

SUSAN J. MARSNIK, J.D.
Department of Ethics & Business Law
Opus College of Business
University of St. Thomas
2115 Summit Avenue, Mail MCH 316
Minneapolis, MN 55403-2005
sjmarsnik@stthomas.edu
(651) 962-5136

EDUCATION

UNIVERSITY OF MINNESOTA, Minneapolis, MN

Juris Doctor, *Cum Laude* — May 1994

Philip C. Jessup International Moot Court Competition Team, 1992 – 1993
Richard R. Baxter Award, Best Applicant Memorial in International
Competition.

Bachelor of Arts, *Summa Cum Laude* — June 1981

Phi Beta Kappa

VERMILION COMMUNITY COLLEGE, Ely, MN

Associate of Arts, *Summa Cum Laude* — June 1998

Phi Theta Kappa

TEACHING

ACADEMIC APPOINTMENTS

University of Saint Thomas, Opus College of Business

Department of Ethics and Business Law, Minneapolis, MN

Department Chair — 2022 – Present, 2014 – 2016; 2003 – 2007

Professor — Fall 2013 – Present

Associate Professor — Fall 2003 – Spring 2013

Interim Acting Chair — Spring 2022, Spring 2001

Assistant Professor — Fall 1999 – Spring 2003

Visiting Professor — Spring 1999

Adjunct Professor — Fall 1996 – Fall 1998

Graduate courses taught:

Legal Strategy for Global Business Executives (Executive MBA)

Legal Strategy for Global Business (MBA)

Business, Law and Ethics in the European Union (MBA)

Legal Environment of Business (MBA)

Communications Law (Master of Business Communication - MBC)

Ethical Leadership and Corporate Accountability (Fulltime MBA)

Undergraduate courses taught:

International Business Law

Law for Business Leaders

Legal Research, Advocacy & Dispute Resolution

The Legal Environment of Business
Business Law for Accountants
Gender Issues and the Law
Center for Business Excellence (Professional Education) courses taught:
Intellectual Property Law (Mini MBC)
Legal & Social Environment of Business (Mini MBA)

University of Portsmouth

College of Business, School of Law, Portsmouth, U.K.
Visiting Professor (research) — 2013 – 2016

University of Minnesota

Law School, Minneapolis, MN
Visiting Associate Professor — Summer 2004
Course Taught: Introduction to Intellectual Property Law

SELECTED INTERNATIONAL/FOREIGN TEACHING EXPERIENCE

Beni Suef University, Faculty of Law, Beni Suef, EG

Fulbright Specialist — Spring 2010
Undergraduate Law Course: International Contracts & Intellectual Property Law

Université de Caen, Institut d'Administration des Entreprises, Caen, FR

Visiting Professor — Fall 2022; J-Term or Spring 2022, 2017, 2013, 2011, 2008, 2007, 2006, 2005
Graduate Business Course: International Business Law

Université de Strasbourg, Master 2 Management des Projets Internationaux, Strasbourg, FR

Visiting Professor — January 2022 (online), January 2021 (online), February 2020, March 2019, January 2018 (online course), March 2017
Graduate Business Course: International Business Law

Université de Strasbourg, Centre d'Etudes Internationales de la Propriété Intellectuelle, Strasbourg, FR

Presenter — March 2017, PhD Research Seminar: "The U.S. Work for Hire Doctrine in a Global Context: A way forward?"

Hochschule Trier, International Business Program, Trier, GR

Guest Lecture — March 2017
Undergraduate International Trade Law Seminar

Université de Poitiers, Faculty of Law, Poitiers, FR

Visiting Professor — Fall 2004
Graduate Law Courses: US/EU Comparative Digital Copyright Law

Budapest University of Technology and Economics, Budapest, HU
Visiting Professor — December 2003
MBA Courses: Contracts for the International Sale of Goods; Innovation &
Intellectual Property & Licensing

Novosibirsk State University, Akademgorodok, RU
Visiting Lecturer — Spring 2003
Undergraduate Business Course: International Business Law

Upper Midwest Association for Intercultural Education (UMAIE)
Instructor— January Term 2001
Undergraduate Course: Law in London and Dublin

RESEARCH

JOURNAL ARTICLES

Susan J. Marsnik, Dale B. Thompson, Susan A. Supina, *Oh Naturelle! Health & Beauty: An Integrated Law, Ethics, and Strategy Case for the First Day of Class*, 39(1) JOURNAL OF LEGAL STUDIES EDUCATION, 39 - 74 (2022). Hoeber Memorial Award, JLSE Outstanding Article 2022.

Dale Thompson, Susan J. Marsnik, Susan A. Supina, *Contract Exercises in the Age of Snapchat*, 3(2) JOURNAL OF BUSINESS LAW & EDUCATION, (2021), available at <https://jblep.alsb.org/journal-issues/>

Sharon v. Thach, Susan J. Marsnik & Ann-Marie Rizzo, *Accession to Trips and Engagement with the Pharmaceutical Industry: Brazil and India*, 8(1) JOURNAL OF GLOBAL BUSINESS ISSUES 67 (2014).

Susan J. Marsnik & Dale B. Thompson, *Using Contract Negotiation Exercises to Develop Higher Order Thinking and Strategic Business Skills*, 30(2) JOURNAL OF LEGAL STUDIES EDUCATION 201 (2013)(2013 Hoeber Research Excellence Award).

Susan J. Marsnik & Robert Thomas, *Drawing a Line in the Patent Subject Matter Sands: Does Europe Provide a Solution to the Business Method and Software Patent Problem?* 34(2) BOSTON COLLEGE INTERNATIONAL & COMPARATIVE LAW REVIEW 227 (2011).

Sharon Thach & Susan Marsnik, *Patent Standards Under TRIPS and Pharmaceutical Industries in Brazil and India*, 10(4) LATIN AMERICAN BUSINESS REVIEW 239 (2009).

Kimberlianne Podlas & Susan J. Marsnik, *Building a Stage for Student Understanding in Business: Reflective Learning and Reflective Teaching*, 10(1) JOURNAL FOR THE ART OF TEACHING: EXPERIENCE BASED TEACHING &

LEARNING 119 (2008).

Sharon Thach, Susan Marsnik & Vaidotas Lukošius, *External Environment, Trust and East-West Trade*, 69 EKONOMIKA 140 (2005).

Stacy M. Vollmers, A. Clyde Vollmers, and Susan J. Marsnik, *Caveat Emptor? The Consideration Of Economic, Ethical, And Biblical Perspectives In Determining Legal Alternatives*, JOURNAL OF BIBLICAL INTEGRATION: BUSINESS CASES WITH A CHRISTIAN WORLDVIEW 29 (2005).

Susan J. Marsnik, *A Delicate Balance Upset: A Preliminary Survey of Exceptions and Limitations in U.S. and European Union Digital Copyright Law*, 4 INTERNATIONAL BUSINESS LAW REVIEW 110 (2004).

Kimberlianne Podlas & Susan J. Marsnik, *Setting the Stage for Understanding of International Contract Negotiation: Reflective Teaching - Reflective Learning*, 5 ATLANTIC LAW JOURNAL. 73 (2002).

Barbara Crutchfield George, Patricia Lynch & Susan J. Marsnik, *U.S. Multinational Employers: Navigating Through the Restrictions of the EU Data Privacy Directive with the 'Safe Harbor' Principles*, 38 AMERICAN BUSINESS LAW JOURNAL 735 (2001).

BOOKS & CHAPTERS

Susan A. Supina & Susan J. Marsnik, THE LEGAL ENVIRONMENT OF BUSINESS, 2ND ED. (West Academic, 2022)

Susan J. Marsnik, *Setting the Stage: Using a Simulation as a First Day of Class Exercise*, 87-106 LEGAL EDUCATION: SIMULATION IN THEORY & PRACTICE (paperback)(Caroline Strevens, Richard Grimes, and Edward Phillips, eds., Routledge, 2017)

Susan J. Marsnik & Romain Lorentz, *Who Owns Employee Works? Pitfalls in a Globally Distributed Work Environment.*, 226-255 MANAGING THE LEGAL NEXUS AMONG INTELLECTUAL PROPERTY, EMPLOYEES, AND GLOBAL TRADE (Lynda J. Oswald & Marisa Pagnattaro, eds., Edward Elgar Publishing, 2015)

Susan J. Marsnik, *Setting the Stage: Using a Simulation as a First Day of Class Exercise*, 87-106 LEGAL EDUCATION:SIMULATION IN THEORY & PRACTICE (Caroline Strevens, Richard Grimes, and Edward Phillips, eds., Routledge, 2014)

Susan J. Marsnik, *Will the America Invents Act Post-Grant Review Improve the Quality of Patents? A Comparison with the European Patent Office Opposition*, 183-208 THE CHANGING FACE OF AMERICAN PATENT LAW AND ITS IMPACT ON BUSINESS STRATEGY (Daniel R. Cahoy & Lynda J. Oswald, eds., Edward Elgar Publishing, 2013).

PEER REVIEWED PROCEEDINGS

- Sharon V. Thach, Susan J. Marsnik, and Ann-Marie Rizzo, *India's Accession to TRIPS and its Engagement with the Pharmaceutical Industry*, THE INTERNATIONAL ACADEMY OF BUSINESS AND PUBLIC ADMINISTRATION DISCIPLINES CONFERENCE PROCEEDINGS, Istanbul, TR (July 2013)
- Sharon v. Thach & Susan J. Marsnik, *Brazil's Accession to TRIPS and its Engagement with the Pharmaceuticals Industry*, PROCEEDINGS OF COLLEGIATE MARKETING EDUCATORS, Albuquerque, MN., USA (March, 2013)
- Sharon v. Thach, Susan J. Marsnik & Ann Marie Rizzo, *Accession to TRIPs and Engagement with the Pharmaceuticals Industry: Brazil and India*, PROCEEDINGS OF THE INTERNATIONAL BUSINESS AND ECONOMY CONFERENCE, Caen, Basse-Normandy, FR (January, 2013)
- Susan Marsnik & Robert Thomas, *The Jury in U.S. Patent Infringement Cases: An Historical and Comparative Context*, PROCEEDINGS OF THE DSI INTERNATIONAL CONFERENCE (abstract) (2009).
- Sharon Thach & Susan Marsnik, *Intellectual Property and Brazil's Pharmaceuticals Industry*, PROCEEDINGS OF THE CONSORTIUM FOR INTERNATIONAL MARKETING RESEARCH (2008).
- Susan Marsnik, Sharon Thach & Vaidotas Lukošius, *The Impact of Legal Environments and Inter-Firm Relationships in East-West Business Transactions*, NORTHEAST DECISION SCIENCES INSTITUTE PROCEEDINGS (2006) (invited).
- Sharon Thach, Susan Marsnik & Vaidotas Lukošius, *External Environment, Trust and East-West Trade*, PROCEEDINGS OF THE CONSORTIUM FOR INTERNATIONAL MARKETING RESEARCH (2005).
- Sharon Thach, Susan Marsnik & Vaidotas Lukošius, *External Environment, Trust and East-West Trade*, PROCEEDINGS OF CATALYSTS AND IMPEDIMENTS OF ECONOMIC DEVELOPMENT IN CENTRAL AND EASTERN EUROPE (2004).
- Larry A. DiMatteo & Susan J. Marsnik, *Active Learning in Legal Studies Education: Negotiating and Drafting of Contracts*, ACADEMY OF LEGAL STUDIES IN BUSINESS NATIONAL PROCEEDINGS (2004).
- Susan J. Marsnik, *A Delicate Balance Upset: A Preliminary Survey of Exceptions and Limitations in U.S. and European Union Digital Copyright Law*, 31st ACADEMY OF LEGAL STUDIES IN BUSINESS NATIONAL PROCEEDINGS (2003).
- Kimberlianne Podlas & Susan J. Marsnik, *The 7 Habits of Highly Effective (or Pretty Darned Good) Teachers or Lessons Learned in the Field*, 30th ACADEMY OF LEGAL STUDIES IN BUSINESS NATIONAL PROCEEDINGS (2002).

Patricia Lynch, Susan J. Marsnik & Barbara Crutchfield George, *The Impact of the European Commission Privacy Directive on U.S. Companies: Implications for Managing Employee Data in the 21st Century*,” *SOUTHERN MANAGEMENT ASSOCIATION PROCEEDINGS* (2000).

INVITED COLLOQUIA AND PRESENTATIONS

Summit on the Academic Profession of Business Law, Hartford, CT, USA [May 29-31, 2019]; Three invited panels:

- *Business Law Leadership through Innovative Programs and Business School Engagement* [live streamed], with: A. Stemler & J. Perry (Indiana University), M. Garrison (Univ. of St. Thomas), and L. Eisenstadt & J. Boles (Temple University)(CTP)
- *Integrating Corporate Compliance into Business School Teaching, Research, and Programs*, with L Eisenstadt (Temple University), T. Haugh (Indiana University), M. Gideon (Univ. of Maryland), and J. Pacella (Baruch College). (CTP)
- *Mentoring*, with A. Stemler (Indiana University), Karla Fox (University of Connecticut), and Marisa Pagnattaro (University of Georgia) (CTP)

The Future of International, Transnational and Global Legal Education – a panel discussion, ASSOCIATION OF LAW TEACHERS ANNUAL CONFERENCE, Cardiff, UK (April 2015)(with Rebecca Huxley-Binns, Tracey Varnava and Michael Blissenden).

Susan J. Marsnik & Romain Lorentz, *Employer or Employee Ownership of Copyrighted Works?: A Comparative Perspective on the Work-For-Hire Doctrine*, in *MANAGING THE LEGAL NEXUS AMONG INTELLECTUAL PROPERTY, EMPLOYEES, AND GLOBAL TRADE*, University of Georgia, Terry College of Business & University of Michigan, Ross School of Business, Ann Arbor, MI (April 2014)

Susan J. Marsnik, *The U.S. Perspective on Legal Education and Some Thoughts About Reform*, University of Portsmouth, College of Business, Law Subject Group Research Seminar Series, Portsmouth, U.K. (January 2014)(Invited presentation as a Visiting Fellow to the School of Law).

Susan J. Marsnik, *Will the America Invents Act Post-Grant Review Improve the Quality of Patents” A Comparison with the European Patent Office Opposition*, at, *THE CHANGING FACE OF AMERICAN PATENT LAW AND ITS IMPACT ON BUSINESS STRATEGY*, Penn State University, Smeal College of Business & University of Michigan, Ross School of Business, Ann Arbor, MI (May 2012).

Keynote: The Future for Universities Post Browne and CSR From Where I Sit, ASSOCIATION OF LAW TEACHERS ANNUAL CONFERENCE, Cardiff, UK (April 2010)(panel with The Rt. Hon. Lord Justice Jacob, Bob Lee, Liz Mytton, & Carl

Lygo).

The Cultural Challenges: Is the Understanding and Protection of Intellectual Property Different Depending on the Legal Culture?” WORLD ARBITRATION FORUM FOR INTELLECTUAL PROPERTY, Dead Sea, JO (November 2010) (panel with Nedal Abadi, Robert Pe, Jacques Werner & Maha Bakheit).

Discussant, Huber Hurst Research Colloquium, Boston College School of Business, Boston, MA (February 2009).

Susan J. Marsnik, Jay A. Erstling & Elise Amel, *Jury Decision Making, Sexual Harassment and the American Civil System – Results of a Trial Simulation*, 2001 Huber Hurst Research Colloquium, Gainesville, FL (February 2001).

CONFERENCE PAPERS & PANELS

PAPERS

Susan Supina & Susan Marsnik, *Educating for an Evolving MarketL Compliance Simulations for Business Students*, ACADEMY OF LEGAL STUDIES IN BUSINESS ANNUAL CONFERENCE, San Diego, CA (July 2023).

Susan Marsnik & Harry Van Buren, III, *Analyzing the Ethical Issues of the Gig Economy: Insights from the Catholic Intellectual Tradition*, INTERNATIONAL ASSOCIATION FOR BUSINESS & SOCIETY CONFERENCE, Bath, UK (June 2023).

Susan J. Marsnik, Susan Supina, & Dale Thompson, *Oh Naturelle! Health & Beauty: An Integrated Law, Ethics, and Strategy Case for the First Day of Class*, ACADEMY OF LEGAL STUDIES IN BUSINESS ANNUAL CONFERENCE, Online (August 2021).

Susan Marsnik, *Law, the Dignity of Work and Workers' Rights in the Gig Economy*, ACADEMY OF LEGAL STUDIES IN BUSINESS CONFERENCE, Online (August 2020).

Dale Thompson, Susan Marsnik, & Stacey Supina, *Building Your Portfolio: In Class Exercises Demonstrating the Connection Between Law, Ethics, and Strategy*, ACADEMY OF LEGAL STUDIES IN BUSINESS CONFERENCE, Montreal, QC (August 2019).

Robert Thomas & Susan Marsnik, *Patentable Subject Matter: Convergence in the Age of Acceleration?* WESTERN ACADEMY OF LEGAL STUDIES IN BUSINESS CONFERENCE, Monterey, CA (March 2018), Outstanding Paper Award.

Robert Thomas & Susan Marsnik, *Patentable Subject Matter: Convergence in the Age of Acceleration?* ACADEMY OF LEGAL STUDIES IN BUSINESS CONFERENCE, Savannah, GA, USA (August 2017).

Robert Thomas & Susan Marsnik, *Patent Subject Matter Convergence in the Digital Age*,

- ACADEMY OF LEGAL STUDIES IN BUSINESS CONFERENCE, San Juan, PR (August 2016)
- MID-ATLANTIC ACADEMY OF LEGAL STUDIES IN BUSINESS CONFERENCE, New York, NY (April 2016). Best Paper Award.

Susan Marsnik, Dawn Elm & Katherina Glac, *Employee Privacy at Work in a World of Social Media: A US Perspective on the Intersection of Law and Ethics*, ASSOCIATION OF LAW TEACHERS ANNUAL CONFERENCE, Newcastle, UK (March 2016).

Robert Thomas & Susan Marsnik, *United States & European Patent Convergence Through Shared Chaos*, SOUTH EASTERN ACADEMY OF LEGAL STUDIES IN BUSINESS CONFERENCE, Atlanta, GA (November 2015)

Susan J. Marsnik & Romain Lorentz, *Who Owns Employee Created or Commissioned Works? Pitfalls in a Globally Distributed Work Environment*, ACADEMY OF LEGAL STUDIES IN BUSINESS ANNUAL CONFERENCE, Seattle, WA (August 2014).

Susan J. Marsnik & Caroline Strevens, *Lessons and Reflections from Across the Pond: How Should we Education Lawyers?* ACADEMY OF LEGAL STUDIES IN BUSINESS ANNUAL CONFERENCE, Seattle, WA (August 2014).

Susan J. Marsnik, *Brinkman v. Summit Pharmaceuticals: A Sexual Harassment Jury Simulation to be Used as a First Day Exercise, to Teach Dispute Resolution, and Employment Law*, ACADEMY OF LEGAL STUDIES IN BUSINESS ANNUAL CONFERENCE, Boston, MA (August 2013)

Robert E. Thomas & Susan J. Marsnik, *Doing the Impossible: Defining the Boundaries of Patentable Subject Matter*, ASSOCIATION OF LAW TEACHERS ANNUAL CONFERENCE, Nottingham, UK (March 2013)

Caroline Strevens, Susan J. Marsnik & Elizabeth Lee, *Student Distress and Clinical Legal Education*, ASSOCIATION OF LAW TEACHERS ANNUAL CONFERENCE, NOTTINGHAM, UK (March 2013)

Sharon V. Thach & Susan J. Marsnik *Brazil's Accession to TRIPS and its Engagement with the Pharmaceuticals Industry*, COLLEGIATE MARKETING EDUCATORS, FEDERATION OF BUSINESS DISCIPLINES (March 2013)(best paper, Global & Cross Cultural Marketing Track)

Sharon V. Thach, Susan J. Marsnik & Ann Marie Rizzo, A., *Accession to TRIPs and Engagement with the Pharmaceuticals Industry: Brazil and India*, INTERNATIONAL BUSINESS AND ECONOMY CONFERENCE, Caen, Basse-Normandy, FR (January 2013).

Caroline Strevens, Susan J. Marsnik, & Elizabeth, *Pressing Problems in the Law and Legal Education: The Correlation Between Assessment and Student Learning: a Discussion and Comparison of the UK with the US and Australia*, *Society of Legal Scholars Conference*, Bristol, UK (September 2012) (presented by co-author)

Caroline Strevens, Susan Marsnik & Elizabeth Lee, *Pressing Problems in the Law and Legal Education: The Correlation Between Assessment and Student Learning: a Discussion and Comparison of the UK with the US and Australia*, SOCIETY OF LEGAL SCHOLARS CONFERENCE, Bristol, UK (September 2012) (presented by C. Strevens).

Susan J. Marsnik & Dale B. Thompson, *Using Contract Negotiation Exercises to Develop Higher Order Thinking Skills*, ACADEMY OF LEGAL STUDIES IN BUSINESS ANNUAL CONFERENCE, Kansas City, MO (August 2012)(presented by D. Thompson).

Susan J. Marsnik, *America Invents! Will America's New Patent Law Improve the Quality of Patents?* ASSOCIATION OF LAW TEACHERS ANNUAL CONFERENCE, Oxford, UK (April 2012).

Caroline Strevens, Susan J. Marsnik & Elizabeth Lee, *Review (and Assessment) of Legal Education Leading to Professional Qualifications: a Discussion and Comparison of the UK with the US and Australia*, ASSOCIATION OF LAW TEACHERS ANNUAL CONFERENCE, Oxford, UK (April 2012).

Susan J. Marsnik & Dale B. Thompson, *Contract Negotiation Projects in Legal Environment Courses*, MIDWEST ACADEMY OF LEGAL STUDIES IN BUSINESS ANNUAL CONFERENCE, Chicago, IL (March 2012)(presented by D. Thompson).

Caroline Strevens, Susan J. Marsnik & Elizabeth Lee, *Legal Services – A Comparison of Fortunes – USA, UK and Australia*, SOCIETY OF LEGAL SCHOLARS ANNUAL CONFERENCE, Cambridge, UK (September 2011)(presented by C. Strevens).

Robert E. Thomas & Susan J. Marsnik, *Making Abstract Ideas Concrete? The Need to Refocus Patentability Tests on the Progress of the Useful Arts Mandate*, ACADEMY OF LEGAL STUDIES IN BUSINESS ANNUAL CONFERENCE, New Orleans, LA (August 2011).

Robert E. Thomas & Susan J. Marsnik, *United States & European Patent: Convergence Through Shared Chaos,* ASSOCIATION OF LAW TEACHERS ANNUAL CONFERENCE, Cardiff, UK (April 2011).

Susan J. Marsnik & Robert E. Thomas, *Drawing a Line in the Patent Subject Matter Sands: Does Europe Prove a Solution to the Business Method and Software Patent Problem?* ACADEMY OF LEGAL STUDIES IN BUSINESS ANNUAL CONFERENCE, Richmond, VA (August 2010) (Holmes/Cardozo Award finalist).

Susan J. Marsnik & Robert E. Thomas, *Taming Software and Business Method Patents: Does Europe Provide a Workable Solution?* ASSOCIATION OF LAW TEACHERS ANNUAL CONFERENCE, Cambridge, UK (March 2010).

Susan J. Marsnik & Robert E. Thomas, *The Jury in U.S. Patent Infringement Cases: An Historical and Comparative Context*, DECISION SCIENCES INSTITUTE INTERNATIONAL CONFERENCE, Nancy, FR (June 2009).

Susan J. Marsnik & Robert E. Thomas, *Transatlantic Drift: Convergence or Divergence in U.S. and European Approaches to Patent Remedies* (various drafts)

- SOUTHEASTERN ACADEMY OF LEGAL STUDIES IN BUSINESS ANNUAL CONFERENCE, Miami, FL (November 2008) (presented by R. Thomas).
- SOCIETY OF LEGAL SCHOLARS ANNUAL CONFERENCE 2008, London, UK (September, 2008) (invited).
- ACADEMY OF LEGAL STUDIES IN BUSINESS ANNUAL CONFERENCE, Long Beach, CA (August 2008) (presented by R. Thomas).

Sharon Thach & Susan J. Marsnik, *Intellectual Property and Brazil's Pharmaceuticals Industry*, CONSORTIUM FOR INTERNATIONAL MARKETING RESEARCH CONFERENCE, Rio de Janeiro, BR (June 2008).

Susan J. Marsnik & Robert E. Thomas, *Patent Remedies in the US and EU: Comparison and Analysis*, ASSOCIATION OF LAW TEACHERS ANNUAL CONFERENCE, Oxford, UK (March 2008).

Susan J. Marsnik, *Integrating Global Competence into the International Business Law Course*, ACADEMY OF LEGAL STUDIES IN BUSINESS ANNUAL CONFERENCE, Indianapolis, IN (August 2007).

Susan J. Marsnik, Sharon Thach & Vaidotas Lukošius, *The Impact of Legal Environments and Inter-Firm Relationships in East-West Business Transactions*, NORTHEAST DECISION SCIENCES INSTITUTE ANNUAL MEETING, San Juan, PR (March 2006) (invited).

Sharon Thach, Susan Marsnik & Vaidotas Lukošius, *External Environment, Trust and East-West Trade*, CONSORTIUM FOR INTERNATIONAL MARKETING RESEARCH CONFERENCE, Barcelona, ES (May 2005)(presented by S. Thach).

Susan J. Marsnik, *Exceptions and Limitations in a Digital World: A Comparison of the U.S. Digital Millennium Copyright Act & the EU Directive on Harmonization of Certain Aspects of Copyright and related Rights in the Information Society*, ASSOCIATION OF LAW TEACHERS ANNUAL CONFERENCE, Edinburgh, U.K. (March 2005).

Sharon Thach, Susan Marsnik & Vaidotas Lukošius, *External Environment, Trust and East-West Trade*, CATALYSTS AND IMPEDIMENTS OF ECONOMIC DEVELOPMENT IN CENTRAL AND EASTERN EUROPE, Vilnius, LT (October 2004).

- Larry A. DiMatteo & Susan J. Marsnik, *Active Learning in Legal Studies Education: Negotiating and Drafting of Contracts*, ACADEMY OF LEGAL STUDIES IN BUSINESS ANNUAL CONFERENCE, Ottawa, ON (August 2004).
- Susan J. Marsnik, *Confusion Now Hath Made His Masterpiece: A Comparative Analysis of Limitations and Exceptions to Digital Copyright Law In the United States and European Union*, SOCIETY OF LEGAL SCHOLARS ANNUAL CONFERENCE, Oxford, UK (September 2003)(invited paper).
- Susan J. Marsnik, *A Delicate Balance Upset: A Preliminary Survey of Exceptions and Limitations in U.S. and European Union Digital Copyright Law*, ACADEMY OF LEGAL STUDIES IN BUSINESS ANNUAL CONFERENCE, Nashville, TN (August 2003).
- Susan J. Marsnik, *Putting Our Digital Houses in Order? A Comparison of the U.S. Digital Millennium Copyright Act & the EU Directive on the Harmonization of Certain Aspects of Copyright and Related Rights in the Information Society*, ASSOCIATION OF LAW TEACHERS ANNUAL CONFERENCE, Maastricht, NL (April 2003).
- Kimberlianne Podlas & Susan Marsnik, *The 7 Habits of Highly Effective (or Pretty Darned Good) Teachers or Lessons Learned in the Field*, ACADEMY OF LEGAL STUDIES IN BUSINESS ANNUAL CONFERENCE, Las Vegas, NV (July 2002).
- Susan Marsnik & Kimberlianne Podlas, *Developing and Assessing Instructional Tools: An International Contract Simulation for Legal Studies in Business*, ASSOCIATION OF LAW TEACHERS ANNUAL CONFERENCE, Greenwich, UK (March 2002).
- Kimberlianne Podlas & Susan Marsnik, *Setting the Stage for Understanding of International Contract Negotiation: Reflective Teaching - Reflective Learning*, MID-ATLANTIC ACADEMY OF LEGAL STUDIES IN BUSINESS ANNUAL CONFERENCE, Philadelphia, PA (March 2002).
- Susan J. Marsnik, Elise Amel, & Jay Erstling, *Prejudicial Peers or Just Jurors? The Impact of Ethnic Identity on Jury Awards in a Sexual Harassment Trial Simulation*, LAW AND SOCIETY ASSOCIATION INTERNATIONAL CONFERENCE, Budapest, HU (July 2001).
- Rebecca Huxley-Binns & Susan J. Marsnik, *How Much Discretion does Judgment Imply? A Preliminary Study of Bias in the UK, US and European Judiciaries*, ASSOCIATION OF LAW TEACHERS ANNUAL CONFERENCE, Durham, UK (April 2001).
- Barbara Crutchfield George, Patricia Lynch & Susan Marsnik, *The Impact of the European Commission Privacy Directive on U.S. Companies: Implications for Managing Employee Data in the 21st Century*, SOUTHERN MANAGEMENT ASSOCIATION, Orlando, FL (November 2000)(presented by P. Lynch).

Barbara Crutchfield George, Susan Marsnik & Patricia Lynch, *U.S. Multinational Employers: Navigating Through the Restrictions of the EU Data Privacy Directive with the 'Safe Harbor' Principles,* ROCKY MOUNTAIN ACADEMY OF LEGAL STUDIES IN BUSINESS ANNUAL CONFERENCE, Vail, CO (September 2000).

Susan J. Marsnik & Jay Erstling, *The Intentional Jury: Jury Decision Making, Sexual Harassment and the American Civil System – Results of a Trial Simulation,* ASSOCIATION OF LAW TEACHERS ANNUAL CONFERENCE, Cardiff, UK (April 2000).

Barbara Crutchfield George, Susan Marsnik & Patricia Lynch, *Protecting Employees' Rights to Data Privacy in the U.S. and the European Union: Implications for U.S. Companies' Human Resource Management Practices,* ASSOCIATION OF LAW TEACHERS ANNUAL CONFERENCE, Cardiff, UK (April 2000).

Susan J. Marsnik & Jay Erstling, *Teaching About Race & The Jury in Civil Cases Through a Sexual Harassment Jury Simulation,* ROCKY MOUNTAIN ACADEMY OF LEGAL STUDIES IN BUSINESS ANNUAL CONFERENCE, Vail, CO (September 1999).

PANELS

Susan J. Marsnik, Judy Gedge, & Mike Koval, *Engaging Students on the First Day of Class: Now More _____ Than Ever,* panelist and moderator, ACADEMY OF LEGAL STUDIES IN BUSINESS ANNUAL CONFERENCE, ONLINE (AUGUST 2021).

Susan J. Marsnik, *Curricular Innovations and Compliance Programs,* panelist for *What is Business Law's Unique Value Proposition? Takaways from the Summit on Business Law,* ACADEMY OF LEGAL STUDIES IN BUSINESS ANNUAL CONFERENCE, Montreal, QC (August 2019).

Susan J. Marsnik, *Who Owns Employee Created or Commissioned Works?* panelist for panel presentation *Managing the Legal Nexus Between Intellectual Property and Employees,* ACADEMY OF LEGAL STUDIES IN BUSINESS ANNUAL CONFERENCE, Seattle, WA (August 2014).

Susan J. Marsnik, *Should We Look to Europe?* Panelist for panel presentation, *Intellectual Property Strategic Behavior: Have Patent Trolls Finally Met Their Waterloo?* ACADEMY OF LEGAL STUDIES IN BUSINESS ANNUAL CONFERENCE, Boston, MA (August 2013)

Forum on Peer and Self-Evaluation of Tutors, ASSOCIATION OF LAW TEACHERS CONFERENCE, Oxford University, Oxford, UK (April 2012).

Negotiation: Theory, Practice and Pedagogy (chair and participant), DECISION SCIENCES INSTITUTE INTERNATIONAL CONFERENCE, Nancy, FR (June 2009).

Teaching Them There, INTERNATIONAL SECTION, ACADEMY OF LEGAL STUDIES IN BUSINESS ANNUAL CONFERENCE, Indianapolis, IN (August 2007).

Researching Foreign & International Intellectual Property Law, Panelist for *IP and Technology Seminar*, ACADEMY OF LEGAL STUDIES IN BUSINESS ANNUAL CONFERENCE, San Francisco, CA (August 2006).

European Union and U.S. Approaches to Data Privacy, a panel presentation for *Towards and International Framework for Data Protection*, ACADEMY OF LEGAL STUDIES IN BUSINESS ANNUAL CONFERENCE, San Francisco, CA (August 2006).

The U.S. Sentencing Guidelines and Implications for Global Corporate Compliance Programs, Moderator and panelist for panel presentation, *Views from Across the Pond: A Comparison of U.S. and U.K. Approaches to Corporate Criminal Liability*, ACADEMY OF LEGAL STUDIES IN BUSINESS ANNUAL CONFERENCE, San Francisco, CA (August 2006).

The European Approach to Business Ethics: Corporate Social Responsibility a panel presentation, *International Business Ethics*, ACADEMY OF LEGAL STUDIES IN BUSINESS ANNUAL CONFERENCE, Ottawa, ON (August 2004).

Reconsidering the Use of Appellate Cases in the Classroom: What are Some Effective Alternatives? A Panel Presentation, ACADEMY OF LEGAL STUDIES IN BUSINESS ANNUAL CONFERENCE, Nashville, TN (August 2003).

Islamic Business Law and Other Issues in the Wake of September 11th presented as part of *September 11th: A Review of How One Day that Changed the Law*, A Panel Presentation, ACADEMY OF LEGAL STUDIES IN BUSINESS ANNUAL CONFERENCE, Las Vegas, NV (July 2002).

Teaching Symposium: All Time Favorite Cases, Brinkman v. Summit Pharmaceutical, a Sexual Harassment Trial Simulation, MIDWEST ACADEMY OF LEGAL STUDIES IN BUSINESS ANNUAL CONFERENCE, Chicago, IL (March 2001).

OTHER PUBLICATIONS

Susan J. Marsnik & Michael Garrison, *Trade Secrets & Corporate Espionage*, ENCYCLOPEDIA OF BUSINESS ETHICS AND SOCIETY, 2ND ED. (Richard W. Kolb, ed., Sage Publications, 2016).

Susan J. Marsnik, *Ask the consultant, Copyright Licensing*, THE STARTRIBUNE. (NOVEMBER 2014).

Susan J. Marsnik, *Ask the consultant: Dealing With Patent Trolls*, THE STARTRIBUNE. (Dec. 23, 2013).

Susan J. Marsnik, *Ask the consultant: What's the most effective way to protect trademarks?* THE STARTRIBUNE. (Feb. 17, 2013).

Susan J. Marsnik, *Ask the consultant: How do we protect our intellectual property?*
THE STARTRIBUNE. (Oct. 15, 2012).

Susan J. Marsnik, *Trade Secrets & Corporate Espionage*, ENCYCLOPEDIA OF
BUSINESS ETHICS AND SOCIETY (Richard W. Kolb, ed., Sage Publications, 2007).

Susan J. Marsnik, *Commercial Law (International Perspective)*, LEGAL SYSTEMS OF
THE WORLD: A POLITICAL, SOCIAL & HISTORICAL ENCYCLOPEDIA (Herbert M.
Kritzer ed., ABC-CLIO, 2002).

Susan J. Marsnik, *The United Nations Convention on Contracts for the International
Sale of Goods*, PRACTICING IN A GLOBAL ECONOMY (West Group, 2002)(CLE
materials).

EU PRIVACY – MANAGING EMPLOYEE INFORMATION (The Legal Research Network,
2001) (online compliance course for Fortune 500s) (translations in French and
German).

EU COMPETITION – DEALING WITH COMPETITORS (The Legal Research Network,
2000) (online compliance course for Fortune 500s) (translations in French and
German).

EU COMPETITION – MERGERS AND MONOPOLIES (The Legal Research Network,
2000) (online compliance course for Fortune 500s).

Susan J. Marsnik & Jay A. Erstling, INSTRUCTOR’S MANUAL WITH TEST BANK TO
ACCOMPANY INTERNATIONAL BUSINESS LAW AND ITS ENVIRONMENT, FOURTH
EDITION, by Richard Schaeffer, Beverley Earle and Filiberto Agusti (West
Publishing Company, 1999).

OTHER SPEAKING ENGAGEMENTS

The Meritex Company, September 2018 Leadership Conference, Four hour
negotiation training program [Sept. 6 & 7, 2018] Minneapolis, MN USA

Minnesota Book Publishers’ Roundtable: Susan J. Marsnik, *Copyright Essentials
for Publishing Professionals* —March 18, 2015.

Minnesota State Bar Association, International Section Continuing Legal Education
Susan J. Marsnik, *The U.N. Convention on Contracts for the International Sale
of Goods: What You (and Your Clients) Need to Know About the Federal Law of
Contracts* — November 19, 2013.

Tennessee State University Pilot Center for Academic Excellence in Intelligence
Studies, National Security Lecture Series: *Economic and Industrial Espionage*
Scholar in Residence – February 2009

Minnesota Society of Certified Public Accountants, Bloomington, MN
Continuing Professional Education Program: *Identifying and Protecting*

Intellectual Property — June 2007

All District Legal Education, West Group, Egan, MN
Continuing Legal Education, “Practicing in a Global Economy”: *The United Nations Convention on Contracts for the International Sale of Goods* — July 2002

GRANTS (EXTERNAL)

University of South Carolina CIBER Grant, China: A New Phase in Economic Growth & Development (2011)

Council for International Exchange of Scholars, Fulbright Senior Specialist:
Comparative Intellectual Property Law, Beni Suef, EG (2010)

Fredrikson & Byron, P.A.: to attend Oxford Round Table, European Union – US Trade Relations, St. Anthony College, Oxford University, Oxford, UK (2004)

GRANTS (INTERNAL)

Center for Faculty Development

Research Grant, Level 3: *U.S. and European Patent: Convergence & Divergence* (2011 – 2012)

Sudden Opportunity Grant (Teaching Enhancement): *CIBER Faculty Development Program, China: A New Phase in Economic Growth & Development* (2012)

Sabbatical Assistance Grants:

- *Navigating Uncertain Waters: Intellectual Property, Data Privacy and Multinational Business Practices* (2016)
- *Intellectual Property in the Digital Age* (2010)

MaxiGrant: *Copyright in a Paradigmatic Era* (2004 – 2005)

Faculty Partnership Grants (2000, 2001, and 2012)

Young Scholars & Collaborative Scholarships

Young Scholars Grants (summer grant to work with students) (2005 & 2009)

Collaborative Inquiry Grants (semester grant to work with students) (2003, 2004)

Opus College of Business

Summer Research Grants (2008 – 2014; 2016 -present)

John A. Ryan Institute for Catholic Social Thought

Research Fellowship (2017 – 2020)

International Education Center

Travel Grant, CIBER Faculty Development Program, China: A New Phase in Economic Growth & Development (2012)

Travel Grant, CIEE, International Faculty Development Seminar, *Economics, Politics, and Religion in Turkey* (June 2002)

Travel Grant, IES Abroad, Faculty Development Seminar, *European Union: Agenda 2000* (July 1999)

ACADEMIC AND PROFESSIONAL SERVICE

UNIVERSITY OF SAINT THOMAS

Department of Ethics & Business Law

Department Chair (2003 – 2007; 2014 – 2016; 2022- present)

Tenure and Promotion Committee (2003 – present)

Chair, Legal Studies in Business Concentration Review Committee (2012 - 2014)

Legal Studies in Business Student Club, Advisor (2004 – 2005); Co-Advisor (2007 – 2008)

Acting Department Chair (Spring 2001; Spring 2023)

Opus College of Business

Faculty Lead, International Business Certificate (2019- 2023)

OCB/School of Law Ethics and Compliance Program Committee (2013 – 2017)

Global Fellows Group (2017 – Present)

Global Initiatives Committee (2011 – 2012)

Chair of Faculty (2008 – 2009)

Vice-Chair of Faculty (Spring 2008)

Faculty Advisory Committee (2006 – 2009)

Evaluation, Promotion and Tenure Committee (2005 – 2008)

Academic Integrity Committee (2005)

Curriculum Committee (2003, 2006 – 2007)

International MBA Curriculum Committee (2005)

University

Committee Member, University Committee on Global Strategy (2021 – present)

Undergraduate Research Opportunities Program Board (2023 – present)

Fulbright Campus Committee Member (2021-2022 Fulbright Award cycle)

Committee Member, Curriculum Implementation Committee for Diversity Inclusion and Social Justice. (Summer 2020).

Coordinator, Mentoring for Success Program (2018 – 2000)

Library Advisory Committee (2012 -- 2016)

Ad Hoc Committee on Merit Pay (2011)
Grievance Committee Panels (2005, 2008)
Legal Studies Advisory Board (1999 – 2018)
Pre Law Society, Co-Advisor (2001 – 2018)
University Committee on Women Coordinating Council (2002 – 2005; 2023
– present)
Diverse Voices in the Classroom Committee (2002)
Women’s Studies Advisory Committee (2000 – 2003)
University Teaching Evaluation Committee (2000 – 2001)
College Senate, Senator (1999 – 2000)
University Senate, Senator (Spring 2001, Fall 2004)

Law School

Tommie Law Early Admissions Program (TLEAP)(2009 – 2010)
Legal Fellows Program Committee (2010 – 2012)

SERVICE TO THE PROFESSION

Journals & Editorial

AMERICAN BUSINESS LAW JOURNAL, Reviewer (2005 – Present)
JOURNAL OF LEGAL STUDIES EDUCATION, Staff Editor (2007 – 2023); Reviewer
(2005 – 2007)
INTERNATIONAL JOURNAL OF INTELLECTUAL PROPERTY, Editorial Board (2013 –
2017)
JOURNAL OF COMMONWEALTH LAW AND LEGAL EDUCATION, Editorial Board (2001
– 2010)
INTERNATIONAL BUSINESS LAW REVIEW, Acting Editor-In-Chief (2006); Associate
Editor (2005 – 2007), Articles Editor (2003 – 2005)
ATLANTIC LAW JOURNAL, Editorial Board (2005 – 2008)

Awards/Honors

Association of Law Teachers (UK), Lifetime Achievement Award, Contribution to
Legal Education (2015)

Hoeber Memorial Award, Award, JOURNAL OF LEGAL STUDIES EDUCATION,
Outstanding Article: *Using contract negotiation exercises to develop higher
order thinking and strategic business skills.* (2013).

Hoeber Memorial Award, JOURNAL OF LEGAL STUDIES EDUCATION Research
Excellence Award, *Using contract negotiation exercises to develop higher
order thinking and strategic business skills.* (2013).

Counsel for International Exchange Scholars (2021 – 2022; 2012 – 2013)
Law Peer Review Committees for the Fulbright Specialist Program

Associations

Academy of Legal Studies in Business (1999 – Present)

International Business Law Section: President (2005 – 2006); Vice President (2004 – 2005); Secretary/Treasurer (2003 – 2004)

ALSB Mentoring Program, Mentor (2017 – Present)

International Association of Business And Society (2023 – present)

Association of Law Teachers (2000 – Present)

Membership Committee, U.S. Liaison (2001 – 2007)

Annual Meeting Submissions Reviewer (2008)

DSI International (2008 – 2009)

Business Law Track Chair, DSI International Conference, Nancy, France

Society of Legal Scholars (2003 – 2010, 2016-2017)

Law and Society Association (2000 – 2002)

LEGAL, PROFESSIONAL & CONSULTING EXPERIENCE

The Meritex Company, Minneapolis, MN

Consultant – 2018

- Provided customized negotiation training for national meeting.

LRN, The Legal Knowledge Company, Los Angeles, CA

Researcher, Writer, & Consultant — 2000 – 2003

- Provided analysis and curriculum guidance to the Legal Compliance and Ethics Center (LCEC) on web based international law modules for corporate compliance training, wrote four modules/handbooks for integrated web based learning suites used by Fortune 500 companies for corporate compliance training.

National Practice Institute, Minneapolis, MN

Lecturer & Grader — July 2001, July 2002

- Graded essay examinations for the BarBri Law Review course and lectured on effective essay writing in July of 2001.

Cargill, Minneapolis, MN

Intellectual Property Consulting — November 2000

- Presentation to intellectual property business specialists and attorneys on the state of intellectual property law in ten developing nations.

Co-Counsel Inc., Minneapolis, MN

Director of Attorney Marketing — November 1997 – January 1999

Director of Attorney Placement — June 1997 – February 1998

- Managed permanent and temporary attorney placement for the local startup office of a national legal services placement firm, designed and presented national training program for new marketing personnel.

Jacobson Harwood Bennett & Erickson, P.A., Minneapolis, MN

Associate Attorney — August 1994 – June 1997

Summer Associate — May 1992 – October 1992

- Initiated planned and managed mediations, arbitrations, trials and appeals. Accomplishments include: three oral arguments before the Minnesota Court of Appeals and first and second chair trial and arbitration experience. Advised corporate and non-profit clients on franchise, employment, dispute resolution, intellectual property, corporate and international law.

Addison Wesley Publishing Company, Minneapolis, MN

District Manager — September 1990 – June 1991

- Recruited, trained, and developed five sales representatives, designed and conducted national and regional training programs.

The University of Minnesota Press, Minneapolis, MN

Marketing Director — November 1988 – September 1990

- Managed all aspects of domestic and international sales and marketing, managed in-house marketing staff and independent sales and marketing representatives and distributors in the United States, Canada, and Europe.

West Educational Publishing, Saint Paul, MN

Eastern Regional Sales Manager, Newburyport, MA — August 1987 – November 1988; Field Manager, Chicago, IL — August 1985 - August 1987; Sales Representative, Chicago, IL — August 1982 - August 1983, March 1984 – July 1987; Developmental Editor, Westlake Village, CA — August 1983 – March 1984; Administrative Editor, Saint Paul, MN — September 1981 – August 1982

PROFESSIONAL AND COMMUNITY ACTIVITIES & ASSOCIATIONS

HOULDING ON, LETTING GO BOARD OF DIRECTORS — 2018 – Present

Secretary, Board of Directors — 2018 – Present

GRAYWOLF PRESS, BOARD OF DIRECTORS — 1994 – 1999

Secretary, Board of Directors — 1995 – 1998
Chair, Human Resources Committee — 1998 – 1999
Strategic Planning Committee Member — 1998 – 1999
Human Resources Committee Member — 1995 – 1999

MINNESOTA STATE BAR ASSOCIATION — 1994 – 2001, 2002 – 2004

International Business Law Section Member — 1996 – 2001, 2002 – 2004
Membership Committee Member — 1998 – 1999, 2002 – 2004
New Lawyers Committee Liaison to the Life & the Law and Law Practice Management Committees — 1997 – 1998
Designed & Participated in MSBA Pilot Mentoring Program — 1998
Lawyers for Literacy Volunteer — 1997
Membership Committee Law School Mock Interviews — 1995, 1996 & 1997
Computer Law Society Contract Committee Co-Chair — 1996
Arts and Entertainment Committee Member — 1994 – 1996
Presenter, “The Legal and Literary Aspects of Non-Profit Publishing” — October 1996
MSBA Continuing Legal Education
Panelist, “How to Start & Build a Law Firm” — June 1998
Panelist, “Being There and Doing That” — January 1998

HENNEPIN COUNTY BAR ASSOCIATION — 1994 – 2001, 2002 – 2004

New Lawyers Committee Member — 1994 – 1997
Volunteer, Mock Interviews at the University of Minnesota — 1995 – 1996
HCBA Continuing Legal Education
Presenter, “The Importance of Mentors” — November 1999

Panelist, “Making a Lateral Move”

Panelist, “Alternative Careers & Contract Legal Work” — January 1998

UNIVERSITY OF MINNESOTA LAW SCHOOL

Mentor Program Volunteer — 1996 – 1998

Judge, International Moot Court Program — 1994 – 1999

Lecturers/Presentations for Career Center— Fall &/or Spring 1997 – 2004

Guest Lecturer, International Arbitration (ADR Seminar) — Spring 1997

Student Director, Jessup Moot Court — June 1993 – May 1994

WILLIAM MITCHELL COLLEGE OF LAW, Saint Paul, MN

William Mitchell College of Law, Saint Paul, MN

Guest Lecturer, International Arbitration (ADR Course) — Fall 2000

Presenter, Effective Interviewing for Career Center — Fall 1997 and 1998

MINNESOTA WOMEN LAWYERS

Member — 1998 – 2001

Co-developed & Implemented Attorney Mentoring Program — 1998 – 1999

ADMITTED TO PRACTICE

Supreme Court of Minnesota — 1994 (2010 – Present, inactive status)

U.S. District Court, District of Minnesota — 1994