

James D. Jorgensen

WORK EXPERIENCE

Husch Blackwell LLP

Senior Counsel

Denver, Colorado

2021-present

- Advise colleges and universities on workplace and academic accommodations, accreditation and state recognition efforts, student conduct and faculty discipline issues, and negotiation of real estate transfers and academic programming partnerships.
- Draft and revise institutional policies on sexual misconduct.
- Conduct internal investigations under Title IX, non-discrimination and harassment, and retaliation.
- Lead training sessions on 4th Amendment issues, best practices for internal investigations, and Title IX compliance for coordinators, investigators, and hearing and appeal officers.

Pitzer College

Chief of Staff and Chief Legal Counsel

Claremont, California

2018 – 2021

- First chief of staff and in-house legal counsel to serve Pitzer College.
- Collaborated with President Melvin Oliver to develop, articulate, and implement his agenda.
- Developed communications strategies and integrate the efforts of senior leadership to achieve strategic priorities.
- Advised the President, Board of Trustees, and senior leadership on all legal matters; oversaw outside counsel in litigation and compliance matters.
- Led Board of Trustees working group on college bylaws revisions.
- Coordinated Pitzer's comprehensive strategic planning process from the selection of an external consultant to unanimous approval of a five-year strategic plan by the campus governing council and Board of Trustees.
- Supervised Pitzer's Title IX Coordinator; regularly conferred on cases and served on the Claremont Colleges Title IX Task Force to draft a consortium-wide policy following the release of new regulations in 2020.
- Advised Pitzer's Communications office on messaging strategy and content.
- Developed emergency planning and workplace safety programs and coordinated Pitzer's response to COVID-19 in collaboration with the Claremont Colleges.

The University of Iowa Office of the General Counsel

Associate Counsel/Deputy General Counsel

Iowa City, Iowa

2006 – 2018

- Advised on employment and labor law issues, including discrimination and harassment, disability accommodations, wage and hour, investigations, and collective bargaining. Resolved disputes through direct negotiation, mediation, arbitration, and litigation.
- Successfully defended the University in external complaint investigations and regulatory inquiries before the U.S. Departments of Labor and Education, Equal Employment Opportunity Commissions, Iowa Civil Rights Commission, and the Iowa Department of

Transportation.

- Negotiated purchasing, nondisclosure, international programs, educational affiliation, and software license agreements and advised Sponsored Programs on research contract terms.
- Advised the Office of the Provost and academic units regarding faculty disputes, academic misconduct, and student disciplinary hearings.
- Developed and led training sessions on disability law, public records and FERPA, contracting, workplace ethics, academic misconduct processes, fitness for duty, retaliation, investigations and terminations, and Iowa Gift Law.
- Represented the Office of the General Counsel on the University's Threat Assessment Team, Disability Planning and Action Committee, Charter Committee on Diversity, and Academic Integrity Advisory Board.
- Collaborated with Human Resources, Treasurer, Public Safety, Internal Audit, and Hospital Security departments to draft and implement financial fraud prevention and video surveillance policies.
- Revised and implemented policies on criminal background checks, use of IT resources in the workplace, and compliance with affirmative action laws and program integrity regulations.
- Advised Student Disability Services, Information Technology, and Facilities Management departments regarding accessibility issues.
- Served on campus-wide task forces to generate savings in faculty and staff benefits and review the function and efficiency of human resources services.

Coppersmith Gordon Schermer Owens & Nelson, PLC

Phoenix, Arizona

Associate Attorney/Partner

2000 – 2004

- Resolved health care, employment, and commercial disputes, including breach of contract, health care reimbursement, breach of fiduciary duty, fraud and misrepresentation, tortious interference, and negligence cases in federal and state courts and private arbitrations.
- Represented medical staffs in physician peer review proceedings.
- Counseled health care clients concerning employee screening, hiring, termination, the ADA, FMLA, and labor relations; drafted employment contracts for physicians and administrators.

Brown & Bain, P.A.

Phoenix, Arizona

Associate Attorney

1997 – 1999

- Litigated claims involving hostile environment and quid pro quo sexual harassment, FLSA, Title VII, ADA, ADEA, employee discipline/termination, and independent contractor status.
- Represented management in all manner of employment and labor disputes before federal and state courts and agencies, including participation in bench and jury trials involving wrongful discharge and employee non-compete agreements.

Seyfarth Shaw

Chicago, Illinois

Associate Attorney

1994 – 1997

- Litigated disputes before state and federal courts and agencies involving traditional labor law, wrongful termination under Title VII, ADA, ADEA, and the Illinois Human Rights Act, employer contributions to ERISA plans, and modification of ERISA plans.

TEACHING EXPERIENCE

The University of Iowa – Tippie College of Business
Kirkwood Community College

Iowa City, Iowa
Iowa City, Iowa

- Taught employment law, business law, and legal ethics for undergraduate and MBA students as an adjunct professor from 2005 to 2018.

EDUCATION

The University of Iowa, Ph.D.

Iowa City, Iowa

Education Policy and Leadership Studies (Higher Education)

- Dissertation: *Sexual Harassment Litigation Involving Instructors: Balancing Rights and Responsibilities in the Courts, 1993-2013.*

University of Michigan Law School, J.D.

Ann Arbor, Michigan

Iowa State University, B.A. with Distinction

Ames, Iowa

Economics and Political Science

BAR ADMISSIONS, PROFESSIONAL ASSOCIATIONS, AND DEVELOPMENT

- Admitted to practice in Colorado, California, Iowa Arizona (inactive), and Illinois (inactive).
- Member – NACUA and NACUANOTES Editorial Board; Academy of Legal Studies in Business.
- Authored publications in NACUANOTES, *Review of Higher Education*, *West's Education Law Reporter*, *Research in Higher Education*, and *The Urban Lawyer* (citations or copies available on request).
- Presenter at the National Association of College Admission Counseling 2021 National Conference .
- NACUA representative to the 2019 AACRAO working group on Criminal and Disciplinary History in College Admissions.
- University of Iowa Executive Leadership Academy, 2016.
- Board of Directors, Minds Matter Colorado (2021 – present).

INTERESTS

- Enjoy bicycling (RAGBRAI), live music, St. Louis Cardinals baseball, and dog walking.