

Sherley E. Cruz

University of Tennessee College of Law • 1505 Cumberland Avenue • Knoxville, TN 37917 •
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ACADEMIC EXPERIENCE

University of Tennessee, College of Law, Advocacy Clinic

Assistant Professor, August 2019 – present Knoxville, TN

- Supervise student attorneys in matters related to juvenile justice, housing, employment, and education
- Teach weekly seminar regarding civil litigation and practical lawyering skills
- Evaluate student classroom and client representation work

American University, Washington College of Law - Civil Advocacy Clinic

Practitioner in Residence, July 2017 – June 2019 Washington, D.C.

- Supervised student attorneys representing clients with claims related to social economic justice, such as wage and hour, employment discrimination, and unfair/deceptive business practice disputes
- Taught weekly seminar regarding civil litigation and practical lawyering skills
- Evaluated student classroom and client representation work
- Developed and taught a legal ethics course for class of 65 students

Suffolk University Law School – Accelerator to Practice/Housing Discrimination Testing

Program Director of Litigation and Education, Clinical Fellow, July 2014 – June 2017 Boston, MA

- Supervised student attorneys representing clients in housing discrimination cases
- Taught substantive law and practical lawyering skills in seminar class
- Evaluated classroom and field work
- Conducted community legal education on fair housing and employment law issues
- Created, developed, and monitored housing discrimination tests in rental market environments
- Analyzed and drafted reports regarding housing discrimination test results
- Assisted with drafting of federal grant proposals and reporting of federal grant results
- Designed and taught a community lawyering seminar

Boston University School of Law – Civil Litigation Program

Visiting Assistant Professor, August 2012 – July 2014 Boston, MA

- Supervised law students in the Employment Rights Clinic representing low wage workers in various employment matters including unemployment hearings, wage and hour claims, discrimination and harassment claims
- Taught pre-trial advocacy and trial advocacy classes
- Assisted in the development of curriculum and assignments
- Evaluated classroom and field work
- Assigned and reviewed field work cases
- Supervised student in Semester In Practice Program
- Supervised students with upper-class writing requirements and independent study course

TEACHING AND RESEARCH INTERESTS

Teaching Interests: Clinic, Civil Procedure, Labor and Employment Law, Employment Discrimination, Fair Housing, Professional Responsibility, Mediation, Interviewing and Counseling, Lawyering Skills

Research Interests: Access to Justice, Immigrant Workers' Rights, Cross Cultural Competency, Law & Technology

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PUBLICATIONS

Coding for Cultural Competency: Expanding Access to Justice with Technology, 86 Tennessee Law Review, 347 (2019)

- **Work-In-Progress:** *#TimesUp for #Me Too: A Call to Increase Legal Protections for Low-Wage Immigrant Women Facing Workplace Sexual Harassment*
- **Other Publications:**
 - Chapter 12: *Race, Ethnicity and National Origin Discrimination*, Massachusetts Continuing Legal Education’s Massachusetts Employment Law, co-authors Allyson E. Kurker and Vanessa DeSantis (2015 and 2017 updates)
 - Amicus Brief to Massachusetts Supreme Court in support of Defendant/Appellee the Office of the Attorney General of Massachusetts (“AG”), *Does G.L. c. 149, § 148, the Commonwealth’s Wage Payment Act, permit an employer to deprive a discharged employee of earned vacation wages he earned under the employer’s policy?* Co-author Cynthia Marks, (November 2008)

ACADEMIC SERVICE

UTK College of Law Community and Inclusion Committee, Member 2019 – present
Develop and implement guidelines for diversity and engagement plan, including inclusivity guidelines and communication plans.

2019 AALS Clinical Conference Clinicians of Color Workshop, Co-Chair 2018 – present
Designed, coordinated, and facilitated national workshop for clinical law professors at 2019 and 2020 Annual AALS Clinical Conference, including workshop topics, marketing, evaluation, and continuation.

Mid-Atlantic Writers Workshop, Co-Chair 2018 - 2019
Coordinated and facilitated discussions during monthly scholarship workshops for clinical teaching faculty in the Washington DC, Maryland, Virginia, Pennsylvania, and Delaware area.

National People of Color Scholarship Conference, Host Committee 2018 - 2019
Assisted with planning and develop of bi-annual scholarship conference, in particular assisted with the coordination of communications, marketing, media development.

Moot Court Competition Coach, American University, Washington College of Law 2018, 2019
Assisted teams of students with preparation for the oral argument component of national moot competitions.

New England Clinical Conference Planning Committee, Co-Chair 2016, 2017
Facilitated the planning and development of the annual conference for New England region clinical faculty, including fundraising, drafting grant applications, program development, and event planning.

PROFESSIONAL EXPERIENCE

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Greater Boston Legal Services – Low Income Taxpayer Clinic

Interim Coordinator, November 2011 – August 2012

Boston, MA

Staff Attorney, September 2012 – October 2013

- Represented low income taxpayers in various federal and state tax controversies
- Recruited, managed, and supervised attorney and law student *pro-bono* panel
- Conducted and designed community education workshops and materials
- Drafted and reviewed grant reports, maintained and managed statistics on caseload and outreach
- Developed fundraising, volunteer recruitment, and case management strategies

Massachusetts Attorney General’s Office - Fair Labor Division

Boston, MA

Outreach Coordinator, August 2010 – October 2011

- Coordinated and developed multi-lingual legal education materials and conducted bilingual presentations regarding wage and hour, child labor, independent contractor and prevailing wage laws
- Served as a liaison between the Fair Labor Division and the public, other state agencies, community groups and organizers, workers, employers, business associations and unions
- Developed strategic outreach and comprehensive community communication plan, expanded outreach to hard to serve communities
- Drafted press releases, public announcements, and proposed legislation

Greater Boston Legal Services - Employment Unit

Boston, MA

Staff Attorney, December 2006 - August 2010

Bart Gordon Racial Justice Fellow, April 2005 - July 2006

- Represented clients in unemployment administrative hearings, appeals to the Board of Review, Municipal and District Courts
 - Represented clients with wage and hour issues, drafted demand letters, negotiated payment of wages with employers, filed complaints with the Attorney General’s Office and litigated wage complaints in District Court
 - Represented clients before the Massachusetts Commission Against Discrimination
 - Conducted community legal education workshops in English and Spanish on various workers’ rights topics
 - Supervised volunteer attorneys, law students and interns
 - Community and legislative advocacy on behalf of the Temporary Worker Right to Know Bill
- Staff Attorney, Family Law Unit*, July 2006 – December 2006
- Represented survivors of domestic violence in various family law matters including divorce, child support, custody, and restraining orders

Massachusetts Advocates for Children

Boston, MA

Bart-Gordon Racial Justice Fellow, October 2004 – April 2005

- Developed, coordinated and conducted bi-lingual special education training program for Latino parents
- Organized and facilitated program development meetings between MAC staff, City Life/Vida Urbana and Boston Parent Organizing Network and coordinated and supervised facilitators
- Conducted client interviews, researched special education issues, and drafted legal memoranda for the Bureau of Special Education Appeals

Merrimack Valley Legal Services

Lawrence, MA

Food Stamp Advocate Fellowship, January 2004 – June 2004

- Conducted client intake, assisted with re-application and appeal process

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- Developed, coordinated, facilitated Essex County bilingual food stamp outreach & trainings

Community Legal Services and Counseling Center

Pro-bono Attorney, June 2003 – January 2004

Cambridge, MA

- Represented survivors of domestic violence in various family law matters including divorce, child support, custody, and restraining orders

EDUCATION

Boston University School of Law
Juris Doctor, May 2003

Boston, MA

Boston University

Bachelor of Art, cum laude, International Relations, May 1999

Boston, MA

BAR ADMISSIONS

Tennessee (under Tenn. Sup. Ct. R. 7, Sec. 10.02), District of Columbia (inactive), Massachusetts (inactive), United States Tax Court, United States District Court of Massachusetts

CONFERENCES & PRESENTATIONS

Academic:

- Annual AALS Conference: *If, How, and When: Politics and Priorities in the Classroom*, Presenter, January 2020
- LatCrit Biennial Conference, *Encuentros: Translating Scholarship in Pursuit of Community*, Presenter, October 2019
- Southern Clinical Conference, *Fighting Microaggressions in the Court and Classroom*, Presenter, October 2019
- New York University Clinical Law Review Writer's Workshop, Work-in-Progress Presentation: *#WhatAboutUs? The Lost Voices of Low-Wage Immigrant Women in Post #MeToo Solutions*, Presenter, September 2019
- Southeastern Association of Law Schools Conference, *Social Justice and Transactional Clinical Work*, Discussant, July 2019
- 2019 Margaret Montoya Writing Retreat, Work-in-Progress Presentation: *#TimesUp for #Me Too: A Call to Increase Legal Protections for Low-Wage Immigrant Women Facing Workplace Sexual Harassment*, June 2019
- Annual AALS Clinical Conference: *Race, Identity, Competency? Expanding Our Understanding*, Presenter, May 2019
- AALS Annual Conference, *Cross-Generational Teaching: How to Remain Relevant in a Rapidly Changing World*, Presenter, January 2019
- Washington College of Law *Pedagogy Workshop Series: Law & Technology*, Panelist, Presenter, October 2018
- New York University Clinical Law Review Writer's Workshop, Work-in-Progress Presentation: *#TimesUp for #Me Too: A Call to Increase Legal Protections for Low-Wage Immigrant Women Facing Workplace Sexual Harassment*, Presenter, September 2018
- AALS Clinical Conference: *Stayin' Alive: Thoughtful Approaches to Clinical Expansion, Funding, Innovation and Modification in Times of Economic Uncertainty*, Panelist, May 2018

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- Hispanic Law Conference: *A Midterm Assessment of Latino/a Progress*, American University Washington College of Law, Moderator, April 2018
- *Gender and the Practice of Employment Law*, American University Washington College of Law, Panelist, February 2018
- *Hispanic Heritage Panel*, American University Washington College of Law, Panelist, October 2017
- Mid-Atlantic Clinical Professor Writing Workshop, WIP Presentation: *Lost in Translation The Need for Culturally Competent Legal Technology*, American University Washington College of Law, September 2017
- 2017 AALS Clinical Conference Combatting Wage Theft Collaboratively. *It is a Win, Win, When the Attorney General's Office, US DOL, Law Schools, Legal Advocates, & Worker Centers Unite*, Panelist, May 2017
- *Pathways to a Career in Law School Teaching*, Suffolk University Law School, Panelist, April 2017
- 2016 AALS Clinical Conference: Co-facilitated Community Lawyering Working Group, May 2016
- 2015 AALS Clinical Conference: *Navigating the Complexities of the Clinical Teaching Market – Nontraditional Path*, Panelist, May 2015

Community Legal Education

- *Latino Community Wage and Hour Outreach Series*, District of Columbia Hispanic Chamber of Commerce, January 2018 – June 2018
- *Stand with Workers Town Hall – DC Wage and Hour Overview*, Panelist, April 2018
- Brockton Small Business Association, *Massachusetts Wage and Hour Laws*, October 2012
- MA Continuing Legal Education: Unemployment Advocacy, Fall 2007 – 2009, and 2013
- *How to Represent Clients in Unemployment Cases*, MA Bar Association, April 2010
- Massachusetts Livery Association: *Massachusetts Wage & Hour Laws*, September 2010
- Massachusetts Restaurant Association: *Massachusetts Wage & Hour Laws*, October 2010
- *Tax Issues for Immigrant Taxpayers*, MA Bar Association, September 2013
- Springfield Bar Association, *Massachusetts Wage & Hour Laws*, October 2010
- Sutton Small Business Association, *Massachusetts Wage & Hour Laws*, September 2011

RECOGNITIONS

- 2018 American University Washington College of Law, Public Interest Program's Faculty Award
- 2016 MA Attorney General Healey's Labor Advisory Council
- 2015 National Law Journal Boston Rising Star
- 2013 Women's Bar Association Women's Leadership Initiative Program
- 2012 Massachusetts Lawyers Weekly and Massachusetts Bar Association's Up and Coming Attorney
- 2007 - 2008 MA SJC Access to Justice Fellow
- 2007 Boston Bar Association Public Interest Leadership Program
- 2006 House of Representatives - award for coordinating special education trainings
- 2006 Boston City Council - award for coordinating special education trainings

VOLUNTEER SERVICE

- District of Columbia Hispanic Bar Association, Chair: Public Service Committee, 2018 – 2019

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- American University, Washington College of Law Moot Court Competition Coach, 2018 – 2019
- Massachusetts Association of Hispanic Attorneys, 2017 President Elect, 2016 Vice President
- Massachusetts Attorney General’s Labor Advisory Counsel, 2016 – 2017
- Massachusetts Bar Association’s Diversity Task Force, 2015 – 2017
- Women’s Bar Association Women’s Leadership Initiative Program Co-Chair, 2015 -2016
- Massachusetts Bar Association’s Labor and Employment Leadership Council, 2009 -2016
- Inquilinos Boricuas En Accion, Board of Directors 2014 - 2015
- City Life/Vida Urbana Board of Directors – Personnel Committee Member, 2012 - 2015
- Chelsea Collaborative Board of Directors – Personnel Committee Member, 2009 - 2014

SKILLS & INTERESTS

Bi-lingual English & Spanish. Cooking, Traveling, and Gardening