

Mary L. Harokopus
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TEACHING EXPERIENCE

Michigan State University College of Law **East Lansing, MI**

Associate Clinical Professor of Law, August 2023–present

- Lead a twice weekly first-year course on the development of effective objective legal writing, analysis, research, and advocacy practices.
- Lead a weekly first-year course on the development of effective persuasive legal writing and oral advocacy.

Mercer University School of Law **Macon, GA**

Visiting Assistant Professor of Law, August 2022 – June 2023

- Lead a weekly second-year course on the development of effective persuasive legal writing, analysis, research, and advocacy practices.
- Develop and lead a weekly (two-hour) upper-level Legal Writing III course (Summary Judgment Practice/drafting).

University of North Texas - Dallas College of Law **Dallas, TX**

Visiting Professor of Law, August 2021 – Present; Adjunct Professor, August 2020 – May 2021

- Led a weekly first-year course on the development of contemporary and effective legal writing, analysis, research, and advocacy practices.
- Counseled and mentored students on lawyering skills, including legal research and oral advocacy, with an emphasis on providing real-world perspectives and examples of legal writing practices and fundamentals.
- Developed and led a twice weekly upper-level Legal Writing III course (Discovery Drafting).
- Faculty Handbook Committee Member.
- Faculty Advisor for Intellectual Property Society.
- Moot Court Competition Judging/Volunteer

-CBA Moot Court Judge, November 2021; Evidence course “Prosecutor,” December 2021; BLSA Moot Court Judge, February 2022.

PROFESSIONAL EXPERIENCE

University of North Texas Division of Inclusion, Diversity Equity and Access **Denton, TX**

Title IX Hearing Officer, September 2021 – Present

- Conduct periodic Title IX hearings; serve as advocate for complainant.

Mary L. Harokopus, PLLC **Plano, TX**

Owner and Solo Practitioner, August 2018 – October 2021

- Represented business clients and individuals in a variety of legal matters, focusing on commercial and employment cases in Federal and State Court and Arbitration proceedings. Drafted pleadings, briefs, and appellate briefs and engaged in all aspects of trial preparation and proceedings.
- Successfully appealed non-compete matter.
- Attained reversal of expulsion decision for disabled graduate student (who has now successfully graduated).

Saunders, Walsh & Beard, L.L.P. **McKinney, TX**

Partner, August 2017 – August 2018

- Litigated docket of cases in Federal and State court; extensive first chair trial work.
- Performed equal opportunity investigations, counseled businesses on wide variety of legal issues, such as managing separations, performing EEO investigations, arbitration and non-compete programs.

Kilgore & Kilgore, PLLC **Dallas, TX**

Of Counsel, June 2015 – March 2016

- Litigated primarily employment cases on behalf of individuals.
- Performed transactional work (reviewed, drafted, and negotiated contracts – severance agreements, non-compete agreements, intellectual property agreements, and executive compensation agreements).
- Provided counsel to small businesses regarding legal issues arising under the FLSA, NLRA, ADA, Title VII, FMLA, DOL and OSHA.

RENT-A-CENTER, INC. **Plano, TX**

Senior Employment Counsel, 2006-2014

- One of only two employment lawyers for 18,000+ coworkers. Managed large docket of litigation.
- Collaborated with senior executives, field managers, benefits and human resources professionals concerning all legal aspects of the employer / employee relationship.
- Drafted and revised employment policies and procedures, including for Canadian and Puerto Rico operations.

J.C. PENNEY CORP., INC. **Plano, TX**

Senior Counsel – Litigation, 1997-2006

- Litigated first trial in California involving alleged failure of notice under Proposition 65.
- Counseled internal business clients regarding wide range of legal and HR issues.

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- Litigated numerous cases in judicial, administrative, and arbitral venues across the United States.
- Managed garnishment team and significantly reduced legal spend for defaults and claims processing fees.

FORD MOTOR CO.

Dearborn, MI

Manufacturing Engineer – Environmental Compliance & Safety Group, 1987-1992

- Chaired the Pedestrian Protection Task Force; liaison with NHTSA in devising manufacturing methods and designs to minimize head trauma in pedestrian collisions.
- Prepared congressional testimony for Ford executives called to testify on environmental or safety issues.
- Worked on various environmental and safety initiatives from an engineering standpoint.
- Programmed robots in engine assembly plant; created software for financial reporting system.

EDUCATION

Southern Methodist University

Dallas, TX

MBA for Lawyers (Certificate, 2013)

Michigan State University

Lansing, MI

JURIS DOCTOR, 1994

- American Jurisprudence Award (Property)

University of Michigan, Horace Rackham School of Graduate Studies

Ann Arbor, MI

MASTER OF SCIENCE IN ENGINEERING, 1989

Oakland University

Rochester, MI

BACHELOR OF SCIENCE; MANAGEMENT INFORMATION SYSTEMS, 1986

PUBLICATIONS & SPEAKING ENGAGEMENTS

July 2023: SEALS panelist: *CREATING AN INTERCONNECTED LEARNING COMMUNITY II: FROM LEGAL WRITING TO CLINICAL INSTRUCTION.*

Work in progress:

- Successor Liability for Employment Claims is a Zombie; It Lives Even When “Killed” By Contract Waiver (2022)
- Summary Judgment Practice Textbook

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Research Interests: Applying Quality Control Tools such as Statistical Methods and the Deming Approaches to Legal Writing Pedagogy and Assessments.

Assistant Editor for Vol. 27, The Journal of the Legal Writing Institute (2022) ABA Section of International Law - 2021 Year in Review (deputy editor).

Appellate briefs:

- *City of McKinney v. KLA Int'l Sports Mgmt., LLC*, No. 05-20-00659-CV, 2021 Tex. App. LEXIS 952 (Tex. App.—Dallas Feb. 4, 2021).
- *Duncan v. Acius Grp., LP*, No. 05-18-01432-CV, 2019 Tex. App. LEXIS 8319 (Tex. App.— Dallas Sep. 13, 2019).
- *Jackson v. Ali Zaher Enters., LLC*, No. 05-18-00288-CV, 2019 Tex. App. LEXIS 1227 (Tex. App.—Dallas Feb. 20, 2019).
- *Rent-A-Center, W., Inc. v. Jackson*, 561 U.S. 63, 130 S. Ct. 2772 (2010).
- Continued Guidance on the ADA-National Conference on EPLI, American Conference Institute (2014).
- *Speaker*: Arbitration Overview – American Conference Institute (voted “favorite speaker”)(2013).
- *Panelist*: Arbitration Update – Littler Retail Conference (2012).
- *Speaker*: Arbitration Agreements: A Sticky Clause? National Retail Federation (2012).
- *Panelist*: A Year-End Review of Selected FLSA Cases – ABA Mid-Winter Meeting.
- *Guest Lecturer* – UNT Hospitality Course – Legal Issues in Retailing.

ADMISSIONS

Texas Bar, 1994

U.S. Supreme Court.

U. S. District Courts of Texas: Eastern, Northern, Southern, Western Districts.

U. S. District Court of Nebraska; U. S. District Court of Illinois, Northern District; U. S. District Court of Michigan, Eastern District; U. S. Court of Appeals: 5th, and 8th Districts.

INTERESTS & COMMUNITY ACTIVITIES

UrbanityEd Board Member

Legal Writing Institute Member.

RRCA Certified Running Coach (marathon).

Fleet Feet Marathon Training Program – Lead Runner (coach).