax Review*, and *Tax Base*.

EDUCATION

GEORGETOWN UNIVERSITY LAW CENTER, District of Columbia

Master of Laws (Taxation), 1995

Master's Thesis: *Refundability of Unconstitutional State Taxes*

Juris Doctor, 1994

Activities: American Inns of Court - Charles Fahy Inn
Georgetown University Student Orchestra

LIBERTY UNIVERSITY, Lynchburg, Virginia

Bachelor of Science, *summa cum laude*, (Speech Communications), 1991

Bachelor of Arts, *summa cum laude*, (Biblical Studies), 1991

Honors: Highest Academic Achievement in Speech Communications Activities:
Debate Team Captain

NORTHERN VIRGINIA COMMUNITY COLLEGE, Manassas, Virginia

Associate in Applied Science, *summa cum laude*, (Accounting), December 2003

AUSTIN PEAY STATE UNIVERSITY, Clarksville, Tennessee

Masters in Arts, Industrial / Organizational Psychology, expected May 2021

ADDITIONAL

Fluent in Spanish

Villanova University, Six Sigma Greenbelt Certificate, July 2009

Six Sigma Green Belt, 2013

The Institute for the Development of Excellence in Assessment Leadership, ABET, January 2012

Distance Education Certified, August 2015

BAR STATUS & MEMBERSHIPS: CURRENT & PAST

•Supreme Court of the United States •United States Tax Court •United States Court of Federal Claims •District of Columbia Court of Appeals & DC Bar (2001- present) •Supreme Court of Virginia & Virginia State Bar (1994 - present) •*Pro Hac Vice* Admission Kansas Supreme Court • National Lawyers Association (Tax Section Chair 1997-2003) •Sales & Use Tax Nexus Guidelines Public Participation Working Group (1997-1998) •Supreme Court Historical Society (2000-2017)

PUBLICATIONS

Law Review Articles

Law's Failure to Keep Pace with Empirical Science: An Examination of Personality and Emotional Intelligence Testing in the Workplace, Ohio Northern Law Review (2014) (Lead Article)

Personality Tests in Employment Selection: Use With Caution, Cornell HR Review (January 2013)

Taxing Internet Sales: Trying to Make a Two Thousand Year Old Jurisdiction Test Work in the Dot-Com Economy, 64 The Tax Lawyer (2011) (peer reviewed journal published jointly by Georgetown law school and the American Bar Association).

Volunteers, Victims, and Vicarious Liability: Why Tort Law Should Recognize Altruism, 48 University of Louisville Law Review 221 (2009) (Lead Article)

The Rush to the Goblin Market: The Blurring of Quill's Two Nexus Tests, 29 Seattle University Law Review 581 (2006)

Other Publications

International Encyclopedia of Laws, Tort Law USA, Kluwers Law International, third edition 2020 (175 page monograph on tort law in the United States).

Unauthorized Practice of Law: Are you Crossing the Line? National Association of Tax Professionals Journal, Summer 2016.

Negligence Basics, Learn Law Better, 2016

Intentional Torts, Learn Law Better, 2016

Book review. *The Laws of Late Medieval Italy (1000-1500)*. Mario Ascheri, Sixteenth Century Journal, Winter 2015

Book review. *Heresy Trials and English Women Writers, 1400–1670*. Genelle Gertz. Sixteenth Century Journal, Spring 2015.

Torts: Majority Rule Cases, Learn Law Better, 2015 (casebook)

International Encyclopedia of Laws, Tort Law USA, Kluwers Law International, 2010 (175 page monograph on tort law in the United States) Second Edition 2013.

Reducing Student Anxiety Through Assessment Transparency, Law Teacher, Spring 2012.

Book review. *Lex Charitatis: A Juristic Disquisition on Law in the Theology of Martin Luther*. Johannes Heckel. *Sixteenth Century Journal*, 2010.

Torts Flash Cards, Kaplan PMBR, 2008.

Vicarious Liability: Making a Common Law Argument for Third-Party Nexus, *Multistate Tax Report*, September 22, 2006, Vol. 13, No. 9

A Modest Proposal: In Applying Nexus Tests of Quill, Commerce Clause Analysis Should Come Before Due Process, *BNA Weekly State Tax Report*, October 10, 2003, Vol. 2003, No. 41

Report and Recommendation of the National Lawyers Association Subcommittee in Favor of Allowing Multidisciplinary Practice, July 26, 2002.

From Pennoyer to Quill: 20th Century Case Law Provides Understanding of the Physical Presence Test, *Multistate Tax Report*, March 22, 2002.

Multistate Update: *TaxPro Quarterly Journal*, Summer 2001 to present (regular column).

Understanding 'Substantial Nexus': Errors of Interpretation Fail to Consider the Phrase as a Legal Term of Art; *Multistate Tax Report*, June 2001.

Nexus Update; *MTC Review*, April 2001 & February 2002.

Nostalgia: Resistance to Multidisciplinary Practice; *National Lawyers Association Review*, Spring / Summer 2000.

Multistate Update; *Tax Practitioners Journal*. Winter 2000 through Spring 2001.

Nexus School Case Book; *Multistate Tax Commission*, 2000 (Editor for book containing state tax jurisdictional cases).

Resolving State Tax Liabilities; *Michigan Tax Advisor*, Spring 2001; *MTC Review*, September 2000; *LA Dept. of Rev. Tax Topics*, January 2000; *State & Local Taxes Weekly*, October 18, 1999; *Alabama Revenue Review*, 3rd Quarter 1999; *Vermont Bar Journal*, September 1999; *New Hampshire Bar News*, September 1999; *Maine Bar Journal*, July 1999.

Nexus Unit Start-Up Guide; (co-authored with Lisa Dufour & Sheldon Laskin) *Multistate Tax Commission Publication*, 1999.

Multistate Voluntary Disclosures (co-authored with June Haas); *National Lawyers Association Review*, Fall 1997; *The Adjusting Entry*, Winter 1998; and in the, *Maryland, Massachusetts, North Carolina, and North Dakota CPA society publications*; *National Public Accountant*, August 1998; *Tax Talk (Maryland State Bar)*, Spring 1999.

Supreme Court of Washington Rules Cost to Control Pollution is Functional Obsolescence in Weyerhaeuser; 95 State Tax Notes 100-44 (May 23, 1995).

High Court of New York Rules Regulation can be Applied Retroactively to Require Foreign Corporation to Return Refund; 95 State Tax Notes 32-160 (February 16, 1995).

North Carolina Court of Appeals Holds that Methodology for Taxing Intangible Personal Property Violates Equal Protection; 95 State Tax Notes 7-26 (January 11, 1995).

Wisconsin Court of Appeals Holds that Corporation's Portfolio Income Must be Apportioned; 94 State Tax Notes 247-37 (December 23, 1994).

Social Media

YouTube channel: <https://youtube.com/LearnLawBetter> (142 videos, 46,000 subscribers in over 150 countries, and over 1.5 million views)

Law School Tips Blog: <https://learnlawbetter.com/law-school-tips/>

Audio Publications

Intentional Torts, Torts Audio Series, Learn Law Better (2015).

Negligence, Torts Audio Series, Learn Law Better (2016).

PRESENTATIONS

Assessments: How to Create and Use Rubrics, Charlotte, NC November 18, 2015.

Lessons Learned from Experience, Charlotte, NC January 28, 2015

Exam Tips & Strategies, Phi Alpha Delta, November 13, 2012

Promotion & Tenure, Charlotte, NC, August 7, 2012.

Charlotte Law Academic Retreat, Black Mountain, NC, August 7 – 9, 2011.

New Faculty Orientation, Charlotte, NC, August 1 – 4, 2011.

Deans' Update to the North Carolina State Bar, July 2011 and October 2011.

Primer on State Taxation and Recent Developments, Charlotte, NC, February 11, 2011
(Mecklenburg County Bar 2011 Annual Review).

Active Learning Modalities "Grab Bag", Charlotte, NC, November 10, 2010 (faculty workshop discussing the use of different modalities in the classroom).

When the Tax Man Calls: A Primer on State Taxation Nexus, Charlotte, NC, September 8, 2010
(CLE presentation for Mecklenburg Bar Association).

High School Court Camp, Charlotte, NC, June 17, 2010.

Tax Issues and Filing Your Taxes, Small and Solo Practice Intensive, Charlotte, NC, May 13, 2009.

Non-Profit Director Duties and Responsibilities, TRACS Spring Meeting, Virginia Beach, VA April 15, 2008.

Critical Legal Issues Facing College Presidents Today, TRACS Annual Conference, Nashville, TN November 10, 2006

United States Supreme Court Advocacy Symposium, Liberty Law School program in Washington, DC January 10, 2006.

United States Supreme Court Advocacy Symposium, Concord Law School program in Washington, DC January, 20, 2004.

Recent Developments at the Multistate Tax Commission, BNA Tax Management's Multistate Tax Roundtable, Washington, DC April 5, 2002.

Economic Growth & Tax Relief Act of 2001, National Lawyers Association Winter Conference, George Mason University School of Law, February 22, 2002.

Nexus Workshop; Austin, TX, June 15, 2000.

Tax Policy / Legal Drafting & Legislative Process Program: Bosnia and Herzegovina (Republika Srpska); Washington, DC, October 19, 1999

Where's the Nexus? University of Richmond Second Annual State and Local Tax Institute. Richmond, VA, May 20, 1999

The Multistate Tax Commission: What Is It and Can It Hurt Me, Help Me, or Both? 9th Annual Virginia Tax Practitioners' Roundtable sponsored by the Virginia Bar Association Taxation Section, Charlottesville, VA, October 1998; National Lawyers Association Annual Meeting, Breckenridge, CO, August 7, 1999.

De Minimis and Nexus: A Jurisprudential View; South Eastern Association of Tax Administrators, Lawyers Section Meeting, New Orleans, LA, October 1998

Terms States Should Seek in Voluntary Disclosures; Federation of Tax Administrators Compliance Workshop, Baltimore, MD, March 1997

Nexus School: State Jurisdiction to Tax; Salt Lake City, UT (2/97); Seattle, WA (4/97); St. Paul, MN (9/97); Honolulu, HI (9/97); Hartford, CT (4/98); Lincoln, NE(5/98); Boston, MA (9/98); Boise, ID (10/98); Birmingham, AL (02/99); Washington, DC (10/99); Albuquerque, NM (2/00); Hartford, CT (5/00); Topeka, KS (4/01); Seattle, WA (04/02); Austin, TX (12/02); Trenton, NJ (04/03); St. Paul, MN (05/03)

Voluntary Disclosure Symposium; Multistate Tax Commission Annual Meeting, Portland, ME, July 1996

INTERVIEWS

Legalities of Setting Up a Business. Voice Over with Sam Fleming. February 26, 2020.

You and the Law: This Won't Help You Get Into Law School. Times Standard, January 20, 2020.

How to Prepare for Law School, LSAT Blog, April 2019

Should I Go Back to School and Become a Lawyer? Kiplinger.com, March 25, 2019

You and the Law: Accused of plagiarism, facing expulsion! Times Standard, February 11, 2019.

Midwest Instructors Move Classes Online During Polar Vortex, Education Drive, February 4, 2019.

Gaston Man Sues NC Tax Department, Gaston Gazette (Gaston County, NC), February 26, 2016.

For Churches Talking Politics, Tax Exempt Status a Hard Line to Cross, WSOC TV (ABC—Charlotte, NC), July 11, 2012.

Weighing the value of LL.M. What's a master of laws worth? Hard figures are lacking and anecdotal data are mixed, Lawyers Weekly, October 8, 2010.

Bishop Eddie Long's Legal Problems, WBTV (CBS—Charlotte, NC), August 27, 2010 (discussing the procedural issues related to the lawsuit against Bishop Long).

Fantasia's Future Could Include Million-Dollar 'Home Wrecker' Lawsuit, ABC News, August 12, 2010 (discussing the tort of alienation of affections).

Court Documents Claim Fantasia made Sex Tape with Married Man, WCNC (CBS—Charlotte, NC), August 6, 2010 (discussing the tort of alienation of affections). Also, Charlotte Observer, August 7, 2010.

Congressional Candidate Files Suit Against Runoff Opponent, News 14 Carolina, June 8, 2010 (discussing defamation action by a congressional candidate).

Electing Judges, WBTV (CBS—Charlotte, NC), May 4, 2010 (discussing the problems with an elected judiciary).

Elected vs. Appointed Judges, WCCB (FOX—Charlotte, NC), April 15, 2010 (discussing the advantages and disadvantages of an elected judiciary versus an appointed judiciary).

Who's Responsible for Weather-Related Injuries and Damage?, WBTV (CBS—Charlotte, NC), February 1, 2010 (discussing tort liability for failure to remove snow from real property and automobiles).

Consumer Stories...Be careful what you "Tweet", WBTV (CBS—Charlotte, NC), August 13, 2009; WCSC (CBS-Charleston, SC), August 14, 2009; and, Private Officer News Network, August 20, 2009 (discussing defamation on sites like Twitter and Facebook).

Voter ID Law Upheld in Indiana, Elsewhere, OneNewsNow.Com, April 29, 2008 (discussing the Supreme Court's decision in *Crawford v. Marion County Election Board*).

Constitution Party Wants Supreme Court Justices Impeached, CNS News, July 4, 2003 (discussing why impeachment is impracticable).

SELECT VOLUNTEER, GOVERNMENT, AND PROBONO ACTIVITIES

Member, BNA State Tax Advisory Board (2001-2004)

Counsel, Transnational Association of Christian Colleges and Schools (2005 – 2010)

Commissioner, North Carolina General Statutes Commission (2009-2017)

Boy Scouts of America, Pack 447 Charlotte, NC (Den Leader 2011 – 2018; Cubmaster 2013 – 2019; Scoutmaster 2019-2020)

HIS Unit 447, Inc., President, non-profit corporation that encourages scouting in the Charlotte, NC region (2016-2018). Led effort to incorporate and receive §501 non-profit status from the IRS