

Andrea Jane Martin

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TEACHING AND RESEARCH INTERESTS:

Constitutional Law; Anti-Discrimination Law; Employment Law; Contracts; Legal Analysis & Writing; Appellate Advocacy; Criminal Law; Contracts

ACADEMIC APPOINTMENTS:

Penn State Dickinson Law, Carlisle, PA

Assistant Professor of Law

Visiting Professor of Law

Adjunct Professor of Law

July 2023-present

July 2022- July 2023

August 2021-May 2022

Phillip M. Scott Teaching Excellence Award

Courses: Employment Law; Contracts; Legal Analysis & Writing; Introduction to the U.S. Legal System (LL.M); Legal Writing (LL.M); Race and Equal Protection of the Law; Objective Legal Analysis & Writing; Appellate Advocacy; Law Practice I

Penn State Dickinson Law Faculty Committees: *Appointments; Admissions; 1L Faculty Working Group; Penn State Dickinson Law Review; Penn State Dickinson Law Moot Court Team*

Faculty Advisor: *Moot Court Team; Native American Law Students Association;*

EDUCATION:

Penn State University, Behavioral Sciences, Course Curriculum Design Certificate, 2016

Harvard University, Business and Management Graduate Certificate, 2010

Suffolk University, MBA, 2008

Howard University School of Law, J.D., 1994

Academic Merit Scholar- Full Scholarship National Moot Court Team

Finalist -Domenick L. Gabrielli National Family Law Moot Court Competition

Finalist -Charles Hamilton Houston Moot Court Competition

American Jurisprudence Award, Remedies

Criminal Justice Clinic Student Attorney, Prisoners' Rights Program

University of Rhode Island, B.A., 1991

Dean's List

Athlete, Women's Rowing Team

PUBLICATIONS AND PRESENTATIONS:

- Andrea J. Martin, *Conditional Delegation: Civil Rights Accountability and Exclusive Representation*, Law v. Antisemitism Conference, Cardozo School of Law, March 9, 2026.
- Congressional Briefing, “Understanding the IHRA Working Definition of Antisemitism: Why It Matters, How It Works, and Where It Makes a Difference,” hosted by the Louis D. Brandeis Center for Human Rights, U.S. Congressional Staff, March 5, 2026.
- Andrea J. Martin, *Conditional Delegation: Civil Rights Accountability and Exclusive Representation*, Law v. Antisemitism Conference, University of Baltimore School of Law, February 19, 2026.
- Andrea J. Martin, *From Ambiguity to Accountability: The Case for a Legal Definition of Antisemitism in Academia*,” 2025 Pepp. L. Rev. 19 (2025).
https://papers.ssrn.com/sol3/papers.cfm?abstract_id=5580054
- Andrea J. Martin, “Rejecting the Racialization of Indianness,” 105 *B.U. Law Review Online* 1 (2025). https://papers.ssrn.com/sol3/papers.cfm?abstract_id=5215606
- Andrea J. Martin, “Balancing Freedom of Expression and Equality On College Campuses In the Wake of Intensified Antisemitism,” 90 *Brooklyn Law Review* 67 (2024).
https://papers.ssrn.com/sol3/papers.cfm?abstract_id=5021120
- Andrea J. Martin, “Beyond Brackeen: Active Efforts Toward Antiracist Child Welfare Policy,” 42 *Yale Law & Policy Review* 42 (2023).
https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4393303
- The Louis D. Brandeis Center for Human Rights Under Law, *Antisemitism and the First Amendment*, November 10, 2025.
- *Constitutional Dimensions of Regulating Campus Speech*, 4th Annual Law v. Antisemitism Conference, UCLA School of Law, March 25, 2025.
- *Marketplace of Ideas to Monopoly of Thought; BDS Activism of College Campuses*, 4th Annual Law v. Antisemitism Conference, UCLA School of Law, March 26, 2025.
- *Balancing Freedom of Expression and Equality On College Campuses In the Wake of Intensified Antisemitism*, Penn State Law, November 12, 2025.
- *Empowering Law Students to Be Antiracist: A Student-Centered, Problem-Based Learning Approach*, Forthcoming, to be published as a book chapter in the Antiracist Curriculum Development volume of the “Building an Antiracist Law School, Legal Academy, and Legal Profession” book series.
- *Aspiring Law Teachers Workshop, Crafting Your Scholarship Goals, SEALS Conference, July 23, 2024*
- *Laws Used to Enforce and Combat Antisemitism Throughout History*, University of Pennsylvania Carey School of Law, February 20, 2024.
- *A Discussion with Matthew Fletcher ~ Indian Law and the Indian Child Welfare Act*, January 26, 2024.
- *The Constitutionality of the Indian Child Welfare Act*, Dickinson College, December 6, 2024.
- *Race and Equal Protection of Laws, A Comparison of Education for African Americans and*

- American Indians in the United States, October 13, 2023.
- *Do This; Not That – Legal Writing Tips for Summer Associates*, Capital Area Managing Partners (CAMP) Program, June 22, 2023.
 - *Beyond Brackeen: Active Efforts Toward Antiracist Child Welfare Policy*, Hofstra University Maurice A. Deane School of Law, April 12, 2023.
 - *Beyond Brackeen: Active Efforts Toward Antiracist Child Welfare Policy*, Villanova University Charles Widger School of Law, April 5, 2023.
 - *Threats to the Indian Child Welfare Act*, Penn State Dickinson Law, February 8, 2023.
 - *Legal Writing Tips*, Dauphin County Bar Association, CLE - Young Lawyers Exceeding the Bar, February 7, 2023.
 - *New Scholar Workshop Panelist*, Association of American Law Schools (AALS) Annual Meeting, January 6, 2023.
 - *How the Indian Child Welfare Act Differs from the Adoption Assistance and Child Welfare Act*, Penn State Dickinson Law, November 28, 2022.
 - *The Resegregation of American Schools Post-Brown v. Board of Education*, Penn State Dickinson Law, September 21, 2022.
 - *Race and Equal Protection of Laws, A Comparison of Education for African Americans and American Indians in the United States*, October 13, 2023.

PROFESSIONAL ASSOCIATIONS (past and present):

Co-founder, Center for Jewish Legal Studies
Member, State Bar of Rhode Island
Admitted, U.S. District Court, District of Rhode Island
Admitted, U.S. Court of Appeals, First Circuit
Chairperson, 17th Annual Lutie A. Lytle Black Women Law Faculty Workshop and Writing Retreat, hosted by Penn State Dickinson Law
Member, *Indian Consortium, Future of Native Peoples*
Legal Writing Workshop Instructor, Dauphin County Bar Association, Capital Area Managing Partners Diversity Initiative
 Council on Legal Education Opportunity, Inc. (CLEO), Legal Writing Instructor
Member, National Association of Attorneys General- Victims' Rights Task Force
Member, Law Faculty Consultation Committee, advising the Claims Conference's forthcoming Holocaust, Antisemitism and the Law (HALL) Center
Steering Committee Member, Law and Antisemitism Conference
Holocaust Educator, Belfer National Conference for Holocaust Education
Board Member, Penn State Hillel
Chairperson & President, Produce for Better Health Foundation
Member, Corporate Advisory Committee~ Partnership for Food Safety
Committee Member, Pink Out Women's Cancer Fund
Board Member, YMCA
Board Member, Caritas House
Board Member, John Hope Settlement House

Member, Governor's Task Force on Diversity
Member, Rhode Island Commission on Prejudice and Bias
Member, Thurgood Marshall Lawyers Society (Formerly the Black Lawyers Association)
Attorney Trainer on Investigating Hate Crimes, Rhode Island State Police Academy
Member, Global Corporate Responsibility Team, Netherlands, Ahold
Board Member, Temple Sinai
Board Member, Temple Ohev Shalom

PROFESSIONAL LEGAL EXPERIENCE:

Utz Quality Foods

Hanover, PA

Legal Counsel

June 2012—June 2013

- Provided the CEO and senior management with effective legal advice on company business
- Advised client on contract interpretation, dispute resolution, brand management and areas of employment law.
- Assisted with the development of company policies and procedures and standard template language utilized in internal manuals, contracts and company communications.
- Provided legal counsel on business operating procedures, training materials and escalated complaints.
- Liaised with attorneys, Human Resources and other business units to ensure consistency across the broader organization.

Ahold USA

Quincy, MA/Carlisle, PA

Attorney and Vice President of Consumer Affairs (PA/MA)

March 2007-October 2004

- Provided legal advice to business units to facilitate, improve, and strengthen operational decision-making and risk management.
- Worked closely with the General Counsel to develop and implement contract review guidelines and procedures.
- Reviewed, drafted, and negotiated contracts to optimize the company's positioning and manage the risks posed in vendor relationships.
- Developed standardized documents, templates, and clauses to streamline contract management processes and communications.
- Advised executive and senior leadership by identifying areas of risk related to consumer protection against potential fraud, product safety and privacy, marketing and merchandising, food and law regulations, etc. and assisted with the development and implementation of solutions-oriented risk mitigation strategies.
- Analyzed and advised on potential new products and services through RFI/RFP processes.
- Acted as internal consumer advocate while balancing, promoting and advancing the company's goals and objectives.
- Reviewed all marketing services (including creative reviews, promotions and sweepstakes, radio, social media) and provided actionable feedback/direction to customer and brand

- protection teams, e-commerce, internal creative teams and marketing agencies.
- Investigated consumer and agency complaints in coordination with internal and external legal teams and responded accordingly.
- Mitigated and responded to various including privacy concerns, recalls, product safety, social-media oversight, customer escalations, compliance, brand protection and other existential threats; Drafted external communication related to safety issues, including recalls and potential liability concerns.
- Acted as corporate spokesperson to enhance company reputation among all stakeholders.
- Liaised with the Department of Health and Human Services, the FDA and USDA on regulatory matters including implied healthy nutrient content claims.
- Advised leadership, Corporate Brands and sales teams about government regulations affecting legal rights and responsibilities regarding health claims on corporate brand products.
- Developed the health and wellness sustainability strategy and led the U.S. effort to meet the global corporate responsibility targets of the parent company, Royal Ahold.

Stop & Shop Supermarket Company

Quincy, MA

Attorney ~ Labor and Employment

Feb. 1999- Oct. 2004

- Provided guidance to Human Resources and other business units on all aspects of labor and employment law in multiple states.
- Directed and executed legal and HR strategies to minimize grievances and arbitration hearings for 1200 union employees in Massachusetts and Connecticut.
- Participated with senior leadership team in collective bargaining with union leadership to negotiate employee union contracts.
- Reduced employee grievance costs by developing successful working relationships with union leadership and training managers to exercise disciplinary authority in compliance with collective bargaining agreements.
- Handled, directed and managed employee investigations and disciplinary hearings with company leadership and union representatives.
- Developed, updated and advised senior leadership on employee policies and processes.
- Increased organizational knowledge and compliance with relevant laws and regulations by developing training for the Human Resources teams.

Department of Attorney General

Aug. 1994-Feb 1999

Special Assistant Attorney General

Providence, RI

- Handled appeals on behalf of the State of Rhode Island.
- Analyzed opposing briefs, conducted legal research and developed compelling oral and written arguments.
- Prepared and filed appellate briefs and presented persuasive arguments before the Rhode Island Supreme Court, the United States District Court for the District of Rhode Island, and the United States Court of Appeals for the First Circuit.