

EMPLOYMENT

Principal & Attorney at Law **2017 – Present**
Cooper Shattuck, LLC
Tuscaloosa, Alabama

- Practice focused on alternative dispute resolution (mediation and arbitration); also represents and consults on lawyer discipline, complex litigation, negotiations, environmental law, government relations, ethics, personal, small business, and nonprofit law, and corporate general counsel

Principal **2017 – Present**
Cartography Consulting, LLC
Tuscaloosa, Alabama

- Marketing and consulting firm providing services primarily to lawyers but also to other professionals, nonprofits, associations, governments, and public interest groups

Owner and Principal Instructor **2018 – Present**
Alabama Mediation Training
Tuscaloosa, Alabama

- Approved provider of mediator and mediation training (20-hour and 40-hour) necessary for listing on the state court mediator rosters (civil and domestic), the 14-hour course required for certification for mediations involving domestic violence, and other continuing legal education courses (i.e., advanced mediation and negotiations)

General Counsel **2012 – 2017**
The University of Alabama System
Tuscaloosa, Alabama

- Coordinated, managed, and administered legal strategies and services to entire University of Alabama System, including 3 campuses, health system (including hospital and insurer), and over 50 affiliated entities, with an operating budget of \$5.5 billion, over 38,000 employees, and \$1.2 billion pooled investment endowment
- Managed legal office with \$5 million budget, over 40 personnel, and \$2 million in annual outside counsel fees
- Coordinated with an unaffiliated 501(c)(6) organization to communicate, educate and inform of benefits of higher education
- Served on the Chancellor’s senior staff
- Advised senior staff and board of trustees on legal and ethics matters

Special Counsel **2012 – 2017**
Deepwater Horizon/BP Oil Spill Matters and Governor Robert Bentley

- Managed, coordinated, and led Governor’s trial team in anticipation of trial of state’s damages, including pre-trial, discovery, and expert witness evaluation, association and assessment
- Led negotiation team which negotiated \$1 billion settlement with BP for state’s economic losses
- Led negotiation team which negotiated \$20 million settlement with Transocean for its contribution toward the state’s damages
- Coordinated negotiation of the state’s portion (over \$1.3 billion) of Clean Water Act fines and penalties (to be received through the RESTORE Act) and natural resource damage assessment funding which totals over \$20.3 billion
- Coordinated, reviewed, and drafted press statements and talking points for Governor related to trial and settlement

Executive Director **2014 – 2017**
The University of Alabama System Gulf State Park Project
Tuscaloosa, Alabama

- Led team in coordinating design and construction of \$135 million project including a 350-room beach-front lodge and adjoining meeting space for over 1,000, a beach-front interpretive center, a research and education center, and park-wide enhancements to Alabama’s 6,150-acre Gulf State Park
- Managed and reported finances and progress internally, within the state, and as required by agreement with BP
- Oversaw request for proposal process for and recommendation of professionals, then negotiating contracts with selected firms

- Supervised contract bid process for hard construction elements
- Managed press and messaging for Project
- Coordinated with legislatively created Gulf State Park Project Committee

Chief Legal Advisor
Governor Robert Bentley
Montgomery, Alabama

2011 – 2012

- Advised and counseled Governor on all matters affecting state governance, which included:
 - Preparing Governor for all meetings of boards on which he served, including verification of compliance with Open Meetings Act, governing documents, and enabling legislation
 - Preparing Executive Orders
 - Reviewing legislation and preparing Executive Amendments and veto messages
 - Drafting legislation and suggesting language for proposed legislation
 - Reviewing and advising Governor on financial matters affecting the state involving bonds, Constitutional and statutory restrictions on financing and spending, and budget constraints
 - Reviewing all contracts with the State of Alabama and its departments and agencies, and advising Governor on same, including contracts regarding construction, professional and other services and purchases
- Managed all litigation in which the Governor was a party, which included:
 - Monitoring and reviewing all litigation involving every state agency or department
 - Coordinating, monitoring, and approving employment of all outside counsel for every state agency and department
- Chaired Governor’s BP Oil Spill Task Force, which included:
 - Gathering, organizing, and coordinating all communications, agreements and proposals between the state and its departments and agencies and BP
 - Organizing, supervising, and leading the effort to calculate the state’s economic and natural resource damages caused by the oil spill of 2010
- Negotiated with BP executive management and lead legal counsel on state’s economic and natural resource damages
- Monitored legal activities in Multi-District Litigation involving *Deepwater Horizon*
- Served as lead trustee representative for State of Alabama for Natural Resource Damage Assessment (NRDA) Trustee Council, consisting of five gulf states and federal agency representatives, which included:
 - Chairing Executive Committee of NRDA Trustee Council
 - Serving on small group which negotiated \$1 billion and Early Restoration Framework Agreement
 - Implementing \$1 billion Early Restoration efforts with the selection of projects and negotiation of damage offsets with BP
 - Supervising assessment of natural resource damages caused by the oil spill
- Served as primary coordinator of state’s efforts in “Water Wars” litigation involving competing claims with Georgia and Florida regarding shared water basins, which included:
 - Coordinating with outside counsel
 - Leading negotiations with other states
 - Informing and advising Governor on related issues
- Initiated administration’s efforts to analyze and propose a state-wide water management plan
- Reviewed and advised Governor regarding economic development proposals and agreements
- Coordinated resolution of legal issues arising from devastating tornadoes on April 27, 2011
- Reviewed press statements regarding legal issues and provided comment to press regarding legal issues
- Reviewed, coordinated, and advised Governor on compliance with Ethics Commission and ethics laws

Attorney/Shareholder
Rosen Harwood, P.A.
Tuscaloosa, Alabama

1998 – 2011

- Practiced in the areas of construction/surety, employment law and litigation, environmental litigation, consumer finance litigation, general litigation, general business advising, and counseling
- Served on firm management committee
- Served on firm compensation committee

- Established firm mentor program
- Led firm involvement in development of new office building

Attorney/Shareholder

1990 – 1998

Hubbard, Smith, McIlwain, Brakefield and Shattuck, P.C.

Tuscaloosa, Alabama

- Practiced in the areas of bank and financial services litigation, lender liability, construction/surety, employment law and litigation, and general litigation

BAR ADMITTANCE

Alabama (1990)

- Alabama State Courts
- U.S. District Courts for the Northern, Middle, and Southern Districts of Alabama
- U.S. Court of Appeals for the Eleventh Circuit
- Various *pro hac vice* admissions

EDUCATION

Juris Doctorate (1990)

The University of Alabama School of Law

Tuscaloosa, Alabama

- Bench and Bar Legal Honor Society; Recipient, C. Dallas Sands Student Achievement Award; Phi Delta Phi; Senator, Student Bar Association; President, Student Farrah Law Society

Bachelor of Science, Economics (1987)

Georgia Institute of Technology

Atlanta, Georgia

FACULTY

Adjunct Professor of Law

1997 – 2009; 2016 – 2018

The University of Alabama School of Law

Tuscaloosa, Alabama

- Advanced Torts: Deepwater Horizon
- Alternative Dispute Resolution
- Negotiations
- Sales Law

PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS

Alabama State Bar

1990 – Present

- Vice President (2014 – 2015; 2015 – 2016)
- Executive Council (2014 – 2018)
- Bar Commissioner (6th Judicial Circuit, 2003 – 2011; At-Large, 2013 – 2018)
- Disciplinary Commission (2015 – 2018)
- Disciplinary Panel (2003 – 2009)
- Search Committee for the Office of General Counsel (2017 – 2018)
- Chair, Restructure of the Office of General Counsel Task Force (2017 – 2018)
- Chair, Disciplinary Considerations Task Force (2017 – 2018)
- Long Range Strategic Planning Task Force (2016 – 2018)
- Local Bar Task Force (2016 – 2018)
- Raising Dues Task Force (2015 – 2018)
- Governmental Liaison Committee (2014 – 2018)
- Pro Bono and Public Service Committee (Chair, 2021-present; Co-Vice Chair, 2013 – 2014; 2010 – Present)
- Governmental Ethics Task Force (2016 – 2017)
- Succession Planning Task Force (2015 – 2017)

- Personnel and Bar Operations Oversight Committee (2014 – 2017)
- Finance and Audit Committee (2014 – 2017)
- Unauthorized Practice of Law Committee (2014 – 2017)
- Chair, In-House Counsel and Government Lawyers Section (2015 – 2016)
- Legal Food Frenzy Task Force (2015 – 2016)
- Court Funding Task Force (2015 – 2016)
- Pro Bono Celebration Task Force (2011 – 2015)
- Appointee & Chair, Business Litigation and Complex Litigation Study Committee (2015)
- Digital Communications Committee (2014 – 2015)
- Chair, In-House Counsel and Government Lawyers Task Force (2013 – 2015)
- History and Archives Committee (2013 – 2015)
- Judicial Liaison Committee (2011 – 2015)
- Judicial Resource Reallocation Task Force (Chair, 2011 – 2012; 2010 – 2011)
- Humor History Interviews Task Force (2010 – 2011)
- Technology and the Courts Task Force (2010 – 2011)

The National Academy of Distinguished Neutrals	2025 -- Present
Alabama Academy of Attorney Mediators	2021 – Present
American Arbitration Association <ul style="list-style-type: none">• Panelist	2019 – Present
ADR Panel of Neutrals, U.S. District Court, Northern District of Alabama	2025 – Present
Alabama Law Institute	2011 – Present
Alabama Supreme Court Commission on Dispute Resolution	2011 – Present
Farrah Law Alumni Society <ul style="list-style-type: none">• Board of Trustees (2004 – 2017)	
American Bar Association <ul style="list-style-type: none">• Fellow, American Bar Foundation (2015 – Present)	
Tuscaloosa County Bar Association <ul style="list-style-type: none">• Executive Committee (1997-2002)• President (2000-2001)• Vice President (1999-2000)• Secretary/Treasurer (1998-1999)	
Registered Mediator, Alabama Center for Dispute Resolution	1998 – Present
Registered Neutral, Georgia (General Civil Mediation)	2026 -- Present
Arbitrator, Roster of the Alabama Center for Dispute Resolution	1998 – Present
Fellow, Alabama Law Foundation	2011 – Present
Board of Trustees, Alabama State Bar Foundation	2003 – 2011; 2013 – 2018
University of Alabama Law School Foundation <ul style="list-style-type: none">• Executive Committee	2013 – 2017

Alabama Sentencing Commission

2011 – 2013

OTHER ASSOCIATIONS AND AFFILIATIONS

Treasurer, Alabama Association for Higher Education

2015 – 2017

- A 501(c)(6) association organized for the purpose of promoting the common business interests of all nonprofit institutions of higher education in the State of Alabama along with their respective affiliated organizations in the health care, research, and service sectors.

PROFESSIONAL PUBLICATIONS

- “Marketing Briefcase: Embracing Change in Law Firms” 45 Ala. Ass’n for Just. J. 2, 53 (Spring 2025)
- “Marketing Briefcase: Ten Keys to Successful Legal Marketing” 45 Ala. Ass’n for Just. J. 1, 46 (Fall 2024)
- “We’re Not in Kansas Anymore: Mediating Tips for Mediators and Lawyers in the Land of Zoom” 83 Ala. Lawyer 34 (2022)
- “Marketing for Lawyers: It’s Now or Never” 2 Cumb. L. Rev. Online 119 (2021)
- “Starting a New Law Firm: It’s More Than Hanging a Shingle” 79 Ala. Lawyer 100 (March 2018)
- “Alabama’s Right of Publicity Act” 76 Ala. Lawyer 256 (July 2015), co-authored with Lee Armstrong
- “Bad Faith: Does it Apply to Sureties in Alabama?” 57 Ala. Lawyer 241 (July 1996)

COMMUNITY INVOLVEMENT, AWARDS, AND PUBLIC SERVICE

City of Tuscaloosa Historic Preservation Commission (2025 – Present)

- Commission Member
- Created to ensure that Tuscaloosa’s historic resources are maintained in a manner appropriate to the city’s heritage. The HPC provides primary guidance in the planning and design of projects that are sympathetic to the special character of the historic districts and must review certain changes to structures for conformity with the adopted design guidelines.

Original City Association

- President (2023 –2024)
- Vice President (2024 – Present)
- A neighborhood association made up of residents of Tuscaloosa’s downtown Historic Districts.

Druid Arts Award for Volunteer in Theatre (2022)

- Presented by the Arts Council of Tuscaloosa for dedication as a behind-the-scenes worker, fundraiser, and current president of the Theatre Tuscaloosa board

Theatre Tuscaloosa, Board of Directors (2017 – Present)

- President (2021 – 2023)
- Secretary/Treasurer (2017 – 2021)

Leadership Tuscaloosa

- Chair (2016 – 2017)
- Vice Chair (2015-2016)

Black Warrior Council of Boy Scouts of America (2008 – 2011)

- Counsel, Board Member & Executive Council (2008 – 2011)

FOCUS on Senior Citizens (2006 – 2011)

- President (2009 – 2011)
- Board of Directors (2006 – 2011)

Order of the Samaritan (2007)

- Presented by the Public Interest Institute, University of Alabama School of Law, for coordinating a project uniting law students and local attorneys to provide legal aid to victims of Hurricane Katrina

Local Bar Achievement Award (2000 – 2001)

- Awarded to the Tuscaloosa County Bar Association by the Alabama State Bar for a volunteer lawyers program created to assist victims of the tornado that devastated Tuscaloosa County in December 2000

SPEAKING ENGAGEMENTS/COURSES

Alabama Mediation Training (each course taught 4-5 times per year since 2019)

- 20-Hour Civil Domestic Mediation Training Course
- 40-Hour Domestic Mediation Training Course
 - Both courses approved by the Alabama Center for Dispute Resolution for the training necessary for membership on the Alabama state court mediator rosters
- Domestic Violence for Mediators
- Advanced Mediation
- Negotiations

Alabama State Bar, Dispute Resolution Section

- The Mediation Rules (2024)

Alabama I-Day (Insurance Day)

- Mediation: How To Get Your Money's Worth (2024)

Alabama Land and Water Law, HalfMoon Seminars

- Avoiding, Identifying, and Resolving Ethical issues in Land and Water Transactions (2023)

Birmingham Bar Association, ADR Section

- Panel Discussion on Trending Mediation Topics (2023)

CLE Alabama

- Five Most Effective Marketing Tools (2023)

Western Division Bankruptcy CLE

- Bankruptcy Ethics and Succession Planning (2023)

Alabama Bankruptcy Assistance Program CLE Update

- Top Ten Mistakes Made In Bankruptcy Mediations (2023)

American Continuing Legal Education Association

- Marketing Your CLE Event (2023)

Best Practices in Arbitration

- Alabama State Bar Dispute Resolution Section (2022)

10 Ways to Avoid Legal Ethics Problems

- Alabama State Bar Pro Bono Month CLE (2022)

Marketing: Everyone Can Do It

- Alabama Association for Justice Seminar Web (2022)
- Alabama Association for Justice Annual Convention (2022)

Mediating Tips for Mediators and Lawyers in the Land of Zoom. We're Not in Kansas Anymore!

- Alabama Center for Dispute Resolution (2021)

Deepwater Horizon 10 Years Later: Lessons Learned for Restoration Planning

- LSI Natural Resource Damages Seminar (2020)

Top 10 Mistakes Made in Mediation

- Attorneys Insurance Mutual of the South End-of-Year CLE (2020)
- Alabama State Bar Pro Bono Month Celebration (2021)

Top 10 Mistakes Made in Auto Accident Mediations

- University of Alabama School of Law/CLE Alabama Litigating Auto Accident Cases (2020)

Legal Marketing 101

- CLE Alabama Tort Law Update (2019)
- Paul W. Brock American Inn of Court (2019)
- Huntsville/Madison County Bar Association (2019, 2021)
- Alabama Association for Justice (2021)

Selected Ethics Topics for the Bankruptcy Practitioner

- Bankruptcy Law CLE Northern District of Alabama, Western Division (2021)
- CLE Alabama Bankruptcy Law Update (2021)

Lawyer University: Marketing 201: Why, How & What to Watch Out For

- 2018 Alabama State Bar Annual Meeting
- Presentation, marketing for lawyers and law firms
- Panel discussion, disciplinary rules which apply to lawyer marketing and advertising

10 Do's & Don'ts of Crisis Communications

- Tuscaloosa County Bar Association (2018)

Marketing & Advertising: An Ethics Perspective

- Fidelity National Title Group (2017)

Annual Ethics & Legal Marketing Update

- Tuscaloosa County Bar Association Annual Meeting (2017)

Do's and Don'ts of Ethical Legal Marketing

- Tuscaloosa County Bar Association Quarterly Meeting (2017)

The Disciplinary Process

- Lauderdale County Bar Association CLE (2017)
- Dekalb County Bar Association CLE (2017)
- 2017 Pre-Legislative Session Reception (2017)

Strengths & Strengths Based Leadership

- Community Service Programs of West Alabama (2021)
- Business of Being a Lawyer (2017)
- Southland Benefit Solutions (2016)
- Leadership Tuscaloosa (2016)
- Business of Being a Lawyer (2016)
- Women's Leadership Group, Maynard Cooper (2015)
- Leadership Tuscaloosa (2015)
- Junior League of Tuscaloosa Leadership Retreat (2015)
- Leadership Tuscaloosa (2014)
- Business of Being a Lawyer (2014)
- Business of Being a Lawyer (2013)

The BP Oil Spill

- Huntsville Rotary Club Meeting (2016)

Think Green

- National Governors Association's Summer Meeting (2015)

Status of the Deepwater Horizon Natural Resource Damage Assessment

- U.S. Senate Committee on Environment and Public Works (2011)

New Immigration Act

- Business Council of Alabama Meeting (2011)

Continuing Legal Education Seminars

- Alternative Dispute Resolution
- Commercial Law
- Construction Law
- Deepwater Horizon/BP Oil Spill
- Environmental Law
- Ethics
- Intellectual Property
- Law Office Management
- Legal Marketing
- Mediation
- Natural Resource Damage Assessment
- Negotiations
- New Alabama Firearms Laws
- Strengths-Based Leadership
- Surety Law

AV PREEMINENT RATING, BY MARTINDALE-HUBBEL

SUPERLAWYERS, ALTERNATIVE DISPUTE RESOLUTION

MINISTRY

The Tavern (www.the-tavern.org), Tuscaloosa **2018 – Present**

- Co-Founder and Co-Leader

Licensed Local Pastor, United Methodist Church, North Alabama Conference **2009 – 2017**

- Holt United Methodist Church **2017**
 - Interim Pastor
- Druid Hills United Methodist Church **2017**
 - Interim Pastor
- First United Methodist Church Tuscaloosa **2009 – 2011; 2013 – 2015**
 - Assistant Pastor
- Propst Memorial United Methodist Church, Millport, Alabama **2009**
 - Interim Pastor