

## BETHANY N. SCHOLS

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### PROFESSIONAL EXPERIENCE

#### **Penn State Dickinson Law**

2021 – Present

Director, Anuncia Donecia Songsong Manglona Lab for Gender and Economic Equity

Associate Clinical Professor of Law (July 2024-Present)

Assistant Clinical Professor of Law (2021-2024)

Externship Director – Carlisle (February 2025 to the Present, official appointment July 1, 2025)

As Externship Director, responsible for the externship program in the Carlisle location, which includes counseling students, coordinating with the Career Services Office, vetting placements, coordinating with the Externship Director in the University Park location, working with the adjunct faculty, and reporting to the Associate Dean for Experiential Education.

#### *Special Projects for Associate Dean of Experiential Education:*

- Directing the summer externship program for both locations, including working with ISSA to approve CPT applications, approving placements, and counseling students.
- Reimagining processes based on best practices for the reunification of the externship programs between the two locations:
  - Application process
  - 12Twenty process
  - Ranking offer process
  - Data collection and reporting process
  - Document retention process
- Creating an externship program handbook for the reunified law school using best practices, ABA Standards, and lessons learned from the two locations.
- Improving the general syllabus template for the five externship sections to incorporate best practices and changes in the ABA Standards.
- Coordination of the externship adjunct faculty for the 2025-2026 academic year.
- With Gopal Balachandran, research and propose best practices in remote clinical education.

As Manglona Lab Director, responsible for all aspects of the Manglona Lab, including its operations, research and scholarship, Equity Clinic, fundraising and stewardship, and university service.

#### *Manglona Lab Operations*

- Created the Manglona Lab Handbook including policies and practices for the Advisory Panel, the Equity Clinic, and the research assistants.
- Created the Advisory Panel and invited the participation of scholars.
- Prepare the agenda for, coordinate, and run the quarterly Advisory Panel meetings.
- Direct the strategy of the Manglona Lab with oversight from the Founding Faculty Director and input from the Advisory Panel.
- Generate projects to further the mission of the Manglona Lab; use a design thinking iterative model to recalibrate projects for increased impact; delegate work to support the projects when appropriate; oversee the project work product.

### *Research and Scholarship*

- The Manglona Lab website, [www.manglonalab.org](http://www.manglonalab.org), including design, research, content:
  - Legal HerStory Pioneers [www.manglonalab.org/legalherstorypioneers](http://www.manglonalab.org/legalherstorypioneers)
  - Legal HerStory Firsts [www.manglonalab.org/legalherstoryfirsts](http://www.manglonalab.org/legalherstoryfirsts)
  - ELEV8 [www.manglonalab.org/elev8](http://www.manglonalab.org/elev8)
  - Witnesses to HerStory [www.manglonalab2.org/witnesses](http://www.manglonalab2.org/witnesses)
  - Manglona Media [www.manglonalab.org/manglona-media](http://www.manglonalab.org/manglona-media)
  - Workplace Equity [www.manglonalab.org/workplace](http://www.manglonalab.org/workplace)
  - ERA History [www.manglonalab.org/era](http://www.manglonalab.org/era)
- Coordinated the Interviewing Witnesses to HerStory panel presentations (Spring 2024, 2025).
- With Michele Vollmer, 2025 AALS Clinical Conference poster presentation, *Teaching Through Storytelling: Integrating A Narrative Approach to Client Interview Pedagogy*.
- Book Review, Nell McShane Wulfhart, *The Great Stewardess Rebellion: How Woman Launched a Workplace Revolution at 30,000 Feet*, 30 GENDER, WORK AND ORG. 1484-1486 (July 2023).

### *Teaching*

- Designed, prepared, revised the curriculum for Manglona Lab's one semester Equity Clinic.
- Responsible for creating the application criteria for students, reviewing the candidates' application materials, interviewing candidates, and welcoming students to participate.
- Adopted the rounds model of clinical pedagogy, using best practices from the *Clinic Seminar* (West Academic Publishing, 2014) and *Transforming the Education of Lawyer: The Theory and Practice of Clinical Pedagogy* (Carolina Academic Press, 2014).
- With a colleague, conceived of, prepared the curriculum for, and co-taught the experiential course, Litigation Skills: Cross-Examination, Direct-Examination, and Deposition Preparation Practicum in Spring 2024 and Spring 2025.
- Prepared and delivered a lecture in the Law and (In)Equality Seminar Course entitled, *Gender Equity in the Workplace* in Spring 2024 and Spring 2025
- Taught the judicial clerk section of the Externship Placement course.

### *Fundraising and Stewardship*

- Research grant opportunities to fund the Manglona Lab's operations and individual projects that align with the Manglona Lab's mission.
- Prepare grant applications and coordinate with the Pennsylvania State University Assistant Coordinator of Grants & Contracts for grant submission.
- Maintain records of submitted proposals, monitor submissions, and analyze the effectiveness of the fundraising efforts.
- Establish and nurture strategic relationships with key benefactors and stakeholders.

*University Service*

- Collaborated with the Office of DEIB and the Black Law Students Association on a community day of service in honor of Martin Luther King, Jr. Day.
- Collaborated with the Women's Law Caucus on Women's History Month activities.
- Mentor law students through the Minority Mentorship Program, discussing and strategizing with them on academic, professional, and personal issues.
- Counsel assigned law students, as their academic advisor, on matters relating to course selection and professional development.
- Serve on committees as appointed by the Faculty Chair.
- Participate in Faculty Works in Progress, Admitted Student Day, and other programs.

**Hardt, Stern & Kayne, P.C.**

2010 – 2021

Lead Litigator

Built firm litigation practice; oversaw all aspects of dispute resolution for the firm's clients, including matters relating to employment discrimination, transactional disputes and intellectual property disputes; responsible for training junior associates and paralegals.

*Appellate Litigation*

- Directed team as lead counsel in various matters.
- Analyzed appealability of orders and prepared appellate strategy.
- Prepared post-trial briefs, notices of appeal, bystanders' reports, and appellate briefs.
- Appeared for oral argument and advocate position before panels.
- Advised clients on the consequences of appealing decisions and in all stages of appeals.

*Dispute Resolution and Litigation*

- Appeared before both State and Federal Courts, including by special appearances and *pro hac vice* admissions in the Middle District of Pennsylvania, Ohio and Indiana, in mediation, settlement conferences, contested hearings, and trials.
- Identified, vetted, and formed new relationships with local counsel to appear *pro hac vice* in other jurisdictions, and collaborated as local counsel with attorneys admitted *pro hac vice* in my jurisdiction.
- Developed strategy, delegated matters as appropriate, and maintained oversight of team of peer attorneys, junior attorneys and paralegals throughout the course of litigation of a diverse case load of EEOC/IDHR claims and commercial disputes from inception through settlement, trial or other disposition.
- Investigated claims by interviewing witnesses, interested parties, and clients, gathered and reviewed documentation, and analyzed the facts in light of the applicable law.
- Successfully defended against claims including workplace harassment, wrongful termination, and breach of contract, and prosecuted trade secret violations, breaches of employment and other contracts, tortious interference with contract, breaches of fiduciary duty, and fraud.

- Prepared all necessary litigation documents including mediation statements and settlement conference memoranda, pleadings, motions, trial materials, appellate briefs and settlement agreements.

#### *Client Counseling*

- Counseled clients when issues arose to determine the best course of action, including outlining the various approaches to resolving the issue, analyzing the legal efficacy and risks of each approach, comparing the implications to the business of each approach, assessing any potential reputational harm, creating budgets, and providing advice and recommendations.
- Managed client expectations and understandings, and advised clients regarding mediation, investigation, settlement, and litigation.

#### **Dykema Gossett PLLC (Merger with Schwartz Cooper Chartered)**

Member 2007 – 2010

Associate 2001 – 2007

#### *Appellate Litigation*

- Notched a rare reversal in the Seventh Circuit, as lead counsel, based on the application of the Federal Sentencing Guidelines.
- Represented individuals in pro bono matters, including filing *Anders* briefs, as necessary.
- Collaborated on various additional complex appellate matters as part of a team.

#### *Dispute Resolution and Litigation*

- Investigated claims by interviewing witnesses, interested parties, and clients, gathered and reviewed documentation, and analyzed the facts in light of the applicable law
- Recovered money on behalf of financial institutions under theories of breach of promissory note, breach of guaranty, bank fraud and RICO, collaborating closely with general counsel of impacted entities.
- Defeated claims of fraud, usury, and tortious interference with contract, among other things, at the pleadings stage.
- Enforced contractual provisions and procured judgments.

#### *Client Counseling*

- Managed client expectations and communications.
- Analyzed issues raised by clients, provided advice, and developed strategy.

#### **Vision Technology International, Inc.**

Technical Recruiter 1997 – 1998

- Identified candidates for computer specialist roles, vetted fit for positions, and placed successful candidates in permanent or contract information technology positions inside corporate clients.
- Counseled candidates on fit and assisted them to resolve individual challenges hindering their success.
- Resolved interpersonal tensions among employees.

## EDUCATION

**J.D. Chicago-Kent College of Law****2001***Order of the Coif*, High Honors.*CALI Award Honors*: Intensive Trial Advocacy, Pre-Trial Litigation, Agency Law, Complex Litigation.*Trial Team member*: National Trial Advocacy Competition, Quarterfinalist.*Criminal Law Clinic*, Richard S. Kling, Esq. Supervising Attorney: Prepared appellate briefs and presented oral argument, securing the reversal of a first-degree murder conviction based upon the trial court's failure to allow the defendant to present his defense of battered child syndrome.**B.S. (Biology) University of Illinois, Urbana-Champaign****1996***Army ROTC Program*, Superior Cadet Decoration Award, Department of the Army (1993-1994)

## ADMISSIONS AND PROFESSIONAL ASSOCIATIONS

United States Supreme Court	2021
State of Illinois	2001
Commonwealth of Pennsylvania	2023
U.S. Court of Appeals, Seventh Circuit	2002
U.S. District Court, Northern District of Illinois	2001
U.S. District Court, Northern District of Illinois, Federal Trial Bar	2002
U.S. District Court, Central District of Illinois	2021
U.S. District Court, Middle Dist. Penn., Special Admission	2016
Chicago Bar Association (Past Membership)	
American Bar Association	
Pennsylvania Bar Association	
Centre County Bar Association	
Association of American Law Schools	
Clinical Legal Education Association	

## VOLUNTEER INVOLVEMENT

**Policy and Political Activities:**Illinois Choice Action Team, *Volunteer Escort*Phone Banking, *Volunteer*, various political campaigns**Mentorship Activities:**

Mock Trial Volunteer Judge, various programs (2001-present)

Moot Court Volunteer Judge, various programs (2020-present)

**Community Activities:**

Wills for Heroes (2024-2025)

Board of Education for District 106, *Member* (2020-2021)Bannockburn School Parent Organization, *Past President* (2017-2019)American Youth Soccer Organization, *Coach* (2011-2012)Woman's Board, Children's Oncology Services, *Past Board Member* (2009-2013) (*Camp One Step by Children's Oncology Services provides free programs for kids with cancer and their families.*)