

Erin Cristina Lain

3924 Maquoketa Dr. Des Moines, IA 50311

Erin.Lain@DRAKE.EDU

(515)708-1187

Education

Harvard University January, 2018
Bok Teaching Certificate: Higher Education Pedagogy

Drake University May, 2016
Doctor of Philosophy in Education Leadership
Dissertation: *A Phenomenological Case Study: The Law School Environment as Experienced by Academically Dismissed Black and Latina/o Law Students*

Drake University Law School December, 2008
Juris Doctorate

Drake University May, 2006
Bachelor of Arts, Graphic Design and Political Science

Professional Experience

Drake University Des Moines, IA
Associate Provost for Campus Equity and Inclusion May, 2017-Present

- Develop, implement and maintain the Equity Action Partners Program, to realize Drake's commitment to Diversity statement
- Develop and implement plans, programs, and activities that educate and motivate members of the University community to hold diversity, equity and inclusion as core values to be collectively practiced
- Utilize and develop metrics to ensure accountability, tracking, and monitoring of progress, and communicate those measures to the campus community, in the areas of equity and inclusion
- Coordinate policies and practices to support the recruitment and retention of diverse identities, backgrounds and ideas among faculty and staff
- Respond to issues of equity and inclusion amongst the faculty, staff and students
- Seek external resources to support equity and inclusion efforts on campus

Drake University Law School Des Moines, IA
Associate Professor of Law July, 2016-Present

- Teach classes in the area of academic success and legal writing
- Committees: Hiring and Retention, Diversity; Curriculum; Assessment; Academic Task Force; African American Council

Drake University Law School Des Moines, IA
Assistant Dean for Academic Services July, 2012 – May, 2017

- Developed and direct the Law School's academic success program, including the mandatory first-year Integrated Study Group (ISG) program
- Directed the joint degree, career opportunity, and master of jurisprudence programs
- Founded and direct the Law School's spring break pro bono volunteer trip
- Developed, direct and implement all orientation programming for the law school
- Oversaw law school exam administration
- Oversaw registration and develop academic schedules
- Counseled, advised, and disciplined students concerning personal, disability, academic and disciplinary issues
- Supervise administrative staff, director of academic success and teaching assistants

Drake University Law School
2016 and 2011 CLEO Summer Institute Director

Des Moines, IA
January– July, 2016
January – July, 2011

- Wrote the successful \$150,000 grant proposal
- Developed and managed the budget for the Institute
- Developed the academic schedule for the Institute
- Developed curriculum for the Institute
- Taught seminars
- Planned, coordinated, and implemented all academic and non-academic activities for the Institute
- Hired and supervised professors, teaching assistants and staff working in the Institute
- Dealt with student discipline issues
- Assisted CLEO students in gaining admission to law school, including organizing a law school interview day

Drake University Law School
Academic Success Program Director

Des Moines, IA
August, 2010 – July, 2012

- Taught a year-long study skills course
- Developed and directed the academic study groups
- Counseled all students on academic probation

Drake University Law School
Co-taught Academic Success Program Class

Des Moines, IA
August, 2009 – August, 2010

Drake University Law School
Assistant Director of Admissions and Diversity Initiatives

Des Moines, IA
July, 2009 – July, 2012

- Recruited prospective students for Drake Law School and directed the LL.M. admissions process
- Developed and implemented minority student recruiting strategies
- Developed and implemented diversity pipeline programming
- Served as the coordinator of the Diversity Committee

United States District Court- Southern District of Iowa
Intern for Federal Magistrate Judge, Celeste F. Bremer

Des Moines, IA
March – July, 2009

- Researched and assisted in writing opinions
- Wrote case summaries

Courses Taught

Law School

Legal Writing II, LAW 105
Integrated Study Groups, LAW 015
Principles of Legal Analysis, LAW 010
Bar Exam Preparation. LAW 258
Introduction to Legal Writing, LAW 100
Studying the Law, LAW 100

Graduate

Ethics, Leadership and Social Justice, DOC 302
Counseling Diverse Populations, COUN 245

Undergraduate

Social Justice and Culture, FYS 029
Introduction to Leadership, LEAD 001
Race and Ethnic Relations, SCJ 340
Victimology, CJ 301
Criminal Law and Procedure, CJ 360

Publications

- Lain, E. (In progress). What American Higher Ed Can Learn from Post-Apartheid Higher Ed in South Africa.
- Lain, E. (In progress). Truth and Reconciliation: A Tool for Navigating Sexual Assault on Campus.
- Lain, E. (In progress). Racial Incidents on College Campus: A Phenomenological Case Study of Institutional Response.
- Lain, E. (In progress). What is a Diverse Hiring Pool and Does It Help Diversify Faculty?
- Lain, E. (2018). Racialized Interactions in the Law School Classroom: Pedagogical Approaches to Creating a Safe Learning Environment. *Journal of Legal Education*.
- Lain, E. (2016). Experiences of academically dismissed Black and Latino/a law students: stereotype threat, fight or flight coping mechanisms, isolation and feelings of systemic betrayal. *Journal of Law and Education*.
- Lain, E. (2013). Emotional intelligence: A valuable tool for traditional and non-traditional leaders. In Glodek, L., Harris, M. L., & Smith, G. (Eds.), *Follow the leader?* (pp. 3-11). Des Moines, IA: Author.
- Lain, E. (2010). New Orleans trip reinforces students' law career decisions. *The Iowa Lawyer*, 70 (5), 12-14.

Conference Presentations, Seminars and Speeches

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| General Practice Review CLE Conference | (Annually) December, 2013 - 2018 |
| “Best Practices in Teaching the Law”
A two-week seminar taught to Egyptian Law Professors through the American Bar Association and the U.S. State Department Programming | Cairo, Egypt
December, 2018 |
| “Global and Intercultural Learning”
University of KwaZulu-Natal | Durban, South Africa
October, 2018 |
| “Diversity and Culturally Conscious Leadership”
Harvard University Women in Leadership in Higher Education Conference | Cambridge, MA
October, 2018 |
| “Interrupting Bias in the Judiciary”
Iowa affiliate of the National Association of the Administrative Law Judiciary | Des Moines, IA
September, 2018 |
| “Equipping for Equity: Engaging Race and Ethnicity in the Classroom”
Drake Learning Symposium | Des Moines, IA
August, 2018 |
| “Facilitating Conversations to Develop Action”
Drake Learning Symposium | Des Moines, IA
August, 2018 |
| LGBTQ Safe Space Training
Drake University | Des Moines, IA
June, 2018 |
| “Best Practices in Teaching the Law”
A two-week seminar taught to Egyptian Law Professors through the American Bar Association and the U.S. State Department Programming | Cairo, Egypt
May, 2018 |

“How to Teach About Privilege” Iowa State University	Ames, IA June, 2018
“Issues of Wellness Impacting Iowa Lawyers C. Edwin Moore Inn of Court CLE	Des Moines, IA April, 2018
“Implicit Bias in the Practice of Law” Polk County Bar Association CLE	Des Moines, IA February, 2018
“Ethics: Mental Health and Substance Abuse Issues Affecting Iowa Lawyers” “Regulatory Rollbacks...How Do They Work? Exploring Recent Administrative and Regulatory Rollbacks of Title IX and Transgender Protections.	Des Moines, IA Drake Law School November, 2017
“Interrupting Bias in Hiring Practices” Administrator’s Roundtable	Coe College November, 2017
“Navigating Racialized Interactions in the Classroom” White Privilege Symposium	Des Moines, IA October, 2017
“Understanding and Embracing Equity and Inclusion” Junior League Training	Des Moines, IA September, 2017
“Using Racial Identity Development to Relate to Students” First Year Seminar Faculty Training	Drake University August, 2017
“Combatting Microaggressions in the Classroom” New Faculty Training	Drake University August, 2017
“The Black Lives Matter Movement: Past, Present and Future” Engaged Citizen Conference	Drake University February, 2017
“Mental Health and Substance Abuse Issues Affecting Iowa Lawyers” Dallas County Bar Association	Des Moines, IA February, 2017
“AALS President’s Program on Diversity Roundtable” The Association of American Law Schools Annual Meeting	San Francisco, CA January, 2017
“Racialized Interactions in the Law School Classroom: Pedagogical Approaches to Creating a Safe Learning Environment” Diversity Seminar Series	Drake Law School November, 2016
"Implicit Bias in the Profession" American Board of Trial Advocates (ABOTA) Annual Conference	Des Moines, IA October, 2016
“Creating Inclusive Working Environments for People of Color” Learning Symposium	Drake University August, 2016
“Noncognitive Skills Necessary for Success in Law School” CLEO Summer Institute	Drake Law School July, 2016
“The Law School Environment as Experienced by Academically Dismissed Black and Latina/o Law Students” NASPA Closing the Achievement Gap Conference	College Park, MD July, 2016
“Experiences of Academically Dismissed Black and Latino/A Law Students”	CUNY School of Law

Association of Academic Success Educators Annual Conference	May, 2016
“A Phenomenological Case Study: The Law School Environment as Experienced by Academically Dismissed Black and Latina/o Law Students” Iowa Educational Research and Evaluation Association Annual Conference	University of Iowa December 2015
“The Impact of Stereotype Threat in the Law School Environment on Academically Dismissed Minority Law Students” Iowa Educational Research and Evaluation Association Annual Conference	University of Iowa December 2015
“Retention of Diverse Talent in the Legal Field” Diversity & Inclusion within the Iowa Legal Community CLE Conference	Des Moines, IA October, 2015
“Techno-stress and its impact on the profession” 8 th District Bench-Bar CLE Conference	Fairfield, IA October, 2015
“2011 Federal Case Update” General Practice Review CLE Conference	Des Moines, IA December, 2011
“Professionalism in Law School” CLEO Summer Institute	Drake Law School July, 2011
“Transitioning into a Position of Power” Big XII Conference on Black Student Government	University of Missouri - Columbia February, 2011
“Law and Leadership” Big XII Conference on Black Student Government	University of Texas - Austin February, 2010
Key Note Speaker College Prep Day- program to encourage minority students to pursue college	Drake University November, 2009

Honors and Awards

Greater Des Moines Partnership Inclusion Award	November, 2017
Gertrude Rush Award	June, 2017
Best Qualitative Research Poster Award, Iowa Educational Research and Evaluation Association Annual Conference	December, 2015
Inducted into the William A. Blakey Diversity Pipeline Architects Group	November, 2013
Student Bar Association Executive Board’s Dean Service Award	March, 2013
Pro Bono Project of New Orleans- Law School of the Year Award	December, 2012
Des Moines Young Professionals Diversity Committee Member of the Year	December, 2012
Called to be True Blue Award for excellence in learning, integrity, and citizenship	January, 2012
CLEO Diversity Award	January, 2012

Bar Membership

Iowa, 2009

Memberships and Community Involvement

Corn For a Cause, LLC, Co-founder of a nonprofit that provides corn to food pantries	2018-Present
Greater Des Moines Leadership Institute	2017-2018
Polk County Bar Association Young Lawyers Division, Chair	2014 - Present
Polk County Bar Association Board Member	2017 - Present
Polk County Women Attorneys	2009 - Present
Des Moines Young Professionals Connection Diversity Chair	2014 - 2015
Des Moines Young Professionals Connection Diversity Committee	2011 - 2015
Southern District of Iowa Historical Society	2009 - 2010
Blackstone Inn of Court	2008 - 2010