

FAITH RIVERS JAMES, Esq.

Curriculum Vitae

EDUCATION

HARVARD LAW SCHOOL, J.D., 1990

- **Leadership & Public Policy Coursework:** Working with Legislatures; Law & Public Policy I, Law & Public Policy II; Administrative Law; Civil Rights at the Crossroads; Race, Racism, and American Law; Women in Government; The Government Lawyer; The Legal Profession (ethics and professionalism)
- **Leadership & Experiential Learning Coursework:** U.S. Senate Committee on Labor and Human Relations, Washington, D.C.; Massachusetts Attorney General's Office, Boston, MA;

DARTMOUTH COLLEGE, A.B., Government modified with Sociology, 1986

- **Awards:** Francis E. Merrill Endowed Scholar; Fire & Skoal Senior Society; Academic Citation, Urban Government & Politics
- **Experiential Learning:** Dartmouth in Washington Program, Washington, D.C., (Inaugural Program, Spring 1986); Language Study Abroad Program, Blois France (Winter 1984).

PORTER-GAUD SCHOOL, Class of 1983

EXPERIENCE SUMMARY: Legal counsel and scholar with 30 years of experience providing executive leadership, strategic counsel, teaching, community relations, economic development, and collaborative advocacy through the following leadership and academic positions:

- **The Citadel**, Department of Head of Leadership Studies Department, Professor, 2018- present
- **Elon University School of Law**, Associate Dean for Experiential Education and Leadership, 2014-2018; Director, Law & Leadership Program, 2012-2014; Professor of Law, 2007-2018
- **Vermont Law School**, Associate Professor of Law, 2005-2007
- **University of South Carolina School of Law**, Visiting Associate Professor, 2005, 2012
- **Wake Forest School of Law**, Visiting Associate Professor, 2008
- **South Carolina Bar Foundation**, Executive Director, 1998-2004
- **WECC**, Executive Director, 1996-1998
- **Office of the Democratic Leader, U.S. Congress**, Counsel and Senior Policy Advisor, 1994-1996, Budget Associate, 1993-1994
- **Akin, Gump, Hauer, Strauss, and Feld, LLP**, Associate Legislative Attorney - Public Law & Policy Section, 1990-1993

AREAS OF EXPERTISE

- Leadership & Professionalism
- Heir's Property Preservation
- Land Use Planning
- Property Law
- Legislative Law
- Nonprofit Governance

SCHOLARSHIP

Law & Leadership

- **Legal Education**
 - *Leadership and Social Justice Lawyering*, 52 SANTA CLARA LAW REVIEW 971 (2012).
 - *Engaging Law Students in Leadership*, 30 ST. LOUIS UNIVERSITY PUBLIC LAW REVIEW 409 (2011).
- **Nonprofit Organization Governance**
 - *Nonprofit Pluralism and the Public Trust: Constructing a Transparent, Accountable and Culturally Competent Board Governance Paradigm*, 9 BERKELEY BUS. L.J. 94 (2012).
 - *Bridging the Black-Green-White Divide: The Impact of Diversity in Environmental Nonprofit Organizations*, 33 WILLIAM AND MARY ENVIRONMENTAL LAW AND POLICY REVIEW 449 (2009).

Property Preservation Rights

- *The Tragedy of Tenancy in Common for Heirs' Property Owners Facing Partition Sales in Courts of Equity*, 17 TEMPLE POLITICAL & CIVIL RIGHTS JOURNAL 1 (2007).
- *Preserving Heirs' Property Rights in Coastal South Carolina*, (Chapter with Jenny Stephens) in BREAKTHROUGH COMMUNITIES: SUSTAINABILITY AND JUSTICE IN THE NEXT AMERICAN METROPOLIS, edited by Paloma Pavel, Boston: MIT Press, (2009).
- *Public Trust Debate: Implications for Heirs' Property Along the Gullah Coast*, 15 SOUTHEASTERN ENVIRONMENTAL LAW JOURNAL 147 (Fall 2006).

Works in Progress

- *Tax Policy Strategies to Restore the Commons for Heirs' Property Owners (aka Death, Taxes, and Land Loss)*
- Legislative analysis of nonprofit provisions in the CARES Act of 2020

SCHOLARSHIP IMPACT

- Scholarly articles cited in Property Law textbooks and more than 100 journal articles.
- Kuris, Gabriel, "A Huge Problem in Plain Sight: Untangling Heir's Property Rights in the American South, 2001-2017", *Innovations for Successful Societies*, Princeton Woodrow Wilson School of Public and International Affairs (Princeton University 2018).
- Slade, David, "[South Carolina Land Slipping Away From Families Amid Fragile Claims and Explosive Growth](#)", (Dec. 8, 2018).
- Slade, David, "[Delinquent Tax Sales a Threat to Heirs Property Owners](#)" (Dec. 8, 2018).
- Fleming, Rory; Williams, Jack; Neubauer, Rebecca and Schiavinato, Lisa, "Splitting Heirs: The Challenges Posed by Heir Property Ownership to Coastal Resilience Planning", *Sea Grant - Heirs' Property* (North Carolina Coastal Resources Law, Planning, and Policy Center August 2016)
- Claudia Smith Brinson, *Crossing a Great Divide* Series, THE STATE, May 17, 2007. Chapter 7: Black White & Green; Chapter 17: Engaging Hearts and Minds.
- Rivers, Faith (Producer) & Holland, Warren (Director), (2003). *Heirs' Property* [Community Legal Education Videotape]. SC Bar Foundation; SC Educational Television Statewide Broadcast.
- Larry R. Spain, *The Opportunities and Challenges of Providing Equal Access to Justice in Rural Communities*, 28 W.M. MITCHELL L. REV. 367 at 368 (2001).

ACADEMIC APPOINTMENTS

2018 - Present **THE CITADEL, THE MILITARY COLLEGE OF SOUTH CAROLINA, Charleston, S.C.**

Assistant Provost for Leadership, 2018 – present

- Responsible for leadership education and development strategic planning and implementation across the campus
- Administer campus ROTC Fulfillment program for upper-level students through the institution of procedures for course inclusion, recruiting courses to the program, marketing efforts to enhance faculty advisor and student awareness, and collaborating with the Registrar to monitor student compliance
- Collaborate with academic departments and campus divisions to promote campus-wide leadership integration of Principled Leadership across the curriculum

Department Head, 2018 – present

- Lead department graduate programs, providing strategic admissions growth and enhanced student services; collaborate with interdisciplinary departments to coordinate course offerings, and graduate program enrollments
- Spearhead curriculum reform effort to sequence and align leadership course content to provide progressive competency development; including six credits of leadership education courses.
- Facilitate strategic performance of the department through efforts to support and recruit faculty and program staff, coordination of courses offering schedule, and establishing enhanced common course print and technology resources
- Invigorated graduate student enrollment efforts through marketing outreach and strategic course scheduling, resulting in increased student admissions (19% increase from 2017-2020) and summer course enrollment (133% increase from 2017-2020)
- Administer Leadership Scholars program through scholar recruitment and selection; development of program guidelines, policies, and procedures; coordinating student programming and common class registration; supporting Scholar governance efforts; and developing Leadership Scholars Leadership Library
- Recruit faculty to staff required and elective leadership studies courses

Professor of Leadership Studies, 2018 – present (*Tenured, Full – 2018*)

- Undergraduate Courses: Leadership in Organizations, Leadership and Community Engagement; Senior Leadership Capstone
- Graduate Courses: Strategic Leadership, Leadership Capstone, Independent Study

Academic Service

- Faculty Senate
- General Education Committee
- Graduate College Curriculum Committee
- Undergraduate Curriculum Committee
- Faculty Handbook Committee
- Distinguished Scholar Board (2018-2019)
- Athletic Director Search Committee (2018)

2007 - 2018 **ELON UNIVERSITY SCHOOL OF LAW**, Greensboro, N.C.

Associate Dean for Experiential Learning and Leadership, 2014 – 2018

- Contributing architect and manager of the Law & Leadership Program (2008 – 2018)
- Responsible for strategic planning and implementation, curriculum reform, and integration of experiential learning into the program of legal education
- Facilitated coordination of experiential programs, including community forums, clinics, externships, residency-in-practice, and leadership programs
- Established and advise JD/Master of Environmental Law and Policy dual degree program between Elon Law and Vermont Law
- Provided oversight for the establishment of the Guilford County Family Justice Center Emergency Legal Services initiative
- **Features**
 - Covington, Owen. [Why Law Schools Will Never Be the Same Again](#), *Triad Business Journal* (June 5, 2015).
 - Husband, Katie. Elon Now Offers Concentration in Environmental Law, *Time Warner Cable News*, (April 22, 2015).
 - Craft, Phillip. [Elon Law and Vermont Law School announce JD/Master of Environmental Law & Policy dual-degree program](#) (April 2015)

Director, Law & Leadership Program, 2012 – 2014

- Managed required leadership curriculum for first and second year law students, developed and revised curriculum, coordinated executive coaches and practitioner partners, solicited and coordinated nonprofit organization projects for course case studies.
- **Features**
 - Elon University [President's Report](#) – Faculty Profiles: Preparing Civic Minded Lawyers for Leadership Roles in Communities and the Legal Profession, Summer, 2013.
 - Holton, Lisa. [Leadership Starts from the Heart](#), *American Bar Association Student Lawyer*, Dec. 2013
 - Sloan, Karen. [Law Schools Get Down to Business](#) – Elon Teaches Students How to be Leaders, *The National Law Journal Special Report*, Sept. 23, 2013 (naming Elon Law as “One of Five Law Schools that are getting serious about business skills).

Professor of Law, 2007 – 2018 (Tenured – 2010, Full 2012)

- Courses included Lawyering, Leadership & Professionalism; Public Law & Leadership; Nonprofit Organizations – Law, Policy, and Leadership; Property; Leadership Capstone; Administrative Law; Legislation; Residency/Semester in Practice; Civil Rights Leadership Experience

Honors and Appointments

- **American Bar Association's [Smythe Gambrell Award for Professionalism](#)** awarded to Elon University School of Law in recognition of the Leadership Program, presented at the American Bar Association Annual Meeting, August 2013.
- **National Conference of Commissioners on Uniform State Laws**, Observer to Drafting Committee on Uniform Partition of Inherited Property, (2009 – 2010).

Academic Service

▪ Leadership Appointments

- Law Dean Search Committee, 2013 (Co-Chairperson with Associate Provost Tim Peebles)
- Co-Chair, Council for Professionalism and Intercultural Engagement, 2015-2016
- Chair, Contract Policy & Review Committee (2015, member 2012, 2013)
- Chair, Admissions Committee (2008-2009, member 2009-2012)

▪ Committee Service:

- Curriculum Reform Committee, (2014-2015)
- Presidential Task Force on Leadership, 2007-2008
- Strategic Planning, 2013
- Faculty Recruiting, 2010-2011, 2016-2017,
- Faculty Handbook, 2009-2010, 2013
- Curriculum, 2007-2008, 2011-2017
- Promotion and Tenure, 2008-2017

- **Faculty Advisor:** JD-Masters in Environmental Law and Policy Dual Degree Program, Environmental and Animal Law Society, and Black Law Students Association

2008 **WAKE FOREST UNIVERSITY SCHOOL OF LAW**, Winston-Salem, N.C.
Visiting Associate Professor, Spring 2008 - Course: Property

2005 - 2007 **VERMONT LAW SCHOOL**, South Royalton, VT
Associate Professor, Environmental Law Faculty
Courses: Property (JD and LLM candidates); Administrative Law;
Legislation; Nonprofit Organizations: Law, Policy, and Leadership

Academic Service

- Land Use Institute Fellow
- Diversity Committee, 2005-2006, 2006-2007 - Chairperson
- Faculty Advisor - Client Counseling Competition, 2006-2007

Honors and Appointments

- David Stevenson Faculty Fellowship for Nonprofit and Philanthropic Studies, 2006-2007
- American Bar Association Real Property, Probate & Trust Law Section: Property Preservation Task Force, July, 2006 - 2007

2005 **UNIVERSITY OF SOUTH CAROLINA**, Columbia, S.C.
School of Law: Visiting Associate Professor (*Spring 2005, Spring 2012*)
Courses: Property, Public Law & Leadership, Administrative Law, Public Policy & Political Process

Master's in Public Administration Program: Adjunct Professor (*Fall 1999 - Fall 2002*)
Courses: Nonprofit Management, Grants Administration

PRIVATE AND PUBLIC SECTOR LAW AND LEADERSHIP EXPERIENCE

1998-2004 **SOUTH CAROLINA BAR FOUNDATION, INC., Executive Director**

Served as chief executive officer of legal foundation dedicated to providing basic access to justice for low-income citizens, providing law-related education to the public, improving the administration of justice, and enhancing the legal profession.

Major law reform accomplishments

Collaboratively established the Heirs' Property Preservation Project in conjunction with The Community Foundation Serving Coastal South Carolina, managed Ford Foundation grant to the Project; developed IOLTA bank account service fee policy revisions to yield 5% increase in revenues from financial institutions; administered distribution of grants totaling \$8.7 million; authored the South Carolina Supreme Court Rule for a Comprehensive IOLTA program; developed, reviewed and presented grant proposals for legal services programs which yielded \$1.8 million in additional funding from government programs and private foundations.

Awards & Features

- **National Conference of Bar Foundations Award for Excellence in Public Service Programming** (recognizing the Heirs' Property Preservation Project) (2007)
- **Council on Foundations Wilmer Shields Gold Award** (Public Information Campaign, 2004)
- **SC Public Relations Association, Executive Excellence Award**, April 2002
- **Grantee Spotlight: South Carolina's Legal Aid Telephone Intake System.** *American Bar Association Division for Legal Services Dialogue*, 4(3), 3, 6-7 (2000)

1996 - 1998 **WILLIAMSBURG ENTERPRISE COMMUNITY COMMISSION, INC., Executive Director**

Managed operations of non-profit community economic development corporation. Duties included management of internal operations, budget development and financial administration, community engagement, strategic planning, grant writing and administration, program development, contract negotiations, conference and event planning, and public relations. Leveraged \$3 million seed grant to attain additional \$2 million in federal, state, and philanthropic support.

1993 - 1996 **OFFICE OF MAJORITY LEADER | DEMOCRATIC LEADER RICHARD A. GEPHARDT U.S. Congress, Washington, D.C.**

Counsel and Senior Policy Advisor (1994-1996) | **Budget Associate** (1993): Areas of responsibility included budgetary and fiscal policy, judiciary, banking and housing issues. Duties included policy development and strategy coordination with members of the Congressional Leadership, Administration officials, Committees and public interest groups; managing legislation through committee, floor consideration and House-Senate conferences; participating in Whip, Caucus, and Steering Committee meetings; writing legislation, speeches, testimony and memoranda; staffing press appearances and political events, and staffing the Democratic Steering and Policy Committees.

Major federal legislative accomplishments: Federal Omnibus Budget Reconciliation (Deficit Reduction) Act of 1993, Government Reform and Savings Act of 1993, Violent Crime Control and Law Enforcement Act of 1994 (included authorship of the Family and Community Endeavor School Crime Prevention initiative), and Fiscal Year 1995 Federal Budget Resolution.

1990 - 1993 **AKIN, GUMP, STRAUSS, HAUER & FELD, LLP, Washington, D.C.**

Associate, Public Law and Policy Section: Duties included identification, analysis and monitoring of legislation and legislative activity of interest to Fortune 500 client base; evaluation of client issues and development of legislative strategies to achieve client objectives; as well as implementation of strategies through various legal and lobbying tasks such as drafting statutory language and floor statements; preparation of briefing papers, white papers, public witness testimony and federal agency comments; coordinating grassroots campaigns, legislative and fundraising events; briefing congressional staff; and monitoring committee hearings, markups, floor consideration and House-Senate Conferences. (*Summer Associate, 1989*)

Practice Areas: judiciary, appropriations, federal budget and tax policy, banking, communications, energy, federal drug regulations, international trade, and transportation. Committees and agencies relevant to practice areas included Judiciary, Ways & Means, Finance, Appropriations, Banking, and Energy & Commerce; federal agencies included Department of the Interior, Department of Transportation, Federal Trade Commission, Food & Drug Administration and the United States Trade Representative. **Pro Bono Activities:** Assistant to Senior Partner Vernon E. Jordan, Jr., Chairman, Mayor Sharon Pratt Kelly Transition Team; Mel Blount Youth Homes; Columbia Hospital for Women.

1988, 1989 **Sinkler & Boyd** (*Currently Haynsworth Sinkler Boyd, P.A.*), Charleston, S.C., 1988, 1989

Summer Associate: Assignments included real estate, public finance, litigation, and insurance defense practice areas.

1986 **CLOSE UP FOUNDATION**, Washington, D.C., Fall 1986

Program Instructor: Led high school students through weeklong experiential citizen education program designed to encourage responsible and informed participation in the democratic process. Course instruction promoted critical thinking about government and current affairs; provided experiential context for major policy issues through tours and site visits. (*August – November, 1986*)

1986 - 1987 **Pelzer & Associates**, Charleston, S.C.

Paralegal: Duties included organization of files in complex FDIC corporate and bankruptcy litigation, summarizing depositions, and drafting memoranda. (*November 1986 – August 1987*)

PROFESSIONAL SERVICE

- **National Conference of Commissioners on Uniform State Laws**, Observer to Drafting Committee on Uniform Partition of Inherited Property, Observer, November 2009, March 2010
- **American Bar Association**, Property Preservation Task Force, July, 2006 - 2007
- **American Bar Association Joint Task Force on IOLTA**, Co-Chair, 2003-2004
- **National Association of IOLTA Programs**, President, 2003-2004; Board of Directors, 1999-2004
- **National Conference of Bar Foundations**, Board of Directors, 2000-2004
- **Legal Services Corporation Taskforces:** Rural Legal Services (2002), State Planning (2001) and Diversity Initiative (2001)
- **East Market Street Development Corporation**, Board of Directors 2016-2017); Economic Revitalization Committee, Greensboro, NC (2011-2012)
- **The Volunteer Center**, Board of Directors, Greensboro, NC (2009 - 2011)
- **Black Family Land Trust**, Board of Directors, 2003 - 2008
- **Palmetto Development Group**, Board of Directors, Columbia, SC (1997-1999)
- **South Carolina Association of Nonprofit Organizations**, Board of Directors, 1999-2002
- **South Carolina Association of Community Development Corporations**, Board of Directors, 1997-1998

SELECTED PRESENTATIONS, PANELS & CONFERENCES

- **City of Rock Hill Martin Luther King, Jr. Keynote Speaker** – “Building Bridges of Faith, Education, and Freedom”, January 20, 2020
- **SC Women in Higher Education Conference**, “Building Blocks of Leadership: Mentoring Women in Leadership” Workshop Presentation, February 21, 2019
- **Olive Branch AME Church**, “Rebellion, Resistance, and Resilience in the Fight for Civil Rights”, National Women’s History Month Keynote, March 24, 2019
- **The Charleston Forum** - “The State of Racial Disparities in Charleston, SC” - Education Panel. Mother Emanuel 9 Commemoration Policy Discussion, facilitated by CNN Commentator, former State Representative Bakari Sellers, June 21, 2018
- **The Citadel**, “Women in Leadership: Leaning In, Reaching Back, and Moving Forward Together”, The Citadel, Women’s History Month Celebration Keynote Address, March 27, 2018
- **The Citadel**, Principled Leadership Symposium, Introduction, “Joseph D. Shine, ’71: An Exemplary Servant Leader”, Citadel Class of 1971 Remembrance of Second African-American Graduate, Joseph Shine, Esq., March 23, 2018
- **Holloran Center for Ethical Leadership in the Professions (St. Thomas Law) and Educating Tomorrow’s Lawyers (Univ. of Denver Law)**: “Elon Law’s Professional Identify Formation Strategic Plan” (July 2015, February 2017)
- **University of Tennessee Law Review**, Symposium on Professional Leadership Education, Panelist (April 2016)
- **Georgia State College of Law**, W. Lee Burge Professionalism Symposium, “Lawyers as Leaders,” Panelist, (November 2015)
- **Vermont Law School**, Martin Luther King Keynote Address: Dr. King’s Unfinished Agenda (Jan. 2015)
- **Society of American Law Teachers Teaching Conference**: Legal Education in a Time of Change: Challenges and Opportunities, Panelist, “Experiential Learning and the Law School Experience” (October 2014)
- **Santa Clara Law Leadership Roundtable**, Law School Leadership Education Initiatives, “Elon Law School’s Leadership Program” (April 2013, April 2010)
- **Association of Leadership Educators**, “Law Schools & Leadership: Elon Law School’s Leadership Program” (June 2010)
- **Keynote Address at the South Carolina Masters in Equity Association Annual Meeting**, “Partitioning Heirs’ Property: Strategies and Solutions” (March 12, 2010)
- **Moderator**, Celebrating the 50th Anniversary of the Woolworth Sit-In, featuring Dr. Franklin E. McCain (Greensboro Four), Dr. William H. Chafe (Duke University), Mr. Romallus Murphy, Esq. (former counsel, NAACP) (January 2010)
- **South Carolina Association of Nonprofit Organizations**: Legal Symposium CLE, “Board Fiduciary Duties” (December 2008)
- **Association for Research on Nonprofit Organizations and Voluntary Action Conference**, **Nonprofit Academic Centers Council Panel**, **Stevenson Fellows Panel**: Bridging the Black-Green-White Divide (November 2007)
- **University of South Carolina Environmental Law Journal Symposium on Public & Private Interests in Coastal Marshes and Marsh Islands**: Symposium presentation: *Preserving Heirs’ Property Along the Gullah Coast*, (September 2006)

- **Texas Wesleyan Law School, University of Gloucestershire Conference:** "Too Pure an Air to Breathe: Law and the Quest for Freedom, Justice and Equality." Presented work in progress, *Restoring the Bundle of Rights: Legal, Legislative and Administrative Remedies for Heirs' Property*, (June 2006)
- **American Bar Association Real Property, Probate & Trust Law Section Meeting,** Panelist, "Preservation and Development of Tenancy in Common Property: Societal, Real Estate and Tax Considerations" (May 2006)
- **South Carolina Wildlife Federation Third Annual Conservation Leaders Summit,** Presenter, "Environmental Justice: Conservation of Heir's Property" (November 2004)
- **Kentucky State University Small, Limited Resource, Minority Farmer's Conference,** Presenter, "Land Loss & Land Ownership Rights" (November, 2004)
- **University of Wisconsin-Madison Land Tenure Center, Who Owns America? IV, Land Acquisition and Retention,** Presenter, "African American Heirs' Property" (May 2004)
- **Heirs' Property Land Management Seminar Series** (Coordinator), Heirs' Property Preservation Project, (*Included Property Taxes, Infrastructure, Affordable Housing Opportunities, Real Estate Development, Estate Planning, Ownership Structures and Land-based Economic Development*) (Spring 2004)
- **College of Charleston Upward Bound Closing Ceremony Speaker,** "Laying the Foundation for Success," May 27, 2000, Charleston, SC.

COMMUNITY ACTIVITIES

- **Olive Branch A.M.E. Church,** Mount Pleasant, S.C., Counsel to the Board of Trustees (2004-2017)
- **Bethel A.M.E. Church,** Greensboro, N.C., Chairperson, Women's Season Campaign (2016)
- **Delta Sigma Theta Sorority, Inc.,** Charleston Alumnae Chapter (current)
- **Experience Greensboro Series** (Spring 2009)
- **Porter-Gaud School Alumni Association,** Board of Directors, Charleston, SC (2000-2001)

MEMBERSHIPS & CERTIFICATIONS

- **South Carolina Bar**
- **District of Columbia Bar**
- **American Bar Association**
- **Charleston County Bar Association**
- **Harvard University Kennedy School of Government: Art and Practice of Leadership Development, Master Teacher Training Program, Certificate** (May 2017)
- **Center for Creative Leadership, Leadership Development Program** (July 2007)
- **Myers-Briggs Type Indicator (MBTI) Certification** (2014)
- **International Leadership Association**
- **Omicron Delta Kappa Leadership Honor Society, The Citadel** (April 2018)
- **South Carolina Economic Developers School, Charleston University** (Certificate, 1996-1997)
- **Leadership South Carolina, Class of 1998**