

THOMAS HARE
418 JOHN LORD O'BRIAN HALL
BUFFALO, NEW YORK 14260-1100
Tel. (716) 645-2326 | tehare@buffalo.edu

EDUCATION

- LL.M., Corporate Finance Law, Wayne State University, 2006
- M.S., Accounting–Taxation Option, University of New Orleans, 2004
- J.D., Law, University of Arkansas, 2002
- B.S., Accounting (*magna cum laude*), Alabama A&M University, 1992

HIGHER EDUCATION ADMINISTRATION

- *Planned training*: Advanced Graduate Certificate, State University of New York at Stony Brook, (Expected: 05/2024)

PUBLICATIONS

- *The Rise of Family Responsibilities Litigation: How Women Are Marginalized in the Workplace*, forthcoming (2023).
- *Misappropriation Theory: How the World's Two Largest Economies Regulate Insider Trading*, 18.1 *Dartmouth Law Journal* 6 (2020) (lead article). Available online at: <https://dlj.scholasticahq.com/article/18952-misappropriation-theory-how-the-world-s-two-largest-economies-regulate-insider-trading>.

CONFERENCE & SEMINAR PRESENTATIONS

- *Religious Freedom: An Employer's Duty to Reasonably Accommodate Employee Religious Practices*, Huber Hurst Research Seminar in Business Law and Ethics, University of Miami, Coral Gables, Florida (January 21-22, 2022).

WORK EXPERIENCE

- **LAW PROFESSOR, LEGAL PRACTICE & OTHER TEACHING POSITIONS:**
 - **Lecturer-in-Law**
 - Employer: University at Buffalo (UB), The State University of New York, School of Law, Buffalo, NY
 - Dates Employed: 07/2022 to Present
 - Status: Full-time employee, 40 hours per week
 - Duties: Teach various courses in the B.A. undergraduate law program. Conduct legal research, writing and analysis. Engage in university and professional service.
 - Classes Taught:
 - LAW 101, Intro to American Legal Institutions
 - LAW 301, Legal Reasoning
 - **Assistant Professor of Business Law**
 - Employer: St. Bonaventure University (SBU), School of Business, Department of Accounting, St. Bonaventure, NY
 - Dates Employed: 01/2020 to 08/2022
 - Status: Full-time employee, tenure-track, 40 hours per week
 - Duties: Taught business law and business ethics courses at graduate and undergraduate level. Taught a wide range of legal subject areas including constitutional law, criminal law, contracts, the Uniform Commercial Code (UCC), torts, business organizations, corporations, securities regulation, immigration law

and employment law. Conducted legal research, writing and analysis. Engaged in university and professional service. Served as the academic advisor to about 40 students from culturally diverse backgrounds and mentor to those advisees who were interested in attending law school.

- Classes Taught:
 - BLX 210, Business Law I
 - MBA 611, Legal Environment of Business
 - MBA 650, Business Ethics
- **Attorney**
 - Employer: Thomas Hare, Attorney-at-Law, Las Cruces, NM & Olean, NY
 - Dates Employed: 07/2018 to 02/2021
 - Status: Full-time employee, 40 hours per week – 07/2018 through 12/2019; part-time as needed afterwards
 - Duties: Represented clients in wide range of legal cases including family law, bankruptcy, personal injury, employment discrimination, landlord-tenant contract disputes and criminal defense. Drafted contracts, wills and powers of attorney. Conducted legal research, composed and filed pleadings, negotiated settlements and litigated cases at trial.
- **Substitute Teacher**
 - Employer: Sidney Public Schools, Sidney, MT
 - Dates Employed: 03/2017 to 04/2018
 - Status: Part-time with periods of full-time work
 - Duties: Taught various classes in the absence of the regular teachers including language arts, social studies/government, math, science, special education and others. Prepared or modified course curriculum when needed. Assigned and/or graded tests, homework, and in-class assignments. Worked this position to obtain teaching experience necessary to obtain Montana Educator License, which I held for three years from July 2017 to June 2020.
- **Program Coordinator & Aide**
 - Employer: Boys & Girls Club of Richland County, Sidney, MT
 - Dates Employed: 01/2017 to 12/2017
 - Status: Full-time employee, 40 hours per week
 - Duties: Supervised a staff of about 10-15 program aides. Planned, prepared, implemented and supervised after school programming activities for students in grades kindergarten through 5th. Developed programming activities that provided classroom instruction in a wide variety of subject areas. Taught language arts classes known as *Write Brain*, where 4th and 5th graders wrote and published children's books. Initiated the *Crazy 8s* after-school math club to promote student engagement in math. Provided guidance and role modeling to students. Maintained contact with external community groups, parents and other parties.
- **Staff Attorney**
 - Employer: New Mexico Legal Aid, Silver City, NM
 - Dates Employed: 02/2016 to 08/2016
 - Status: Full-time employee, 40 hours per week
 - Duties: Represented civil clients in various legal cases including but not limited to family law, where the primary focus was domestic violence restraining order and

child custody petitions, public benefits and landlord-tenant contract disputes. Engaged in pre-trial and trial litigation practice. Conducted legal research, writing and analysis.

- **Administrative Law Judge**
 - Employer: State of New Mexico Personnel Board/Office, Santa Fe, NM
 - Dates Employed: 08/2015 to 11/2015
 - Status: Full-time employee, 40 hours per week
 - Duties: Presided over employment disciplinary appeals and complaints against workers' compensation judges. Conducted legal research, held hearings, issued judicial orders, and composed recommended decisions for the Board.
- **Assistant Public Defender (Associate Trial Attorney)**
 - Employer: State of New Mexico Law Offices of the Public Defender (LOPD), Alamogordo, NM
 - Dates Employed: 10/2014 to 08/2015
 - Status: Full-time employee, 40 hours per week
 - Duties: Represented indigent criminal defendants at pretrial hearings, jury trials, adjudicatory hearings and sentencing hearings in felony cases. Great success rate at jury trials. Conducted legal research, writing and analysis, negotiated plea agreements, performed all courtroom activities during litigation, and communicated with clients and opposing counsel on case-related matters as warranted. Represented the LOPD on the juvenile drug court and represented youth in juvenile delinquency cases.
- **Attorney**
 - Employer: Thomas Hare, Attorney-at-Law, Albuquerque, NM
 - Dates Employed: 04/2012 to 10/2014
 - Status: Full-time employee, 40 hours per week
 - Duties: Represented criminal and civil clients in wide range of legal cases including but not limited to criminal, family law, bankruptcy, personal injury, employment discrimination and landlord-tenant contract disputes.
- **LEGAL CLERKSHIP, INTERNSHIP & OTHER WORK EXPERIENCE:**
 - **Personal Injury & Tax Consultant**
 - Employer: Self-employed, Denver, CO & Albuquerque, NM
 - Dates Employed: 08/2007 to 04/2012
 - Status: Full-time, 40 hours per week
 - Duties: Conducted research and provided information to plaintiff attorneys regarding jury awards and litigation settlements in personal injury cases. Gave tax consultation to individuals and small tax-exempt organizations on a wide variety of tax matters.
 - **Administrative Clerk (Workers' Compensation Claims Examiner)**
 - Employer: U.S. Department of Labor, Final Adjudications Branch, Denver, CO
 - Dates Employed: 08/2006 to 07/2007
 - Status: Full-time employee, 40 hours per week.
 - Duties: Performed functions similar to a judicial law clerk for an appellate judge. Assisted hearing officers in the adjudication of appeals from regional office decisions on administrative workers' compensation disability claims filed by U.S. Department of Energy employees and their families. Conducted legal research and analysis,

- prepared memoranda, drafted orders, communicated with parties regarding case management and procedural requirements, and assisted the presiding hearing officer during tribunal proceedings. Evaluated evidence and facts to determine recommendations for appropriate outcomes. Drafted the final adjudication decisions for review and signature by the presiding hearing officer.
- **Legal Intern (Volunteer)**
 - Employer: U.S. Equal Employment Opportunity Commission (EEOC), Detroit, MI
 - Dates Employed: 08/2005 to 04/2006
 - Status: Part-time employee, 8 hours per week.
 - Duties: Performed legal research, writing and analysis for staff attorneys in civil rights cases before the EEOC for litigation in federal court. Primary research focus was Americans with Disabilities Act issues.
 - **Border Patrol Agent**
 - Employer: U.S. Department of Justice, U.S. Border Patrol, Campo, CA
 - Dates Employed: 08/1997 to 03/1998
 - Status: Full-time employee, 40 hours per week.
 - Duties: Graduated from the U.S. Border Patrol Academy, where I was trained in federal criminal law, immigration law and naturalization law. Worked to prevent violation of U.S. immigration laws through illegal entry into the country, and to apprehend and process violators.
 - **Police Officer**
 - Employer: Jacksonville Police Department, Jacksonville, AR
 - Dates Employed: 01/1997 to 07/1997
 - Status: Full-time employee, 40 hours per week.
 - Duties: Patrolled assigned beat to prevent crime and enforce all applicable state and local laws. Worked in various weather conditions, rotating shifts and unusual hours. Received REID technique training for use in conducting field interviews.
 - **Claims Representative**
 - Employer: Farmers Insurance, Little Rock, AR
 - Dates Employed: 07/1995 to 11/1996
 - Status: Full-time employee, 40 hours per week.
 - Duties: Investigated bodily injury claims to determine whether our insureds were at fault in automobile accidents. Interviewed claimants, insureds, and other witnesses. Obtained and reviewed police reports, analyzed medical records and wage loss documentation, and inspected property damage to determine the extent of the company's liability on behalf of our insureds.
 - **Auditor**
 - Employer: U.S. Air Force Audit Agency, Sheppard AFB, TX/Barksdale AFB, LA
 - Dates Employed: 06/1993 to 07/1995
 - Status: Full-time employee, 40 hours per week.
 - Duties: Conducted compliance audits of various Air Force activities, operations and programs to determine whether they complied with applicable legal, regulatory and unit authorities and policies. Conducted initial briefings with management concerning audit scope, advised management of audit findings, and issued audit reports with recommended corrective actions. One such audit resulted in savings of \$188,000.

MILITARY SERVICE & LAW ENFORCEMENT ACADEMY TRAINING

- Military Service with Honorable Discharge, U.S. Marine Corps, 09/1985 – 07/1989.
- Certificate of Graduation, U.S. Border Patrol Academy, Glynco, GA, 01/1998 (Class #349; location attended: Charleston Naval Base in Charleston, South Carolina).

PROFESSIONAL LICENSES

- Attorney (Member), State Bar of New Mexico, 04/2012 – 09/2016; 07/2018 – Present.

PROFESSIONAL MEMBERSHIPS

- Member, Academy of Legal Studies in Business (ALSB), 08/2020 – Present.
- Member, American Bar Association, 12/2019 – 12/2021.
- Member, Kappa Delta Pi International Honor Society in Education, 05/2018 – 08/2021.

UNIVERSITY & PROFESSIONAL SERVICE

- Member, Honors Council & Faculty Committee for Student Research, SBU Honors Program, 02/2021 to 05/2022.
- Member, Curriculum Committee, SBU School of Business, 09/2020 to 05/2022.
- Peer Reviewer, ALSB, *American Business Law Journal*, 08/2020 to Present.
- Member, Task Force on Diversity, Equity and Inclusion, SBU Planning Commission, 07/2020 to 10/2020.

REFERENCES

- Todd Palmer, Chair of the Management Department & Associate Professor, St. Bonaventure University, School of Business, 3261 West State Road, St. Bonaventure, NY 14778, (716) 375-4037, Email: tpalmer@sbu.edu.
- Kimberly DeSimone, Professor, Director of Strategic Leadership and Jandoli School Diversity Advocate, St. Bonaventure University, Jandoli School of Communication, 3261 West State Road, St. Bonaventure, NY 14778, (716) 375-2060, Email: kdesimon@sbu.edu.
- Claire Watson, Founding Director of Public Health & Assistant Professor, St. Bonaventure University, School of Health Professions, 3261 West State Road, St. Bonaventure, NY 14778, (716) 375-2163, Email: cwatson@sbu.edu.