

Andrea Jane Martin

150 S. College Street Carlisle, PA 17013 · amm7370@psu.com · (717) 525-0778 (c)

EDUCATION

Juris Doctorate and Bachelor of Arts:

Howard University School of Law	J.D., 1994
<i>Academic Merit Scholar- Full Scholarship</i>	
<i>National Moot Court Team</i>	
Finalist -Domenick L. Gabrielli National Family Law Moot Court Competition	
Finalist -Charles Hamilton Houston Moot Court Competition	
<i>American Jurisprudence Award, Remedies</i>	
<i>Criminal Justice Clinic Student Attorney, Prisoners' Rights Program</i>	
University of Rhode Island	B.A., 1991
<i>Dean's List</i>	
<i>Athlete, Women's Rowing Team</i>	
<i>Member, Multicultural Unity and Student Involvement Council</i>	

Post Graduate Master of Business Administration Degree and Certificates:

Penn State University, Behavioral Sciences and Educ.	Curriculum Design Certificate, 2016
Harvard University, Business and Management	Graduate Certificate, 2010
Suffolk University, Business School	Executive MBA, 2008

Publications and Presentations:

Author Page: [Author Page for Andrea Martin : SSRN](#)

- Andrea J. Martin, “**Balancing Freedom of Expression and Equality On College Campuses In the Wake of Intensified Antisemitism,**” forthcoming 90 *Brooklyn Law Rev.* (2024)
- Andrea J. Martin, “**Beyond Brackeen: Active Efforts Toward Antiracist Child Welfare Policy,**” 42 *Yale Law & Policy Review* 42 (2023) <https://yalelawandpolicy.org/beyond-brackeen-active-efforts-toward-antiracist-child-welfare-policy>
- 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.
- *The History of Antisemitic Laws and the Law of Genocide*, Villanova University Charles Widger School of Law, March 27, 2024.
- *Laws Used to Enforce and Combat Antisemitism Throughout History*, Penn State Law, February 20, 2024.
- *The History of Antisemitic Laws and Antisemitic Laws and The Law of Genocide*, Penn State Dickinson Law, February 1, 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.
- *The Holocaust*, Penn State Dickinson Law, April 18, 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)

Member, State Bar of Rhode Island
Associate Member, Pennsylvania Bar Association
Admitted, U.S. District Court, District of Rhode Island
Admitted, U.S. Court of Appeals First Circuit
Member, National Association of Attorneys General- Victims' Rights Task Force
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
Legal Writing Workshop Instructor, Dauphin County Bar Association, Capital Area Managing Partners Diversity Initiative
Chairperson, 17th Annual Lutie A. Lytle Black Women Law Faculty Workshop and Writing Retreat, hosted by Penn State Dickinson Law
Board Member, Penn State Hillel
Faculty Advisor, Moot Court Team
Faculty Advisor, Hearsay Acapella Group
Faculty Advisor, Native American Law Students Association
Member, Indian Consortium, Future of Native Peoples

ACADEMIC APPOINTMENTS:

Penn State Dickinson Law
Assistant Professor of Law
Visiting Professor of Law
Adjunct Professor of Law

Carlisle, PA
July 2023-present
July 2022- July 2023
August 2021-May 2022

Courses:

- **Legal Writing and Analysis I: Objective**

In Legal Writing and Analysis I, students practice essential lawyering skills: analyzing a client's case by researching the relevant law; conducting objective analyses; explaining and applying the law to the client's situation using two of the most common written forms (office memorandum and client letter); and writing in an organized and clear manner. Students engage in various exercises and client problems and receive individualized feedback during the year. Students continually examine the interplay of the concepts of law, order, and justice, and the role of lawyer.

- **Legal Writing and Analysis II: Persuasive**

In Legal Analysis & Writing II, students learn essential skills of advocacy by using research and writing tools to craft arguments that are powerful, fair, well-reasoned, clearly stated, and respectful of their adversaries and the court. Students communicate their arguments in written briefs and in oral arguments to the court. Students practice the skills of effective advocacy by exploring a variety of client problems and receive individualized instruction throughout the process. Students explore the principles of fairness, order and justice in the context of the lawyer's duties and responsibilities as an advocate.

- **Race & Equal Protection of the Law**

This co-curricular, multiple-instructor program explores slavery, its continuing impact on Black Americans, how our legal system perpetuates inequality, and our sworn duty as lawyers to ensure the equal protection of the laws. Students examine systemic racism in health care, education, housing, criminal justice, commercial law, and in our democratic institutions. This course seeks not only to impart information, but to awaken the critical consciousness of students and encourage them to be agents of positive societal change.

- **LL.M. Legal Writing and Analysis**

The Legal Writing and Analysis course focuses on the development of skills including reading case law critically, identifying rules and synthesizing cases, determining key facts, interpreting statutes and organizing information effectively. Using the client-based approach, students learn to objectively research and analyze legal issues, accurately predict outcomes to legal problems, and draft legal documents with clarity, conciseness, and professionalism. Students draft multiple forms of objective legal communications including client letters, professional emails, and office memoranda.

- **LL.M Introduction to the United States Legal System**

This course introduces the U.S. legal system to students who have previously received legal education and training in other legal systems. Topics include the basic structure and function of U.S. legal institutions, the basics of subject matter and personal jurisdiction of American courts, and a selective overview of doctrines of constitutional law, criminal and civil law. Students will become familiar with the key terms, methodology, structures, and concepts that are distinctive to American law and legal culture and gain experience in legal skills that require particular attention by students trained abroad.

- **Law Practice I**

Practitioner instructor for this course which introduces students to professional skills essential to the practice of law. Students engage in simulated lawyering activities including client interviewing, counseling, and negotiation. Students use transactional law to practice skills that lawyers use to begin and maintain relationships with clients. Working with law school faculty and practicing lawyers, students interview clients to determine the facts of the case and to understand the client's goals. In addition, students work collaboratively to discover the relevant law, to assess the client's options, to communicate the legal strategy to the client and to participate in negotiations.

Council on Legal Education Opportunity, Inc. (CLEO)

Carlisle, PA

Hosted by Penn State Dickinson Law

Directed by Dean Dodge, Associate Dean of Academic and Student Services

Legal Writing Instructor

Summers of 2021 and 2022

- Legal Writing Instructor for the CLEO program, which is committed to diversifying the legal profession by expanding legal education opportunities to minority, low-income and disadvantaged groups.
- Created a syllabus and curriculum for a four-week, intensive legal writing course designed to prepare students for law school by providing them with a foundation in legal reasoning and writing. Developed materials and lessons to teach students how to: critically read and analyze cases; understand the hierarchy of law when analyzing legal problems; brief court opinions; synthesize rules to create a framework for factual analogy and distinction; and apply the law to facts to predict outcomes and resolve legal issues.
- Researched cases and prepared a case file for a closed memorandum assignment; Taught students how to draft a memorandum of law.
- Developed grammar lessons to improve sentence structure to promote clear, concise writing.

East Pennsboro and Carlisle Area High Schools

East Pennsboro, PA

Law Curriculum Designer

2016-2021

- Per the request of the Superintendent of Schools, designed the curriculum for a senior level high school course titled *America's Legal System*.
- Developed curriculum for high school legal courses to encourage interest and knowledge of the legal field.
- Trained teachers to teach *America's Legal System* course. Facilitated learning about the U.S. legal system including the structure and function of U.S. legal institutions; the basics of subject matter and personal jurisdiction of American courts; selected doctrines of constitutional law; and specific topics pertaining to our criminal and civil justice systems and trial by jury.

Martin Consulting

Hanover, PA

Legal Consultant for Utz Quality Foods

June 2012—June 2013

- Provided the CEO and senior management with effective legal advice on company business strategies and implementation.
- 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 2011

Attorney and Director of Consumer Affairs (MA)

October 2004-March 2007

- 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 and Director of Human Resources ~ Labor and Employment

Aug. 2002- 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.

Stop & Shop Supermarket Company

Quincy, MA

Attorney and Multicultural Affairs Officer ~Organizational Effectiveness

Feb. 1999-Aug. 2002

- Represented the CEO and organization at large on diversity matters, internally and externally.
- Effectively engaged executive leadership on issues of nondiscrimination, institutional data, access, and equity in hiring.
- Provided advice and counsel to management and HR on all aspects of day-to-day employment-related matters, including compliance, hiring and termination issues, harassment, discrimination and retaliation, leaves of absence, reasonable accommodations, pay equity, wage and hour issues, conflicts of interest, employee investigations, performance management, etc.
- Created, supported and encouraged proactive, strategic diversity goals for the organization.
- Developed a strategic framework to prevent, reduce, and respond to incidents of bias.

- Oversaw periodic corporate-wide diversity organization climate studies and other assessments of diversity initiatives and reported status/progress to the executive leadership team.
- Assisted with investigations and representation of the company at the administrative level (EEOC, DOL, equivalent state and local agencies).
- Partnered with colleagues and outside counsel on employment and labor litigation, including reviewing pleadings, developing strategies, facilitating the gathering of documents, conducting interviews, and making recommendations at key stages.
- Reviewed, interpreted, and drafted company policies and procedures, involuntary terminations and separation packages.
- Assisted in the preparation and delivery of internal training courses.
- Chaired the Ahold Diversity Council.
- Developed professional credibility and relationships with internal and external stakeholders including local NAACP and Urban League offices in multiple states.

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.