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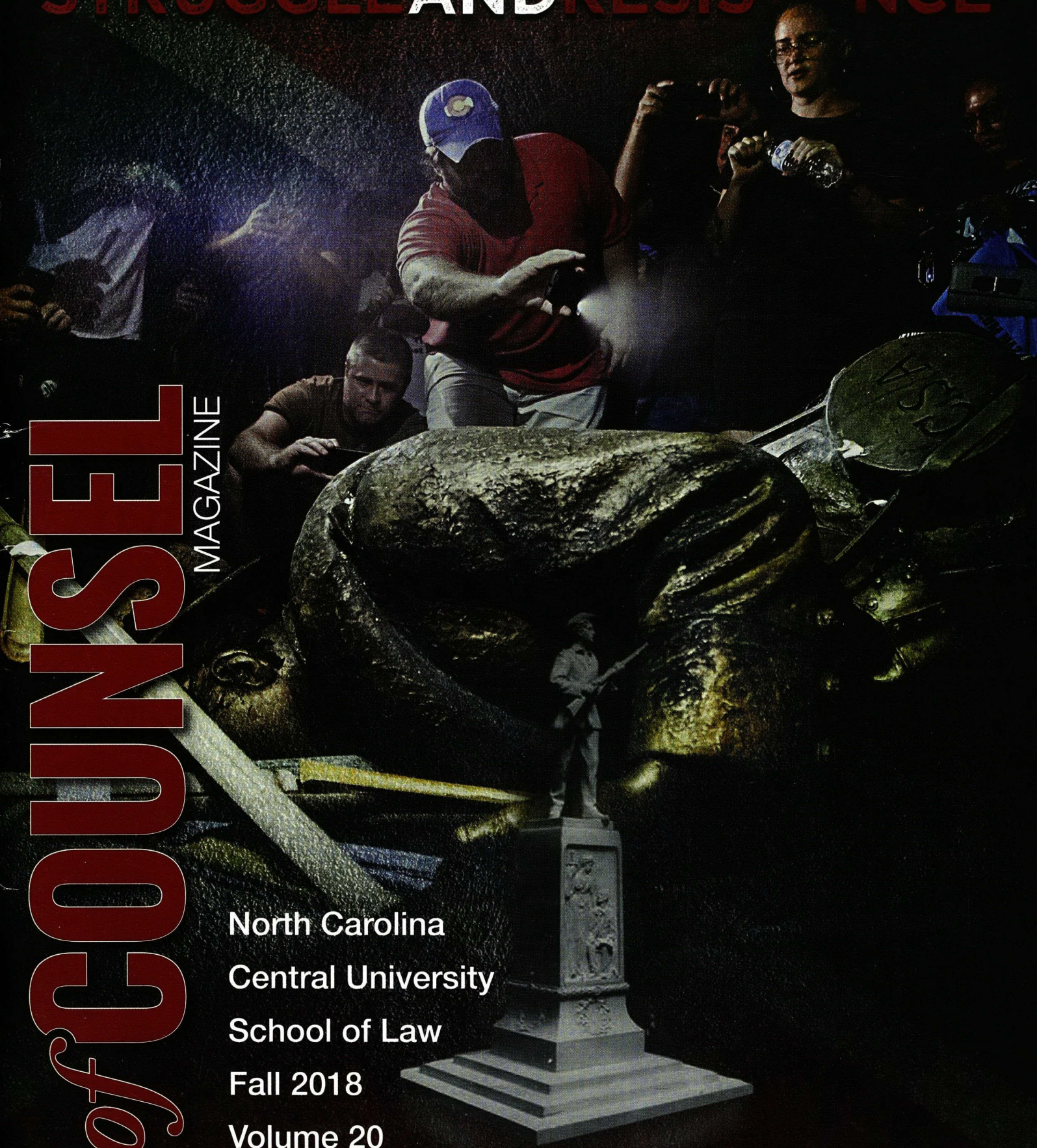
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POWER AND PROTESTERS STRUGGLE AND RESISTANCE

of COUNSEL MAGAZINE

North Carolina
Central University
School of Law
Fall 2018
Volume 20



of COUNSEL

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NOTE FROM THE EDITOR

THE RESISTANCE ISSUE

The current political climate lends to a theory that most American citizens would find difficult to dispute. If your thoughts remotely mirror my own, you'd agree that this one phrase has become mindlessly rote, to the point of being parrot-fashioned...

THE COUNTRY IS DEVIDED!

I get it – you're sick and tired of tuning in to media outlets that update us, [correct that] blast us in rapid succession with what's considered: **BREAKING NEWS.**

Are you overwhelmed, overly desensitized, or overly excited to catch the next round of foul, filthy and divisive narrative? Are you numb yet? Another mass school shooting happened today at... – HERE WE GO AGAIN. Unarmed black man shot in the back by a police officer – NEXT. And, we're going to build "that wall" – OKAY.

Suffice it to say, no matter which side of the aisle you choose to exhaust yourself on, I think it's fair to say that we live in a heightened state of fear and anxiety. Some have gone as far to describe the current social climate as depressing.

Political abuses of power are being spun in a manner that has given permission to many to withhold any notion of exhibiting politically correct behavior. Openly hate-filled rants have sparked a serious increase in violent behavior and racist tendencies that had otherwise been suppressed rather than acted upon prior to the 2016 presidential election.

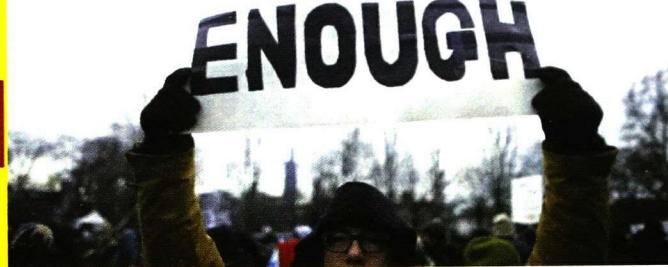
In June, the NAACP issued a statement following a new study in the rise of hate crimes. According to new data "hate crime totals for the 10 largest cities are the highest they have been in a decade." The report shows that racially motivated crimes comprise nearly 60 percent of overall crimes, with African Americans remaining the most targeted group. Overall "Anti-Black, anti-Semitic, anti-gay and anti-Latino were the most common type of hate crimes," say the authors.

While the data showed a 12 percent rise in hate crimes over 2016 in 38 of our nation's largest cities, the failure of at least 90 of the largest cities to report any hate crimes, particularly those against the disabled community, indicates the numbers may actually be higher. For some of us, those that are "sick and tired of being sick and tired" of the abuses of power have been moved to a state of active **RESISTANCE!**

This data doesn't even address the issue of gun control, but we have! In this Of Counsel issue themed "Power and Protesters – Struggle and Resistance," alumni and friends do address the issue of gun control, sexual harassment, and the other isms that have led different groups in this Divided State of America to stand up and - **RESIST.**

"Fight the Power - Keep the Faith."

Arminta D. Foushee
Editor



THE AGE OF RESISTANCE

READINGS & FEATURES

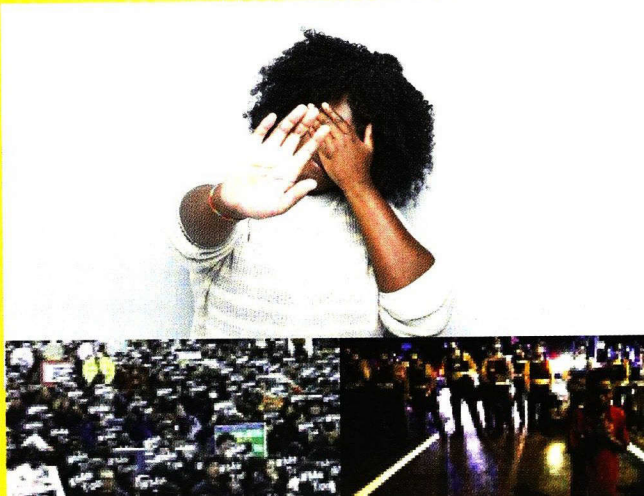
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MESSAGE FROM THE DEAN



**“I AM PROUD THAT
SINCE ITS INCEPTION IN
1939, NORTH CAROLINA
CENTRAL UNIVERSITY
SCHOOL OF LAW ALUMNI
HAVE REMAINED
AT THE FOREFRONT
OF INITIATING
UNCOMFORTABLE
TOPICS OF DISCUSSION
THAT INCITE CHANGE.”**

In my 23 years of serving the Durham community as a legal professional, I have witnessed the struggle and resistance that citizens have endured when they find themselves on the “other side of the law” and standing before a judge awaiting a second chance at life or facing years in jail. I have also witnessed the power struggle and political distress that our community and the nation have endured with the recent protests, political, and resistance movements. It is disheartening to learn that another human life has been changed forever or lost, and that our country has become numb to the pain that many of these issues cause.

Nevertheless, I am proud that since its inception in 1939, North Carolina Central University School of Law alumni have remained at the forefront of initiating uncomfortable topics of discussion that incite change. Over the years and throughout the various political climates, NCCU School of Law has always been at the forefront of discussions that tackle race relations, social justice and other issues that impact the communities in which we serve. In this *Of Counsel* issue, “Power and Protesters, Struggle and Resistance,” you will read stories of alumni who provide insight into the #MeToo Movement, alumni who advocate for change within their respective communities and alumni who continue to uphold the university’s motto, “Truth and Service.”

It is my hope that after reading this thought-provoking issue, you will have a renewed appreciation for the work and accomplishments of our alumni, and that you will continue championing for change and using your voice for those who have not yet identified their voices.

Although the ideals of some of our country’s leaders differ from my own, I am hopeful about the future of our legal system, as our law school actively produces graduates and thought leaders who advocate for change both and outside of the classroom.

In Truth and Service,

Elaine O’Neal

Elaine O’Neal
Interim Dean

40 UNDER FORTY



DeWarren K. Langley '11
Receives 2018 40 Under 40
Leadership Award from
Triangle Business Journal

Durham - DeWarren K. Langley was awarded the 2018, 40 Under 40 Leadership Award by the Triangle Business Journal. The annual award, which received more than 200 nominations this year, recognizes "outstanding professionals under the age of 40 for their contributions to their organizations and to the community." The Award was presented at a luncheon on June 28, at the Prestonwood Country Club in Cary.

As the Executive Director of the Charles Hamilton Houston Foundation, Inc., Langley earned his place in the 40 Under 40 Class by devoting countless hours to provide academic, career and leadership development to help young men of color identify their career pathway to align their college experience to develop the skills, competences and experiences necessary for community and corporate success. With a strong commitment to serving others and improving the community, Langley holds leadership positions in various organizations. Langley leads the Pathways-to-Opportunity Career Preparation Program, Young Men of Excellence, Black Wall Street Academy and the Thurgood Marshall Pre-Law Program.



About the Charles Hamilton Houston Foundation, Inc.

The Charles Hamilton Houston Foundation, Inc., is a nonprofit academic and career development organization that works to help young men of color succeed. Our vision is to ensure that all young men of color have equal opportunity to lead successful and meaningful lives. We provide a continuum of programs and services and mentoring to support young men of color with developing the skills and competencies necessary for workforce readiness as a highly skilled employee or entrepreneur.



PART OF THE PROBLEM IN THE **#METOO** MOVEMENT

By Sarah Jessica Farber '08



UNTIL RECENTLY, I served as a magistrate judge for the Tenth Judicial District in Wake County, where I would assist people who come to the magistrate's office to report a crime. When the offense alleged is a felony,

a magistrate may not issue charges; instead, law enforcement must investigate. And so it has come to pass that I have had the chance to speak with multiple women over the past year and a half-- women who could not look up and meet my gaze, who had to tell me that their former lover had taken intimate photos of them and publicly shared them on social media. See N.C. Gen. Stat. 14-190.5A.

I implored them: "Listen to me. This is not your fault. No one who does this to another person is being a good person. This person violated your trust and your rights. This does not define you. I will not treat you badly because of the crime of which you are a victim. You are not the first person to have this happen to them, and, sadly, you will not be the last." Sometimes, by the end of this little speech, I'd get eye contact from the woman. Sometimes, just quiet sniffing. Tears.

I offered up small, silent prayers. *Please, let the responding officer be gentle. Let no one shame this woman. Let no one blame her for the naked photos being taken in the first place. Let this person who shared the photos be brought to justice. Let her make it through this reporting process as unscathed as possible -- if that is at all possible. Lord, help. Please. We can't. Amen.*

I have no illusions that the next steps in the process of reporting these offenses will be easy for any of the women I saw. I know that a prosecution of the crimes they reported doesn't always happen. There are obstacles at every step of the process, from people who want to blame the victim to prosecutors, law enforcement, and yes, even judges, who have not examined their own biases around victims of intimate partner crimes, sexism, and the like.

And sometimes, the people who are charged with listening to the pain of the victims -- the magistrates, the responding officers, the courtroom judges, the assistant district attorneys -- are not just holders of implicit or unconscious bias. Sometimes these parties have perpetrated acts of sexual violence, or hit a partner, or sexually harassed women, too.

I do not have any easy answers for how we go forward in the era of #metoo as a judicial system. But I think the first step might have to be admitting that we can be -- and often are -- part of the problem.

BE MODERN MAN



MEET BE MODERN MAN SIDNEY O. MINTER '11

By Daron Pressley

Black Enterprise Magazine

WHEN INTERVIEWED
BY DARON PRESSLEY
IN MAY 2018, MINTER
WAS ASKED A SERIES OF
QUESTIONS. READ HERE
WHAT HE HAS TO SAY.

It's our normal to be extraordinary

BE Modern Man is an integrative program that honors the essence, image and accomplishments of today's man of color. With features of today's leaders, executives, creatives, students, politicians, entrepreneurs, professionals and agents of change – these men share the common thread of creating a new normal while setting the bar in tech, art, philanthropy, business and beyond. The BE Modern Man is making a positive impact, his way, and has a story to tell.

What does being one of the BEMM 100 Men of Distinction mean to you?

Minter explained, "Black men are educators, thought-leaders, entrepreneurs, and entertainers. I am honored and humbled to be celebrated for my contributions to the culture. Black men also face unique challenges on a daily basis. Despite these challenges, we have always found ways to achieve at the highest levels. This is not by accident. This is by plan. We stand on the shoulders of giants who sacrificed life and limb to enable us to have the opportunities we have today."

What are some examples of how you turned struggle into success?

I grew up in Winston-Salem, North Carolina, which is a very traditional Southern city. I knew I wanted to become a lawyer from the time I was in the second grade. However, there were times in middle school and high school when I questioned whether I would be able to accomplish this goal. I did not know any black lawyers, and I did not know how to even attempt to become a strong law school applicant. But one thing I learned from watching my mother was that working hard cannot be taught and will not be ignored. With determination and hard work, I enrolled in NCCU School of Law and graduated in 2011.

Although I did not immediately gain admittance into law school, I outworked many people while being a full-time graduate student and a full-time employee at a national bank. I used this time to learn how to study, and these skills helped me get accepted into law school four years after graduating with my bachelor's degree.

What is an important quality you look for in your relationships with others?

I am currently working on a robust business development plan that will help me take my law practice to the next level. I have been working on this specific plan for the last two years, but I am now transitioning to the second phase of my plan. I am also working on a relaunch of my blog (thegentreport.blogspot.com), which I started in August 2011 while I was waiting to receive my bar examination results.

What are some immediate projects you are working on?

I am currently working on a robust business development plan that will help me take my law practice to the next level. I have been working on this specific plan for the last two years, but I am now transitioning to the second phase of my plan. I am also working on a relaunch of my blog (thegentreport.blogspot.com), which I started in August 2011 while I was waiting to receive my bar examination results.

What is the best advice you ever received?

My mother told me to "pick and choose my battles." At the time, I did not realize just how profound those five words truly are. Now that I am older, I can appreciate the depth of this phrase and apply it to my life. When I am on the verge of reacting, I often think about this phrase, which causes me to reflect. It functions very much like a speed bump in a parking lot.

What is some advice you have for other men who want to make a difference?

Follow your passion. This sounds like a relatively easy thing to do. For some people, I imagine that it is easy. But for many other people, the process of finding a passion could take 20 years, or longer. I found my passion during a period of self-reflection. When I sat silently for any period of time, certain ideas emerged in my mind. When this happened on multiple occasions, I knew I could not ignore the signs. Once you determine your passion, figuring out how to make a difference is simple.

How do you prep for an important business meeting and/or event?

This reminds me of a lesson I learned when I became a member of Kappa Alpha Psi Fraternity Inc. That lesson is that prior proper planning prevents poor performance. That said, before presenting at an important meeting, I want to learn the landscape. I will learn: (1) Who will be attending the meeting; (2) Why I have been asked to present at the meeting; (3) When I will be presenting; (4) What topic I will be presenting; and (5) Where I will be presenting. Once I learn the landscape, I think about personal grooming. I always schedule an appointment with my barber and make sure I have my suit of choice pressed. I truly believe people receive messages better when the person delivering the message looks polished and professional.

What is your "Extraordinary Impact"?

I often think about my legacy and what I want that to be. As Damon Dash once said, "You have to hustle for your last name." This is a profound statement, indeed. The moment you are born you start to shape your legacy. In the end, I want people to think of me as a person who has invested in people. As a person with a strong moral compass. And as a person who "does no harm."

To that end, I have dedicated myself to investing in others. As a child, I did not know any black attorneys. I remember telling my mother at an early age that I would someday become a lawyer. I also told her that I would never be too busy to help a student or aspiring professional on their journey. During my time in law school, and the seven years of practice thereafter, I have never rejected a student who has called on me for advice. As men of color, we have an obligation to pass along information and wisdom to those coming behind us. This is the only way the culture will thrive for centuries to come. I have vowed to do my part.



NCCU SCHOOL OF LAW EXPANDS TELE-LAW SERVICES WITH \$499K GRANT

“
**THIS GRANT WILL
ALLOW US TO
FURTHER EXPAND
OUR SERVICES
HELPING PEOPLE
LEARN MORE ABOUT
CERTAIN AREAS OF
THE LAW, INCLUDING
WILLS AND ESTATES,
FINANCIAL LITERACY,
DIVORCE, CHILD
CUSTODY, CRIMINAL
LAW AND LOW-
INCOME TAXPAYER
INFORMATION.**
”

The NCCU School of Law Virtual Justice Project will offer more tele-law programs throughout the region using a new \$499,000 grant awarded by the U.S. Department of Agriculture.

The Virtual Justice Project, established in 2010 to provide legal information via telepresence and high-definition video conferencing capabilities, serves individuals in rural communities faced with financial and geographic obstacles to gaining legal information.

“This grant will allow us to further expand our services helping people learn more about certain areas of the law, including wills and estates, financial literacy, divorce, child custody, criminal law and low-income taxpayer information,” said Greg Clinton, a co-founder of the Virtual Justice Program along with NCCU Law Associate Professor Pamela Stanback Glean.

The program has its main telepresence facilities at NCCU School of Law and fully equipped satellite sites in 11 locations. The new grant will allow a total of at least 65 sites to offer teleconference capabilities in regional libraries and offices of Legal Services in the western part of the state. The School of Law has plans to eventually offer the service in all 100 North Carolina counties.

Clients using the program may sign up for information sessions on topics



such as how to draft a health care power of attorney or a know-your-rights lesson on what to expect during a traffic stop.

The program works to assist the Legal Aid of N.C. staff by helping citizens learn how they can take steps themselves to file certain legal documents, such as a simple divorce, Clinton said.

“Some things people can do themselves if they have the right advice,” he added.

The program was designed to bring legal assistance to underserved areas and expand NCCU School of Law’s nationally renowned clinical program.

“It’s another way we are helping our graduates come out practice-ready,” Clinton said.



WOMEN’S LAW CAUCUS HOSTS JUDGE’S

On April 11, 2018, The Women’s Law Caucus invited students to listen to a panel of Legal Eagle judges in The Great Hall. The panel included the following judges: Sam Hamadani, Denis Hartsfield, Robin Hudson, Amanda Maris, Lindsey McKee, Shamioka Rhinehart, Christine Walczyk, and Doretta Walker.

NCCU FORTY UNDER FORTY ALUMNI AWARDS



NCCU Law Alumni Honorees at September 28 40 Under 40 Gala

The North Carolina Central University Office of Alumni Relations honored 40 outstanding alumni at the fourth biennial Forty Under Forty Alumni Awards Gala on Friday, Sept. 28 at the Sheraton Imperial Hotel & Convention Center in Durham. Of the forty alumni honored, eight were graduates of the university's school of law.

The awards were created to recognize young leaders as they develop into the next generation of NCCU alumni who are making a difference in the world. They represent approximately one-third of the university's under-40 alumni and a valuable percentage of new NCCU donors. The selection committee was comprised of NCCU alumni, administrators and industry leaders. The gala will feature entertainment, award presentations and dinner.

NCCU School of Law is proud to recognize these distinguished alumni and commend them for their outstanding legal service to their communities.



KRISTIN BROYLES, '08
WINSTON SALEM, N.C.
PARTNER-ATTORNEY,
HALVORSEN BRADSHAW PLLC



WHITNEY FRYE, '11
COLORADO SPRINGS, COLO.
DIRECTOR, SAFESPORT, USA BASKETBALL



JEFFERSON GRIFFIN, '08
RALEIGH, N.C.
WAKE COUNTY DISTRICT COURT JUDGE;
FIRST LIEUTENANT, N.C. ARMY NATIONAL
GUARD; JAG OFFICER, U.S. ARMY



CHANCE LYNCH, '09
GREENVILLE, N.C.
ASSOCIATE ATTORNEY, WILSON WILLIAMS
LAW



MONTRALE BOYKIN '00, '04
WINSTON SALEM, N.C.
BACHELOR OF ARTS, POLITICAL SCIENCE;
JURIS DOCTOR CHAIR OF HEALTHCARE
MANAGEMENT DEPARTMENT,
WINSTON-SALEM STATE UNIVERSITY



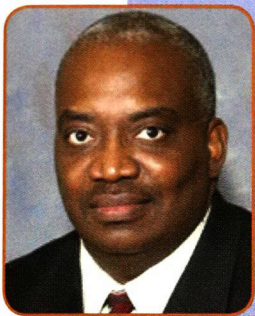
DOROTHY MITCHELL, '99 '02
DURHAM, N.C.
BACHELOR OF ARTS, POLITICAL SCIENCE AND
ENGLISH; JURIS DOCTOR ASSISTANT CLINICAL
PROFESSOR AND SUPERVISING ATTORNEY,
NCCU SCHOOL OF LAW



WILLIAM PAGAN, '14
CARY, N.C.
SENIOR PATENT ATTORNEY, COATS & BENNETT



TRISH WRAY, '04, '07
CHARLOTTE, N.C.
BACHELOR OF ARTS, POLITICAL SCIENCE AND
ENGLISH; JURIS DOCTOR SENIOR COUNSEL,
DUKE ENERGY CORP.



HOW NEW FEDERAL INCOME TAX LAWS CHANGE EVERYTHING

Professor Reginald Mombrun presented a continuing legal education (CLE) class entitled: "How the new federal income tax laws change everything" for the North Carolina Bar.



PROFESSOR TYRONE '13 McCLEAN WEIGHS IN WITH POLITICIANS

Professor Tyrone McLean '13 of the Office of Academic Support weighs in on topics related to the resistance movements with seasoned politicians. McLean is shown above at a Raleigh fundraising event with Representative John Lewis, (D-Georgia, District 5); North Carolina Governor Roy Cooper; Congressman David Price; (D- North Carolina District 4); and Geoffrey Simmons, Esq.



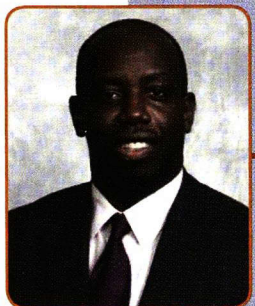
CARRBORO MAYOR LYDIA LAVELLE '93 APPOINTED TO NORTH CAROLINA COMMISSION ON INCLUSION *By Marin Wolf*

Carrboro Mayor Professor Lydia Lavelle '93 has been appointed to the new N.C. Commission on Inclusion, which was created to identify policies that advocate for inclusion and address discrimination.

Lavelle joins other leaders of local governments, private businesses and nonprofit organizations across the state on the commission.

"I'm really hopeful that we set some policies that other agencies and groups will want to follow," Lavelle said.

Governor Roy Cooper established the commission in October 2017, under an executive order designed, which aimed to create policies that prohibit discrimination in state employment, services and contracts.



PROFESSOR DAVID GREEN NAMED CHAIR OF THE UNC SYSTEM FACULTY ASSEMBLY

North Carolina Central University School of Law professor David Green was named chair of the UNC System Faculty Assembly. Green is the first faculty member from NCCU to serve in this role and the second representative to serve as chair from a historically black college/university (HBCU) within the UNC System.

In this role, Green will preside during meetings and supervise activities at the UNC System Faculty Assembly; appoint members of task forces and special standing committees; and serve as the chief liaison between the assembly and other appropriate agencies and boards. Green will also serve as ex-officio on the UNC Board of Governors Committee on Educational Planning, Policies, and Programs, and Committee on Personnel and Tenure.



AlumnUS Uses Legal Education to Leverage **Disenfranchisement**

By M. Alex Evans '14

During a speech for the Inaugural Founders' Day for the N.C. Legislative Black Caucus, U.S. Rep. G.K. Butterfield recounted the long history of black political participation in the state. The auditorium winced in concert, squirming uncomfortably as he repeated again and again the words "thirty-nine lashes on his bare back," the punishment under N.C. law for preaching to enslaved persons. Fittingly, in black church fashion, his heartfelt remarks incited choruses of ad-libbed amen's and uh huh's throughout the crowd as he outlined Black North Carolinians' enduring struggle against disenfranchisement, voter suppression, and denial of equitable public education. Beyond simply "preaching to the choir," Butterfield unearthed the state's disturbing pattern of addressing black liberation and learning efforts with cruel tactics of punishment and control, by touching on Black Lives Matter, public education, and voting rights.

As a Ph.D. student, I have researched public education and global-youth resistance movements for the last four years. During the Trayvon Martin case, NCCU Law's administration and faculty supported student activism in a profound way, which motivated me to leverage my legal education in ways that would benefit my community and extend beyond lawyering. Further inspired by Professor Joyner and Professor Dawson's NCCU Law Civil Rights voyage to South Africa, my research has ranged from schools in Cape Town, South Africa, for

youth living with cerebral palsy to educational justice systems within Wake County's public schools.

This spring I conducted my dissertation study in Raleigh-Durham, examining policy, public education, racism, and several youth-led and youth-inspired resistance movements in the Triangle, such as Fair Courts Day of Action, March For Our Lives, and N.C. Public Schools Day of Advocacy. Interviews with N.C. House Rep. Mickey Michaux, Retired N.C. Supreme Court Justice Patricia Timmons-Goodson, numerous community members, and our very own Professor Irving Joyner, reminded me that the struggle for access to equitable public education and voting rights are consistent ties that bind together the experiences of black and brown North Carolinians past and present.

Educational advocate Turquoise Parker stated, "I get so angry because I feel like it's taking advantage of black and brown kids. Everything that they do is aimed at black and brown kids ... It's just everything that comes out of that General Assembly is so racially charged that it impacts our most vulnerable population, which is black and brown people." Jen Story, legal aid attorney, said, "I mean these kids and families are absolutely getting crushed by systems, and I think a lot of the discourse is like 'ah the systems are broken ... and when you delve deeper—they're not broken, they're working exactly how they are

designed to work." Political activist and organizer Marcus Bass said, "As we continue this deep dive into figuring out why we're not educated, why our power is being limited through voting rights, we're peeling back an onion that is showing us the real history, and the real power that can be more empowering than it has been oppressive."

I've been encouraged by the late Black American feminist, poet and civil rights activist Audre Lorde, who said, "There is no such thing as a single-issue struggle, because we do not live single-issue lives." While my research journey began within the realm of public education, I quickly learned that folks in North Carolina are resisting and struggling against systems in all walks of life. Although this type of advocacy for the public interest may leave us weary, we should be comforted by reports of alumni and current professors of NCCU Law that continue to zealously band together to engage in the work of "Truth and Service."

**"THERE IS NO SUCH
THING AS A SINGLE-
ISSUE STRUGGLE,
BECAUSE
WE DO NOT LIVE
SINGLE-ISSUE LIVES."**

FILM CHRONICLES LIFE STORY OF ALUMNI MAYNARD JACKSON '64

The documentary film – *MAYNARD*, based on the career of Maynard Holbrook Jackson II '64, aired in the Great Hall of the Albert Turner Law Building on October 19. The film was hosted by the NCCU School of Law Chapter of the Black Law Students Association (BLSA). A panel discussion followed, led by The Honorable H.M. Michaux '64, North Carolina House of Representative; Burnella Jackson-Ranson '61, President and CEO First Class, Inc.; Andre Vann '93, NCCU University Archivist; and Kayla Myers '21, student panelist. The panel was moderated by Professor April Dawson. Atlanta's first African-American mayor, Jackson, a double Eagle - attended North Carolina Central University Law School before embarking on his remarkable political career.

The film was shown in April during the Full Frame Documentary Film Festival at the Carolina Theatre in downtown Durham. The festival is one of the film industry's most prestigious and popular annual events.

More than the story of a man who grew up in the segregated South to be leader of the "gateway of the New South," this is a 360-degree look at how the tenacious Jackson maneuvered and managed the building of Atlanta as a world-class city. The film chronicles his successes and "learning opportunities," his personal triumphs and political battles. Through in-depth interviews with many of Jackson's friends, family members, and political associates, as well as activists and other prominent newsmakers, we see and hear from the folks who loved him, competed against him, and challenged him throughout his life.

The film was directed by the award-winning film director Sam Pollard. It is a production of Auburn Avenue Films, a company led by Wendy Eley Jackson and Maynard Jackson III, lead producers of the film.



MAYNARD

THE MAN. THE POLITICIAN. THE GAME CHANGER.

A FILM BY SAM POLLARD

AUBURN AVENUE FILMS PRESENTS "MAYNARD" A FILM BY SAM POLLARD PRODUCED BY WENDY ELEY JACKSON AND MAYNARD JACKSON III WITH THE HELP, SUPPORT AND COLLABORATION OF THE MAYNARD JACKSON JR. ESTATE
PRODUCED BY JEFF COOPER AND HENRY ALBERICILO WRITTEN BY PHIL DAVIS PRODUCED BY DAPHNE MCWILLIAMS PRODUCED BY WINSOME SINCLAIR DONALD JARMOND JASON ORR ORLY TURNER AUTUMN BAILEY-ROD KARI CRUTCH
WITH SPECIAL THANKS TO DELTA AIR LINES AND THE COCA COLA FOUNDATION WITH THE SUPPORT OF THE SOUTHERN COMPANY JACKSON HOSPITALITY THE ARTHUR BLANK FAMILY FOUNDATION THE RUSSELL FAMILY ARCHIVE INVESTMENTS

maynardmovie.com    @maynardmovie

HOW ONE WAKE COUNTY ATTORNEY APPROACHES ISSUES-BASED ADVOCACY

By Saleisha N. Averhart '09

Gun control, immigration reform, public education, voting rights, and other similarly situated issues all begin at the local level. Time management is essential. These are the cornerstones of my approach to issues-based advocacy. I became active in community-based organizations, statewide and local. In law school, I was active in student government and my internships were as mayor's assistant for the Town of Chapel Hill and as a Congressional Black Caucus intern in Washington. I've gained experience as plaintiff's counsel representing individuals' interests protected by state and federal law, including the Americans With Disabilities Act, the Individuals With Disabilities Education Act, and Section 1983 claims.

I started by offering more of my time to support community-based initiatives. This led me to organizations that best reflect my values. For me and others, November 9, 2016, served as a day of reflection. I took on more substantial roles such as organizing educational and social community events and supporting election protection initiatives. Efficiently using my time is an everyday process, but I have found it is a key factor in sustainability. Please do not hesitate to reach out to saleisha@bowens-averhart.com to learn about volunteer opportunities in North Carolina, including election protection workshops.



Saleisha N. Averhart is Partner at Bowens & Averhart, PLLC in Raleigh. She presently serving as 1st vice president of North Carolina Association of Black Lawyers, and is vice chair of precinct 01-44 of the Wake County Democratic Party.



5 COMMON MISTAKES BUSINESS OWNERS (INCLUDING LAWYERS) MAKE

By Syrena N. Williams, '06

Many people have great ideas and decide that there is a need in the world that their business can fulfill while creating income. Unfortunately, many make mistakes that are common across the board. Owners are well versed in their product/service and not so much in the management of their company/employees. Remember that if you are in this for the long run, you must create an infrastructure that will give you vision, structure and the ability to manage and grow your business. The five common mistakes are:

1. NO SYSTEMS OR STANDARD OPERATING PROCEDURES (SOPS)

You have a great product/service and employees that can't function without daily instruction from you. Don't pull out your hair, create systems. Systems and SOPs create efficient, effective and confident employees and save you daily time once your employees are trained. To begin this process, determine exactly what your company does and write each thing down. Design goals, steps to accomplish these goals and an operating manual.

2. LACK OF TRAINING CREATES MICROMANAGEMENT

Many believe that they have to do everything and have a hard time delegating responsibilities. This common mistake is not productive of your time and creates employees who are less productive and feel undervalued. Correct this by training employees to do their jobs and giving them the opportunity to do so. Use the operating manual or SOPs for training employees and encourage them to use them as a daily reference. Solicit ideas from them and involve them in decision-making; this encourages productivity and a sense of value. Equip and allow your employees to do their jobs and allow yourself to focus on the growth of your company.

3. UNDEFINED JOBS

Often business owners are in need of assistance, so they hire

people without defining roles. This can become a failure for everyone. The employee may not have the skills or tools to do the job and will create more responsibilities for the owner. Define jobs to determine skills, duties, and then hire the right people who can perform at an optimal level.

4. LACK OF PRIORITIES/DELEGATION

Owners must look closely to see what activities are busy work, and which ones are income-producing. Additionally, owners need to determine what duties can be delegated as to save the organization time and money. Example: If the owner is sending out form letters for two hours instead of creating new contacts, this is an expensive two hours. Delegate this task or evaluate the cost-effectiveness of a new hire.

5. LACK OF VISION

Are you the only person who knows what your business does? The sooner you define the company's vision, the sooner your organization will be on one accord. Define what you do so employees and customers are clear immediately. Employees are more satisfied when they have a clear understanding and a sense of belonging. Happier employees are more efficient employees. Clarity will allow your business to run effectively without your daily presence.

THE AMERICAN BAR ASSOCIATION RENDERS TIMELY RESPONSE

By Rebecca Martinez, WUNC

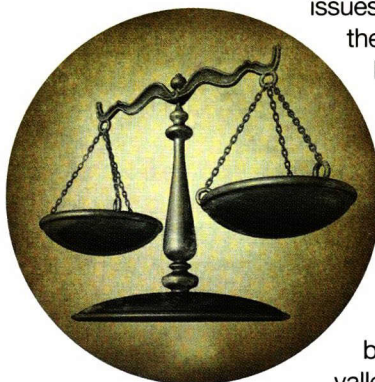
After confirmation by the American Bar Association that the NCCU School of Law was in compliance with ABA admissions standards, graduates were able to sit for the state bar exam on July 23 and 24 with confidence.

The school never lost accreditation nor was it put on probation. Administrators committed to higher admission standards, and a minimum LSAT pass rate.

Kyle Brazile, assistant dean for admissions at the law school, said this announcement couldn't come at a better time, just prior to the bar exam, and the new school year about to start.

"It allows [students] to just know they can come here, they can pursue their academics and get prepared not only for the bar, but

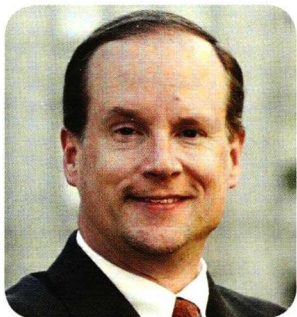
to practice law – in the state and in the country – without any issues of compliance, without issues of knowing that their degree won't be worth...what they paid for," Brazile said.



The law school's new interim dean Elaine O'Neal, has committed to creating a shared vision for the law school after talking with all faculty and staff.

"We are very proud of all of the things that we've done," said O'Neal, a law school alumna. "We may not have done it all correctly, but there is value in the valley. You learn in the valley. And we have learned and we're going to take those lessons and we will be going forth with great success, no doubt about it."

THERE HAS TO BE A BETTER WAY TO OPPOSE CONFEDERATE MONUMENTS THAN VANDALIZING THEM



By John Hood
President of the
John Locke Foundation

The Z. Smith Reynolds Foundation has just announced its Inclusive Public Arts Initiative, which will fund up to 10 new projects across the state with grants of up to \$50,000 each. The intent is to “share stories of diversity, equality, inclusion and equity as they relate to the people and places of North Carolina, especially those whose stories have not been or are often untold,” the Foundation stated.

Why not erect more monuments and public art to commemorate a broader range of individuals, movements, and events? That’s a noble enterprise that could unify North Carolinians across the political spectrum. Indeed, the grantmaker for which I serve as president, the John William Pope Foundation, helped pay for a mural painted several years ago at *North Carolina Central University’s law school*. It celebrates the Declaration of Independence, the Constitution, the Bill of Rights, and the post-Civil War amendments that abolished slavery, expanded the franchise, and promised due process and equal protection of the laws.

So, given these views, why am I dismayed by the attacks on the University of North Carolina at Chapel Hill’s memorial to Confederate soldiers (“Silent Sam”), the Civil War monuments on the State Capitol grounds, and other statutes and memorials across the state? Why do most North Carolinians — by a two-to-one margin, according to an Elon University poll last year — oppose the removal of the monuments in question?

Some defend the historicity of the objects themselves. Others would prefer to add context to the monuments rather than tear



them down or move them to remote locations, which feels like flushing them down a memory hole. Still others make a distinction between memorializing those who fought or died and celebrating the politicians who provoked or carried out secession.

For me, however — and I know I’m not alone — the most compelling reason for objection is that the monuments aren’t just being attacked rhetorically. They’re being attacked physically. Silent Sam has been defaced and is now under constant and costly surveillance. In Durham, activists tore down a Confederate monument on camera, then got away with it, and are now threatening to tear down any replacement that may be erected.

Mob rule is inconsistent with the principles of a free society. We simply can’t have people defacing or destroying public property because legal attempts to redress their grievances haven’t yet succeeded, or attempting to coerce government agencies to comply by threatening criminal action and running up the security tab.

To yield to such extortion would set a horrible precedent and outrage most North Carolinians. Every time someone cracks open a can of spray paint or threatens to pull down a statue, the movement to remove Confederate monuments loses public support instead of gaining it.

There has to be a better way.



EAGLE RISING

Sadé Knox is currently a third-year law student at North Carolina Central University School of Law. This past summer, Sadé had the pleasure of interning with Viacom, a multinational media conglomerate, in New York City. Sadé worked in BET Network’s Business and Legal Affairs department and worked on major events such as the 2018 BET Awards, BETX Live and Black Girls Rock. Specifically, Sadé drafted various agreements for production including talent deals, appearance releases, sponsorship deals, and vendor agreements. Over the course of her internship, she also had the opportunity to participate in numerous community service projects with organizations such as Free Arts NYC and Rise Against Hunger. Sadé’s summer internship experience with BET was nothing short of amazing and provided plenty of insight to help jumpstart her law career.

SOFTWARE DEBACLE

By Ray Gronberg, *Herald Sun*



Congressman G. K. Butterfield '74 with
Congressional Intern Marquan Hamilton

U.S. Rep. G.K. Butterfield isn't a crook, but a facial-recognition system Amazon is marketing to police and other groups seems to think he is.

Butterfield, the 71-year-old Wilson Democrat who represents North Carolina's 1st Congressional District, was one of 28 U.S. senators and House members the software incorrectly matched with criminal mugshots in a test run by the American Civil Liberties Union of Northern California. The false matches in the set "were disproportionately of people of color" and show why there should be "a moratorium on law enforcement use of face surveillance," the group said in a statement on its website.

Butterfield is a member of the Congressional Black Caucus, whose members on May 24 wrote Amazon CEO Jeff Bezos to say they were "troubled by the profound unintended consequences this form of artificial intelligence could have for African Americans, undocumented immigrants and protesters."

The caucus letter, issued over the signature of chairman, Rep. Cedric Richmond, D-Louisiana, sought "a substantive dialogue" with Amazon officials and asked Bezos to see to it that Amazon hires "more lawyers, engineers and data scientists of color to assist in properly calibrating this technology to account for racial bias that can lead to inaccuracies with devastating outcomes."

Facial-recognition software is a form of machine learning that in theory can allow users to put names with faces or match old photos to new ones. Amazon calls its version

of the technology "Rekognition" and offers it through its cloud-computing service, Amazon Web Services. It claims the system can provide "highly accurate facial analysis and facial recognition on images and video" users supply.

The ACLU of Northern California says it put that to the test by creating a database of 25,000 publicly available arrest photos, and comparing it to the public photos of the country's 535 senators and House members. It used the default settings and paid Amazon \$12.33 to run the comparison.

The ensuing false positives included three senators and 25 House members. The group was bipartisan, multiracial and gender-inclusive. An Amazon Web Services spokeswoman, Nina Lindsey, told *The New York Times* the Rekognition service's default reports a match if it has 80 percent confidence that two images are alike. Amazon recommends that police departments use a higher threshold, 95 percent, in their work.

The company's general manager for AI, Matt Wood, in a June 1 blog post said there has been "no reported law-enforcement abuse" of the system. "We believe it is the wrong approach to impose a ban on promising new technologies because they might be used by bad actors for nefarious purposes in the future," he said. "The world would be a very different place if we had restricted people from buying computers because it was possible to use that computer to do harm."

But at least three of Butterfield's falsely identified colleagues weren't amused. Led by U.S. Sen. Edward Markey, D-Massachusetts, they wrote Bezos, according to *The New York Times*, to say the incident raises "serious questions regarding whether Amazon should be selling its technology to law enforcement at this time." Their letter asked Amazon to supply Congress more information about the system and its uses by police, starting with the results of "any internal accuracy or bias assessments that Amazon has performed on Rekognition."

Butterfield has represented the 1st District since 2004, and before that was a Superior Court judge and a N.C. Supreme Court justice. He is a two-time N.C. Central University graduate.

The 1st District now covers most of Durham County and much of the northeastern part of North Carolina.

THE CONFEDERACY & JIM CROW:

SHOULD THEIR SYMBOLS BE SAVED?

By Professor Irving Joyner

In recent months, debates regarding the appropriateness of public displays of confederate monuments, symbols, flags and KKK related clothing have escalated around the country and that has certainly been the case in North Carolina.

In the midst of the debates, the nation has witnessed the midnight removal of a confederate flag that flew over the South Carolina statehouse, the toppling of a confederate monument at the Durham Courthouse and continuing protests that promote the removal of the University of North Carolina at Chapel Hill's "Silent Sam," a monument that commemorates the 287 UNC alumni who died during the Civil War.

For those who oppose the public display of these type statutes and monuments, they are viewed as "hate speech" that glorifies white supremacy and racism. Those on the other side seek to justify the displays as celebrations of southern history and family legacy.

As an African American, I find the displays to be racially offensive because of the history which they seek to glorify. The vast majority of the confederate statutes and monuments were erected between 1895 and 1920. During this period, white supremacists engaged in an aggressive and violent campaign designed to undermine the political rights and tremendous economic progress that African Americans had made during Reconstruction. This campaign freely and publicly used racial hatred as the political philosophy to promote, solidify and justify the emerging "Jim Crow" segregation that would guide North Carolina's politics for the next 80 years. The only thing that African Americans had done up to that point in history was to freely participate in the American democracy in the South.

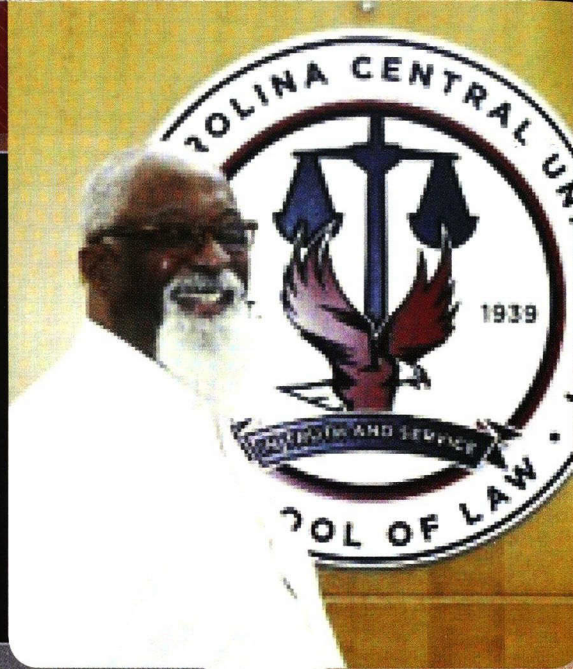
In the South, the individuals chosen to be memorialized were usually confederate politicians, military leaders who were designated as icons of the Civil War and the architect of the statewide racially motivated campaign to dispossess African Americans. The erection of these memorials occurred during a time that African Americans were

subjected to and targeted for a reign of terror by those who participated in an aggressive racially inspired campaign to remove African Americans from the political and economic life of this country.

As history vividly shows, those chosen to be memorialized were traitors to the United States and were responsible for stealing democracy from African Americans. These faux heroes were active leaders of the Confederate States of America which was formed as southern states renounced allegiance to the United States, formed their own separate country and, as a sovereign political entity, militarily attacked this country in a war that resulted in the deaths of between 620,000 and 700,000. Over 20,000 of those had lived in North Carolina.

It is understood and agreed by most that these seceding states left what then constituted the United States, declared war and attacked it with the intent of destroying it. Those individuals who led the fight for the continued existence and success of the Confederate States were devoted to a calculated struggle to maintain slavery and to protect the future of that racially-crafted economic institution. In fact, the Constitution of the Confederate States of the South promised to uphold and expand slavery. It is now argued by modern day supporters of the Confederacy that their leaders were American patriots. How absurd is this proposition?

By contrast, my family traces its history and legacy back to the enslaved population of pre-civil war days here in North Carolina. As far as the records permit, we have been able to identify John, who was my great-great grandfather who was held in bondage on the John Joyner plantation in LaGrange, Lenoir County. John, who was not entitled to legally have a surname because he was in bondage, was born in 1810. During his life, he fathered five sons, all of whom were also held in bondage on the Joyner plantation until the end of the Civil War. The five sons became carpenters and builders while they were on the plantation and, after gaining their freedom, used those skills to earn a living after the war.



Records do not reveal how John and his sons survived through and after the Civil War. What is clear is that they were not a part of the Confederate States of the South and that they struggled and survived until the legal end of their enslavement and bondage.

After the Civil War ended and the 13th, 14th and 15th Amendments were adopted, the family adopted the Joyner surname, which would forever bind this family unit together. Since that time, the family has maintained LaGrange as its homestead and committed itself to participate in the promises of the evolving democracy which was promised to African Americans.

During Reconstruction, the ever expanding Joyner family members continued to contribute to the growth and development of the area. On a regular basis, they engaged in economic development efforts, participated in the education of themselves and their children and built churches that provided for their spiritual growth.

These efforts continued until they were stifled by racially inspired and directed violent Jim Crow activities that were designed, once again, to strip African Americans of all of the political and economic rights which they had obtained, gained and developed.

Among those white supremacists who participated in this campaign to institute Jim Crow and re-impose white rule over African-Americans was J.Y. Joyner, the son of John Joyner the plantation owner, and Charles Aycock, a Goldsboro lawyer who was elected Governor in 1900. Several monuments and schools are named in his honor. During this Jim Crow period, which lasted for over 80 years, African Americans experienced the loss of their voting rights, the enactment of strict segregation laws and were subjected to violent attacks and lynching. These attacks upon African Americans affected my entire family in many different ways for much of their lives, and the glorification of the perpetrators is not a viable option. Beginning with my great-grandfather, extending to my grandparents, Allen and Georgia Joyner, and to my mother, aunts, uncles and cousins, Jim Crow had a negative impact upon every member of my family.

The Joyner family history has been replicated by millions of other African American families in this country who survived the worst that this state and country imposed, and we are still here. To be sure, there was a sizable population of free Africans during the enslavement period, but none escaped the systematic violence of those days that was calculated, diabolical, systematic and resulted from a racist ideology and philosophy which literally sought to completely control and oppress African Americans. Despite the worst of intentions and the oppressive design, African Americans were able to survive and continued to progress.

Based on the brutal treatments which ancestors endured at the hands of plantation owners, it should not be surprising that we do not support the erection of monuments, statutes and other symbols of this oppression in honor of those who inflicted the worst brutality known to man upon our people. Where are the statutes, monuments and other artifacts which commemorate the courage, struggles, contributions and survival of African American families like my own?

For African Americans, that survival is a proud part of our Southern history, but that history has deliberately been devalued and ignored by the state and nation. Nevertheless, it is a history proudly shared by many African Americans.

The idea that the legacies of those Confederate figures, who abandoned this country and fought a war against it, should be elevated, celebrated in public spaces and consume our limited tax dollars defies rationality. If the families of these disgraced figures want to celebrate the actions of those family members who led the fight for the confederacy, they should be encouraged to do, but those celebrations should be restricted to their family gatherings, private places and museums. The celebration and elevation of those figures should not, however, be attached to our public parks, courthouses, highways and buildings.

In North Carolina, as in most states, the education system has intentionally suppressed the history and contributions of racial minorities from its texts. At the same time, it has deliberately promoted a distorted history of the enslavement and Jim Crow era. As the truth of these distortions are exposed to the public and racial divisions have become more prominent, the North Carolina General Assembly enacted legislation designed to preserve the sordid racial history which undergirds the maintenance of these statutes, monuments and artifacts.

Many people who support the maintenance of these monuments are not even descendants of the Confederate personalities whose statues have been erected around the state. Like Donald Trump, whose family immigrated to the United States from some other country, they have simply adopted a tired and over-worn Southern myth which supports their own race-based ideology, prejudices and flawed historical perspective.

This issue has been adeptly politicized and is simply being used to create a political base of support. To be honest, there are many more important issues which we should be addressing. Among them are protecting voting rights, providing health care, securing a quality education, expanding jobs, reforming the decrepit criminal justice processes and many others. These are issues which directly impact the present lives and future of our people. This fight to preserve Confederate monuments, statues and other artifacts should be moved to the local graveyard where they can be more rightly positioned.



#MeToo

First, Let's Talk About Culture...

**THE FIRST STEP IN AVOIDING SEXUAL HARASSMENT CLAIM
IS CREATING A CULTURE OF ZERO TOLERANCE**

By Barry Shuster '99



As the #MeToo movement remains top-of-mind in the media, I think most Americans have received the message; there is no place for sexual harassment in businesses. The conversation is not likely to fade into the background.

As part of its 2017 Strategic Enforcement Plan, the Equal Employment Opportunity

Commission (EEOC) also announced that "harassment continues to be one of the most frequent complaints raised in the workplace." Of the 91,503 charges filed with the EEOC in fiscal year 2016, 12,860 charges alleged sex-based harassment. It should be no surprise that among the EEOC's six substantive area priorities for fiscal years 2017 through 2021 is to prevent systemic harassment in the workplace.

For lawyers who advise and counsel businesses, the most important step to protecting clients and their employees from these claims is to implore them to take a hard look at the business culture. First and foremost, you need to drive home the message that business leaders need to be committed to creating an environment for their employees that sets a climate of "zero tolerance" for sexual harassment. Establishing a culture of zero tolerance has to be set from the top down, meaning that management has to send a clear message throughout the organization that sexual harassment will not be tolerated.

This could mean terminating a talented programmer, a highly sought executive, or a long-time business partner who is found to have engaged in sexual harassment to send a clear message that no one is untouchable. By setting a tone of zero tolerance, employees will know that sexual harassment is not tolerated and that they can report complaints to the managers because their

complaints will be taken seriously, which gives businesses a chance to redress the situation before it gets out of hand. The policy should be reflected in the employee handbook.

Another way to communicate the non-harassment policy is to post it on an employee bulletin board or on the managers' office doors. Additionally, if the operation has an intranet, the non-harassment policy should be posted there.

It also must be made clear to employees that the operation will not retaliate against complaints, and that they should feel comfortable reporting complaints. Well-developed reporting and investigation procedures are critical to verify allegations, and protect all employees. Nevertheless, as we have read and seen in the recent media, many victims of harassment have hesitated to speak out. Part of creating a culture in which sexual harassment is minimized, if not driven out completely, is making employees feel comfortable reporting harassment.

Your clients might be small startup enterprises. An EEOC investigation, let alone lawsuit, is expensive. It can be disastrous in this age of social media, in which small businesses are just as exposed to negative publicity as major brands, but without the resources to provide damage control.

Barry Shuster is a 1999 School of Law graduate and an assistant professor of The Legal Environment of Business and Hospitality Law & Ethics in the School of Business.

He is an AHLEI Certified Hospitality Educator and is Legal Education Editor for RestaurantOwner.com and legal columnist for STR's HotelNewsNow. Barry is admitted to appear before all North Carolina State and U.S. District courts.



Judge O'Neal is an accomplished and seasoned attorney who began serving as a North Carolina District Court Judge in 1994 and was elected to the Superior Court bench in 2011, where she serves in the 14th District.

WELCOME HOME

By Bernita Cooper

On June 22, 2018, North Carolina Central University Chancellor Johnson Akinleye announced the appointment of North Carolina Superior Court Judge Elaine Mercia O'Neal as interim dean of the School of Law. Judge O'Neal began her new role on July 16 excited to serve her alma mater.

"When I arrived, I hit the ground running ready to serve an institution that I know and I love. I care about this law school and this is a labor of love. As a teenager, I worked at the NCCU School of Law Library. My NCCU law school journey has come full circle," shared O'Neal.

A Double Eagle, the Durham native earned her undergraduate degree in mathematics and her juris doctor from NCCU in 1991. She was an attorney in private practice for three years before being elected as a North Carolina District Court Judge for the 14th Judicial District in 1994. She was then elected to the Superior Court bench in 2011. O'Neal is also a former NCCU School of Law Board of Visitors member.

As interim dean, O'Neal's top priority is student success and creating a culture where student communication is encouraged. She is frequently seen greeting students when they enter the law school building in the mornings or hosting interactive sessions with classes and student organizations. She is also working to strengthen the law school's academic programming and preparing students for North Carolina's transition to the Uniform Bar Examination (UBE) in 2019.

"My No. 1 priority is ensuring that our students are fully prepared to meet the challenges ahead, as we continue to increase the ranks of our distinguished alumni in legal careers all over the nation."

"I am a product of this law school and I have worked in the legal field, so I am aware of the requirements and skills that our students should possess to successfully pass the bar and to reach their career goals," she continued.

Shortly after O'Neal took office, she received good news that the school of law boosted its North Carolina Bar Examination passage rate to 75.5 percent, nearly 20 percent higher than 2017 results. Fifty-three 2018 School of Law graduates sat for the North Carolina Bar Exam on July 24-25.

"Throughout its history and continuing today, the law school's primary goal is to produce practice-ready legal professionals who are socially responsible leaders in service to the community," said O'Neal.



THE HONORABLE ANITA M. JOSEY-HERRING **NCCU LAW 2018-2019** **CHARLES HAMILTON HOUSTON CHAIR**

Judge Anita Josey-Herring, associate Superior Court judge in the District of Columbia, will serve as the next distinguished Charles Hamilton Houston Chair for the 2018-2019 academic year. Judge Josey-Herring was appointed to the bench in November 1997 by President Bill Clinton. As an Associate Judge, she has served in the Family, Civil and Criminal Divisions of the court. In 2000 Judge Josey-Herring was appointed to serve as the deputy presiding judge of the Family Court and later served as the presiding judge of the Family Court from 2006 through 2008.

The 1987 graduate of Georgetown University Law Center was an evening division student. Judge Josey-Herring was a member of the Legal Ethics Law Journal and was employed full time in various legal support positions.

Judge Josey-Herring obtained a clerkship position with Judge Herbert B. Dixon Jr. in the D.C. Superior Court. As a judicial clerk, she worked on a variety of civil law issues including family law, contract disputes, and landlord and tenant issues.

Judge Josey-Herring has also served on numerous committees, including the D.C. Superior Court Rules Committee, the Strategic Planning Council, the Criminal Justice Act Panels Committee, the Committee on Appointment of Magistrate Judges, the D.C. Superior Court Training Committee, the Court's Privacy and Access Committee, and was a participant on the D.C. Superior Court's court-wide Performance Standards Committee.

Interim Dean Elaine O'Neal and the NCCU School of Law family is pleased to welcome Judge Josey-Herring and look forward to gaining from her broad range of legal knowledge and experiences.

TAX CLINIC AT NCCU SCHOOL OF LAW LAUDED BY CONGRESSMAN GEORGE HOLDING



On April 4, 2018, Representative George Holding, R-North Carolina, the 2nd District (Wake Forest, Nashville and Holly Springs) held a live conference on CSPAN to discuss low income taxpayer clinics. During the discussion Rep. Holding applauded the services offered in the Tax Clinic at NCCU School of Law among other clinics at academic institutions. Holding noted in his speech that the services were offered at no cost, or for a very small fee. Holding stated, "My district in North Carolina is served by one of the clinics that's operated by North Carolina Central University School of Law, a fine institution just west of my house. North Carolina Central's motto is Truth and Service, and this clinic allows individuals to come and get tax assistance from law school students who work under the supervision of the staff attorney there at the law school.

I appreciate the hard work that those volunteers are doing in my communities."

"This legislation before us today would allow the IRS to notify our various constituents of these clinics and their services, and these clinics play an important role by helping taxpayers, and I'm pleased to see this legislation move forward and the help it will give to our constituents making them aware of the tools available in their own communities. This is a practical proposal that will improve taxpayers' experience with the IRS, and I would like to thank Congressman John Lewis from Georgia, my colleague on the Ways and Means Committee, my friend, for partnering with me on this bill. This bill was approved by unanimous support by The House Ways and Means Committee and I urge my colleagues in the House to support this legislation.



MY EXPERIENCE WITH HOLDING D.C. POLICE ACCOUNTABLE

By Melanie E. Bates '11

IT IS UNDISPUTED that blacks are racially profiled and discriminated against consistently by law enforcement, due to implicit bias stemming from the horrendous history of this nation. Blacks are pulled over by police, searched, and arrested at tremendously higher rates than whites. In Washington, D.C., between 2009 and 2011, more than 8 out of 10 residents arrested were black. The inmate population at the D.C. jail is 89.1 percent black, but blacks only make up 48.3 percent of the city's population.

These figures are shocking and demonstrate how blacks must always be prepared to demand equal treatment under the law. I recently found myself in a situation where I would need to do so.

My friends and I were passengers in a friend's vehicle when we were pulled over by the D.C. police. We were followed by this officer for at least a quarter-mile prior to being stopped. We were told the reason for the stop was due to a call about a woman in distress. The officer also stated that my friend failed to signal. Both of these statements appeared to be unfounded.

After the officer collected my friend's license and registration and returned to the vehicle, he stated that sometimes foxes are mistaken for a woman's scream. He then issued a warning for failure to signal. My friends and I were outraged. The stop seemed to be an obvious act of racial profiling and a clear abuse of discretion. We were four young blacks in a luxury vehicle, driving in an upper class neighborhood in the early morning hours. I shudder to imagine how this incident would have ended had my friend not indicated he lived in the neighborhood.

Fortunately, D.C. established the Office of Police Complaints (OPC) as a mechanism for residents to hold law enforcement accountable. After submitting my complaint and speaking with an OPC investigator, my case was referred to mediation. The officer provided an extensive history of his background and thought process for the stop. He said hindsight is 20/20 and described what he would have done differently. He was clearly briefed and his statements seemed a bit rehearsed, but I think he was genuinely concerned and empathetic about my frustrations.

The officer's body camera footage did not capture the alleged failure to signal, so it was essentially his word against mine. In the end, I agreed to resolve the complaint. It was a transformative learning experience. I was able to hear directly from the officer about his perspective of the incident and he was able to identify what he could have done differently, hopefully leading him to make better choices in the future.



I strongly encourage each of you to search for entities, most commonly called Civilian Complaint Review Boards, in your local jurisdictions that provide similar services to OPC. The results are invaluable. You will feel empowered and motivated to help others fight for their rights. Let us come together and join forces to hold our government accountable to its citizens. Our collective action will effectuate movement towards a fairer and balanced justice system.

Melanie E. Bates '11 is an attorney based in Washington, D.C. She has a passion for criminal justice reform and believes that poverty, lack of education, and other social issues should not feed the pipeline to prison. Through consistent advocacy, she desires to alleviate the factors that force many people to become a part of the criminal justice system. The views expressed here are her own.

TO PREVENT HARASSMENT, CULTURE TRUMPS COMPLIANCE

By Emily M. Dickens '02

More than three decades ago, the U.S. Supreme Court recognized sexual harassment as a violation of Title VII of the Civil Rights Act of 1964 in *Meritor Savings Bank v. Vinson*, 477 U.S. 57 (1986). The ruling was expected to motivate employers to implement and enforce policies to address and prevent such misconduct, or risk certain liability.

To a large extent, it did. Today, 94 percent of U.S. organizations say they have anti-harassment policies in place. So why does sexual harassment persist?

According to the Society for Human Resource Management (SHRM), two-thirds of HR professionals reported at least one sexual harassment allegation at their organization within the past 12 months. Two-thirds of these saw an increase in allegations in the past year. Meanwhile, the #MeToo movement has shone a spotlight on the issue, and every week it seems as if another high-profile individual is forced to resign publicly.

As the world's largest HR professional association, SHRM has been at the forefront on this issue. Our perspective is unique because we represent not just one segment of the employment sector, but a profession that spans all industries, serving companies and workforces large and small. Our members have seen it all, and they let us know what works—and what doesn't.

Here's what doesn't work: relying solely on compliance—rules, education and training—to prevent or address sexual harassment. In its 2016 Select Task Force Report on Harassment, the Equal Employment Opportunity Commission (EEOC) agrees, recognizing that, "Even effective training cannot occur in a vacuum—it must be part of a holistic culture of non-harassment that starts at the top."

A Problem Bigger Than Policy

Compliance is a key component of a harassment-free workplace, but in reality, we could demand that every employee take 10 hours of sexual harassment training every week, and accusations would still happen. By the same token, we could enforce the strictest policies forbidding workplace relationships, but office romance would still happen. You simply can't legislate human behavior. With the help of HR, however, organizations can create inclusive, respectful workplace cultures that stop harassment before it starts.

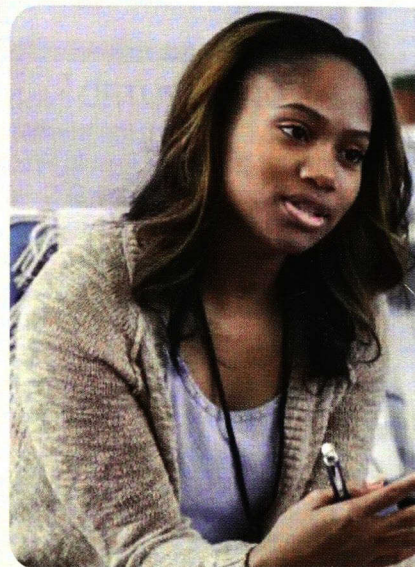
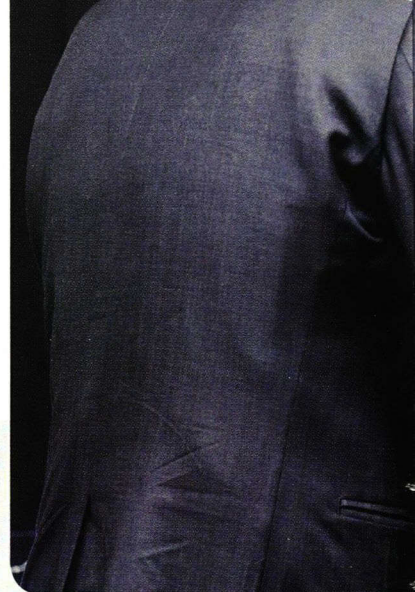
As SHRM President and Chief Executive Officer Johnny C. Taylor has noted, "Culture always trumps compliance. Rules, education and training are important, but they will never be enough. This is where HR must lead."

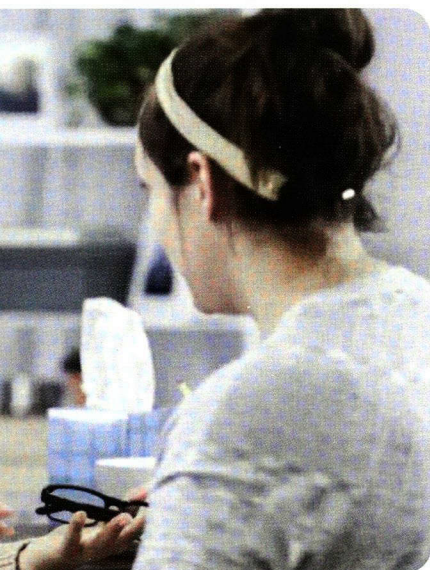
HR plays a key role in developing workplaces where every candidate and employee understands exactly what it means to work there, according to Taylor. "The right culture says to the wrong people, "You don't belong here."

In January, Taylor testified before a California legislative committee in a hearing on best practices for making cultural changes to eliminate sexual harassment. He told legislators, "Every decision our organizations make reinforces or undermines culture—from who is recruited, rewarded and recognized to how to prevent and handle bad behavior. Who we hire is who we are." He added that the message that harassment won't be tolerated must start from, and be modeled at, the very top of the organization.

In addition to paying close attention to the workforce, employers can build toward a healthier, harassment-free culture by demonstrably taking swift action when allegations arise, being transparent, and being practical about people and their relationships with each other, he testified.

Employees should have multiple channels to report harassment—not just through their managers. For example, a hotline might be made available, and employees should be encouraged to speak directly to HR without fear. "Policies have little effect when people don't feel safe to report harassment, when there is no mechanism to protect people who report, and when there is no trust in what will eventually happen to the person who reports," Taylor noted. However, he noted, organizations must be careful not to create





a culture of “guilty until proven innocent.” A trustworthy due process should protect the accused until he or she is found either responsible or innocent of wrongdoing. Every allegation must be taken seriously, investigated promptly and adjudicated fairly, quickly and appropriately, maintaining confidentiality to the greatest extent possible.

Policies that Reflect Culture

Anti-harassment policies should do more than focus on legal violations, said Jonathan A. Segal, an attorney with Duane Morris in Philadelphia and New York City. Speaking at SHRM’s Employment Law & Legislative Conference in Washington, D.C., in March, Segal stressed that culture should be built into policies. For example, a policy may state, “Consistent with our culture of respect, the following behaviors are unacceptable ... even if any one of them, in and of itself, doesn’t violate the law.”

Training remains critically important, too—required or not. Anti-harassment training not only is necessary for an employer to avail itself of the Faragher-Ellerth defense to liability or damages, but also helps educate supervisors and their subordinates about what harassment is and how individuals and teams can foster a culture of respect that can will prevent it in the first place. Training can alert victims to company reporting mechanisms and make clear that retaliation will not be tolerated.

Beyond the law, there is a compelling business case to eradicate harassment. Complaints wreak havoc on organizations’ ability to hire and keep talent. Even if a situation never reaches the level of a complaint, when it pushes good people out or down, you have lost the talent game. With the U.S unemployment rate under 4 percent, this is a risk no employer can afford.



Emily M. Dickens, J.D., is SHRM’s chief of staff and a graduate of North Carolina Central University and North Carolina Central University School of Law.



Church & STATE

By Barry Doughty '09

The Corporate Church: Unmasking the Pros/Cons of Religious Organizations Becoming Corporate Entities

As a son of a young preacher, I have been involved in the church all of my life. My dad was ordained as a minister exactly one week before I was born. Throughout my life, I have watched the church evolve in several ways financially, spiritually and structurally. However, the church has taken on a role that it has never done before. Many religious organizations have evolved from a social spiritual entity to that which we see today: corporate powerhouses. With the emergence of megachurches, multi-million-dollar evangelism ministries and a swift rise in prosperity teachings, the church can now be labeled as “big business.”

In the landmark decision *Falwell v. Miller*¹ the court established that prohibiting churches from incorporating violated their free exercise clause right under the First and Fourteenth Amendment. Pastor Falwell, the trustees and congregants of the Thomas Road Baptist Church sought to build a larger edifice for their growing congregation. However, there were numerous roadblocks in their way. One was *Va Code Ann. § 57-12* which limited the amount of real and personal property that a church may own. Furthermore, it also stated that the trustees of a church may not sell church land or engage in certain real estate transactions without a finding in circuit court of the Commonwealth of Virginia, that the sale or other transactions are the wishes of the church or congregation. Typically, trustees of the church were the owners of the church property and were bonded to handle the “business” of the church.

In the Falwell case the church thought it was in its best interest to incorporate and have the church “the entity” hold title to the land. Despite knowing that the church could not incorporate, they decided as a church to move forward with incorporating. They were denied and sought adjudicatory relief. The Court ruled that the provision which is neither neutral, nor generally applicable, nor in furtherance of a compelling governmental interest, violates the plaintiffs’ First Amendment rights to the free exercise of their religion made applicable to the states by the Fourteenth Amendment.²

This decision has provided some great benefits for religious organizations including removing trustees from the risk of losing their personal effects if the church defaults on loans or if found liable in a civil suit. Furthermore, churches as an entity can own land/property, sue in court and enter into agreements/contracts. However, with the benefits there come drawbacks, including subjecting the church to regulations and laws of the state. Moreover, there are requirements for transparency of church/organizational records, including financial statements,

reports and any other documentation that will identify the overall health of the church. These requests can be made by members, partners, and/or shareholders of the religious organization. The only governmental involvement would be if the organization fails to adhere to the conditions, laws and provisions of the state and/or federal government. Since religious organizations are primarily incorporated under a nonprofit act they avail themselves to the laws of nonprofits.

Many may believe that it is unfair for religious organizations to have governmental protections and benefits when they do not have governmental involvement or nominal regulations. Churches, including integrated auxiliaries and conventions or associations of churches, that meet the requirements of section 501(c)(3) of the Internal Revenue Code are automatically considered tax-exempt and are not required to apply for and obtain recognition of exempt status from the IRS.³ What is even further alarming is that in 2010, contributions to Christian churches were estimated to be more than \$34 billion dollars. Most of that \$34 billion dollars⁴ is untaxed and unregulated by the IRS, and the public is clueless as to how those funds are used. Recent tax reform revisions seek to require religious organizations to file a Form 990. The IRS believes that this will promote compliance with tax laws, improve transparency, and minimize the burden on tax payers.⁵

There should be more governmental oversight to decrease religious organization financial malfeasance and abuse. Furthermore, because of the lack of oversight, many of the religious organizations have no one to be accountable to ensure compliance, financial prudence and honesty. The reason that the IRS provided non-profit status to religious organizations is because they were providing a social service to the communities that the government could not perform.

Today, that has shifted to where the church is now more of a corporate company than a socio economic advocate to assist the community in need. Moreover, the amount of financial malfeasance is alarming. Churches are creating their own rules and not being fiscally responsible with the contributions they receive. Members should ask questions, look over reports and establish a vested interest in the holistic success of their church.

¹ Falwell v. Miller, 203 F. Supp. 2d 624 (W.D. Va. 2002)

² Id at 8

³ <https://www.irs.gov/charities-non-profits/churches-integrated-auxiliaries-and-conventions-or-associations-of-churches>

⁴ National Council of the Churches of Christ in the U.S.A., Yearbook of American & Canadian Church 2012 377 (2012)

⁵ Taxpayer Bill of Rights, Pub.L. NO. 104-168 § 1313 (1996)⁶



Let's Talk About GUN CONTROL

By Dave McKaig '14

This brief essay isn't enough to get me started on the broader topic of gun control in the United States. With the current state of Circuit Court precedent regarding permitting statutes and assault weapons bans, combined with the changes to the composition of the Supreme Court since *Heller* and *McDonald*, it would take a book to adequately cover what's happening with regard to gun control law right now. However, I would like to take the opportunity to comment specifically on North Carolina's pistol purchase permit law.

North Carolina is one of only 13 states that requires individuals to obtain a permit prior to purchasing a handgun. North Carolina law requires that an individual who does not hold a concealed-carry permit apply with the local sheriff, who must determine if the person is of "good moral character" before issuing a permit for that person to purchase a handgun.

The "moral character" requirement was implemented in 1906 and in practice gave local law enforcement the authority to deny the most effective means of self-defense on a purely subjective basis. This requirement was used by many a local sheriff to prohibit African Americans from exercising their Second Amendment rights.

Over a century later the purchase permit requirement is still making North Carolinians less safe. The purchase permits issued by the local sheriffs are valid for five years, and the permit takes the place of the National Instant Criminal Background Check System (NICS) check that most states require at the point of sale. This means that in North Carolina the background check for a handgun purchase could be as many as five years out of date. While the purchase permit requirement remains in effect, an individual could receive a permit pursuant to a clean background check, then subsequently be convicted of a felony or an act of domestic violence and still purchase a handgun from a licensed dealer by simply retrieving that old permit and presenting it at the local gun shop.

Despite this glaring problem with North Carolina's permit system there has been steady resistance from gun control advocates to efforts to repeal this requirement. There is a misguided perception that eliminating the permits would allow guns to pass freely from retailers to the public. This is simply not the case. If the purchase permits were eliminated dealers would be required to conduct a NICS check at the time of purchase, which would provide an up-to-date check on the record of the purchaser. Any benefit gained by the delay of obtaining a permit is negated by the possibility of guns being transferred on five-year-old background checks. It is time to remove this outdated and dangerous law from the books.

' The "moral character" requirement was implemented in 1906 and in practice gave local law enforcement the authority to deny the most effective means of self-defense on a purely subjective basis.'

DURHAM POLITICIAN, CIVIL RIGHTS LEADER MICKEY MICHAUX '64 TO RETIRE FROM GENERAL ASSEMBLY

By Will Doran and Dawn Baumgartner Vaughan, Durham Herald Sun



A political fixture in Durham and the General Assembly, N.C. Rep. H.M. “Mickey” Michaux, 87, is retiring from elected office.

The first time Martin Luther King Jr. visited Durham, it was at Michaux’s invitation. Michaux was just 26 years old in 1956 and a member of the Durham Business and Professional Chain, an African-American organization. King stayed at Michaux’s house then and several more times. King encouraged him to get into politics, but Michaux lost the races he entered in the mid-1960s, while he was making a name for himself in the civil rights movement. After King was assassinated, Michaux said in a recent speech at the General Assembly, he told himself he’d never go into politics. Now, after winning 22 elections to represent Durham in the General Assembly, Michaux is in his 43rd year in politics. Announcing he would not run for re-election he said, “Life has been good to me. Life has given me the honor of serving in this body and serving the state of North Carolina.”

Michaux touched on his accomplishments in advancing civil rights in a recent speech to lawmakers. “I want you to be very careful what you do when I’m not here,” he told them. While the country made a number of positive steps forward in the second half of the 20th century on racial justice, Michaux said, much of that progress seems to be evaporating. “Somehow or another we have morphed from the 19th century to the 21st century, forgetting all the progress that was made during the 20th century,” he said. We were referred to as smart Negroes. That was to our face. So we decided we need to have our caucus, so we started the first black caucus.

Education was another focus. Other than his mother and his wife, he said, the most important woman in his life was the principal who ran the segregated boarding school he attended as a kid, which helped him eventually become the first black federal prosecutor in the South since Reconstruction.

William (Bill) Bell, who served as Durham’s mayor for 16 years and on the Durham County Board of Commissioners from 1972 to 1994 and again from 1996 to 2000, was Michaux’s neighbor from the late 1960s until the mid-1980s. “He’s provided great service to the community in many ways, not just in the General Assembly,” Bell said. He said one of Michaux’s accomplishments for Durham was the school system merger in 1992, when Bell was a commissioner. It took state legislation to merge the city and county school systems, and while it started in the Senate, Michaux crafted the legislation from the House side, Bell said. “He’s done so many things,” Bell said. “He worked to get funding for NCCU and other historically black colleges. He’s just done so many things.”

Retired Durham educator Eddie Davis met Michaux in 1982 when he worked on Michaux’s unsuccessful campaign for Congress. Davis, who served a term on the Durham City Council and was

“HE WORKED TO GET FUNDING FOR NCCU AND OTHER HISTORICALLY BLACK COLLEGES. HE’S JUST DONE SO MANY THINGS.”

just named the city’s public historian, said that Michaux leaving the General Assembly is sad for Durham. “He’s been such a wonderful leader, and is the longest serving House member that we have, so I hate to see all that experience and knowledge to be lost, but I’m hoping there’s time for recruitment of someone to carry the mantle for Durham,” Davis said. “For the state, he’s been a stalwart supporter of public schools,” Davis said. “He’s also worked real hard for issues in Durham like support for North Carolina Central University, so much so that the School of Education is named for him.” “He’s a staunch supporter of

“LIFE HAS BEEN GOOD TO ME. LIFE HAS GIVEN ME THE HONOR OF SERVING IN THIS BODY AND SERVING THE STATE OF NORTH CAROLINA.”

voter rights and rights for all people, not just African-American, including women and LGBT. We have seen the equality stamp upon him. He has really been a stalwart supporter of equality for all people in all situations,” Davis said.

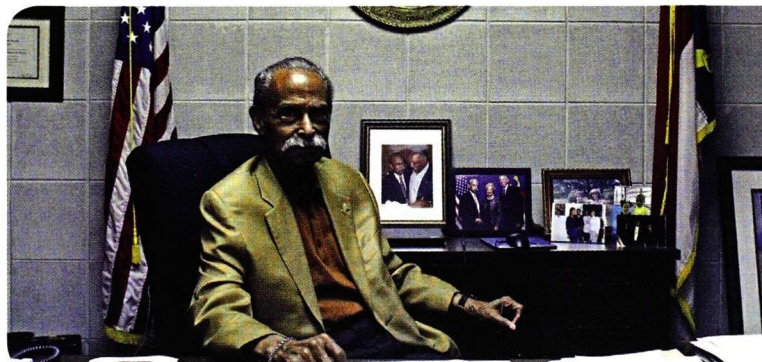
Davis also lauded Michaux’s support of free speech, and as a lawyer his knowledge of the state and federal Constitutions. Michaux said he’s proud of Democrats for their support of North Carolina’s HBCUs, and he gave Republican Rep. Tim Moore, the Speaker of the House, credit for helping install the first black chairman of the UNC Board of Governors. But Michaux also had some playful digs at Republicans. He joked that while it took them 140 years to learn from Democrats how to win in North Carolina, they learned only how to win – not how to govern well. “If you give us another 140 years, we’ll teach you that too,” he said.

N.C. Rep. David R. Lewis (R-Harnett) tweeted that Michaux is one of the greatest men he knows.

“I value his wisdom and passion. My life and this state are better for his service. I am honored to call him a friend and wish him the very best,” Lewis wrote.

North Carolina Democratic Party Chair Wayne Goodwin called Michaux a giant of Durham and North Carolina politics.

“He has worked tirelessly for more than fifty years to create a forward-looking, inclusive North Carolina where the color of one’s skin mattered less than what they believed in their heart,” Goodwin said. He said that Michaux has “helped spearhead countless civil rights bills through our state legislature and left his own, indelible mark on our state. He helped bring our state together, and everyone in North Carolina is forever indebted to him and his service to our great state.”



JUDGE HERBERT RICHARDSON '76

PUTTING DOWN GAVEL

By Annick Joseph, Staff writer, Robesonian News



The judge with the reputation of telling deadbeat dads “you better bring your toothbrush” if they didn’t bring the money to pay child support will hang up his robe on Dec. 31, 2018.

District Court Judge Herbert Richardson Sr., 65, is the longest sitting judge in North Carolina. He has decided not to seek re-election and will retire after nearly 40 years on the bench.

“Richardson is an institution here. He was the best money collector I’ve seen,” District Attorney Johnson Britt said. “He is what you call a hanging judge. He will put you in jail.”

Belinda Hunt, a 20-year administrative assistant for the Robeson County Sheriff’s Office’s Special Victims Unit, said she’s never sat in Richardson’s courtroom, but heard the reviews.

“He is an icon around here. He brings a little humor to the courtroom. It may not be funny to the defendant,” Hunt said. “He goes by the book even with humor.”

Richardson’s daughter, MaryJane Richardson, said her father is tough but fair and has a conversation with every defendant who stands before him to make them understand what they did wrong and to teach them lessons.

“From the outside perspective, it can be humorous, but from the actual person, it can be embarrassing,” MaryJane said. “He links pride to what they did wrong, especially teens and young people. Like a parent-child relationship, he does it with love.”

Richardson said a good judge must understand that “we are all God’s children,” just like his father taught him.

“Here is the key. It’s easy to become a good judge in Robeson County if you understand that it’s all about the people and not about you,” he said. “Our job is to resolve conflict and make sure it doesn’t come back. You start helping people get better when you make them think of why they are here.”

Britt said Richardson's popularity was always evident on Election Day.

"When people came out to vote he always leads the ticket. Not just for judge but the whole ticket. That says a lot," Britt said. "He is the first of many things."

Richardson's first was when he became the first black male to graduate from Northern Nash High School, in 1970, when the state was trying to shed its Jim Crow shackles.

"I lived in America, that had two Americas, ours and theirs," he said.

He remembers working in the tobacco fields for 80 cents an hour — and realizing education provided his escape.

"I can't do this for the rest of my life. My father said I need to use something else other than my hands," Richardson said. "Why did God put this brain in my head if I don't use it?"

Richardson cites television lawyer Perry Mason as his inspiration to study law.

He attended North Carolina Central University, where he obtained a bachelor's degree in political science in 1974, followed by a law degree in 1976. In August the same year, he passed the bar exam.

But getting a job at a law firm was not easy for an African-American attorney in 1976, Richardson said. He started his own legal practice in Durham.

Two years later, Superior Court Judge Hamilton Hobgood III sent Richardson to Robeson County to interview for an assistant district attorney position. Richardson became the first African-American lawyer in the Robeson County District Attorney's Office.

"That was my introduction to Robeson County. It was a bit of a culture shock. You're living in a big city (Durham) and you're working in a big city, then all of a sudden you to go to a rural environment," Richardson said. "The District Attorney's Office was extremely good to us. They helped us find a place to stay. They helped get everything arranged."

Once he was settled in, his mission was to learn Robeson County's landscape, people and dialects as well as the back of his hand, Richardson said.

"I went everywhere, all over the county," he said. "I learned roads and communities, and I learned about 15 or 20 different geographical areas in this county. I learned different lingos and languages, customs based on what part of the county you are in. And when people told me that I live on so-and-so road, my mind would tell me that I've been down that road."

"I could kind of recognize, and understand where they went to church and what school they attended, and kinda matched up in my mind, to the point that I could almost identify people from what area in the county by the accent they would use."

When then Gov. Jim Hunt appointed Richardson judge in 1979, he became the first black judge to serve in Robeson County.

"I never thought it was a big deal. It never hit me that he was somebody important. He's my dad," MaryJane said. "In law school, that's when I knew he held a powerful position, a position that affects people's lives every day."

Richardson's wife, Patricia, said her husband's position is not about power. It is a gift from God.

"He is accurate and thorough with each case, but always brings a human element into the courtroom. He rules with compassion for people," she said.

Richardson became chief District Court judge in 1994. In 2000, Richardson stepped down from that position but remained a District Court judge in Robeson County.

Among Richardson's many awards is being a recipient of the Liberty Bell Award, one of the most prestigious awards given by the North Carolina Bar Association. It is presented to a person who has "strengthened the American system of freedom under law."

Britt said one of the last things his late father, a former state senator, told him shortly before his death was that he had helped Richardson's appointment to judgeship. He feels honored to have worked with him, Britt said.

"HE IS ACCURATE AND THOROUGH WITH EACH CASE BUT ALWAYS BRINGS A HUMAN ELEMENT INTO THE COURTROOM. HE RULES WITH COMPASSION FOR PEOPLE."

"Not only have I had the opportunity to work with Richardson, I had the opportunity to hire his daughter," Britt said.

The day Richardson retires will be "a sad day," Britt said.

Richardson said he is proud of his success as a husband and a father to his two children, MaryJane and Herbert Jr.

But what he is most proud of his relationship with God.

"I am probably the most blessed fella you've ever seen to come out of nowhere," he said. "Shouldn't of made it, shouldn't never got to where I got, shouldn't of achieved to this point. But you gotta understand something, God has always got his hands on you, moving you places."

Retirement from one job is just the beginning of a new job, Richardson said. But he was coy on what's next.

"It is the most fun I am going to have in my life doing what I am going to be doing next, and I will be happy to disclose it to the public later," he said.

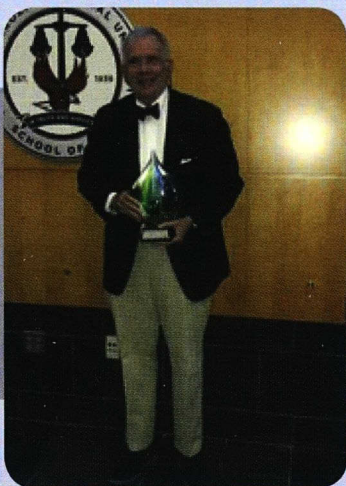
Professor James P. Beckwith Jr. has served the North Carolina Central University School of Law for over 40 years. The Warrenton, N.C. native was joined by former students, colleagues, local judges and supporters who traveled from near and far to celebrate his retirement at a dinner held in his honor on July 21 in the law school's Great Hall.

Former student Kathryn DeAngelo '84 traveled from Myrtle Beach, S.C., to celebrate her former contracts and uniform commercial code professor. "I enjoyed Professor Beckwith's deliberate and careful teaching style. What I learned in his class and during my time as a law school student prepared me for my career as an attorney. I hope that he will enjoy his retirement knowing that he had an impact on the lives of so many students."

Beckwith's NCCU accomplishments include being selected as an Olive W. Garvey Fellow of the Mont Pelerin Society and attending its meeting in West Berlin in 1982. Additionally, in 1995, he was awarded a University Teaching Award by NCCU.

"Great teachers speak and teach so that students can understand and apply complex material. I have had the opportunity to learn under the tutelage of Professor Beckwith. He has trained the legal minds of many throughout his time here and his contributions to the legal profession are impactful," said Elaine O'Neal, interim dean of the School of Law and former student of Beckwith.

The celebration continued with attendees sharing their memories of Beckwith's tenure at NCCU and concluded with Beckwith reflecting on his time at the law school. He titled his farewell remarks "Reflections on the River" and used the analogy of a young boy gazing at a river wondering what his impact in life will be.



EXCERPTS OF REFLECTIONS ON THE RIVER

RETIREMENT DINNER REMARKS

By James P. Beckwith, Jr.

July 21, 2018

As I look about the room, I am flooded with memories of so many people, of so many differing life stories and different paths taken. I particularly remember the faces, especially on that first day of orientation when you would first gather, eager, uncertain, wondering what the future would bring in this new adventure; like a young boy, gazing at the river, with a sense of wonder, taken with its beauty but not knowing what lay beneath the surface. Well, you are all river pilots now, confident and knowing, but yet very different from the people you used to be. You have followed paths that are new to you as well as those that are familiar and have distinguished yourselves in many ways: in solo practice, small firms and large firms, in local government, in universities, the judiciary, and in pharmaceutical and software companies.

It is funny what you remember. First of all, there are the spaces. When I arrived under Dean Harry Groves in 1977, we were in the Jones Building, which most of you never knew. It was the smallest law school imaginable. Needless to say, we knew each other very well. You couldn't help it. Then we moved to the first version of this building which was an exhilarating new venue. Then for a time we were on the upper floors of the North Carolina Mutual Insurance building with its sweeping views of a redeveloping downtown Durham. And now we reside in this superb expanded structure, part of the legacy of Dean Janice Mills.

Within these spaces, I remember where students sat. Such as an unnamed lawyer from Raleigh in a rowdy Remedies class in classroom 102. Some sat on the front row eager and enthusiastic and full of answers. Some sat on the back row who knows why perhaps hoping to be unseen. And then there was handwriting on essays. Who had the messiest scrawl? Fortunately, today, we now have Exam Soft for essays typed on a laptop.

From 1977 to 2018 the Law School has had many continuities. Jean-Baptiste Alphonse Karr first said "*Plus ça change, plus c'est la même chose*." The more things change, the more they stay the same. So it is with us. One such strand of continuity are our partners ranging from the Durham Police Department to UNC to companies in the Research Triangle Park such as GSK and Qualcomm to law firms such as Coats and Bennett, Ward and Smith, Womble Bond Dickinson, and Tharrington Smith, all of which are represented here tonight.

The law school extends its service mission often to very small places, far from the Research Triangle. Take, for example, Halifax County. Chief District Court Judge Brenda Branch is here tonight.

Occasions like this, which mark the passage of time and invite us to come together, encourage reflection because the passage of time inevitably invites one to think deeply about the meaning of how one has lived one's life. In the search for meaning, if you place your faith in material things, a bigger this, more of that, I fear that, in the end, you will be disappointed. We all yearn for contact with the sacred, with something larger than ourselves. So it is with you and I invite you to celebrate the abundance and deep meaning of how you have lived your lives. You are, first of all, part of this law school at a particular time in a particular place. Born in adversity, ours is a law school grounded in a strong sense of itself and of its mission. Committed to its state and region, we rejoice in being a place where opportunity abounds and where, in its grounded particularity, you can experience the universal. You are also part of the often underappreciated legal architecture of our prosperity and freedoms. As a transactions lawyer, I believe that, in the context of too much of our world, the making of an enforceable contract, is, in a word, miraculous and is, indeed, a calling. Look about this room, at this space, at the astounding and nourishing abundance we have just shared, and at the richness of the lives of those about you.

The Law School is part of a university. This setting demands much of us. In recent years freedom of speech has been under assault in university settings. I am very proud that my law school at the University of Chicago has taken a leadership role in defending free expression on campus. The recent Chicago Statement stresses that all viewpoints should be welcome. The university serves as the forum which should always be a setting of civility. The Chicago Statement was derived from an earlier statement from the University of Chicago chaired by Harry Kalven from the Law School and John Hope Franklin from the History Department where he served as chair before his return to North Carolina.

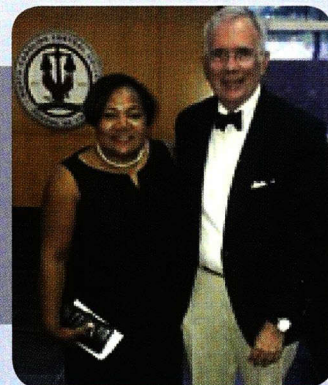
In a classic summation, the poet John Masefield invites us to realize our higher calling in a learned profession as professionals in a university setting:

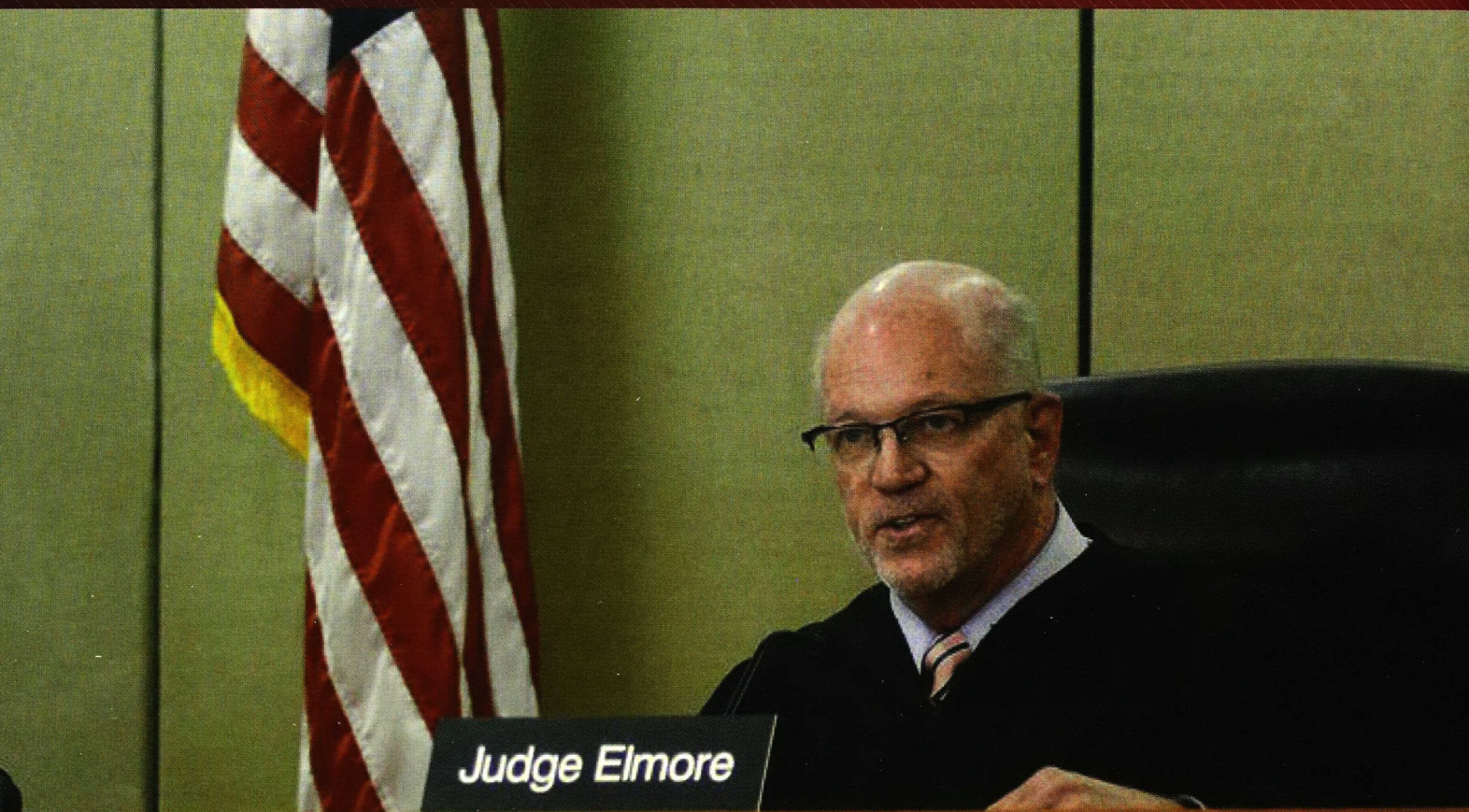
"There are few earthly things more beautiful than a university. It is a place where those who hate ignorance may strive to know, where those who perceive truth may strive to make others see, where seekers and learners alike, banded together in the search for knowledge, will honor thought in all its finer ways, will welcome thinkers in distress or in exile, will uphold ever the dignity of thought and learning and will exact standards in these things. They give young people that close companionship for which youth longs, and that chance of the endless discussion of the themes that are endless, without which youth would seem a waste of time. There are few earthly things more splendid than a university. In these days of broken frontiers and collapsing values, when the dams are down and the floods are making misery, when every future looks somewhat grim, and every ancient foothold has become something of a quagmire, wherever a university stands, it stands and shines; wherever it exists, the free minds of [people], urged on to full and fair inquiry, may still bring wisdom into human affairs."

Notice in particular that there are no exiles. Diversity of viewpoint is to be encouraged and cherished. The only requirement is a commitment to the forum. Rank has no bearing, only the quality of your reasoning and the persuasiveness of your argument.

When you came to the Law School and first gazed upon the river, you were younger and full of dreams and hope. You soon came to see beneath the surface, far deeper than you ever imagined. You now see the ambiguities, the tentative answers to hard questions, and you have the tools to take a sure and certain path free of the shoals and hidden dangers to give you safe passage. You have reinvented yourselves and have the vision that will carry you safely home.

Thank you for letting me share in your dreams.





Judge Rick Elmore '82 Retires From State Court of Appeals

Judge Rick Elmore has served in the state Court of Appeals since 2003. The former private practice lawyer from Greensboro was re-elected to a second eight-year term in 2010.

In an interview, Elmore said he'll be satisfied serving two full terms on the state's intermediate-level appeals court when comparing it to the uncertainty of any outcome if he was to run another statewide campaign in 2018. Elmore, 66, also would have been unable to serve another full term due to the state's mandatory retirement age for judges at 72.

Leaving after this term expires "seemed to be a good fit," Elmore said, adding that he wanted to "leave on my own terms."

Elmore said he wanted to make the announcement before state political parties gather this year. Elmore is a registered Republican. A law approved last December makes Court of Appeals races officially partisan elections again, with party primaries.

Elmore was elected to the Court of Appeals in November 2002. He resides in Greensboro where he practiced law for 20 years. His general practice emphasized criminal defense and real property law, areas of significance to the Court of Appeals.

Judge Elmore has extensive trial experience in the District and Superior levels of state court, ranging from general misdemeanor representation to capital murder. He was available for representation of indigents throughout his years of practice, a service which extended to the United States District Court and the United States Court of Appeals for the Fourth Circuit.

A 1974 graduate of Guilford College, Judge worked for the N.C. Department of Correction and the Muscular Dystrophy Association prior to receiving his law degree in 1982 from the N.C. Central University School of Law, where he served as a member of the Law Review. Judge Elmore has been active in the Guilford County community, having served on the Guilford County Planning Board and fulfilling a four-year term on the Guilford County Board of Elections. An active volunteer with the Greensboro Jaycees since college, he concluded his service in 1987 as legal counsel for the Greater Greensboro Open. More recently, Judge Elmore served as volunteer legal counsel for Greensboro AAU Basketball for the years encompassing his son's participation.

CHIEF ASSISTANT DISTRICT ATTORNEY T. THAI VANG DISTRICT COURT JUDGE

BY RITCHIE STARNES



Chief Assistant District Attorney T. Thai Vang won his campaign for District Court judge, a third seat on the bench created after the passage of North Carolina House Bill 717. The legislation, sponsored by N.C. Rep. Justin Burr, passed overwhelmingly in the General Assembly despite Governor Roy Cooper's veto.

In addition to the District Court judgeship, the law adds a second judge for Superior Court. The merger also adds a sixth assistant prosecutor to the two-county district. If Vang has his way, District Attorney Lynn Clodfelter will need to hire his replacement as he launches a campaign for the bench.

According to Vang, he has been preparing for this opportunity for years. "I manage the assistant district attorneys in Stanly County and serve as a liaison for this office with all the law enforcement agencies in this county as well as federal and state authorities," Vang said. "I'm one of the few assistant district attorneys, prior to Stanly County being a stand-alone

prosecutorial district, who have spent time prosecuting cases in all three counties (Stanly, Anson and Richmond)". While judgeships have since become partisan offices in North Carolina, Vang realizes the importance of leaving politics outside the courtroom.

"As a judge, I understand it is essential to be unbiased and impartial to any parties appearing before the court," Vang said. A graduate of West Montgomery High School, Vang obtained a bachelor of arts degree in English from George Washington University and later earned a law degree from NCCU School of Law in 2005.

He first worked in private practice in South Carolina before returning to Montgomery County with his wife. Along with his duties in the District Attorney's Office, Vang and his wife own and operate a working farm. They have four children, ages 8, 6, 3 and a newborn.



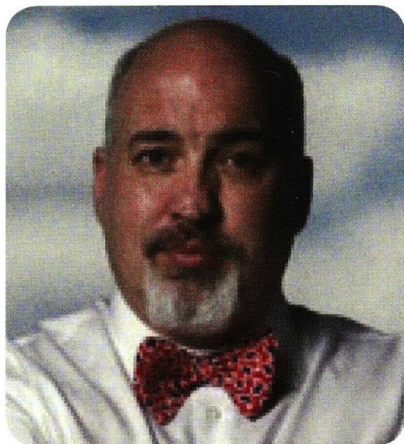
MELANIE BATES '11 ELECTED TO THE AMERICAN BAR ASSOCIATION'S SECTION OF CIVIL RIGHTS AND SOCIAL JUSTICE LEADERSHIP COUNCIL

Chicago, Illinois -- Melanie Bates Consulting LLC's principal, Melanie E. Bates, was elected to serve on the Leadership Council of the American Bar Association's Section of Civil Rights and Social Justice. Her nomination was unanimously approved during the CRSJ Leadership Luncheon held August 3, at the ABA annual meeting in Chicago.

The ABA CRSJs mission is to raise and address civil rights and civil liberties issues in a changing and diverse society and ensure that protection of individual rights remains a focus of legal and policy decisions. The CRSJ is composed of many distinguished attorneys from a variety of sectors, including law firms, nonprofit organizations, and academia.

"I am truly honored to have been nominated and subsequently elected to serve on the Leadership Council of the American Bar Association's Section of Civil Rights and Social Justice," said Bates, "I am inspired by the thoughtful vision of the CRSJ Chair, Wilson Schooley, and I am excited to contribute my expertise to further the mission of the section."

Melanie Bates Consulting, LLC provides superior guidance and solutions that empower clients to achieve their goals and leave a meaningful impact on the community as a whole.



DAVID C. SMITH '99

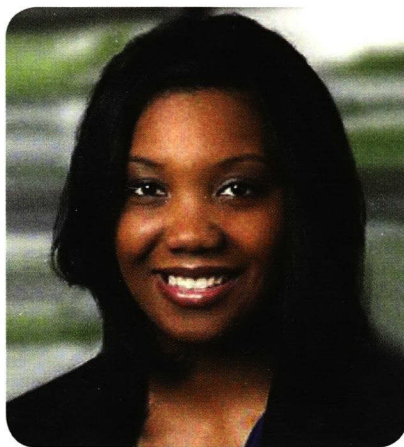
David C. Smith '99 was recently honored as the recipient of the Harold R. Gordon Memorial Award at the 88th Annual Convention of the National Association of Health Underwriters (NAHU) in Kansas City, Mo. The NAHU organization represents more than 100,000 health insurance agents and brokers nationwide. This award is the health insurance industry's most meaningful and significant honor.

David has been an enthusiastic NAHU member since 2003. During his tenure, he has chaired the state NAHU's Federal Law and Legislation Committee. For NAHU, David has chaired the Bylaws Committee, Professional Development Committee and Governance Committee, and is a member of the Legislative Council.

David has truly made educating employers and agents a top priority throughout his career and is a widely acknowledged national authority on employee benefits. In recent years, he has led or been the author of almost 100 compliance presentations across the country.

Currently, Smith is the vice president of compliance for EbenConcepts, where he works with its agents and their large employer and self-funded clients on risk-management strategies and analysis. His insurance career started back in the early 1990s, when he served as a policy and research advisor to North Carolina Lieutenant Governor Dennis A. Wicker.

David received his bachelor's degree in political science at the University of North Carolina, Chapel Hill, and completed his law degree from North Carolina Central University School of Law.



LATRICE (MCDOWELL) LEE '12 COUNSEL AT LOWE'S COMPANIES, INC. MOORESVILLE, NORTH CAROLINA

My practice is focused on assisting employers with a wide variety of employment and human resources issues, including preparing employee handbooks, non-compete and restrictive covenant agreements, responding to EEOC Charges of Discrimination and inquiries from governmental agencies, as well as defending against law suits that include federal and state claims of discrimination and harassment based on race, gender, sexual orientation, age, disability, religion, and national origin as well as retaliation and violations under the Family and Medical Leave Act and the Fair Labor Standards Act.



RHYAN BREEN '10

Rhyann Breen won a seat on the Wilson County Board of Education that was vacated by retiring incumbent Robin Flinn.

Stakeholders cited school safety, vocational education, facility needs and transparency as key issues for Rhyann Breen to address.

Breen stated in a recent Wilson Times article, "More than anything I decided to run because it's important for somebody on the school board to have some skin in the game" said Breen. His children, 5-year-old Anna and 6-year-old Patrick, will be attending New Hope Elementary School. "Every day when I get home from work or from a meeting, I have to look at the two most important constituents in my household," Breen said, "and those are my two kids."

Breen is a Wilson lawyer who joined the law firm of Farris & Farris in 2010. He has been a member of numerous professional associations and boards in Wilson, and presently sits on the North Carolina Youth Advisory Council and boards of the YOUTH of Wilson. Breen also sits on the board of Imagination Station Science and History Museum and the Arts Council of Wilson.

Breen is a graduate of Methodist University and earned his law degree from North Carolina Central University in 2010.

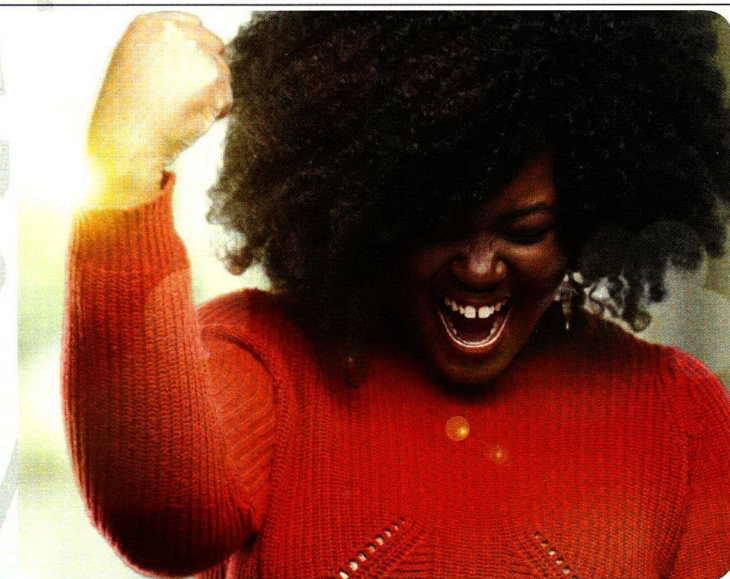
NCCU SCHOOL OF LAW BAR PASSAGE RATE THIRD-HIGHEST IN STATE

A September press release from North Carolina Central University chancellor Johnson Akinleye and interim dean Elaine O'Neal boasted that the NCCU School of Law raised its bar passage rate to 75.5 percent, nearly 20 percent higher than 2017 results. Fifty-three 2018 School of Law graduates sat for the North Carolina Bar Exam on July 24-25.

NCCU's first-time bar exam participants achieved the third-highest passage rate in North Carolina. In April 2018, the university announced that it was investing more than \$300,000 to support May 2018 graduates as they prepared to take the bar examination in July.

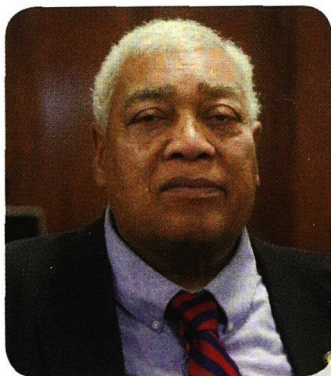
"The hard work and commitment demonstrated by our recent law school graduates who sat for the bar exam is well evidenced by this year's impressive results," chancellor Akinleye said, "I applaud our administration, faculty, staff and alumni at the School of Law for ensuring that our students are successful as they officially begin their career as our newest Legal Eagles."

The School of Law is in the process of preparing for North Carolina's transition to the Uniform Bar Examination (UBE) in 2019. The UBE provides a transferable score that allows admission to other UBE jurisdictions based on a test taker's



score in one UBE jurisdiction. The law school has formed an ad-hoc committee composed of faculty, staff and alumni to assist current students with exam preparation for the new exam format.

"Throughout its history and continuing today, the law school's primary goal is to produce practice-ready legal professionals who are socially responsible leaders in service to the community," said O'Neal, the interim dean. "The School of Law has a proud history of producing attorneys, judges, political office-holders, educators and business professionals who have had a significant impact on North Carolina and many other communities across our country."



MILTON 'TOBY' FITCH, JR. '72

Retired Senior Resident N.C. Superior Court Judge Milton "Toby" Fitch Jr. of Wilson County was picked by Halifax County Democrats to complete the rest of the term of N.C. Sen. Angela Bryant,

D-Nash, who resigned to accept an appointment to a state commission.

Fitch, 72, said he will focus on new job creation, better infrastructure and attracting new industry to the region. He said he hopes his experience and ability to cross the aisle will allow him to make something positive happen for Eastern North Carolina as well as across the state.

District 4 is currently made up of parts of Nash, Halifax, Vance, Warren and Wilson counties. The redrawn District 4 will include Edgecombe, Halifax and Wilson counties.

"I've got five counties now, after the election I'll have three," Fitch said. "They're taking some out and adding one in. I've represented all of the counties but Halifax and I've held court there. I understand the people in Halifax and I understand their needs and wants. I believe we have issues of people not issues of party. People have the same desires in the counties I've represented as the counties I haven't represented."

Fitch said he will balance constituent services for his current district and campaigning for his new district.

Legislating and campaigning go hand-in-hand, Fitch said, explaining that he's campaigned as a sitting judge and he's campaigned as a state representative.

Fitch served as a judge for 16 years. Prior to taking the bench, Fitch represented Edgecombe and Wilson counties in the N.C. House for several terms.

**"TOBY FITCH IS NO STRANGER TO
POLITICS OR EASTERN NORTH
CAROLINA. HE BRINGS A WEALTH
OF EXPERIENCE OF THE N.C.
GENERAL ASSEMBLY AND THE
ISSUES FACING US."**

"Toby Fitch is no stranger to politics or Eastern North Carolina. He brings a wealth of experience of the N.C. General Assembly and the issues facing us," said Kim Mack, chair of the District 4 Democratic Executive Committee, made up of two representatives elected by each of the five county party organizations.



LAMONT WIGGINS '93

By Lindell John Kay, Rocky Mount Telegram

Lifelong Rocky Mount resident Lamont Wiggins '93 traded a city council seat for a judge's bench.

Wiggins was appointed to serve as a N.C. Superior Court judge by Gov. Roy Cooper. As a private-practice lawyer, Wiggins brings years of courtroom experience to his appointment, Cooper said. Wiggins said he's honored by the appointment and thanked Cooper. Wiggins also served on the Rocky Mount City Council as a member and as mayor pro tempore, and on the Nash-Edgecombe Juvenile Crime Prevention Council. Wiggins holds degrees from N.C. State University and N.C. Central University School of Law.

Wiggins will serve as a Superior Court judge in District 7B, made up of Edgecombe and Wilson counties. Wiggins replaces Senior Resident Superior Court Judge Milton F. "Toby" Fitch Jr., who retired in February to run for the N.C. General Assembly. Fitch was picked by local Democrats and appointed by Governor Cooper to complete the remainder of the N.C. Senate term of Angela Bryant, a Democrat who resigned to accept an appointment to a state commission.

"This is a lifelong career desire for me," Wiggins said. "I've been a lawyer for 24 years and an elected official for 20 years. This is a different level of service. My mantra has always been 'service above self.'"

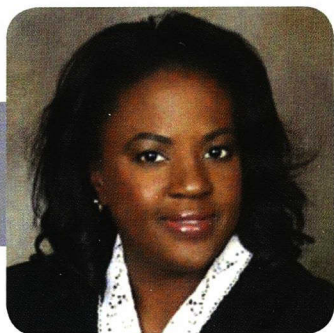
Wiggins' father Leonard Wiggins, chairman of the Edgecombe County Board of Commissioners, said he's proud of his son. "I'm excited for him," Leonard Wiggins said. "I'm pleased the governor chose him."

U.S. Rep. G.K. Butterfield, a former Superior Court judge and N.C. Supreme Court justice, said Wiggins has demonstrated scholarship and integrity throughout his legal career. "He will bring valuable experience to the Superior Court bench," Butterfield said. "Lamont is a community-based leader who understands the public expectation of a fair and impartial court." Butterfield said the people of Edgecombe and Wilson counties will benefit greatly from Wiggins' service as their judge.

BUTTERFIELD STATEMENT ON APPOINTMENT OF LAMONT WIGGINS AS RESIDENT SUPERIOR COURT JUDGE

Congressman G. K. Butterfield (NC-01) today released the following statement on the appointment of Attorney Lamont Wiggins as Resident Superior Court Judge. Wiggins was today appointed to the court by Governor Roy Cooper to replace Judge Milton F. "Toby" Fitch, Jr., who retired from the bench after sixteen years of service:

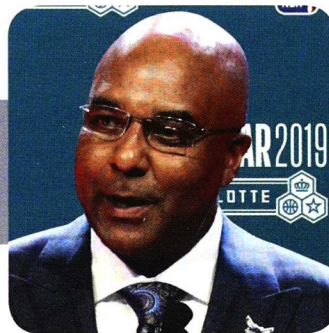
"Attorney Wiggins has demonstrated scholarship and integrity throughout his legal career. He will bring valuable experience to the Superior Court bench. Lamont is a community based leader who understands the public expectation of a fair and impartial Court. The people of Wilson, Nash and Edgecombe Counties will greatly benefit from Judge Wiggins' service as their Resident Superior Court Judge. Congratulations to Judge Lamont Wiggins."



THE HONORABLE CAROLYN J. THOMPSON '93

Governor Roy Coper appointed Judge Carolyn J. Thompson as a Superior Court Judge in the 9th Judicial District, serving Vance, Warren, Granville and Franklin counties.

Judge Thompson holds a Bachelor of Arts Degree from Hampton University where she majored in sociology, with an emphasis in Criminal Justice. Judge Thompson obtained her Juris Doctorate from North Carolina Central University School of Law in 1993. She was elected District Court Judge in 2008. Prior to becoming a judge, she practiced law for 13 years as a solo practitioner, contract attorney for Warren and Vance County Departments of Social Services, and contract attorney for Vance County Child Support Enforcement Agency. Judge Thompson is a licensed and ordained minister. She serves as an associate minister at her family's church, Cornerstone Christian Community Church. Judge Thompson is the founder and author of Abigail's Veil ministry, which provides domestic violence training for church leadership. Judge Thompson is a recipient of the 2014 Women of Justice Award issued by Lawyer's Weekly; the 2015 Power of One Community Service Award issued by the Vance County Women of Economic Enrichment Program; and a host of community service recognitions.



FRED WHITFIELD '88 INDUCTED INTO NC SPORTS HALL OF FAME

The North Carolina Sports Hall of Fame has announced that Charlotte Hornets President and Vice Chairman Fred Whitfield has been selected as a member of its 2018 induction class for his role with the Hornets and his civic engagement throughout North Carolina. Whitfield and 14 other inductees were enshrined during the 55th annual induction banquet on May 4 at the Raleigh Convention Center.

Whitfield joined a distinguished 2018 class that includes Donna Andrews, Scott Bankhead, Hal "Skinny" Brown, Chris Cammack, Joey Cheek, Wes Chesson, Laura DuPont, Mindy Ballou Fitzpatrick, Bill Hayes, Jack Holley, Paul Jones, Mike Martin, Frank "Jakie" May and Joe West.

"The achievements of this year's class of inductees enrich North Carolina's remarkable sports heritage, and the individuals have certainly earned the honor of joining the 336 men and women who have been previously enshrined," said Nora Lynn Finch, president of the hall. "This is our 55th class, and we look forward to celebrating this special time in our state's sports history."

Whitfield joined Hornets Sports & Entertainment (formerly Bobcats Sports & Entertainment) as president and chief operating officer in July 2006. Since he has overseen all business operations for the Hornets and Spectrum Center, including the team's name change and rebrand from the Bobcats back to the Hornets in 2014. Additionally, Whitfield spearheaded the efforts to secure the return of the 2019 NBA All-Star Weekend to Charlotte and the 2019 ACC Men's Basketball Tournament. Very active with charitable causes, Whitfield founded HoopTee Charities, a North Carolina based nonprofit corporation whose mission is to provide scholarships for disadvantaged youngsters to attend camps and educational youth based programs across the country. In addition, for the past 33 years he has run Achievements Unlimited Basketball, which he founded.



BETHANEY EMBRY JONES '08 SUPER LAWYER

Bethaney Embry Jones was ranked a Super Lawyer. A top rated personal injury lawyer, she was selected to Rising Stars in 2017-2018. Jones heads The Embry Law Firm, LLC in Douglasville, Ga. Embry Jones is a 2008 graduate of NCCU School of Law. The Embry Law Firm primarily handles personal injury, adoptions, assisted reproductive technology and alternative dispute resolution throughout Georgia.

Jones was interviewed on June 28, 2018 by Jonathan Ringel of the online news publication Daily Report. In the segment titled On the Rise: Bethaney Embry Jones, she stated, "I thought the road to success was to become a general counsel at a Fortune 500 company. But, then I realized I could open my own company and start as the CEO."

Ringel asked Jones, what drew her to a career in law. She explained, "While growing up in Alabama, my mother worked at the local courthouse. I enjoyed going to work with my mother, where I observed various court proceedings. It was fascinating and intriguing to watch the competitive nature of the attorney arguments and to hear their clients' testimonies. Some of the most impressive moments included getting the opportunity to go to the judge's chambers and ask questions about the court proceedings. This experience was life-changing to say the least. Shortly after, I decided that I wanted to become a lawyer at the age of 12."



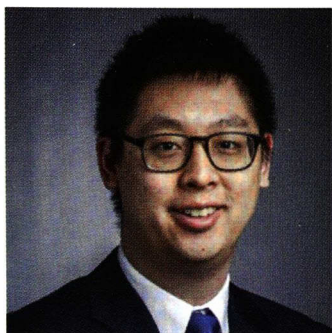
JOHN SZYMANKIEWICZ '10 BEER LAW CENTER EXPANDS

John Szymankiewicz '10 will expand his Raleigh-based law practice, Beer Law Center, after recently being admitted to practice in Virginia and West Virginia. Szymankiewicz looks forward to making an impact on the federal licensing and legal issues in those states.

"Beer Law Center represents clients around the country with federal licensing and legal issues, and now we can help with the growing alcohol industry in Virginia and West Virginia. I look forward to assisting state alcohol agencies with bringing more businesses to these states and helping the brewers and distillers," said Szymankiewicz.

Since graduating from NCCU, Szymankiewicz's practice focuses on alcohol law and regulation, corporate and contracts law, and serving as the general counsel for small businesses.

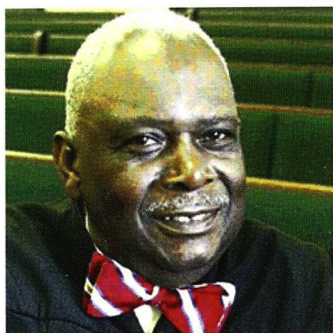
Szymankiewicz has more than 20 years of homebrewing, engineering, and legal experience and is the author of "Beer Law: What Brewers Need to Know."



SELBY LO '16 APPOINTED TITLE IX COORDINATOR FOR NORTH CAROLINA CENTRAL UNIVERSITY

Selby Lo was appointed as North Carolina Central University Title IX Coordinator. Lo has the primary responsibility for coordinating and implementing the university's Title IX compliance efforts through training for students, faculty and staff, as well as overseeing investigations of reports and complaints of sexual assault misconduct.

Mr. Lo earned a Bachelor of Science in biological sciences and plant biology from North Carolina State University, a Master of Science in higher education from Florida State University and a Juris Doctorate from NCCU School of Law in 2016.



JUDGE J. CARLTON "J.C." COLE '87

Each year during Black History Month, Livingstone College pays homage to its roots by honoring its founder, Joseph Charles Price, who was born in February. This year, the 139th

celebration of Founder's Day was held in February in Varick Auditorium.

The keynote speaker was Livingstone alumnus Judge J. Carlton 'J.C.' Cole, a Superior Court judge for the 1st District, which includes Camden, Chowan, Currituck, Dare, Gates, Pasquotank and Perquimans counties in the eastern part of the state.

A Hertford resident, Cole is a veteran District Court judge for the 1st District. He was appointed to the Superior Court seat in 2009 by Gov. Beverly Perdue. He was re-elected in 2010 to serve an eight-year term.

Having earned his undergraduate degree from Livingstone College, he received both his master's degree in criminal justice and his law degree from North Carolina Central University. Known for his signature bowties and cowboy boots, Cole often talks to young defendants about their education and future, sometimes offering them a second chance.

"I have an obligation and responsibility to help people who come to court. I was placed there - almost by divine intervention, because my life was not such that I should be on that bench," he said in a previous Salisbury Post interview. Cole said he is facts-driven when it comes to his judicial philosophy.

"If the facts strike me in a New Testament way, deserving mercy, that's what I do. But if they strike me in an Old Testament way - nothing but justice, an eye for an eye, a tooth for a tooth - that's what I do."

DOUBLE EAGLE COREY PATTERSON '09 NAMED BEST & BRIGHTEST BY GREENVILLE BUSINESS MAGAZINE

Cory Patterson was named one of Greenville Business Magazine's Class of 2018 - Best and Brightest, 35 and Under. Licensed in Georgia, North Carolina and South Carolina, Patterson's practice focuses on utility, construction, financial services and insurance defense. An experienced litigator and trial attorney, Cory handles cases for a diverse group of Haynsworth Sinkler Boyd clients in both federal and state courts. His utility practice focuses on representation of regulated utilities and their contractors in encroachment, condemnation, property damage and tort liability cases, including defense of claims for personal injury and wrongful death.

Cory represents financial institutions in connection with commercial and consumer loan defaults. He also represents financial intuitions in matters involving instruments bearing unauthorized signatures. His construction practice includes representation of owners, contractors, design professional and subcontractors in contract, payment and construction defect disputes. Cory's insurance defense practice consists of representing national clients in the matters involving premise liability, wrongful death and motor vehicle matters.

Cory previously served as an assistant district attorney with the Guilford County District Attorney's Office in Greensboro/High Point.



2018 GRADUATE DEFIES MAJOR OBSTACLES

By DeJuan Hoggard, WTVD News Anchor

Sixteen-year-old Sherry Ross woke up one morning to swollen ankles. The Greensboro teenage didn't pay much attention to them, until the next day when she had puffy eyes.

Her parents figured it was likely an allergic reaction. After a series of tests, the Ross family learned of Sherry's condition. The diagnosis: Focal segmental glomerulosclerosis, a rare disease that attacks the kidneys and can lead to failure.

During a span of six years, Ross was on dialysis treatment and underwent two kidney transplants. The first one lasted only 48 hours. Her second transplant came in December 2011, the same time she applied to North Carolina Central University's law school.

"By the time I got to my second semester in my first year, I went through another set of rejection with the second transplant," Sherry said.

The now 29-year-old said she has spent "about 80 percent" of her life since the diagnosis in a hospital. "Sometimes treatment would be three times a week. Sometimes it would be four times a week," she said.

Battling kidney issues along with an abundance of homework became more than Sherry could bear.

"Me being me," she recalled. "I decided to stay in school and push through it. But I ended up with a 1.73 GPA which was not enough to (stay enrolled). So I got academically dismissed."

Sherry fought back and was given a second chance to re-enroll.

"Some days I would call my mom," she admitted. "I would be like Mama, this is for not for me."

Fast forward six years and Sherry has earned her Juris Doctor. "I think my purpose here is to show other people to not let your disease conquer you. And any time somebody tells you no, you got to keep on pushing."

Her mother, Leslie, along with her grandfather, great uncle, and other family members filled the stands at NCCU's McDougald-McLendon Gymnasium for the commencement ceremony for professional students.

"It's a miracle," Leslie said. "A couple of years ago we didn't think we'd get this far. But by the grace of God, we're here."

Sherry's grandmother passed away in 2016. Let the family tell it, grandmother's voice would have bounced off the walls of the gym in love and support of Sherry.

"It took a village to get her here. We've done our job and proud of what we accomplished," Leslie said.

What's next? "What I want to happen next is (for Sherry) to get a job," Leslie laughed.

"We don't know what this trail is going to bring," said great-uncle Jefferson Davis Herring. "But at least she's met all the challenges. We're very happy. We're here to celebrate."



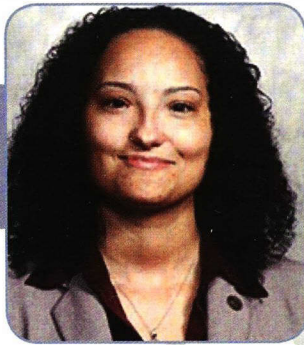
NATIONAL BAR ASSOCIATION 2018 40 UNDER 40 HONOREE SHANTIA J. COLEY '12

Shantia Coley is employed as in-house counsel for Wells Fargo. With a Bachelor of Arts degree in Communications from Elon University, Shantia's love of community service led her to begin her career with Democracy North Carolina. She served as a field organizer in Eastern North Carolina, where she mobilized constituents and engaged in nonpartisan lobbying surrounding campaign finance reform and voter disenfranchisement. This policy work truly cultivated her interest in learning more about the legal process and after two years, she decided to attend law school.

Shantia enrolled in North Carolina Central University School of Law, where she earned her Juris Doctor degree. While there, she was elected vice president of her class and was active in the Student Bar Association. Upon graduation, Shantia worked in the Mecklenburg County Public Defenders' Office for three years. Subsequently, she went into private practice before joining Wells Fargo. Shantia focuses her practice on advising and defending Wells Fargo in a variety of consumer litigation matters. In the course of just six years, she has litigated hundreds of bench and jury trials to verdict in both criminal and civil courts.

Shantia is a member of various committees in the Mecklenburg County Bar and was most recently selected for her county's coveted Bar Leadership Institute. Just last year, she was nominated and selected as one of North Carolina's top 40 attorneys of color by the National Black Lawyers Association. She speaks conversational Spanish and also maintains her realtor's license.

Shantia is the proud wife of Joshua Coley, whom she met at law school. Together they have identical twin three-year-old sons. Her goal is to leave a legacy of service, perseverance and excellence for generations to come.



KINNA CLARK '14 NAMED DIRECTOR OF GIFT PLANNING UNC SYSTEM

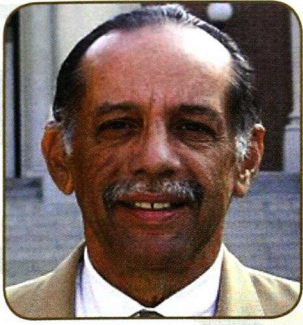
When Steve Watt retired from the UNC System in December 2017, Timothy Minor, vice president of university advancement of the UNC System, asked Kinna Clark to lead the gift planning shared services efforts, as well as serve as the interim executive director of the NC Gift Planning, LLC. Kinna took on that responsibility with enthusiasm and determination. Earlier this year, the NCGP LLC Board unanimously approved Kinna as its executive director, and promoted her to Director of Gift Planning.

Kinna established great rapport with gift planning professionals at all of the system institutions. She works closely with campus leaders, and helps with the onboarding of new programs into the LLC. Additionally, Kinna works with several institutions' development officers, their donors, financial advisors and attorneys to structure life income and testamentary gifts that will benefit those institutions. Clark also leads workshops and seminars for system-wide professional development.



IRA FOSTER '88

Ira Foster '88, General Counsel and Interim Executive Director of Georgia Legal Services Program in Atlanta, was selected as a 2018 National HBCU Pre-Law Hall of Fame Honoree. Foster is an alumnus of Fort Valley State University and North Carolina Central University School of Law. Foster will be honored at this year's 5th Annual National HBCU Pre-Law Summit and Law Expo. The 2018 event is sponsored by AccessLex Institute at Emory University School of Law in Atlanta.



DELEGATE FRANK S. TURNER '73

Delegate Frank S. Turner '73 is making an impact in the lives of Maryland students who wish to complete their college education. Turner recently served as the lead sponsor for the Near Completers and the Maryland Community College Promise Scholarships Bill. The bill allocates an estimated \$15 million per year in need-based tuition assistance to thousands of Maryland students seeking to advance their education.

According to the Baltimore Sun, "Delegate Turner considers this bill to be the second-most important of his 24-year tenure in the House of Delegates because it can reduce college loan debt and help more Marylanders participate in the American dream."

Turner, who currently serves as a Maryland state delegate, was elected to be the first African-American to serve Howard County in the General Assembly.

Having served as a Maryland state delegate since 1995, Turner will retire this year.

AMANDA A. MINGO '07 JOINS RANKS OF SUPER LAWYERS



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Selected to Super Lawyers: 2017 - 2018

Licensed Since: 1997

**Education: North Carolina Central University
School of Law**

Practice Areas:

Personal Injury - General: Plaintiff (70%),

Civil Litigation: Plaintiff (20%),

Administrative Law (10%)

As a partner at Rawls, Scheer, Foster & Mingo PLLC, Amanda A. Mingo helps victims of negligence, and those who have lost a loved one, secure justice through personal injury and wrongful death claims. She advocates for people in the Charlotte area.

In one of her most notable cases, Mingo represented the parents of a child who died in a car wreck. The incident happened due to excessive speed combined with the lack of a traffic signal at an intersection. Through filing a claim against the land development company, which was supposed to have installed the traffic light, Ms. Mingo obtained \$3 million for each parent.

As a nod to verdicts and settlements like this one, Mingo holds the highest peer rating possible of AV Preeminent® from Martindale-Hubbell, and she has an Avvo "Excellent" rating. V Preeminent® is a significant rating accomplishment - a testament to the fact that a lawyer's peers rank him or her at the highest level of professional excellence. ... Only lawyers with the highest ethical standards and professional ability receive a

Martindale-Hubbell Peer Review Rating of "AV."

In 1992, Mingo earned a Bachelor of Arts in monetary economics and finance from the University of North Carolina, Asheville. She then received a Juris Doctor from the North Carolina Central University School of Law in 1997.

Prior to entering private practice, Mingo was an assistant district attorney. She brings those litigation and investigative skills to every case she handles, uncovering every detail that leads to a top-dollar award for clients.

In addition to personal injury cases, Ms. Mingo also handles matters including the following: whistle blower claims, business insurance coverage disputes, professional licensing, zoning and North Carolina Alcoholic Beverage Control Commission permits.

Mingo is a member of the American Association for Justice, the Mecklenburg County Bar and the North Carolina Advocates for Justice's Auto Torts Section.



Marcus Shields '11



William Wood '87



Angela P. Clark '07



Karen Lewers '15

GUILFORD COUNTY ASSISTANT DISTRICT ATTORNEY WILLIAM WOOD & ASSISTANT PUBLIC DEFENDER MARCUS SHIELDS FILL EMPTY SEATS

By Danielle Battaglia, Greensboro News & Record

Gov. Roy Cooper appointed a prosecutor and a public defender to the judge's bench in Guilford County after the departure of two judges.

Guilford County Assistant District Attorney William Wood and Assistant Public Defender Marcus Shields will fill the seats left empty by the departures of Judges Lindsay Davis and Avery Crump.

Davis, the county's senior resident Superior Court judge, retired on March 31 after reaching his 72nd birthday. North Carolina law requires a judge to retire within 30 days of that milestone.

Crump retired earlier this year to run for Guilford County District Attorney. She won the May primary and doesn't face an opponent in the general election.

After Davis' retirement, Superior Court Judge Joe Craig was promoted as the county's senior resident judge on April 1. Cooper appointed

Woods to fill Davis' vacant seat.

Woods has served for nearly 30 years in the Guilford County District Attorney's office as an assistant district attorney specializing in prosecuting violent crimes.

He earned degrees from Lenoir-Rhyne University and North Carolina Central School of Law.

Cooper also appointed Marcus Shields as a District Court judge to replace Avery. Shields has served as an attorney in private practice, as an attorney for the North Carolina Legal Services and as an assistant public defender.

He also serves as an adjunct professor of law at Elon University School of Law.

He holds degrees from the University of South Carolina at Columbia and North Carolina Central University School of Law.

ANGELA P. CLARK '07 JOINS SUPREME COURT BAR

Angela Clark was among a group presented to the U.S. Supreme Court on Monday for admission to the United States Supreme Court Bar. Chief Justice John Roberts found that the attorneys met the requirements and accepted each for admittance. Each was sworn in by the clerk of court, Scott S. Harris. Clark graduated from N.C. Central University School of Law in 2007 and received her LL.M. in taxation in 2009 from the University of Florida School of Law. She began practicing law in Lenoir in 2009 with her husband, Macon A. Clark.

KAREN LEWERS '15 JOINS MICROSOFT

Karen Lewers '15 has joined the Microsoft U.S. Corporate External and Legal Affairs - Global Commercial and Field Group team, as an attorney. Karen will work out of the Chevy Chase office in the DC area. Karen joined Microsoft from Lazega & Johansson, LLC in Atlanta, where as a senior associate in the General Servicing Group, she handled numerous real estate related matters and transactions. Prior to the law firm, Karen was a staff attorney for Blue Cross Blue Shield of North Carolina where she worked on numerous contractual transactions including technology transactions and provided guidance to clients on risk management, audit, and other related matters.

Karen obtained her J.D. from North Carolina Central University School of Law in 2015, graduating summa cum laude. She received her B.A. in international affairs from the University of Georgia.

In Karen's own words: "I am super excited to join such an innovative, ever changing and impactful company. I look forward to collaborating with many talented individuals within the team, as well as across CELA and the business to support our financial services customers' digital transformation. New to the Washington, D.C. area, I'm also excited to explore the city and establish new connections. I recently married my college sweetheart, Corey, and I enjoy cooking, hosting dinner parties/potlucks and watching Georgia football (Go Dawgs!)."

**GOV. COOPER APPOINTED THE FOLLOWING INDIVIDUAL
TO THE NORTH CAROLINA INDUSTRIAL COMMISSION:**



Myra L. Griffin '97 of Durham was appointed as a Commissioner representing employers. Griffin has served as the deputy commissioner of the North Carolina Industrial Commission for more than 13 years. Prior to that, Griffin served as an assistant attorney general assigned to the Industrial Commission and as an agency legal counsel in the Office of the North Carolina Attorney General.



Juvenile Justice Planning Committee:

Grayson H. Cheek '08 of Wilmington was appointed as representative of volunteers who work with delinquents or children at risk of delinquency. Cheek is a private criminal defense attorney. Cheek helped found the Leland Area Rotary Club chapter and has served as its vice president and president.



**HEATH NANCE '08 DELIVERS COMMENCEMENT SPEECH AT
SOUTHERN COMMUNITY COLLEGE**

The Whiteville News Reporter

Assistant District Attorney and Southeastern Community College alumnus Heath Nance delivered the Spring 2018 Commencement speech.

Nance is currently an assistant district attorney in the 13th Prosecutorial District, which includes Bladen, Columbus, and Brunswick counties. He is a 1998 graduate of Southeastern Community College, received his Bachelor of Science in Public Health from UNC-Chapel Hill in 2001 and immediately began working at UNC Hospitals after graduation. While working in administration at UNC Hospitals, Nance earned his Masters of Business Administration from Elon University in 2005. Heath went on to earn a law degree in 2008 from North Carolina Central University School of Law.

Nance is dedicated to public service and to the people of North Carolina. His father was an educator for his entire career and served as the superintendent of Columbus County Schools for 15 years. During his upbringing, Nance witnessed the importance of public service and serving the needs of his community. He was raised in Cerro Gordo and now resides just outside of Whiteville with his wife of 15 years and their daughter. He is an active member of Piney Forest Baptist Church. His is also on the executive board of the Boy Scouts of America, Cape Fear Council and is the former president of the 13th District Bar. He currently serves as an advisor for Columbus County Teen Court.

ALUMNI RECEPTIONS THANK YOU

The Office of Development and Alumni Relations wishes to thank each host, all alumni and friends who attended the 2017-2018 alumni receptions, and the Legal Eagle Let's Talk sessions. Your unwavering support of NCCU School of Law is a testament to the strength that binds you passionate and dedicated alumni. We are looking forward to reconnecting each year to see familiar and new faces, and to learn about



The Durham Alumni Reception, hosted by Lowell Siler '79 and James (Butch) Williams '79, was held at Parizade restaurant on September 28, 2017.



The Washington, D.C. Area Alumni Reception, hosted by Stephen Redmon '87, was held at the JW Marriott Hotel on November 1, 2017.



The Fayetteville Area Alumni Reception, hosted by Marshall Pitts Jr. '90, was held on December 7, 2017 at the law office of the host.



The Lumberton Alumni Luncheon, hosted by Mark Locklear '96, was held at Adelo's Restaurant on December 14, 2017.

***“WHEN THE FORCES OF EXTREMISM BECOME SO
OVERWHELMING THAT THEY DEPRESS THE HOPE OF
THE PEOPLE, THE PROPHETIC VOICE AND MISSION IS TO
CONNECT WORDS AND ACTIONS IN WAYS THAT BUILD
RESTORATIVE HOPE, SO A MOVEMENT FOR RESTORATIVE
JUSTICE CAN ARISE.”***

- William J. Barber II, Forward Together: A Moral Message for the Nation

the wonderful things you are doing to enrich your communities. Alumni receptions are an ideal way to stay engaged with your fellow Legal Eagles, and to keep up with what's taking place at the law school. For those that were unable to attend your areas last event, you were missed. We sincerely hope that you will attend the events planned in your area's this year. Below are a few snap shots of some receptions during the 2017-2018 academic year. We look forward to seeing you all next year! Keep up the great work, Legal Eagles!



The Charlotte Alumni Reception, hosted by Charles W. Hands III '17, and Rashida Stevens '17, was held at K & L Gates Law Firm, on March 15, 2018.



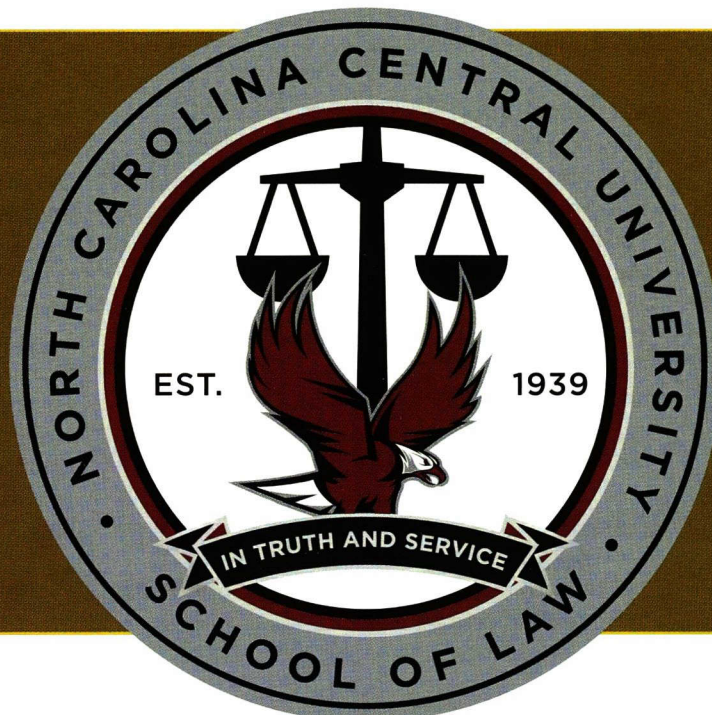
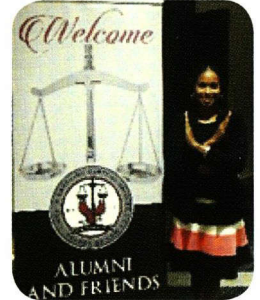
The Raleigh Alumni Reception, hosted by Leonard Jernigan '76, paid honor to the retirement of Judge Rick Elmore at the N. C. Court of Appeals, on April 25, 2018.



Richmond Alumni Reception, hosted by Tonnie Villines '88, was held at McGuireWoods Law Firm, on April 27, 2018.

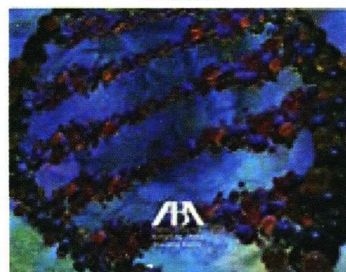


The 2018 Annual National Bar Association Dean's Reception was held at the New Orleans Hilton Riverside on August 21, 2018.





**ANTHONY JAMES "JAMIE"
CUTICCHIA '09**

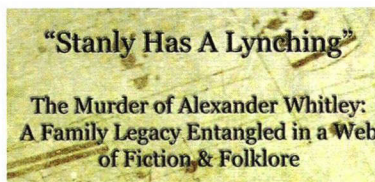


**BOOK PUBLISHED
BY ABA 2018**

Jamie Cuticchia is principle of AJC Bioinformatics, Biotechnology, and Pharmaceutical Consultant. He is highly specialized in patent and wrongful termination cases, with twenty-five years of experience in biomedical research. In 1984 he was drawn to the field of "Bioinformatics" which uses computers to answer biological questions. His work in this field, especially in the area of the Human Genome Project, is known within the scientific communities. He has worked both in academic and private research organizations. Cuticchia's work as a patent lawyer includes handling patents in biotech, manufacturing, and methods. In addition to a juris doctor's degree from NCCU School of Law, he earned a PhD in genetics in 1992 from the University of Georgia.



M. LYNETTE HARTSELL '69



"Stanly Has a Lynching" examines the ways in which the media, as well as religious, political and social institutions, have used ballads, fiction, and folklore tales for over a century to celebrate, rather than condemn, the brutal lynching of a white man, Alexander Whitley, in 1892.

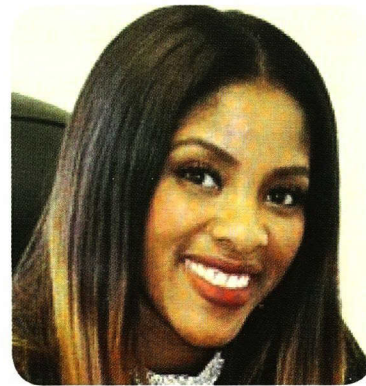
How men in a small town in North Carolina justified this act of murder as "Just Desert" -- before, during and after the event -- is exposed when facts, rather than fiction, are brought into focus.

Through her research and analysis, Hartsell demonstrates how a family legacy was tainted by a fabricated folktale embedded in a religious motif. Many newspaper accounts from the 1800s help tell the story, conveying aspects of Southern history and lynch culture not often found in textbooks.

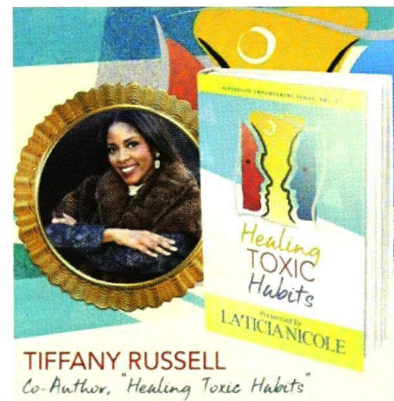
M. Lynette Hartsell, great-granddaughter of Alexander Whitley, was born in 1948 in Albemarle, N.C., the heart of Stanly County. She graduated from North Stanly High School 1966 and from Appalachian State University in Boone, North Carolina, in 1969.

In 1981, after graduating from North Carolina Central University School of Law, she opened her law office and over the course of 36 years, represented clients in the state and federal courts. She also served as a mediator and as an arbitrator in civil matters.

Hartsell now lives in Cedar Grove, North Carolina with her partner, Laurie Fuchs. She enjoys writing, photography and exploring historic and cultural sites in the U.S. and beyond.



TIFFANY RUSSELL '04

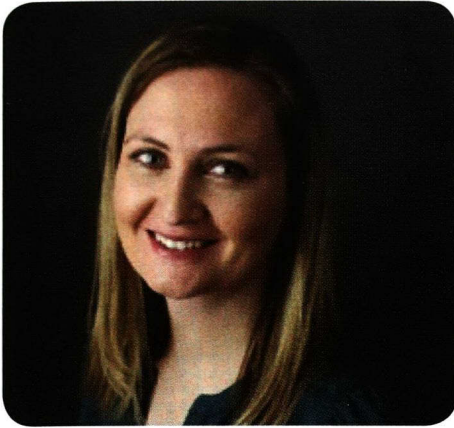


Tiffany Russell is currently managing partner of TDRLegal in Durham where she conducts litigation in a variety of cases. She represents a diverse group of clients in civil and criminal litigation matters.

Prior to entering private practice, Russel was an attorney with Womble, Carlyle, Sandridge & Rice from 2005 to 2008.

Russell received her Juris Doctorate from North Carolina Central University School of Law in 2004 where she was active in the Juvenile Justice Clinic and the Sports and Entertainment Law Association. She received a Bachelor of Arts in Political Science from Tuskegee University, Tuskegee, Ala., in 2001.

Russell serves on the boards of Urban Ministries of Durham, and the Elna B. Spaulding Conflict Resolution Center. She also chaired and co-chaired the *Housing Appeals Board* from June 2006 until June 2014.



**SAMANTHA
ARRINGTON SLINEY '13
PLOWS LEGAL GROUND
WITH RECENT ARTICLES**

Change is a Comin': Department of Defense Decision to Open All Combat Jobs to Women Necessitates Change to Current Military Selective Service Act, 47 Memphis L. Rev. 555 (2017).

Department of Homeland Security v. MacLean: The Supreme Court's Interpretation of the Application of Whistleblower Protection Laws to Disclosures Made Contrary to Transportation Security Administration Regulations, 8 Ne. U. L. J. 397 (2016).

U.S. v. Al Bahlul: Where It's Been and Where It's Going, Harv. Nat'l Sec. J. (2016), <http://harvardnsj.org/2016/03/us-v-al-bahlul/>.

Use of the National Guard on the U.S.-Mexico Border to Quell Border Security Concerns: Increase Coordination Between Border States and Federal Government by Expanding 32 U.S.C. § 112 to Encompass Immigration Issues, 49 Ind. L. Rev. 693 (2016).

Right to Act: United States Legal Basis Under the Law of Armed Conflict to Pursue the Islamic State in Syria, 6 Nat'l Sec. & Armed Conflict L. Rev. 1 (2015), <http://nsac.law.miami.edu/united-states-islamic-state-syria/>.



BARRY K. SHUSTER '99

**HOTEL INDUSTRY ARTICLES INCLUDE
ADDRESSING VEGAS SHOOTING**

Shuster B., Williams, W. (2018). "HBCU Alumni Perception of Industry Relevance of Their Hospitality Management Program Curriculum". Consortium Journal of Hospitality and Tourism 21, no 1.

Shuster B., (2017). "In the Wake of Henriette Lacks; Current U.S. Law and Policy on Control and Ownership of One's Body Tissues Used in Medical Research." The Journal of Healthcare Ethics & Administration 3, no.2 (Fall/Winter 2017): 8-18, <https://doi.org/10.22461/jhea.1.71614>.

Shuster, B. (2018). A moral crisis and a growing liability threat: A call to action for hotel operators to adopt human trafficking compliance and training. Hotel News Now. July 26, 2018.

Shuster, B. (2017). How shifting laws on tip-pooling could affect hotels. Hotel News Now. November 7, 2017.

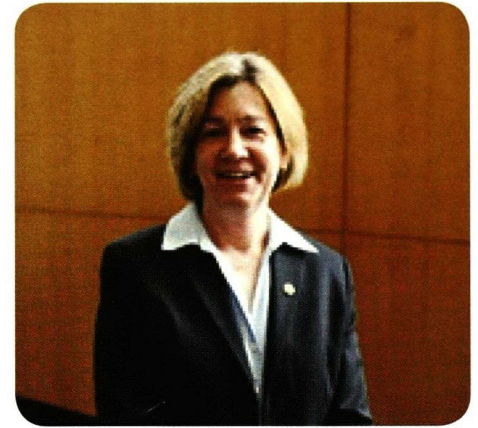
Shuster, B. (2017). After Vegas: See something? Then say or do something. Hotel News Now. October 19, 2017.

Shuster, B. (2017). Navigating the Spreading 'Ban the Box' laws. Hotel News Now. April 21, 2017.

Shuster, B. (2017). The Fate of the Overtime Expansion. Hotel News Now. January 19, 2017 Shuster, B. (2016).

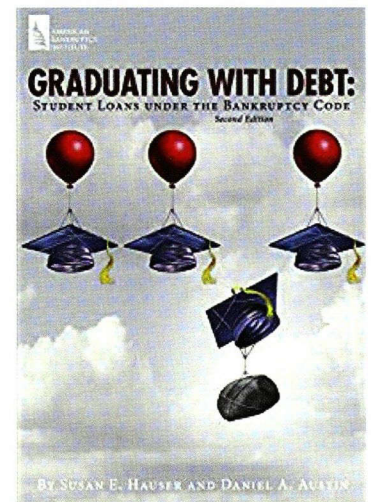
Shuster, B. (2017). Shared Responsibility for Misclassified Workers. Hotel News Now. October 17, 2016.

Shuster, B. (2016). Avoiding Liability for Actions of Third-party Employees. Hotel News Now, July 25, 2016.



SUSAN E. HAUSER

FACULTY PUBLICATION



Professor Hauser has written and lectured extensively on bankruptcy, bankruptcy procedure, civil procedure, and predatory mortgage lending. She has published articles in several scholarly journals, including the American Bankruptcy Law Journal, North Carolina Law Review, Tulane Law Review, and the North Carolina Central Law Review. She has also developed and presented training programs on civil and bankruptcy procedure to court personnel in the United States and in the Republic of Zambia. In 2005, Hauser was awarded an American Bankruptcy Law Journal Fellowship. Hauser received a Bachelor of Arts degree in philosophy from Wake Forest University in 1980 and a Juris Doctor degree from the University of North Carolina at Chapel Hill in 1984.



J. KENNETH LEE '52 (1923-2018)

Prominent civil rights attorney J. Kenneth Lee '52 of Greensboro passed away in July at the age of 94. Mr. Lee's career spanned more than five decades of active practice.

Mr. Lee, who earned a degree in electrical engineering from N.C. A&T State University, decided to go to law school to fight Jim Crow laws. He was one of four students at the North Carolina Central University School of Law who, in 1949, joined a lawsuit in the Middle District of North Carolina that led to the desegregation of the University of North Carolina School of Law. The students were represented by Thurgood Marshall, then director-counsel of the NAACP Legal Defense Fund and later associate justice of the United States Supreme Court. The admission of African American students to the law school had the effect of desegregating the University of North Carolina at Chapel Hill. Other graduate and professional schools at UNC-CH soon followed suit, and by the mid-1950s African American students were admitted to the College of Arts and Sciences.

"Lee is one of the law school's great citizens of the 20th century," said Martin Brinkley, dean of the UNC School of Law. "His strength and commitment to justice paved the way for students not only at the law school but at the university. His tireless work arguing civil rights cases across North Carolina created positive changes that are still felt today and will continue to be felt for years to come."



CHARLES HAMILTON HOUSTON JR. PASSING

The only son of the legendary civil rights attorney "Charlie Houston" recently died from complications related to Parkinson's disease. His father was a former Howard University School of Law dean, the architect of the *Brown v. Board of Education* legal strategy and mentor to Thurgood Marshall, Constance Baker Motley and others. Charles Jr. was a historian in his own right, who taught American history at Morgan State University for many years and co-founded a successful pipeline program at the University of Baltimore School of Law in his father's name.



KARA BROOKE (STRICKLAND) OTTESEN '12

Kara Brooke Ottesen passes peacefully July 27 at 48, at the Transitions LifeCare Hospice Center in Raleigh.

Brooke was born in Wilmington, N.C. and attended John T. Hoggard High School. She later moved to Raleigh, where she married and started her family. She graduated with high honors from both Meredith College and NCCU Law School. Brooke was a highly regarded attorney who practiced Ethics and Licensing Law in Cary.

Brooke is survived by her beloved husband, Raymond Ottesen, her sons, Chase, Avery and Kean (Cary), father H. Gene Strickland (Wilmington), mother Carolyn Faye Rivenbark (Raleigh), step-mother Patricia Redwine Strickland (Wilmington), sister Dana Lynn Crowder and husband Scott Crowder (Lakeland, Fla.), nieces Kaelee and Sophie.



ANDREW COOKSON '03

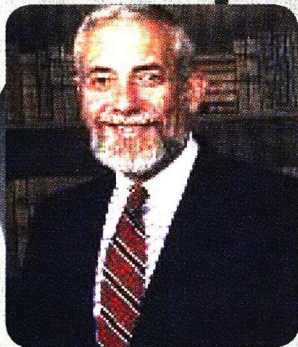
Andrew Cookson, 49, passed away in his sleep on August 16. He was born on March 30, 1968 in New Brunswick, NJ to Robert and Agnes Cookson.

After graduating from Old Dominion University, Andrew worked as a realtor in the Wilmington area for a number of years. He then relocated to the Triangle area to attend North Carolina Central University law school. Andrew earned his Juris Doctor in 2003 and established the law firm Gurley & Cookson, in North Raleigh. One of Andrew's greatest joys was assisting people in need and he worked to provide quality, friendly legal services. His firm continues to serve the North Raleigh real estate community under the name Cookson & Cromer, PLLC.



ALBERT LEE WILLIS '73

Albert Lee Willis '73 of Durham died Aug. 18 at the age of 81. A native of Trenton and a Double Eagle, he received his undergraduate degree in 1960, and his law degree in 1973. Mr. Willis was preceded in death by his father, mother and one brother, William Harris. He leaves to cherish his memories his wife (Liz), daughters (Ynette and Sharon), son (Brad), son in law (Fred) and grandchildren (Dymond and Daniel).



ROBERT J. MILLER '85

Dr. Robert James "Bob" Miller, 83, died October 26, in Raleigh following complications from a fall. He was born in Dunn, NC on January 14, 1933 to Edith Crockett Miller and Robert James Miller, Sr.

A true Renaissance Man, Bob's life showed his wide ranging interests: surveyor, forester, biologist, professor, dean, lawyer, Sunday school teacher, vestryman, lay reader, mason, sailor and dog butler. His greatest honor was paid to him by his daughter, Nancy, who said that he was the quintessential Southern Gentleman.

He is survived by his wife, Patricia S. (Trish) Miller; his daughters, Patricia A. Miller and husband Joe Barnes of Raleigh; Susan M. Price and husband Lee, of Raleigh; Nancy M. Childs and husband Edward, and grandchildren, Sarah Kate Childs, John Edward Crockett Childs, and Emily Louise Childs of New Bern.



IVAN K. OWENS '83

Ivan Keith Owens was born on March 9, 1956 in Durham and passed November 7, 2017. He was the son of the late Lewis Nathaniel Owens and Lottye Mitchell Owens. Ivan was educated in Durham Public Schools and graduated from Durham High School in 1973. Ivan attended Howard University where he majored in political science. Ivan went on to earn a Juris Doctorate degree from NCCU School of Law in 1983 where he was a member of Phi Alpha Delta, Inc. and president of 1980 Law Week.

Ivan was president/broker-in-charge- of Service Plus Realty, Inc. He was also the founder and president of Mt. Gilead, Inc., a nonprofit organization of Mt. Gilead Baptist Church. He was passionate about serving the community and led his church's efforts to purchase property in the community and work toward positive development of the surrounding area.

Ivan is survived by his lifelong partner and best friend, Joyce Smith, a brother Lewis Owens, Jr. (Pamela); nieces and nephews Lamonte Garrett (Robin), Tia Lance, Ashley Johnson, Tiffany Owens, Taylor Owens, Lance Garrett, Reese Garrett, Alexius Johnson, and Kennedy Stewart; and one godson Carl (C.J) Paschal Jr.

**Your Gifts
Make A
Difference.**

**Giving
Can Still
Benefit
You!**



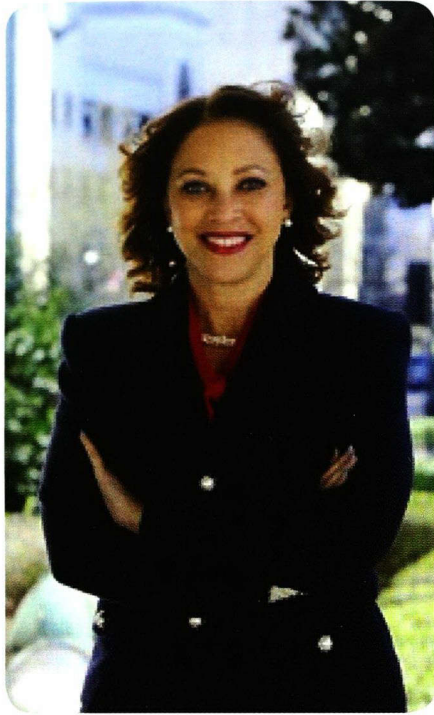
**North Carolina Central
University School of Law**

While tax laws have changed, there are still many ways you can make a gift to support our law school and make a difference. Even with the changes, **making a gift to us can still provide benefits to you.** Contact us to learn more about ways you can support our work and benefit this year.

WAYS TO GIVE

- **IRA Rollover Gift** If you are 70 1/2 or older you can avoid extra income this year by making a gift to us from your IRA
- **Gift of Securities** Give us your old stock (with a low basis) that has appreciated in the rising market and avoid capital gains tax
- **Life Insurance Gift** Eliminate an old or unneeded life insurance policy by making a gift of the cash balance to support our work
- **Life Income Gift** Make a gift for a gift annuity or charitable remainder trust and receive lifetime payments. Ask us for a free illustration with your benefits
- **Charitable Bequest** Make a gift to support our work that costs you nothing today. Provide for your loved ones first and then our cause with a bequest made in your will or trust

To establish an endowed scholarship fund in your or your loved ones' honor, contact Susan Hester, Director of Development at 919-530-7400 or email shester@nccu.edu.



WHY I GIVE

Sonya M. Allen '99

I am grateful to North Carolina Central School of Law for preparing me with an excellent legal education. It has afforded me the opportunity to stand before the highest courts in this country with confidence and pride as I defend my clients. I know the gift I have been given and my responsibility to pass it on.

JOHN D. FASSETT ESTABLISHES ENDOWED SCHOLARSHIP AT NCCU SCHOOL OF LAW

By Bernita Cooper

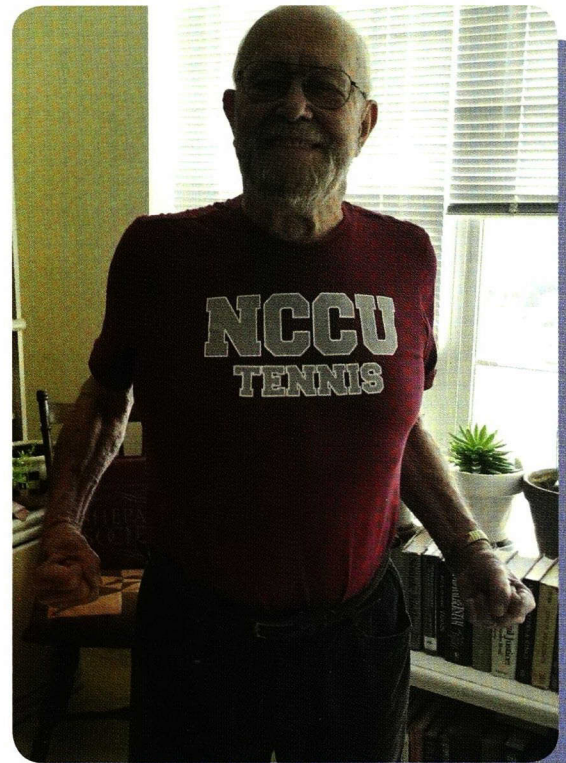
Longtime NCCU School of Law supporter and donor John D. Fassett has made a gift of \$317,000 to create an endowed professorship fund in his name. The fund will assist the law school in endowing a professorship for a faculty member who can make contributions to legal reform in the areas of constitutional law, human rights and civil rights.

"We only live once, so if we are going to leave anything behind, it's going to be in the form of what we give," Fassett said. "We can't take it with us, so it is our duty to share."

In addition to the professorship, Fassett has also made a contribution of \$80,000 to the law library and established a private fund that awards over 350 scholarships to Durham-area teens and encourages students to attend NCCU. Among Fassett's other NCCU accolades, he received the university's highest honor of distinction, a Doctorate of Humane Letters.

Fassett, a graduate of Yale Law School, led a notable legal career as a law clerk and played a significant role in the 1950s court case *Brown v. Board of Education*. Fassett convinced one of the justices not to dissent in the landmark Supreme Court case that changed the trajectory of education in this country and ended school segregation.

To establish an endowed scholarship fund in your or your loved ones' honor, contact Susan Hester, Director of Development, at 919-530-7400 or email shester@nccu.edu.



***"We only live once, so
if we are going to leave
anything behind, it's
going to be in the form of
what we give,"***

ALUMNI GIVING

The Honor Roll of Donors is NCCU School Of Law's opportunity to thank alumni, friends, and partners who have demonstrated their support of the law school's mission *to provide a high quality, personalized, practice-oriented and affordable legal education to historically underrepresented students from diverse backgrounds in order to help diversify the legal profession*. Your generosity increases scholarship offerings for students, provides funds to support scholarly endeavors for faculty, augments academic programs, and enhances current facilities. Your contributions are crucial to maintaining and enriching the NCCU Law experience. The Honor Roll of Donors list reflects annual gifts made July 1, 2017 – June 30, 2018.

Dean's Circle: \$10,000 & Up

John D. Fassett
Ralph Frasier Sr. '63
Joan Franks
Michael McCrann '76
1st Atlantic Surety Co.
Class of 1982, Endowed Scholarship
Google, Incorporated
Norflet Progress Fund
Polycom
Smith/Shaver Law School
Scholarship Fund, Inc.
The Estate of Ivan K. Owens

Bond Circle: \$5,000 - \$9,999

Sammie Chess Jr. '56
Marvin Genzer
Irving Joyner
Dara Kendall '97
Maurice Smith '05
Milton Tingling '82
Monte Watkins '84
Michael Williford '83
Durham Public Schools
Jackson Lewis LLP
Police Athletic League of
Philadelphia Incorporated

1939 Club: \$2,500-\$4,999

Cheryl Amana-Burris
Danielle Bennett '99
John Caldwell
Everett Chandler '97
Gregory Clinton Sr.
Phyliss Craig-Taylor
LaToya Merritt '00
Daniel Siegel
Frank Turner '68
SFH Limited WW LLC
Venable LLP
YourCause, LLC

Barristers: \$1,000-\$2,499

Kelvin Atkinson '03
David Blow '96
Renee Bowser '82
Henry Campen Jr. '86

Nicholas Carr '07
John Carter Jr.
Mary Collins '05
Ronald Douglas '82
Donna Douglas
Malik Edwards
Anthony Fox '82
Gillain Fraiser
David Green
Kia Hardy-Vernon '93
Susan Hester
Grady Jessup '74
Early Kenan '83
Arnold Locklear '73
Mark Locklear '96
Mark Morris '82
Carolyn O'Garro-Moore '87
Nichelle Perry '97
Joseph Perry
Stephen Redmon '87
Mark Richardson
Erogers Stinson '72
Tennie Villines '88
Gerald Walden Jr. '01
James Webb '76
Devon White '02
Louise Williams
Mary Wright
Pamela Young '85
Arch Capital Services
BARBRI, Incorporated
BusinessLink Technologies LLC
Committee To Elect Michael Barnes
Julian Pierce Memorial Initiative
Law Firm of Poppe & Assoc., PLLC
National Christian Foundation
The Law Offices of
Marshall B. Pitts, Jr., P.C.
Themis Bar Review LLC
Triangle Community Foundation, Inc.

Eagle's Court: \$500-\$999

Sonya Allen '99
Eugene Brown '07
Curtis Brown '90
Lynn Burke '10
Dominique Camm '09
Jason Crump '97
Harry Daniels '10
William Dudley Sr. '76

Richard Elmore Sr. '82
Pamela Glean '80
Kimberly Grainger
Susan Hauser
Sonny Haynes '10
Edward Hedrick, V
James Hill '75
Tamila Lee '99
Joshua Malcolm '04
Angela McIver '96
Adrienne Meddock '91
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