

Rachel Spooner
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Education

J.D. GEORGETOWN UNIVERSITY LAW CENTER, *magna cum laude*, 1999

Honors:

- Order of the Coif
- The Georgetown Law Journal
- Beaudry Moot Court Competition, Appellate Moot Court Team
- Legal Research and Writing Law Fellow

B.A. DUKE UNIVERSITY, *magna cum laude*, Public Policy Studies, 1996

Honors:

- 1996 Faculty Award for Best Senior Thesis in Public Policy Studies for thesis, “Transforming the Community Penalties Program: An Attempt to Play a Vital Role in Sentencing in North Carolina”
- Graduation with Distinction from Terry Sanford Institute of Public Policy Judicial Clerkship

Judicial Clerkship

HONORABLE WILLIAM C. CONNER, U.S. DISTRICT COURT FOR THE SOUTHERN DISTRICT OF NEW YORK

Judicial Law Clerk, September 1999 – September 2000

- Drafted opinions; assisted Judge during trials, hearings, and settlement conferences; responsible for all communication with counsel, including resolution of discovery disputes.

Teaching Experience

Boston College Carroll School of Management

Associate Professor of the Practice, Business Law, July 2019-current

Assistant Department Chair, July 2022-current

Awards and Honors:

- Coughlin Distinguished Teacher Award, 2022-2023
- CSOM Teaching Star, Fall 2019, Spring 2021, Fall 2021, Spring 2022, Fall 2022, Spring 2023, Fall 2023
- Master Teacher Finalist, Academy of Legal Studies in Business, 2022 Annual Conference
- Outstanding Article in the Journal of Business Law and Ethics Pedagogy, Academy of Legal Studies in Business Conference, Summer 2021

Courses:

Undergraduate:

- **Introduction to Business Law:** Introduction to Law: an undergraduate, required course that is a broad overview of our legal system, covering fundamental legal issues such as contracts, employment law, and intellectual property.
- **Portico:** undergraduate course in business ethics required for first-year Carroll School students; the course allows students a unique opportunity to situate contemporary business in a context that is global and historical; learn about business through engagement with faculty and practitioners; develop a nuanced method for recognizing and responding to the ethical opportunities and challenges of contemporary business; and raise questions about personal aspirations and the opportunities available in the world of work.
- **Securities Regulation:** undergraduate elective that focuses upon the critical federal statutes that regulate securities and participants in the securities markets: the Securities Act of 1933, the Securities Exchange Act of 1934, Sarbanes-Oxley, the Dodd-Frank Act of 2010, the Foreign Corrupt Practices Act, and several criminal statutes that are utilized for violations of securities law and regulations. Students read statutes and case law and use examples and guest speakers to understand the application of the law in real life. The class is intended for students interested in careers in finance or leadership in a public company. The goal is not to create securities lawyers but to give students an awareness of the regulation and the legal risks involved in the securities market.

Advising and Student Support:

- Faculty Advisor: advise 19 first-year students on all aspects of academics, registration, schedules, and transition to college.
- Guest Speaker, Career Bridge course: Teach one class of the section for low-income and first-generation students, addressing topics such as attending office hours, communicating with faculty, and studying in college; Fall 2023, Fall 2024.
- Author Talks: Speak with groups of incoming college students about themes from my book, such as Building Relationships with Faculty, Time Management, and Friendship; Summer 2024.

Administrative, Curricular, and Extra-Curricular Responsibilities:

- Assurance of Learning Committee, Spring 2021 – current.
- Teaching Committee, Spring 2021 – current.
- Administrative Hearing Board, September 2021 – current.
- Women in Business, *Professor Panel*, Panelist, 2022, 2023.
- Women's Innovator Network, *Winning the Workplace Panel*, Panelist, 2023.
- McNair Exploratory Program: Mentor to first-generation students interested in law school; 2020-21 academic year, 2021-22 academic year.
- Women in Business, Mentor, Beyond Program, Spring 2021, Spring 2022, Spring 2023.

- Center for Teaching Excellence; Teaching for Inclusion and Social Justice Cohort; 2020-21 academic year.
- Ethics Case Competition, Eller College of Management at University of Arizona, Fall 2019 and Fall 2020: Advisor to Boston College team.
- Klein Case Competition, Boston College, February 2020: Judge.

Boston University Questrom School of Business

Senior Lecturer, Markets, Public Policy, and Law Department

Full-time: July 2010 – June 2019

Adjunct: July 2005-July 2010

Honors, Fellowships, and Awards:

- Susilo Institute for Ethics in the Global Economy Fellowship, 2016-17, Integration of Ethics into the Sophomore Year Courses.
- Questrom Award for Faculty Excellence in Institutional Leadership, 2014: nominated by faculty, selected by Dean.
- Beckwith Award for Undergraduate Teaching, 2014: Chosen by a vote of undergraduate students.
- Delta Sigma Pi, December 2012, inducted as an honorary faculty member of the business fraternity.
- LOCK Honorary Service Society, April 2012: Inducted as Faculty Member

Courses:

Undergraduate:

- Introduction to Law: an undergraduate, required course that is a broad overview of our legal system, covering fundamental legal issues such as contracts, employment law and intellectual property.
- Business, Justice and Responsibility: undergraduate elective that explores the legal and ethical challenges a leader will face in a highly regulated, complex, global business. The course explores societal issues such as lying, bias, fraud, corruption, stereotyping, religious freedom, discrimination, and whistleblowing, and considers the responsibility of a business and its leaders to address these challenges, and to create a more just society. Students also consider the competing roles of business, the legislature, and the courts in addressing societal issues.
- Securities Regulation: undergraduate elective that focuses upon the critical federal statutes that regulate securities and participants in the securities markets: the Securities Act of 1933, the Securities Exchange Act of 1934, Sarbanes-Oxley, the Dodd-Frank Act of 2010, the Foreign Corrupt Practices Act, and several criminal statutes that are utilized for violations of securities law and regulations. Students read statutes and case law and use examples and guest speakers to understand the application of the law in real life.

The class is intended for students interested in careers in finance or leadership in a public company. The goal is not to create securities lawyers but to give students an awareness of the regulation and the legal risks involved in the securities market.

- Honors Program Sophomore Colloquia on Failure: Honors Program seminar for sophomore class focusing on Failure. The course asks students to study social sciences research on how to overcome failure, grit, embracing failure to lead to creativity, and the like. Students engaged in semester long Failure Project intended to challenge them to take risks, work to overcome obstacles, and reflect on what they learned from the struggle.
- Honors Program International Field Seminar: Semester-long study of Estonia and Finland's history, politics, business environment, and culture, culminating in a week in those countries meeting with representatives of international and local companies, non-profit entities, and governmental programs, learning about different business sectors, sampling their culture, and exploring Tallinn and Helsinki. Class also teaches students skills regarding preparing for company visits, and cross-cultural communication.
- Religious Freedom versus Discrimination: (2016, 2017) Honors Program seminar that examines the conflict between religious freedom and discrimination. The course asks students to consider how to balance these essential values, both within an organization and in how the organization behaves as a member of society. Students study the law surrounding this conflict, from Supreme Court decisions to state statutes and consider corporate policies and responses to the debate.

Executive MBA:

- Law and Ethics Residence Week: (2016 – 2019) Leading the Good Life, Law, and Ethics one-week intensive course (co-taught). Teach the ethics half of the course, covering topics such as blind spots, ethical frameworks, Giving Voice to Values, corporate social responsibility, and bias with a class of executives.

MSMS:

- MSMS Faculty Member: (2015-16, 2016-17) Designed and taught drop-in intensive ethics curriculum for a one-year Master of Science in Management Studies program

MBA:

- Introduction to Business Law: (2007- 2011) I taught a graduate course that introduced fundamental areas of the law for businesspeople, such as contracts, employment law, and torts.
- Ethics, Values, and Responsibility: (2013-2015) Co-developer of Ethics, Values, and Responsibility, a three-day intensive course for MBA students as part of a school-wide curriculum revision. It is designed to lay a conceptual foundation, introduce frameworks and a common language for ethical decision-making, and provoke awareness of one's values to help guide principled thought and analysis. It covers pitfalls, key frameworks, lying, child labor, corporate social responsibility, and organizational ethics.
- Ethical Leadership in a Global Economy: (2014; 2017) Develop a required course for MBA students about being an ethical leader in the global context. Using a "Learn,

Create, Teach” framework, the course is designed for students to learn what questions an ethical leader must ask globally. Then, student teams create a case about an ethical challenge for a leader in a global context and its solution in the Giving Voice to Values style. Finally, the teams teach the case to the class.

Administrative, Curricular, and Extra-Curricular Responsibilities:

- Honors Program Faculty Director, July 2017 – May 2019: Led community of Honors Students; designed and teach two Honors seminars, including an international field seminar; staff upper-level Honors seminars.
- Curriculum Diversity Task Force, January 2018 – June 2019: Led Task Force to ensure that course materials represent the diverse world in which businesses function today and students have an inclusive experience in the classroom. Task force duties include evaluating existing course materials, conducting teacher and student focus groups, researching industry best practices, benchmarking other universities, and developing and executing a strategy to meet our stated goal—organized faculty training in December 2018.
- Coordinator of Law Courses, September 2009 – June 2019: Responsible for hiring, staffing, and coordinating all law classes for graduate and undergraduate programs. Provide professional development and evaluation for new adjuncts.
- Law Concentration Coordinator, September 2009 – June 2019: Conduct a strategic review of Law Concentration and implement curricular changes. Advise students on concentration. Attend concentration fairs. Assist faculty in developing new courses for the concentration.
- Undergraduate Program Development Committee, Spring semester 2018, Spring semester 2019: member
- MBA Program Development Committee, September 2018 – June 2019: Member
- Questrom Women’s Summit, 2016-Current: Founder and organizer. I founded and planned the Women’s Summit for Questrom Alumnae, a conference connecting and celebrating Alumni and female students.
- Susilo Institute for Ethics in the Global Economy, Fellowship Selection Committee, 2015
- Boston Public Schools BU Community Service Award Program, Mentor, August 2018- June 2019: mentor two BU students who are recipients of the BU Community Service Award for BPS graduates.
- Ethics Lead, MBA Program, January 2013 – December 2015: Responsible for working with faculty and staff to integrate ethics throughout the curriculum.
- Global Ethical Leadership Course Task Force, September 2013- December 2013: Member of Task Force asked to identify learning objectives and pedagogy for a new required capstone course in Global Ethical Leadership.

- Aspen Institute Undergraduate Business Education Consortium, Team Member, January 2014-2016: I was a member of a team participating in an 18-month consortium on the incorporation of liberal arts in business education. This included a leading project on integrating ethics into the undergraduate curriculum.
- Academic Integrity Task Force, November 2013- June 2019: Member of a group working to examine and improve the culture of academic integrity at the Questrom School of Business.
- Pre-Term Committee, 2012: Member of committee planning pre-term session for incoming MBA students.
- Quest for Success, 2014 – 2016: worked on programs and events to help students learn about the wide range of careers available; created videos of alumni discussing their career path; created Questrom Coffees, a series of small group discussions with young alumni and current students about career search process and life after college.
- History of American Law Video Presentation: I worked with Boston By Foot tour company to record a walking tour of the history of American law in Boston. I scripted a presentation to accompany the video of the tour. The final product is a curriculum tool for international students who need a background in our government and legal system.
- Advisor, Cohort Q Student Group.
- Advisor, Women’s MBA Association.
- Advisor, Business Law Club.
- Presenter, Boston University Center for Excellence in Teaching Instructional Innovation Conference, March 2013: I presented to a university-wide audience about using text-response polling in the classroom.

Northeastern University School of Law

Instructor, Advanced Legal Writing

Fall 2007 – Fall 2009

- Created Syllabus and all course materials for Advanced Legal Writing Course for second- and third-year law students; taught weekly writing seminar; commented extensively on all written assignments; held multiple student conferences.

Boston University School of Law

Instructor, First Year Writing Program, 2005-2006

- Taught legal research and writing seminar for first year law students, including weekly seminar, commenting on assignments, and holding student conferences.

Guest Teacher, 2003-2005

- Taught a Legal Externship class session on ethics in legal practice.

Georgetown University Law Center

Legal Research and Writing Department, Law Fellow, August 1997 – May 1998

- Competitively selected to teach legal research and writing to a section of first-year law students. This included drafting weekly lesson plans, teaching weekly seminars, commenting on all student papers, and holding individual conferences with students.

Publications

- Spooner, Rachel S., Tales from a Professor's Office: Insider's Guide to Thriving in College, published April 24, 2024.
- Spooner, Rachel S., "The Goldilocks Approach: Finding the 'Just Right' Legal Limit on Nondisclosure Agreements in Sexual Harassment Cases." *Hofstra Labor & Employment Journal*, Vol. 37, No. 2, Spring 2020.
- Clark, Cynthia E., Chang, Kabrina K., Melvin, Sean P., *Business and Society: The Legal, Ethical, and Digital Environment*, Sage Publications, Inc., Chapter 6, Business Regulation of the Organization, August 2020.
- Spooner, Rachel S., *Learn the Essentials of Business Law in 15 Days*, Audio Book, Now You Know Media, January 2019.
- Spooner, Rachel S., "The Do Better, Be Better Project: Teaching Corporate Responsibility and Social Justice Through Experience." *Journal of Business and Ethics Pedagogy*, vol. 2, no. 1, 2019.
- Spooner, Rachel S., "NIFLA v. Becerra: Totally Detached From Reality." *Northeastern University Law Review Forum*, Aug. 7, 2019, <https://nulronlineforum.wordpress.com/2018/08/07/nifla-v- becerra-totally-detached-from-reality/>, accessed Jan. 7, 2019
- Spooner, Rachel S., "Masterpiece Cakeshop, Ltd. V. Colorado Civil Rights Commission: Watch Your Mouth!" *Northeastern University Law Review Forum*, Aug. 2, 2019, <https://nulronlineforum.wordpress.com/2018/08/02/masterpiece- cakeshop-ltd-v-colorado-civil-rights-commission-watch-your- mouth/>, accessed Jan. 7, 2019

Professional Experience

Thrive College Coaching

Founder, 2022 – current

- Run boot camps and provide individual coaching to students entering college and throughout their time in college. Address academic, social, and professional skills.

Goodwin Procter LLP

Litigation associate, Boston, MA, October 2000 – July 2005

- Argued dispositive motions in Superior Court; took and defended more than a dozen depositions; drafted complaints, motions, legal memoranda, appellate briefs, discovery requests, and other pleadings; conducted legal research and analysis on a variety of

topics, including securities law, land use, bankruptcy litigation, landlord-tenant, and general commercial law.

- Pro bono work included drafting a winning brief to the Sixth Circuit appealing the denial of a writ of habeas corpus in a death penalty case, which ultimately resulted in the client's release from death row; civil rights action against the Department of Corrections for violation of the Eighth Amendment; and working as a Bar Advocate in Roxbury District Court.

Suffolk Lawyers for Justice

Bar Advocate, Roxbury District Court, January 2003 – February 2004

- Represented indigent criminal defendants in cases in Roxbury District Court; attended arraignments; conducted bail arguments; interviewed clients; attended pretrial hearings; defended clients in probation surrender hearings; argued dispositive, discovery, and suppression motions.

King & Spalding

Summer Associate, Atlanta, GA, Summer 1998

Clerk, Washington, DC, September 1998 – May 1999

- Conducted legal research and analysis, drafted memoranda, pleadings, and discovery, and rotated through the Litigation, Products Liability, Labor and employment, and Corporate departments.

Honorable Stanley Sporkin, U.S. District Court for the District of Columbia

Intern, Summer 1997

- Researched and drafted opinions; observed trials, motions hearings, status conferences, pleas, and sentencings; had daily discussions with the Judge; met with guest speakers from the D.C. legal community.

Bar Admissions

- Massachusetts, 2000
- New York, 2000
- U.S. District Court for the District of Massachusetts, 2001

Other Activities

Duke Boston Board

- Member, Sanford School Representative, June, 2018- June, 2024.
- Duke Business Breakfast Network Subcommittee member, September 2018-current
- Duke Women's Forum, April 1, 2019: I presented on implicit bias in the workplace for the Women's Forum event.

United States Synchronized Swimming

- Member, Ethics Committee, Summer 2011 – December 2017.

- Selected by the Board of Directors of U.S. Synchronized Swimming to advise the organization on ethics questions, develop new policies and rules for ethics compliance, and train members on those policies as necessary.