**Charlie W. Penrod, J.D.**

*Building 70, Room 106, Pensacola, Florida • 850-474-2777* *(office) • 850-736-8424 (home) • cpenrod@uwf.edu*

Teaching Experience

*Assistant Professor of Legal Studies*  August 2014-present

University of West Florida – Pensacola, Fl.

Courses taught: PLA 2013 (Survey of American Law),

PLA 4277 (Torts), PLA 4855 (Constitutional Law)

*Associate Professor of Business Law*

Hooper-Curry Endowed Professor of Business August 2008-2014

Northwestern State University – Natchitoches, La.

Courses taught: BUAD 2250 (Legal Essentials for Small Businesses),

BUAD 3260 (Business Law II), BUAD 3280 (Cyber Law)

* *NSU SACS Compliance Coordinator* August 2012-present

Northwestern State University

* *Area Coordinator*, *Business Administration*  August 2009-2012

NSU School of Business

 Northwestern State University

*Adjunct Instructor* August 2007-May 2008

Northwestern State University

Course taught – PSCI 3090 (Constitutional Law)

Professional Experience

*Research Attorney* 2006-2008

Tenth Judicial District Court – Natchitoches, La.

*Litigation Attorney*  2004-2006

Cook, Yancey, King & Galloway, APLC – Shreveport, Louisiana

Corporate Defense Attorney, specializing in employment law

Education

Louisiana State University School of Law 2001-2004

*Juris Doctorate* – 2004

Tullis Moot Court Finalist

Graduated Order of the Coif (Top 10 percent in graduating class)

Louisiana Scholars’ College at

Northwestern State University 1997-2000

*B.A. in Liberal Arts & B.A. in Political Science*

Graduated Summa Cum Laude and with Highest Distinction

Scholarly Works

 *Accepted for Publication*

*Law Review Article*

Penrod, Charlie (2014). Restoring the Balancing Test: A New Approach to Fair Use in Copyright. Chicago-Kent Journal of Intellectual Property Law. (forthcoming). Tentative Fall 2014 Issue.

*Accepted for Publication*

 *Law Review Article*

Penrod, Charlie (2014). Intentional Acts and the Definition of Disqualifying Misconduct in Louisiana Unemployment Law. Loyola Law Review. (forthcoming). Tentative Fall 2014 issue.

*Peer reviewed works*

 *Journal Article*

Fusilier, M. & Penrod, C. (2013). E-Business Curricula and Cybercrime: A Continuing Error of Omission?  Universal Journal of Educational Research. 1:2, 74-82. DOI: 10.13189/ujer.2013.010206

*Journal Article*

Perez-Mira, B.,Kilcoyne, M., Hanson, B., Hanson, T., Penrod, C., Habig, P., & Champion, S. (2013). Do We Have It? A Reflection and Examination of Post-Secondary Education Institutions Websites’ Privacy Policy: Presence, Location and Content*.* Journal of Research in Business Information Systems. Vol. 6, Number 6, p.98-118, Spring 2013.

*Journal Article*

Swanstrom, M. & Penrod, C. (2013). Champion Determining System: Do Playoffs Work? Journal of Sport and Art. Vol. 1, Number 1, July 2013.

 *Journal Article*

Perez-Mira, Begona, Kilcoyne, Margaret, Hanson, Brenda, Hanson, Thomas, Penrod, Charlie, Habig, Phil and Champion, Sue. (2012). Post-Secondary Institutions Websites’ Privacy Policy Content – Are They Missing the Mark? International Journal of Business Disciplines, Vol.23, Number 2. Winter 2012

*Journal Article*

Penrod, C. & Fusilier, M. Improving Sexual Harassment Protections: An Examination of the Legal Compliance of U.S. University Sexual Harassment Policies. (2011) Journal of Workplace Rights, Vol. 15, Number 2, p.151. Fall 2011.

*Journal Article*

Penrod, C. & Fusilier, M. Representation of Business Law Courses in E-Commerce Masters Programs. (2010) Journal of Business, Industry and Economics, Vol. 15, page 53. Fall 2010.

*Journal Article*

Fusilier, M. & Penrod, C. (2010) E-crime Prevention: An Investigation of the Preparation of e-commerce Professionals.  Journal of Internet Commerce, 8:1-2,1-21. DOI: 10.1080/15332860903341281

*Journal Article*

Penrod, Charlie W. (2009). *Employment retaliation for protected characteristics: Is it illegal?* Louisiana Bar Journal – August/September 2009

*Published non-peer reviewed works*

 *Article*

Penrod, Charlie W. (2009). *Recent Developments in Traffic Stop Jurisprudence.* NSU National Journal of Criminal Justice – March 2009 Issue.

*Works presented at conferences or published in conference proceedings*

*Paper Presented at Conference*

Swanstrom, Mark and Penrod, Charlie (2012) *Do Playoffs Work?* International Academy of Business and Public Administration Disciplines. Fall 2012 Conference in Las Vegas on October 26, 2012.

*Paper Published in Conference Proceedings*

Perez-Mira, B.,Kilcoyne, M., Hanson, B., Hanson, T., Penrod, C.; Habig, P., & Champion, S. (2012) *Are We Communicating or Instilling Trust among our Stakeholders: An Examination of Post-Secondary Education Institutions Websites’ Privacy Policy.* 2012Association of Business Information Systems Proceedings, pp. 27-37.

*Paper Presented at Conference*

Swanstrom, Mark and Penrod, Charlie W. (2011) *Quantitative Models vs. Playoffs: Which Method Does a Better Job of Determining a National Champion?* 13th Annual Conference for the Society of Business, Industry and Economics.

*Paper Presented at Conference*

Fusilier, Marcelline and Penrod, Charlie W. (2011) *Compliance with Sexual Harassment Law: Policies for Employees of Non-profit versus For-profit Universities*. Western Academy of Management.

*Paper Published in Conference Proceedings*

Fusilier, Marcelline, Durlabhji, Subhash, and Penrod, Charlie W. (2010) *E-business Education: A Repeated Measures Analysis of World Curriculum Revisions*. Institute for Business and Finance Research.

*Paper Presented at Conference*

Penrod, Charlie W. and Fusilier, Marcelline. (2009) *Representation of Business Law Courses in E-commerce Master’s Programs -* 11th Annual Conference for the Society of Business, Industry and Economics.

 *Paper Presented at Conference*

Swanstrom, M., Bechtel, T. and Penrod, C. (2008) *Alternative Employment Strategies Subject to the Windfall Elimination Provision* – 2008 Annual Conference of the Academy of Accounting, Finance and Economics.

*Works submitted for peer reviewed publication*

 *Journal Article*

Fusilier, Marcelline and Penrod, Charlie. (2012) *Privatization and HR Quality: Harassment Policies and Universities.* Submitted to the Journal for Personnel Review.

Professional Organizations and Licenses

Licensed Louisiana Attorney in good standing since 2004 – Louisiana Bar Roll Number 29,377

Beta Gamma Sigma – Member since December 2011

Louisiana State Bar Association – December 2004-present

Natchitoches American Inns of Court Assn. – September 2006-present

 Elected Secretary – May 2007-May 2009

 Elected Treasurer – May 2009-December 2011

 Elected Membership Coordinator – January 2012-2013

Legal Services for Northwest Louisiana – Board Member – December 2008-2011

Professional Development

*eLearning Training*

Workshop on eLearning on August 8, 2014. University of West Florida

*Workshop*

Is this Writing Original Work? Evaluating Student Work with Turnitin and iThenticate. University of West Florida. Attended September 26, 2014.

Other Professional Activities

*Legal Consultant*

Tenth Judicial District Court for the Honorable Judge Eric Harrington and the Honorable Dee Hawthorne. Research, analysis, and drafting of legal rulings. 2011-2013

*Professional Presenter –* “Overtime Exemptions and You.” Small Business Development Center Seminar, Natchitoches, Louisiana. April 2013

*Book Reviewer*

Cyberlaw - Book reviewed for new book in the field of Cyberlaw. Report/review prepared March 2011.

*Professional Presenter*

Penrod, Charlie W. “Recent Developments in the FLSA’s Overtime Regulations.” Society of Human Resource Managers Meeting. March 30, 2011.

*Journal Article Reviewer*

Journal of Internet Commerce – Paper Reviewed entitled, “Website References in Print Advertising: an Analysis of Calls to Action” Report/review prepared August 2010.

*Professional Presenter*

Penrod, Charlie W. “Overtime Rules for Small Businesses.” Small Business Development Center Seminar, Natchitoches, Louisiana. June 2010.

*Journal Article Reviewer*

Journal of Business, Industry and Economics – Paper Reviewed entitled, “Business Student Opinions towards the Use of Spreadsheets as a Learning Tool” – Report/review prepared October 2009.

*Professional Presenter*

Penrod, Charlie W. “New Jurisprudential Rules in Louisiana Criminal Law.” St. Denis American Inns of Court, Natchitoches, Louisiana. February 16, 2009

Community Service and Honors

Radio Guest Analyst – Political Expert on Election Results on KNOC Media – October and November 2011

FBLA Job Interview Judge – February 2011, 2012, & 2013

Louisiana State High School Quiz Bowl Competition – Volunteer Moderator – 2007-2013

 State Quiz Bowl Tournament – Lead moderator – April 2007 and 2009

St. Mary’s Regional Quiz Bowl Tournament – Volunteer Moderator – January 2008, 2009, 2010, 2011, 2012, and 2013

Jeopardy! Champion. Shows aired on November 29, 2010 and November 30, 2010. Won first place, earning a total of $19,000.

Date Prepared: September 30, 2014