

LAURA RENE MCNEAL, J.D., Ph.D.

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EDUCATION:

B.S. COMMUNICATIONS, December 1996
Major G.P.A. 3.5/4.0 Dean's List
Florida State University, Tallahassee, FL

J.D., May 2000
Washington University School of Law, St. Louis, MO

PH.D. EDUCATION, December 2005
Illinois State University, Normal, IL

FELLOWSHIPS, HONORS AND AWARDS:

- *Harvard Law School, Law & Policy Advisor, Charles Hamilton Houston Institute (August, 2011-Present)*
- Stafford Faculty Fellow, National Institute on Leadership, Disability and Students Placed at Risk (2007-2009)
- Research Associate, Michigan State University, College of Education (2005-2006)
- Academic Fellow, Illinois Consortium Educational Fellowship (2003-2005)
- University Presidential Scholarship Award (Illinois State University, 2003)
- Hickrod Academic Achievement Award (Illinois State University, 2003)
- Washington University Employment Law Achievement Award (2000)
- Washington University William M. Pomerantz Trial Award (2000)
- Scholar at Law Award (Washington University School of Law, 2000)

RESEARCH INTERESTS:

My research utilizes an interdisciplinary lens to examine how various laws and policies shape and influence issues of access and equity in urban communities. I utilize empirical methodologies to examine how structural inequalities within various sectors of society impact the upward mobility of vulnerable populations.

LAW TEACHING EXPERIENCE:

Professor of Law, Brandeis School of Law, University of Louisville, KY 7/12-Present
Courses:

- Urban Revitalization & the Law
- Education Law
- Civil Procedure I & II
- Employment Discrimination

Visiting Professor of Law, *Michigan State University College of Law*, East Lansing, MI 7/10-6/11

Courses:

- Employment Law
- Education Law Seminar (Street Law)
- Women and the Law

Adjunct Law Professor, *Michigan State University College of Law*, East Lansing, MI 8/09-6/10

- Helped develop a Street Law Program and curriculum. Also taught the Street Law seminar course during the academic year.

OTHER TEACHING EXPERIENCE:

Summer Lecturer, *Department of Educational Leadership, Teachers College, Columbia University*.

New York, NY 7/01-Present

Taught a graduate level Law course which examined ethical and constitutional issues governing K-12 public schools in urban communities and the legal responsibilities and powers of local and state governing bodies. This course introduced students to complex legal analysis and explored ways to use the law creatively, to prevent litigation and to advance important educational objectives.

Assistant Professor-Urban Education, *Department of Teacher Education & Educational Policy (Ranked #1 for over 19 years by U.S. News & World Report)*, *Michigan State University*, East Lansing, MI 8/08-7/10. Provided pedagogical training to individuals interested in pursuing teaching careers in K-12 and higher education institutions. Also developed the curriculum for a doctoral urban specialization program.

Courses:

- Higher Education Law
- Human Diversity, Power and Opportunity in Social Institutions
- Curriculum in Social Contexts

Assistant Professor, *Department of Educational Policy Studies, Georgia State University*, Atlanta, GA 8/06-8/08

Graduate Level Courses:

- Education Law
- Leadership in Educational Organizations
- Seminar in Educational Leadership

Instructor/Researcher, Summer Enrichment Program, *College of Education, Michigan State University*, East Lansing, MI 7/04-8/11

Course Taught: *Learning Strategies-Summer Broad Scholars Program*

This course used active learning strategies to equip urban high school students with the necessary study skills to enhance their academic development and achievement.

Conducted research that explored what factors served as impediments to the academic success of Summer Broad Scholars. Results yielded from this research initiative were used to develop viable strategies towards promoting the academic success of high-risk urban students.

Instructor/Researcher, *Future Teachers for Social Justice Grant Program*
College of Education, Michigan State University, East Lansing, MI 7/05-8/06

Taught academic workshops to Detroit urban high school students in the *Future Teachers for Social Justice Program*: qualitative research methods, oral history research, writing, and learning strategies. The *Future Teachers for Social Justice Program* is a grant project designed to increase urban students' readiness for college and recruit these students to pursue teaching careers in urban schools.

Adjunct Instructor, *Advanced Legal Research & Writing, Lansing Community College, Lansing, MI 1/06-6/06*

This course provided students with the research and writing skills to prepare legal memos, briefs, and other documents as well as the advanced use of electronic legal research methods.

Adjunct Professor, *General Studies*
Heartland Community College, Normal, IL 1/04-5/05

Course Taught: *College Success*
Taught a general studies foundational course in active learning strategies and effective study skills. This course focused on the learner's role and responsibility in the learning process.

Substitute Teacher, *Clayton School District, St. Louis, MO 8/98-1/01*

Taught grades 9-12 in the areas of English, history, and political science. Also taught in the reading and writing center at various schools.

Teacher, *Washington University Outreach Program, St. Louis, MO 8/98-8/99*

Taught grades 6-12 the history of the American Legal System and various complex legal concepts regarding judicial policy and procedure.

PUBLICATIONS:

Editor

Gooden, M., McNeal, L., Eckes, S. & J. Mead (Eds.) (2013). *Principal's Legal Handbook* (5th ed.).

McNeal, L. & Gooden, M. (Eds.) (2012). From the Courtroom to the Schoolhouse: Recent Advancements in School Law and Implications for School Leadership [Special Issue]. *Journal of School Leadership*.

Other Publications

- McNeal, L. (2019). Hush Don't Say a Word: Safeguarding Students' Freedom of Expression Rights in the 21st Century, *Georgia State University Law Review*.
- McNeal, L. (2018). From Hoodies to Kneeling Through the National Anthem: The Colin Kaepernick Effect and the Implications for K-12 Sports, *Louisiana State University Law Review*.
- McNeal, L. & Lathon, B. (2017). Truancy and the Law, *Principal's Legal Handbook* (6th ed.).
- McNeal, L. (2016). Managing Our Blind Spot: The Role of Bias in the School-to-Prison Pipeline, *Arizona State University Law Review*.
- McNeal, L. (2016). The School-to-Prison Pipeline: Redirecting Our Future, *Insights on Law and Society, American Bar Association Magazine*.
- McNeal, L. (2015). "The Milliken Effect: Moral Exclusion Under the Guise of Equity", *Harvard Law Journal on Racial and Ethnic Justice*.
- McNeal, L. (2015). Schuette v. Coalition to Defend Affirmative Action: The Majority's Tyranny Toward Unequal Educational Opportunity, *St. Louis University Law Journal*.
- McNeal, L. (2013). Total Recall: The Rise and Fall of Teacher Tenure, *Hofstra Labor and Employment Law Journal*.
- McNeal, L. & Gooden, M. (2013). Legal and Policy Issues for Diverse and Equitable Schools. In Tillman, L. & Scheurich, J. (Eds.), *AERA Division A Handbook of Research on Educational Leadership for Diversity and Equity*. London: Lawrence Erlbaum. (Peer Reviewed)
- Dunbar, C. & McNeal, L. (2012). A League of Their Own, Urban School Principals' Rejoinder to NCLB Law. In J. Moore & Lewis, C. (Eds.) *Urban Schools: Critical Issues and Solutions for Achievement*.
- McNeal, L. (2012). Labor Unions, Collective Bargaining Agreements and NCLB: The Calm Before the Storm. *Journal of School Leadership*. (Peer Reviewed Journal)
- McNeal, L. & Dunbar, C. (2010). In the Eyes of the Beholder: Urban Student Perceptions of Zero Tolerance Policy. *Urban Education Journal*. (Peer Reviewed Journal)
- McNeal, L. (2010). Access Granted: The Winkelman Case Ushers In A New Era in Parental Advocacy, *Brigham Young University Education Law Review*.

- McNeal, L. & O'Rourke, C. (2009). Legal Foundation of Special Education. *Special Education for All Teachers*. Kendall/Hung: Dubuque, IA.
- McNeal, L. (2009). Turning Back the Hands of Time: The Legality of Voluntary Integration Plans, *Education & Urban Society*. (Peer Reviewed Journal)
- McNeal, L. (2008). Truancy. *Principal's Legal Handbook*. Education Law Association: Dayton, OH.
- McNeal, L. (2008). NCLB: Adequate Yearly Progress. In C. Russo (Ed.), *Encyclopedia of School Law*. Thousand Oaks: Sage.
- McNeal, L. (2008). Anti-harassment Policies in K-12 Education. In C. Russo (Ed.), *Encyclopedia of School Law*. Thousand Oaks: Sage.
- McNeal, L. (2008). Legal Case Analysis: *Hazelwood v. Kuhlmeier*. In C. Russo (Ed.), *Encyclopedia of School Law*. Thousand Oaks: Sage.
- McNeal, L. (2007). The Clery Act: Transitioning from Symbolic to Substantive Reform. *Journal of Personnel and Evaluation in Education*. (Peer Reviewed Journal)

BOOK REVIEWS:

- McNeal, L. (Fall, 2006). *Sexual Exploitation in Schools: A Legal Review Essay*, NASSP Bulletin.
- McNeal, L. (Spring, 2006). *The Student's Guide to the Law*. The Review of Higher Education.

LEGAL EXPERIENCE:

Contract Legal Work, *Rabbit, Pitzer, Snodgrass*, St. Louis, MO (10/01-5/03)
(Affiliates Agency)

Responsibilities consisted of drafting and processing orders of dedimus, subpoenas, pleadings, motions, and discovery requests for employment and education law cases. Also prepared legal research memoranda on various areas of law.

Summer Associate, *Lowndes Drosdick*, Orlando, FL (5/99-8/99)

Researched and drafted memoranda, and various pretrial and post trial motions in the areas of environmental, labor, contract, employment, and family law.

Summer Associate, *Thompson Coburn*, St. Louis, MO (5/98-8/99)

Drafted motions, case briefs, and memoranda in the areas of education, employment, real estate law.

Certified: Negotiation and Mediation Conflict (5/00)

Judicial Clerkship: The Hon. Marianne Medler United States District Court, St. Louis, MO
1/00-5/00

OTHER EXPERIENCE:

Graduate Assistant, Student Academic Center
Illinois State University, Normal, IL 8/02-8/03

Responsible for the Academic Enrichment Program, which involved academic programming, facilitating group sessions, and various other activities to promote retention at Illinois State University.

Residence Hall Director, Office of Residential Life
Illinois State University, Normal, IL 7/01-7/02

Responsible for the administration and management of a residence hall housing 400-600 students. Supervised and maintained a comprehensive and diverse residential living program for students. Also created and implemented developmental training programs for both professional and paraprofessional staff.

PRESENTATIONS:

Invited Speaking Engagements

Invited Speaker, *Managing Our Blind Spot: The Role of Implicit Bias in Higher Education*, Michigan State University College of Law. (February 2019)

Speaker, *The Role of Law in Educational (In)Equity*, American Association of Law Schools (AALS) National Conference, New Orleans. (January 2019)

Keynote Speaker, *Overcoming Bias in Higher Education: Charting A Path to Equity*, Center for the Advancement of Students and Alumni (CASA), Georgia State University. (October 2018).

Invited Speaker, *Hiding in Plain Sight: An Introduction to Implicit Bias*, Frostburg University. (August 2018).

Invited Speaker, *From Hoodies to Kneeling Through the National Anthem: The Colin Kaepernick Effect and the Implications for K-12 Sports*, AALS National Conference (**Paper selected from a National Call for Papers Competition**). (January 2018).

Invited Speaker, *What is Implicit Bias and What Can Educators Do to Combat It?* Northeast Methodist College (October 2017)

Invited Speaker, *Unlocking the Prosecutorial Blackbox: The Role of Implicit Bias in the Criminal Justice System*, Harvard Law School (June 2017)

Invited Speaker, *Hiding in Plain Sight: Confronting Implicit Bias in Ourselves and Our Institutions*, Juvenile Justice Advocates, Youth Service Providers and Educators Consortium (March 2017)

Invited Speaker, *Untended Consequences Implicit Bias and Policing*, Inns of Court (October 2016)

Invited Speaker (Distinguished Faculty Speaker Series), *Tyranny of The Majority: Unequal Educational Opportunity and the Rise of Moral Exclusion*, University of Cincinnati College of Law (April 2016)

Invited Speaker (Expert Testimony), *Indiana Advisory Committee to the U.S. Commission on Civil Rights: Hearings on School-to-Prison Pipeline*. (February 2016)

Invited Speaker, *A Call to Action: Restructuring Disciplinary Reform*. The Present and Future of Civil Rights Movements: Race and Reform Conference, Duke Law School. (November 2015)

Keynote Speaker, *Every Child Matters: Achieving Equal Educational Opportunity in the 21st Century*. American Swiss Foundation Global Young Leaders Conference, Zurich, Switzerland. (November 2015). **One of 25 national scholars selected from the U.S.**

Invited Speaker, *Dismantling the School-to-Prison Pipeline: Redirecting Our Future*. The National Bar Association Conference. (July 2015)

Invited Speaker, *The Uphill Battle: Implicit Bias and the School-to-Prison Pipeline*, National Diversity Retention Conference, Law School Admissions Council (LSAC). (April 2015)

Invited Speaker, *Dismantling the School-to-Prison Pipeline: Redirecting Our Future*. School-to-Prison Pipeline in Indian Country Conference, Sandra Day O'Connor College of Law at Arizona State University. (March 2015)

Keynote Speaker, *From the Schoolhouse to Prison: Eradicating the School-to-Prison Pipeline*, University of Arkansas School of Law. (November 2014)

Keynote Speaker, *From Hollow Hope to New Beginnings: Achieving Educational Equity in the Post-Milliken Era*. Harvard Law School. (April 2014)

Invited Speaker, *The Enduring Legacy of Charles Hamilton Houston: The Winding Road of the 2013 Supreme Court Decisions*. Harvard Law School. (September 2013)

Invited Speaker, Kentucky Bar Association Annual Convention, *The Duty of Awareness: The Ethics of Implicit Bias in the Courtroom?* (June, 2013)

Invited Speaker, 30th Annual Spring Conference, *From Brown to Fisher: The Future of Equal Education Opportunity*. Harvard Law School. (March 2013)

Invited Speaker, University of Richmond School of Law, *Rodriguez at 40: Exploring New Paths to Equal Educational Opportunity*. (March 2013)

Invited Speaker, Urban Education Symposium, Rice University. (February 2013)

Invited Speaker, Black Educator Alliance Conference, *Dismantling the School to Prison Pipeline*, Northeastern University. (March 2012)

Invited Speaker, Advocates for Education Conference, *Closing the School to Prison Pipeline: Redirecting our Future* at Harvard Law School. (March 2012)

Invited Speaker, The Law and Education Institute at Penn State University Dickinson School of Law. (June 2010)

Conferences

McNeal, L. (2010). *Legal Issues for Diverse and Equitable Schools*.

Panel presentation at the Education Law Association Conference, Vancouver, Canada.

McNeal, L., Brown, F., Hunter, R. (2009). *The Role of Economic Globalization on the Need for High Quality Education in Racially Isolated Public Schools*. Panel presentation at the Education Law Association Conference, Louisville, KY.

McNeal, L. & Gayles, P. (2009). NCLB Reconstitution: A Parasite to the Recruitment and Retention of Teachers of Color. Paper presented at the American Educational Research Association Conference, San Diego, CA.

McNeal, L. (2009). *Access Granted: An Analysis of the U.S. Supreme Court Winkelman Case and the Implications for School Leadership*. Paper presented at the University Council for Educational Administration Conference, Los Angeles, CA.

McNeal, L. (2009). *Hollow Hope: Urban School Leaders Unveiled*. Paper presented at the University Council for Educational Administration Conference, Los Angeles, CA.

McNeal, L. (2008). *Navigating Change: Urban School Principals Discuss Challenges in Creating Effective School Culture*. Paper presented at the American Educational Research Association Conference, New York, NY.

McNeal, L. (2008). *Turning Back the Hands of Time: The Legality of Voluntary Integration Plans*. Paper presented at the American Educational Research Association Conference, New York, NY.

- McNeal, L. (2007). *Urban Student Perceptions of School Leadership Unveiled*. Paper presented at the University Council for Educational Administration Conference, Washington, D.C.
- Dunbar, C. & McNeal, L. (2007). *Navigating Uncharted Waters: Leadership in NCLB's Reconstitution Stage*. Paper presented at the University Council for Educational Administration Conference, Washington, D.C.
- McNeal, L. (2007). *Unraveling Urban Student Perceptions of Social Justice: An Examination of the Influences of Identity Contingencies on Academic Achievement*. Presented at the American Educational Research Association Conference, Chicago, IL.
- McNeal, L., Dunbar, C. (2006). *In the Eyes of the Beholder: Urban Student Perceptions of Zero Tolerance Policy*. Presented at the University Council for Educational Administration Conference, San Antonio, TX.
- McNeal, L., (2006). *NCLB's Race-Conscious Accountability Mechanisms: Symbolic or Substantive Legal Reform?* Presented at the University Council for Educational Administration Conference, San Antonio, TX.
- McNeal, L., McCray, C., Matthews, L., Cone, N. (2006). *Examining the Influence of Culturally Responsive Leadership and Socio-Cultural Perspectives on African American Student Achievement*. Panel presentation at the University Council for Educational Administration Conference, San Antonio, TX.
- Green, P., Gooden, M., McNeal, L., Seigler, T., & Perkins, B. (2006). *Equal Protection and Educational Integration*. Panel presentation at the Education Law Association Conference, Paradise Island, Bahamas.
- McNeal, L. (2006). *The Clery Act Statute: A Leadership Perspective Toward the Road to Compliance*. Presented at the American Educational Research Association Conference, San Francisco, California.
- McNeal, L. (2005). *The Clery Act: A Legal Policy Analysis*. Presented at the American Educational Research Association Conference, Montreal, Canada.
- Jackson, J., Moore, J., Cole, D., McNeal, L. (2005). *The Theory of Reasoned Action: Examining Sociological Factors that Influence Education for African American Males*. Presented at the American Educational Research Conference, Montreal, Canada.
- McNeal, L. & Smith-Byas, R. (2005). *Student Affairs: Law and Legislation*. Presented at the Education Law Conference, Richmond, Virginia.

McNeal, L. & Gardner, D. (2005). *Moral Exclusion: A Barrier to Effective Educational Leadership*. Presented at the American Association for Higher Education Conference, Atlanta, Georgia.

RESEARCH GRANTS:

- Project Director, *Future Teachers for Social Justice Pipeline Program*. Funded by the Skillman Foundation, Michigan State University \$130,000
- Curriculum Specialist, Helped develop a multi-level curriculum designed to increase urban high school students' readiness for college for a five year, five million dollar grant program.
- Principal Investigator, *Gateway to Excellence: A Successful Achievement Model for High Risk Urban Students*. Submitted to Office of Research and Development, Georgia State University, \$15,000.

STUDY ABROAD EXPERIENCE:

- Guest Lecturer, Turku University School of Law, Finland (2014, 2018)
- Faculty, Japan Study Abroad Program (Doshisha Law School), Michigan State University College of Law (2011)
- Faculty Leader & Program Coordinator, Sydney, Australia Study Abroad Program, Michigan State University (2009-2010)
- Faculty Leader, London Study Abroad Program, Georgia State University (2007)

PROFESSIONAL SERVICE:

- Executive Board Member, AALS Education Law Section 2017-Present
- Executive Board Member, AALS Sports Law Section 2018-Present
- Section Chair, AALS Education Law Section, 2015-2016
- Secretary, AALS Education Law Section, 2014-2015
- Co-Editor, UCEA Review (United Council Educational Administration, 2006-2010)
- Co-Chair, Urban Education Doctoral Specialization, College of Education, Michigan State University
- Authors Committee, West's Education Law Reporter
- Member-Board of Directors, Michigan Center for Civic Education, 2009-2011
- Division A, Session Chair (Leadership Development), American Education Research Association, 2010
- Division A Secretary Search Committee, American Education Research Association, 2007
- Editorial Advisory Board Member, Law & Policy Quarterly, 2004-2006
- Reviewer, Personnel Evaluation in Education Journal, 2006

MEDIA INTERVIEWS-LEGAL ANALYST:

- CNN New Day Show: National Guard Controversy- Michael Brown Shooting, Ferguson, MO (April 2015)
- C-Span Washington Journal Show: Policing Practices in Urban Communities (December 2014) (45 Min Interview)
- MSNBC Morning Joe Show: Police Training-Michael Brown Shooting, Ferguson, MO (September 2014)
- MSNBC Weekends with Alex Witt: Civil Trial-Michael Brown Shooting, Ferguson (September 2014)
- CNN New Day Show: Policing Teens-Michael Brown Shooting, Ferguson, MO (August 2014)
- WHAS 11 News: Police Training- Michael Brown Shooting, Ferguson, MO (August 2014)
- CNN New Day Show: Implicit Bias and the Trayvon Martin Case (July 2013)
- CBS News-Boston: *Local Expert Calls for New Standards After Ohio School Shootings*, (February 2012)
- Huffington Post Op-Ed: *Obama's Call to Action: Political Theatrics or Authentic School Reform?* (February 2012)
- NPR Radio Boston WBUR: *How Do We Make Schools Safer?* (December 2012)
- The Louisville Defender: *U of L law Professor: Education is a 'Game Changer.'* (February 2013)
- Wave 3: *Guns in School Debate has Kentucky Twist.* (February 2013)
- WDRB: *Local School Leaders Reassessing Security Procedures.* (December 2012)
- WHAS 11 News: *Gun Control & School Safety.* (December 2012)
- Wave 3 News: *School Safety.* (December 2012)
- Courier Journal Newspaper: *School Safety.* (December 2012)
- Lansing Talk Radio, *Zero Tolerance Policy and K-12 Schools*, Lansing, MI (May 2010)