

**Susan Hayes Stephan**  
*NSU Shepard Broad College of Law*  
[sstephan@nova.edu](mailto:sstephan@nova.edu)  
954-361-3611

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**EDUCATION:**

**University of Minnesota**, Minneapolis, MN

Certificate in Online Distance Learning, College of Education and Human Development, May 2017.

**New York University**, New York, NY

Master of Arts, Draper Interdisciplinary Program in Humanities and Social Thought, May 2011.

Thesis: "Privacy and Privatization in Cyberspace: Cultural Policy Goals for Information Management in a Global Network Economy."

**Mitchell Hamline School of Law**, Saint Paul, MN

*Juris Doctor*, May 1992.

Honors: *Hamline Law Review*, Primary Editor; Dean's Honor Roll; American Jurisprudence Book Award in Business Associations; Schoenecker Leadership Scholarship recipient.

**Northwestern University**, Evanston, IL

Bachelor of Science, Communication Studies, June 1987.

**EDUCATIONAL EXPERIENCE:**

**Nova Southeastern University Shepard Broad College of Law**, Fort Lauderdale, FL

*Associate Dean of Graduate and Online Programs; Adjunct Professor of Law (July 2017 to present)*

Responsible for substantial aspects of the law school's online and non-JD graduate educational Master of Science in Law (M.S. in Law) and Master of Laws (LL.M.) programs, including accreditation and university compliance; program expansion; and supervision of marketing, admissions, student services, career development, and the teaching and learning process. Also continue to teach online as an adjunct faculty member in the areas of privacy and information security, workplace technology, labor law, legal foundations, alternative dispute resolution, education law, and administrative law.

*Director of Development; Adjunct Professor of Law (September 2014 to July 2017)*

Worked with the law school's Dean and university's Vice President for Advancement and Community Relations to design and implement a strategic development plan to identify, qualify, cultivate, solicit and steward major donors. Primary role was to establish and cultivate relationships between the College of Law and potential donors, with a focus on major gifts. Oversaw the growth of philanthropic programs, planned giving opportunities and donor events. Served on the law school's student scholarship committee and help to coordinate the College of Law's symposia, continuing legal education series, and alumni and student events. Also taught as an adjunct faculty member online and face-to-face in the areas of federal privacy, pretrial skills, negotiations, client interviewing and counseling, and legal foundations.

**McNally Smith College of Music**, Saint Paul, MN

*Adjunct Professor (September 2012 to September 2014)*

Taught music copyright law for McNally Smith's Music Business department. Also actively participated in the college's Academic Assessment Committee, which supported the Department of Institutional Research and Assessment and its goals of developing and systematizing assessment of institutional student learning outcomes.

**Hamline University School of Law, Saint Paul, MN*****Adjunct Professor of Law*** (2001-2012); ***Director of Alumni Relations*** (January 2005 to December 2009)

Worked extensively with law school staff, faculty and students to engage alumni and other constituents in support of the Hamline University School of Law community. Coordinated numerous continuing legal education programs and all law alumni events; supported the law school's marketing efforts, including the alumni magazine and website; actively engaged with the design and implementation of the annual fund and alumni/prospect cultivation endeavors, including soliciting major sponsorships for Hamline's annual Dean's Dinner and Alumni Golf Tournament; and connected law alumnae to the university's Women in Philanthropy program. Served on the law school's admissions committee and scholarship administration committee. Taught law school courses as an adjunct faculty member in areas of intellectual property, antitrust law and trade regulation, law and economics, workers' compensation, law and popular culture, and pretrial skills; also served as a guest lecturer on antitrust issues for the Hamline University School of Business from 2008 to 2010.

**LAW PRACTICE EXPERIENCE:****Hektner & Stephan, Ltd, Minneapolis, MN*****Partner*** (February 2013 to December 2014)

Focused law practice on legal challenges involving intellectual property, e-commerce and the internet, privacy and data security, workers' compensation, injury and insurance litigation, and general corporate legal matters. Assisted individual and business clients in a variety of industries, including software development, computer technology, health care, insurance, human resources consulting, engineering, and the entertainment community.

**Kretsch & Pace, Ltd, Minneapolis, MN*****Of Counsel*** (October 2011 to December 2014); ***Shareholder*** (January 2010 to August 2010)

Law practice focused on issues related to intellectual property, e-commerce and the internet, privacy and information security, renewable energy compliance issues as well as general corporate legal matters on behalf of clients in a variety of industries. Assisted individual and corporate clients with transactional and litigation issues.

**Mansfield, Tanick & Cohen, P.A., Minneapolis, MN*****Partner*** (August 2010 to October 2011)

Member of the firm's business law group, with a focus on intellectual property, entity formation, contracts and negotiations, e-commerce transactions, privacy and information security, workers' compensation, and general business issues. Counseled individual and corporate clients regarding business transactions and litigation matters.

**Lommen, Abdo, Cole, King & Stageberg, P.A., Minneapolis, MN*****Associate Attorney*** (July 1997 to April 2000)

Handled general business and commercial law issues, as well as employment law and workers' compensation litigation. Appeared before the State District Courts; the United States District Court, District of Minnesota; the Department of Labor and Industry; the Office of Administrative Hearings; and the Workers' Compensation Court of Appeals.

**Law Offices of Susan H. Stephan, Minneapolis, MN*****Solo Practice*** (January 1995 to July 1997)

Practiced law in the areas of commercial litigation, intellectual property, contracts, business formation and operations, personal injury, and workers' compensation. Coordinated all aspects of solo law practice.

**Otten & Associates, Minneapolis, MN***Associate Attorney/Managing Attorney (October 1992 to January 1995)*

Practiced law in areas of commercial litigation, contracts and negotiations, small corporations, personal injury and workers' compensation. Was responsible for the firm's entire workers' compensation caseload as well as management of firm's files and supervision of support staff.

**CORPORATE EXPERIENCE:****Percussion, Inc., Minneapolis, MN***President / Chief Executive Officer (December 2003 to January 2005)*

Co-owned and served as President and CEO of a small legal services business. Oversaw all legal and administrative responsibilities of company; also managed production of website content and written marketing materials for national legal client base, focusing on small business and law firm marketing copy for internet search engine optimization.

**The Legal Research Center, Inc., Minneapolis, MN***Director of Business Development / Attorney Project Director (April 2001 to December 2003)*

Worked with other attorneys on a national basis, both in private practice and corporate settings, to develop outsourced legal research and writing solutions.

**MCI WorldCom, Inc., Minneapolis, MN***Account Executive (April 2000 to April 2001)*

Participated in sales and business development training program. Consulted with corporate clients regarding business telecommunications solutions, including ATM and frame relay networks, high-speed internet connections, web hosting, and public and private networks.

**BAR ADMISSIONS:**

- State of Minnesota, 1992 (active)
- State of Illinois, 1993; U.S. District Court, District of Minnesota, 1997 (currently inactive)

**ACTIVITIES AND AWARDS:**

- Recipient of the Florida Distance Learning Association 2019 Visionary Award for Distinguished Leadership
- *United States Online Distance Learning Association (USDLA) (2015 to present)*
- *Florida Distance Learning Association (2017 to present)*
- *Broward County Bar Association (2014 to present)*
- *Stephen Booher Inn of Court, Board Member (2014 to 2017)*
- *American Bar Association (2006 to present)*, Business Law Section, Legal Analytics Committee, Cyberspace Law Committee (Digital Media Subcommittee Co-Chair, 2011-2012; Membership Chair, 2008-2011)
- *Richard T. Oakes Inn of Court (2006-2014)*, Master of the Bench (Secretary and Administrator, 2010-12)
- *Minnesota State Bar Association (1995-2014)*, Antitrust Section; Art and Entertainment Section (Treasurer, 2007-08; Vice-Chair 2008-09; Chair, 2009-10); Computer and Technology Section

**PUBLICATIONS:**

- Book Chapter, *Behavioral Advertising and Disclosures*, THE LAW OF ARTIFICIAL INTELLIGENCE AND SMART MACHINES, (Ted Claypoole, ed., American Bar Association 2019).
- "Trust-Related Privacy Factors in E-Learning Environments," *Distance Education*, Volume 14, Issue 4 (2018).
- "Embracing Engagement through Technology in Online Graduate Education," *Distance Education*, Volume 14, Issue 3 (2018).
- "Datamining for Gold: Social Media and Social Capital in a Postnational Global Market," 39 *N. KY. L. Rev.* 2 (2012).
- "From Allegory to Commodity: Graphic Lady Justice and Twenty-First Century Law," *The International Journal of the Arts in Society*, Vol. 5, No. 1 (2010).
- "Blowing the Whistle on Justice as Sport: 100 Years of Playing a Non-Zero Sum Game," 30 *Hamline L. Rev.* 587 (2007).

**ONLINE ARTICLES:**

- "Privacy and Trust in Online Education Communities: Beyond FERPA"
- "Facebook and Faceprints: Can Biometrics and Privacy Coexist?"
- "The Now-Brittle Sword and Shield of Anonymity Online"
- "A Social Network Datamine and the Global Market"
- "Tracking Mobile and Online Trends through Cookies, Bugs, WiFi Positioning...and More"
- "Social Media and Indonesian Economic Growth: Coincidence or Correlation?"
- "Internet Access as a Human Right and the Economic Importance of ICTs"
- "Privacy Laws Across the Globe"
- "Apple iOS 4, the Evolution of Technology and Global Online Privacy Concerns"
- "A Cyberspace Review: Digital Privacy and Data Security for Businesses Today"
- "Gramm-Leach-Bliley 2012: Privacy and Data Security in the Financial Services Industry"
- "HIPAA and HITECH: Privacy and Data Security in Health Care"
- "FACTA and the Red Flags Rule: Privacy and Protection against Identity Theft"
- "Privacy and Safeguards for Children Online: Complying with COPPA"
- "PCI Data Security Standards: An Industry's Self-Regulatory Approach"
- "The Evolution of Technology and Global Online Privacy Concerns"

**SELECTED PRESENTATIONS:**

- **"ADA Title III Online: Accessibility Laws, Regulations, and Guidelines for Websites,"** Florida Bar Association Webinar, April 30, 2019.
- "Moderator, **"Legal Ed 2030: What Does the Future Hold?"** 3<sup>rd</sup> Annual Legal Master's Conference, Fort Lauderdale, FL, March 30, 2019.
- Panelist, **"Beyond Copyright: Understanding the Legal Implications for use of Online Technologies in Education,"** 2019 FDLA/FAMTE Conference *Venture Higher: Expanding the Possibilities of Distance Learning*, Altamonte Springs, FL, February 1, 2019.
- **"Community in the Classroom and Generation Z,"** International Consortium for Global Legal Education Faculty Training Workshop, Nova Southeastern University Shepard Broad College of Law, Fort Lauderdale, FL July 25, 2018.

- **“Business Beginnings: Ownership and Creative Partnerships for the Fictional World,”** 2018 *Florida Supercon CLE Series*, Fort Lauderdale, FL, July 13, 2018.
- **“Accessibility Laws, Regulations, and Guidelines in Online and Blended Learning,”** 2018 *USDLA National Conference*, Indianapolis IN, April 29, 2018-May 2, 2018.
- **“Embracing Engagement through Technology in Online Graduate Education,”** *FDLA/FAMTE Annual Conference: Driving Distance Learning to Excellence*, Altamonte Springs, FL, January 17, 2018.
- **“Trust-Related Privacy Factors in E-Learning Environments,”** *FDLA/FAMTE Annual Conference: Driving Distance Learning to Excellence*, Altamonte Springs, FL, January 16, 2018.
- **“Community in the Classroom: Embracing Engagement through Technology in Legal Education,”** *International Consortium for Global Legal Education Faculty Training Workshop*, Nova Southeastern University Shepard Broad College of Law, Fort Lauderdale, FL, July 28, 2017.
- **“Administration of an Online Legal Masters Program,”** San Antonio, TX, March 18, 2017
- **“A Matter of Trust: Technology and Privacy in eLearning Environments,”** *International Forum for Women in E-learning*, San Antonio, TX, November 30 – December 2, 2016.
- Panelist, **“Discovering New Ways to Use Technology,”** *International Consortium for Global Legal Education Faculty Training Workshop*, Nova Southeastern University Shepard Broad College of Law, July 18 - 21, 2016.
- Panelist, **“Keeping Your Program Afloat and On Course: Innovative Fundraising and Entrepreneurial Techniques in an Era of Reduced Resources,”** *ABA Law School Development Conference*, San Diego, CA, May 31-June 2, 2016.
- **“The Legal Future of International Trade and Technology,”** eMerge Americas Conference, Miami, Florida, May 9, 2015.
- **“Strategic Hiring and Firing: Help your Business Clients Hire the Right Employees and Navigate Employee Termination (and Avoid a Lawsuit in the Process),”** Eighteenth Annual Black Hills Motor Classic Continuing Legal Education Seminar, Custer, South Dakota, August 8, 2012.
- **“Datamining for Gold: Social Media and Social Capital in a Postnational Global Market,”** Northern Kentucky Law Review & Salmon P. Chase College of Law, *Law & Informatics Symposium*, Highland Heights, Kentucky, March 1-2, 2012.
- **“Domain Name Disputes and Brand Protection: A 2011 Legal Guide to Trademarks,”** Seventeenth Annual Black Hills Motor Classic CLE Seminar, Custer, South Dakota, August 10, 2011.
- **“(Un)Fair Use, (Un)Safe Harbors, and a New Troll: What You and Your Clients Should Know about Current Copyright Issues,”** Seventeenth Annual Black Hills Motor Classic CLE Seminar, Custer, South Dakota, August 8, 2011.
- **“Legal Compliance Online: Web Marketing, Intellectual Property and E-Commerce for the Entrepreneur,”** 2011 MTC Women Entrepreneurs Conference, Saint Louis Park, Minnesota, February 2, 2011.
- Panelist, **“Online Privacy & Data Security Soup to Nuts: A Primer and Update on Important Developments for the Business Lawyer,”** 2010 Institute for the Young Business Lawyer, ABA Business Law Section Spring Meeting, Denver, Colorado, April 22, 2010.
- **“Live Nation Entertainment: More Live Music Revenues for One or for All?”** Minnesota State Bar Association Art & Entertainment Section, Minneapolis, Minnesota, September 18, 2009.
- **“An eCommerce Primer: Regulation and Online Media for Business Clients,”** Fifteenth Annual Black Hills Motor Classic CLE Seminar, Custer, South Dakota, August 5, 2009.