

Sherley E. Cruz

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

University of Tennessee, College of Law, Advocacy Clinic

Assistant Professor, August 2019 – present Knoxville, TN

- Supervise student attorneys representing clients with youth justice, cost waiver, criminal record expungement, voter restoration, employment, education, and housing matters.
- Teach weekly seminar on practical lawyering and substantive legal 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 socio-economic justice, such as wage and hour, unemployment insurance, and community legal education.
- Taught weekly seminar regarding civil litigation and practical lawyering skills.
- Evaluated student classroom and client representation work.
- Developed and taught a required professional responsibility and legal ethics course for 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 fieldwork.
- 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 fieldwork.
- Assigned and reviewed fieldwork cases.
- Supervised student in Semester in Practice Program.
- Supervised students with upper-class writing requirements and independent study course.

PUBLICATIONS

Law Review Articles:

- [*Essentially Unprotected*](#), 96 TULANE LAW REV. 4 (2022). Selected for 2021 AALS New Voices in Poverty Law Workshop.
- [*Coding for Cultural Competency: Expanding Access to Justice with Technology*](#), 18 TENN. LAW REV. 347 (2019).

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Book Chapters:

- Chapter 6: *Race, Ethnicity, and National Origin Discrimination*, EMPLOYMENT DISCRIMINATION IN MASSACHUSETTS, Massachusetts Continuing Legal Education, co-author with David I. Brody (3rd. Edition, 2022 updates).
- Chapter 9: *Race, Ethnicity, and National Origin Discrimination*, MASSACHUSETTS EMPLOYMENT LAW, Massachusetts Continuing Legal Education, co-author with David I. Brody (2022 updates).
- Chapter 12: *Race, Ethnicity and National Origin Discrimination*, MASSACHUSETTS EMPLOYMENT LAW, Massachusetts Continuing Legal Education, co-authors Allyson E. Kurker and Vanessa DeSantis (2015 and 2017 updates).

Essays:

- [*And This is Why Diversity Matters*](#), Knoxville Bar Association’s DICTA, Vol. 50, Issue 6, (June 2022).

Other Publications:

- Best Practices for Legal Education, Round and Rounds We Go: The Stages of Rounds, [Blog Post](#), Co-author, May 17, 2021.
- 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).

Works-in-Progress:

- *Decoding the Barriers in Sexual Harassment Policies* (Working Title). Selected for 2023 AALS New and Emerging Voices in Workplace Law Workshop.

TEACHING AND RESEARCH INTERESTS

Research Interests: Intersectionality of Access to Justice, Cross-Cultural Communication, and Low-wage Workers’ Rights.

Teaching Interests: Clinic - Civil Procedure - Critical Race Theory - Employment Discrimination - Evidence - Fair Housing - Interviewing and Counseling - Labor and Employment Law - Lawyering Skills - Mediation - Professional Responsibility - Race and the Law - Torts.

ACADEMIC SERVICE

- [Ad Hoc ABA Standard 303\(c\) Committee](#), Committee Member, 2022 – present.
- AALS 2024 Workshop for New Law Teachers Planning Committee, 2022 – present.
- AALS Section on Critical Scholarship, Pedagogy, and Literacy (proposal to establish pending), Executive Committee, 2022 – present.
- University of Tennessee Knoxville College of Law’s Black Law Student Association, Co-faculty Advisor, 2022 – present.
- Georgetown Journal on Poverty Law and Policy, Advisory Board, 2021 – present.

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- University of Tennessee Office of Community Engagement and Outreach, Faculty Fellow, 2021 – present.
- AALS Civil Rights Section, Executive Board Member, 2020 – present.
- AALS Clinicians of Color Committee, Co-Chair, 2020 – present.
- University of Tennessee College of Law 1L Faculty Advisor, 2019 – present.
- AALS Annual Clinical Conference Clinicians of Color Workshop, Co-Chair, 2018 – present.
- University of Tennessee Junior Faculty Fellow Advisory Council, 2020 – present.
- University of Tennessee College of Law Community and Inclusion Committee, 2019 – 2021.
- University of Tennessee Student Conduct Board, 2019 – 2021.
- Mid-Atlantic Writers Workshop, Co-Chair, 2018 – 2019.
- National People of Color Scholarship Conference, Host Committee, 2018 – 2019.
- Moot Court Competition Coach, American University, Washington College of Law, 2018, 2019.
- New England Clinical Conference Planning Committee, Co-Chair, 2016, 2017.

EDUCATION

Boston University School of Law Boston, MA
Juris Doctor, May 2003

Boston University Boston, MA
Bachelor of Art, cum laude, International Relations, May 1999

RECOGNITIONS

- 2022 University of Tennessee Chancellor’s Honors Angie Warren Perkins Award.
- 2022 University of Tennessee College of Law Wilkinson Junior Research Professorship Award.
- 2021 Equality Law Scholar.
- 2021-2022 Research Development Academy, Fellow, University of Tennessee.
- 2020-2022 Junior Faculty Fellow, University of Tennessee.
- 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 Massachusetts Supreme Judicial Court 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.

CONFERENCES & PRESENTATIONS

Academic:

- *Implementing ABA Standard 303*, Panelist, August 2022.
- Inaugural Graciela Olivarez Latinas in the Legal Academy (GO LILA) Workshop, *Having an Impact, Creating a Legacy: Transformative Teaching Workshop*, Moderator, June 2022.

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- 2022 University of Tennessee Knoxville’s Community Engagement Academy Summer Intensive Course, Co-facilitator, June 2022.
- [2022 National Conference on Race and Ethnicity in Higher Education](#), *Misinformation of Gen Z*, Panelist, June 2022.
- 2022 AALS Clinical Conference, *Opening Plenary: Creating for Equity & Access to Justice*, Moderator, May 2022.
- 2020 AALS Clinicians of Color Annual Workshop, *Co-facilitator*, May 2022.
- 2022 Faculty Women of Color in the Academy National Conference, *A Model for Building Capacity, Incentivizing DEI Work, Minimizing Invisible Labor, and Expanding Career*, Panelist, March 2022.
- Boston University School of Law’s Access to Justice Clinic, Guest Lecturer, March 2022.
- Tennessee Bar Association, [Cultural Competency and Implicit Bias: Why It Matters](#), Guest Speaker, February 2022.
- 2022 AALS Annual Conference, *Resisting the Second Redemption: Dismantling Racial Capitalism amidst the Global Pandemic*, Panelist, January 2022.
- 2022 AALS Annual Conference, *Teaching Abolition Across Systems and Institutions*, Moderator, January 2022.
- 2022 Tennessee Workers Compensation Judicial Conference, *Language Access and Working with Interpreters*, January 2022.
- 2021 Equality Law Scholars’ Forum, Presented *Essentially Unprotected*, November 2021.
- Annual Tennessee Workers’ Compensation Education Conference, *Language Access and Working with Interpreters*, Guest Speaker, November 2021.
- Southeastern Association of Law Schools Conference, *Cultural Self-Awareness and Professional Identity Formation Across Curriculum*, Panelist, July 2021.
- Southeastern Association of Law Schools Conference, *Post-Election Preview: Labor and Employment under a New Biden Administration*, Discussant, July 2021.
- AALS Clinicians of Color Workshop, *Risk Mitigation and Best Practices for Engaging in Racial Justice Work*, Co-Facilitated, July 2021.
- Annual Tennessee Judicial Conference, *Implicit Bias in Sentencing*, Panelist, June 2021.
- CLEA New Clinician’s Conference, *Clinical Teaching and Practice During Crisis*, Panelist, May 2021.
- AALS Clinical Conference, [Round and Round We Go: The Stages of Rounds](#), Panelist, April 2021.
- AALS Clinical Conference, [Implicit Bias 201: Strategies for Incorporating Implicit Bias Throughout a Course](#), Panelist, May 2021.
- AALS Clinical Conference, *Racism, Racial Trauma, and Clinics: Reimagining Clinical Work Through a Racial Justice Lens*, Panelist, April 2021.
- Faculty Women of Color Conference, *Scholar Activism Workshop: Triple Threat: New Women of Color in the Academy*, Panelist, April 2021.
- Faculty Colloquium, University of Georgia, Presented *Essentially Unprotected*, February 2021.
- New Voices of Poverty Law, Selected Presentation of *Essentially Unprotected*, AALS Annual Conference, January 2021.
- Latina Law Professor Workshop, *Essential Unprotected*, Presenter, November 2020
- Clinical Law Review Writers’ Workshop, *Essentially Unprotected*, Presenter, October 2020
- National Public Radio, Interview, [‘A Renaissance for Labor Issues’: Social Media Help People to Apply for Unemployment](#), June 2020.
- Nashville Public Radio, [Many Tennesseans Still Wait for Answers About Unemployment, As the](#)

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- [State Races to Catch Up](#), Interview by Emily Siner, May 27, 2020.
- Tennessee Access to Justice Commission Community Legal Education [Twitter](#) and [Facebook](#) Series on Worker's Rights during the COVID pandemic, March 2020.
 - Annual AALS Conference: *If, How, and When: Politics and Priorities in the Classroom*, Presenter, January 2020.
 - AALS Becoming a Law Teacher, [The On-Campus Callback Interview, Offers and Negotiations: Tips and Tricks Webinar](#), October 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.
 - Hispanic Law Conference: *A Midterm Assessment of Latino/a Progress*, American University Washington College of Law, Moderator, April 2018.
 - *Stand with Workers Town Hall – DC Wage and Hour Overview*, Panelist, April 2018.
 - *Gender and the Practice of Employment Law*, American University Washington College of Law, Panelist, February 2018.
 - *Latino Community Wage and Hour Outreach Series*, District of Columbia Hispanic Chamber of Commerce, January 2018 – June 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

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2016.

- 2015 AALS Clinical Conference: *Navigating the Complexities of the Clinical Teaching Market – Nontraditional Path*, Panelist, May 2015.

Professional:

- 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.

PROFESSIONAL EXPERIENCE

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

- Developed and conducted multi-lingual legal education materials and 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 marginalized 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 bilingual community legal education workshops 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

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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 process, advocated before the Department of Transitional Assistance.
- 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.

BAR ADMISSIONS

- Tennessee, District of Columbia, Massachusetts (inactive), United States Tax Court, United States District Court of Massachusetts

SERVICE

- Tennessee Alliance of Legal Services Employment Law Taskforce, Member, 2020 – present.
- Tennessee Workers Compensation Community Advocates, Member, 2020 – present.
- Tennessee Law Schools Low-Wage Workers Clinical/Pro-bono Collaborative, 2021 – present.
- District of Columbia Hispanic Bar Association, Chair: Public Service Committee, 2018 – 2019.
- 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.
- 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, Gardening, and Watercolor Painting.