

## CURRICULUM VITAE

NATASHA T. MARTIN  
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### EDUCATION

**J.D., 1994**

**UNIVERSITY OF NOTRE DAME SCHOOL OF LAW, South Bend, Indiana**

Winner, 1993 Nathan Burkan Memorial Writing Competition sponsored by ASCAP, Notre Dame Scholar, President, Black Law Students Association  
Director, Moot Court Team, 1992-1993

**B.S., Computer Information Systems, 1989**

**XAVIER UNIVERSITY OF LOUISIANA, New Orleans, Louisiana**

Honors: *Cum Laude*, Alpha Kappa Mu National Honor Society, AT&T Merit Scholar, President, Alpha Kappa Alpha Sorority, Inc.

### PROFESSIONAL EXPERIENCE

**Associate Professor, Seattle University School of Law, Seattle, Washington.**  
(August 2002 - present).

Courses: Employment Discrimination, Professional Responsibility, Torts

Research Areas: Employment Discrimination, Professional Responsibility

**Judicial Clerk to the Honorable Clarence Cooper, United States District Court, Northern District of Georgia, Atlanta, Georgia (1999-2001).**

Performed legal research and drafted orders and opinions on various federal civil and criminal matters.

**Associate, Powell, Goldstein, Frazer & Murphy LLP, Atlanta, Georgia (1996-1999).**

Provided exclusive representation of management in employment law matters; represented clients before various federal and state agencies;

defended claims involving all facets of employment discrimination in federal and state courts; participated in alternative dispute resolution; advised clients concerning preventive employment practices and day-to-day employment-related issues, reviewed and drafted employee handbooks and policies; conducted workplace audits; and developed and conducted training on various employment-related subjects.

**Counsel, Bank of America, Inc. (formerly NationsBank Corporation) Office of the General Counsel**, Atlanta, Georgia (1994-1996).

Provided in-house legal support to the personnel division nationwide on labor and employment law issues, including discharge/discipline, wage and hour, federal and state employment laws, and immigration/work visas. Coordinated company's compliance with the Family and Medical Leave Act; developed and conducted training; responded to threatened claims; and monitored and managed outside litigation matters.

**Summer Clerk, Bank of America, Inc. (formerly NationsBank Corporation) Office of the General Counsel**, Charlotte, North Carolina (Summer 1993).

Researched and drafted legal memoranda on general banking, lending and labor and employment law issues; drafted and filed corporate merger documents.

**Research Associate, Joint Center for Political and Economic Studies**, Washington, D.C., (Summer 1992).

Conducted research and analysis of policy issues and congressional bills.

**Associate Programmer, IBM Corporation**, Charlotte, North Carolina (1989-1991).

Performed application software design, analysis, and testing, reviewed design specifications and monitored vendor performance.

## **PUBLICATIONS**

*“Immunity for Hire: How the Same-Actor Doctrine Sustains Discrimination in the Contemporary Workplace,* Connecticut Law Review,” 40 CONN. L. REV. 1117 (2008).

*“Allegory from the Cave: A Story about a Mis-Educated Profession and the Paradoxical Prescription,”* 9 Lewis & Clark L. Rev. 381 (2005).

## WORK-IN-PROGRESS

*“Pretext is in Peril: The Deepening Struggle for Title VII Plaintiffs.”* (manuscript available for review).

*“Calling Only The Beautiful Ones, So You Need Not Apply: Corporate Branding, Corporate Culture and Notions of Acceptability in the American Workplace.”*  
(contact author for review)

## PRESENTATIONS

**Diversity Week Roundtable, Seattle University School of Law, Seattle, Washington (February 2009).** *“Are We in a Post-racial Society? Are Diversity Discussions Still Relevant?”*

**Latina/Latino Critical Legal Theory Annual Conference XIII, Seattle University School of Law, Seattle, Washington (October 2008).**  
**Presentation:** *“Why Social Scientists Belong in the Courtroom: Collective Experiences and Proof in Workplace Discrimination Cases.”*

**Third Annual Colloquium on Current Scholarship in Labor and Employment Law, California Western School of Law, University of San Diego School of Law, Thomas Jefferson School of Law (co-sponsors), San Diego, California (October 2008).** Presentation: *“Debunking the Myth of Discriminatory Animus: The Quest for Pretext under Title VII Law.”*

**Denver Writers Workshop, University of Denver, Sturm College of Law, Denver, Colorado (June 2008).** Presentation: *“Just Hire, Then Fire?: Debunking the Myth of Discriminatory Animus under Title VII Law.”*

**Faculty Workshop Series 2007-2008 (by invitation), University of Cincinnati School of Law, Cincinnati, Ohio (April 2008).** Presentation: *“Immunity for Hire: The Same-Actor Factor as a Subterfuge to Equality in the Contemporary Workplace.”*

**Faculty Workshop (via consortium scholarship exchange), William S. Boyd School of Law at University of Las Vegas, Las Vegas, Nevada (February 2008).** Presentation: *“Immunity for Hire: How the Same-Actor Doctrine Sustains Discrimination in the Contemporary Workplace.”*

**Association of American Law Schools Annual Meeting (by invitation), New York, New York (January 2008).** Moderator: *“E-racing the Color Line in Sports”* (panelists explored race and sports from the employment discrimination, legal history and gender and justice perspectives).

**Symposium: Unconscious Discrimination Twenty Years Later, Application and Evolution (by invitation), recognizing the 20<sup>th</sup> anniversary of Professor Charles Lawrence's *The Id, the Ego and Equal Protection – Reckoning with Unconscious Racism*, University of Connecticut School of Law, Hartford, Connecticut (November 2007).** Presentation: "*Same Actor Factor and the Clash of Narratives in the American Workplace.*"

**Annual Colloquium on Current Scholarship in Labor and Employment Law, University of Denver, Sturm College of Law and University of Colorado School of Law (co-sponsors), Denver/Boulder, Colorado (October 2007).** Presentation: "*Presumption Superhighway to Nowhere and Back: The Same Actor Inference as a Subterfuge to Equality in the Contemporary Workplace.*"

**Iowa Writers Workshop, University of Iowa School of Law.** Iowa City, Iowa (July 2007). Presentation: "*The Fallacy of the Same Actor Factor.*"

**Labor and Employment Law Scholarship Colloquium, Marquette University Law School, Milwaukee, Wisconsin (October 2006).** Presentation: "*The 'I Have \_\_\_\_\_ Friends Defense': The Same Actor Inference and the Clash of Narratives in the American Workplace.*"

**Seattle University School of Law, Continuing Legal Education Program, Hope for the Profession and the Practitioner, Seattle, Washington (Fall 2005 and Spring 2006).** Developed curriculum and presented program along with Paula Lustbader, Stella Rabaut and Andy Benjamin, Presentation: "*Leading Authentically.*"

**Seattle University School of Law, Continuing Legal Education Program, Hope for the Profession and the Practitioner, Seattle, Washington (Fall 2006).** Developed curriculum and presented program along with Paula Lustbader, Stella Rabaut and Andy Benjamin, Presentation: "*Self-Reflective Lawyering.*"

**Latina/Latino Critical Legal Theory Annual Conference X, Inter-American University, San Juan, Puerto Rico (October 2005).** Presentation: "*Calling All the Beautiful Ones: Corporate Branding, Corporate Culture and Notions of Acceptability in the American Workplace.*"

**Seattle University, African-Americans and the Catholic Church, Seattle, Washington (April 2006).** Presentation: "*In the Spirit: Reflections of a Black Non-Catholic and the Catholic Educational Experience.*"

**International Congress of Law and Mental Health (submission of abstract by invitation), Université René Descartes: Centre Universitaire des Saints-Pères, Paris, France (July 2005).** Presentation: "*Black and Blue on the Inside: Silence, Domestic Violence, and the American Workplace,*" Work and Mental Health panel.

**American Association of American Law Schools Mid-Year Workshop on Legal Ethics in a New Millennium (by invitation): New Practice, New Rules, New Visions, Montreal, Quebec (June 2005).** Presentation: "Role, Identity and Lawyering"

**Conference on Racial and Gender Equity in the Business Setting - People of Color, Women and the Public Corporation (by invitation), St. John's University School of Law, Queens, New York (March 2005).** Commentator: "*Employment Discrimination as a Corporate Governance Matter*" (commented on work of featured speaker Susan P. Sturm, George M. Jannin Professor of Law and Social Responsibility, Columbia University School of Law).

**Latino/Latina Critical Legal Theory Annual Conference, Villanova University School of Law, Malvern, Pennsylvania (May 2004).** Presentation: "*Mirror, Mirror, on the Wall: Self-Examination and its Role in Lawyer Ethics.*"

## **PROFESSIONAL APPOINTMENTS**

Justice Faculty Fellow 2008-2009, Center for the Study of Justice in Society, Seattle University.

## **SERVICE TO THE LEGAL ACADEMY**

Member, AALS Executive Committee for the Employment Discrimination Section (appointed January 2008; re-appointed January 2009)

Advisory Board Member and Fellow, Fred. T. Korematsu Center for Law and Equality, Seattle University School of Law

Chair, Lutie A. Lytle Black Women Law Faculty Writing Workshop (Summer 2009) (black female law professors scholarship colloquium)

Member, Washington State Gender and Justice Commission (appointed to by the Washington Supreme Court in summer 2006)

Law School Representative, Society of American Law Teachers (SALT) (since 2007)

## **LAW SCHOOL SERVICE AND SELECTED COMMUNITY ENGAGEMENT**

Curriculum Committee (2008-2009).

Faculty Recruitment Committee (2007-2008).

Collaborator and organizer, Pluralism, Law and Religion Conference, (hosted March 7, 2008).

Strategic Planning Committee, Jesuit Catholic Identity sub-committee.

Public Interest Law Foundation summer grant selection committee (Spring 2005)

Center on Corporations, Law and Society, program development (2004-2005).

Self-Study Committee (Spring 2005).

Gender and Justice Committee (2003-2004)

Policy and Standards Committee (2002-2003)

Public Interest Law Foundation Summer Grant Selection Committee (Spring 2005)

Faculty Advisor, Black Law Students Association (2002 – present)

Faculty Advisor, Labor and Employment Law Association (2002-present)

BLSA Black Graduation Ceremony, Faculty Speaker (Spring 2005)

Faculty Advisor, Legal Beagle, Access to Justice Institute (2003-2005)

Coordinator, Color of Justice Program, coordinated and hosted program sponsored by Washington State Gender and Justice Commission in conjunction with Seattle University School of Law. (Spring 2008 and Spring 2007).

Planning Committee Member. Youth and the Law Forum. Planning and coordination of a community-based program to introduce youth of color to the legal enterprise. (This program is a partnership of the local minority bar associations, judges, law enforcement and community organizations. It is held at First African Methodist Episcopal Church, a historically black church in the Central District, an inter-city community in Seattle, Washington). (Since 2005).

## **PROFESSIONAL SERVICE AND AFFILIATIONS**

Society of American Law Teachers (SALT)  
Association of Professional Responsibility Lawyers  
Latina/Latino Critical Legal Theory Association  
American Bar Association  
Law and Society Association  
State Bar of Georgia, Labor and Employment Law Section

## **PROFESSIONAL LICENSES**

Admitted to practice law: Georgia, 1994

## **INTERESTS**

Enjoy cross stitching, hiking, African-American history and literature, and traveling.

## **REFERENCES**

Available upon request