

M. Beth Valentine

beth.valentine@und.edu

Employment

University of North Dakota, Grand Forks, ND

Equity Compliance and Education Manager, Equal Opportunity & Title IX, July 2022 – present

Relevant Primary Duties and Responsibilities

- Oversee compliance with applicable federal affirmative action and non-discrimination laws and regulations
- Create, implement, and monitor Affirmative Action Programs (AAPs)
- Provide educational training to the campus on equal opportunity policies – including Title IX policies – and equity best practices
- Provide leadership in recommending, creating, reviewing, and implementing University policies relating to equal opportunity and Title IX
- Receive and respond to reports of discrimination, harassment, and sexual misconduct
- Receive and respond to accommodation requests based on disability, religious belief, and pregnancy or pregnancy related conditions
- Supervise office administrative assistant, student employees, and student interns
- Serve as Deputy Title IX Coordinator and Deputy ADA/Section 504 Coordinator

University of North Dakota, Grand Forks, ND

Equity Specialist, Equal Opportunity and Title IX Office, Sept. 2020 – June 2022

University of North Dakota, Grand Forks, ND

Asst. Professor, Honors Program and Philosophy & Religious Studies, Jan. 2019 – Sept. 2020

Washington and Lee University, Roger Mudd Center for Ethics, Lexington, VA

Mudd Postdoctoral Ethics Fellow, Jul. 2017 – Jan. 2019

Education

Rutgers University, Graduate School of New Brunswick, New Brunswick, NJ

GPA: 4.0

Ph.D., Philosophy Department, Oct. 2017

Dissertation: *Fictitious Consents: What They Are and What They Can Do*

Research Areas: Ethics, Philosophy of Law

Yale Law School, New Haven, CT

GPA: Yale Law does not utilize a 4.0 scale, but all courses received a “Pass” or “High Pass”

Master of Studies in Law, May 2015

Washington and Lee University, Lexington, VA GPA: 4.038

B.A. in Philosophy and in Politics, Dec. 2010

summa cum laude, with honors in Philosophy

Certifications and Credentials

ADA Great Plains Network/University of Missouri, ADA Coordinator Training Certification, Nov. 2023

Dept. of Homeland Security, Office of Accessible Systems & Technologies, DHS Trusted Tester Certification, Oct. 2023

Society for Human Research Management (SHRM), Inclusive Workplace Culture Specialty Credential, Dec. 2022

American Association for Access, Equity, and Diversity (AAAED), Certified Affirmative Action Professional Certification, May 2021

Relevant Service

University of North Dakota

Committee on Sexual Violence Prevention and Response, Co-Chair for Awareness and Prevention Education Working Group, Jan. 2023 - present

Parking and Transportation Advisory Committee, member (ex officio), Nov. 2022 – present

University Council for Women+, Recorder (elected), Sept. 2022 – present

Campus Accessibility Working Group, Co-Chair, Apr. 2022 – present

Inclusion Ambassador, Summer 2021 – present

HLC Reaffirmation co-lead for Federal Compliance criteria, Nov. 2020 – present

Strategic Plan Working Group, Valuing and Supporting Employees, Apr. – Aug. 2022

TTADA/HR Leadership Book Read, Facilitator, Mar. – May 2022

Pre-law and Accelerated B.A./J.D. Adviser, Philosophy Dept., Apr. 2019 – May 2020

AAAED

Research and Member Resources Chair, Oct. 2022 – present

Conference Planning Co-Chair, Nov. 2022 – present

Conference Program Subcommittee Chair, Nov. 2021 – Oct. 2022

Conference Committee Member, Mar. 2021 – present

Washington and Lee University

Mudd Ethics Center Student Fellows, Faculty Sponsor and Organizer, Sept. 2017 – Jan. 2019

Rutgers University

Department Climate Committee, Member/Chair, Sept. 2015 – May 2017

Undergraduate Mentor, Philosophy Dept. Mentoring Program, 2013-2014

Selected Professional Development

Please note that the list below includes only select multi-day training/development events. A complete list of all training can be provided upon request.

AAAED, New Professional Academy, 9/7/21-9/29/2021

AAAED, CAAP: Complaint Processing, Counseling, and Resolution, 4/26/21-5/26/2021

AAAED, CAAP: EEO and Affirmative Action Law, 3/1/21-3/24/2021

AAAED, CAAP: Developing and Implementing an Affirmative Action Plan, 11/2/20-12/2/2020
Affirmity, Principles of Affirmative Action, 9/22/20-9/24/2020
CUPA-HR, 21 Day Equity Challenge, Sept. 2020 (Race) and June 2021 (Women and LGBTQ+)
D. Stafford and Associates, Sexual Misconduct (Title IX) Investigator Class, 3/29/21-4/1/2021
Stetson Law School, National Conference on Law and Higher Education, Mar. 2021, 2022
TrainED, annual Title IX training, Fall 2021, Fall 2022, Fall 2023
University of Vermont, Legal Issues in Higher Education Conference, Oct. 2020, Oct. 2022
VALUE Institute Certified Scorer, AAC&U, Critical Thinking Rubric, 2019

Selected Honors, Awards, and Grants

University of North Dakota (UND), Staff Senate, Seeds for Staff Success Grant, 2021, 2022
UND, College of Arts & Sciences Professional Development Grant, Mar. 2020
Washington and Lee University, College Mini-Grant, Winter Term 2018, Fall Term 2018
Rutgers Graduate School, Rutgers Excellence Fellowship, AY 2011-12, 2012-13, 2016-17
Rutgers Graduate School, TA and GA Professional Development Fund Award, Su 2016 and 2017
Rutgers Graduate School, Special Studies Award, Spring/Summer 2016
Melon Grant, Melon Summer Stipend, 2012, 2013, 2016
Omicron Delta Kappa, inducted Sept. 2010
Phi Beta Kappa, inducted March 2010
Pi Sigma Alpha, inducted May 2010
Phi Eta Sigma, inducted May 2008

Publications

Co-author, "[UND's Journey to Create a More Inclusive Learning Environment](#)," *Fierce Education*, June 6, 2023.

"Why We Should Assume the Risk: An argument for consent-based assumption of risk," *New Directions in Private Law Theory*, UCL Press, forthcoming

"Abetting a Crime: A New Approach," *Law and Philosophy*, 41.2 (June 2022), pp. 351-374.
Refereed

"Sports and Consent: Why Isn't a Tackle Assault and Battery?" *Northern Plains Ethics Journal*, VII.1 (Fall 2019), pp. 1-20.

"[Book Review: Ending Overcriminalization and Mass Incarceration by Anthony Bradley](#)," *Criminal Law and Criminal Justice Books*, March 2019. Invited

"Constructive 'Consent': A Problematic Fiction," *Law and Philosophy*, 37.5 (Oct. 2018), pp. 499-521. Refereed

"*Defense Categories and the (Category-Defying) De Minimis Defense*," *Criminal Law and Philosophy*, 11.3 (Sept. 2017), pp. 545-559. Refereed

[Critical Précis on David Enoch's "Hypothetical Consent and the Value\(s\) of Autonomy"](#), PEA Soup Blog, Oct. 2017. Invited.

Selected DEIA Presentations and Trainings

University of North Dakota

Accessibility Best Practices
Annual Title IX Training
Employee Reporting Obligations
Fostering a More Equitable Working Environment
Implicit Bias and Microaggressions
Introduction to the Equal Opportunity & Title IX Office (for students and for employees)
Mentoring with Equity and Inclusivity in Mind
Search Committee and Hiring Committee Training: Recruitment Best Practices
Resident Advisor Reporting and Response Obligations

North American Virtual Reference Online Conference (NAVROC), refereed,
“Ready, Set, Oh No? Prepare for Possible Online Accessibility Issues Before They Arise”

Higher Learning Commission Annual Conference, Apr. 2022, refereed, “Diversity and Inclusion
in Your Higher Education Workforce”

Selected Academic Conferences and Presentations

Please note that some presentations were given under the name M. Beth Henzel.

“Why We Should Assume the Risk: An argument for consent-based assumption of risk”

New Directions in Private Law Theory (The Society of Legal Scholars Annual Seminar
2021), invited

University College London, London, UK,

“Hypothetical Consent: The How’s and Why’s of Taking it Seriously”

Virginia Normative Ethics Workshop, invited

Lake Anne, VA, Mar. 2020

“Two Helpful Misconceptions about Informed Consent,” presented at:

Legal Theory Reading Group Seminar Series, refereed

University of Edinburgh, Edinburgh, UK, Nov. 2017

Yale Law and Philosophy Society, invited

Yale Law School, New Haven, CT, Apr. 2017

“Hypothetical Consent and the Non-identity Problem,” presented at:

Rutgers-Lund Graduate Conference, refereed

Lund University, Lund, Sweden, May 2016

“Constructive ‘Consent’: A Dangerous Fiction,” presented at:

2017 Pacific Division Meeting, refereed

Pacific APA, Seattle, WA, Apr. 2017

Penn Program on Democracy, Citizenship & Constitutionalism Grad. Workshop, refereed

University of Pennsylvania, Philadelphia, PA, Jan. 2017

Charles Widger School of Law, workshop, invited speaker

Villanova University, Villanova, PA, Oct. 2016

Ontario Legal Philosophy Partnership Graduate Student Conference, refereed

McMaster University, Hamilton, Ontario, Canada, May 2016

Relevant Teaching Experience

Introduction to Ethics (Phil/Honors 120), University of North Dakota
Equality and Difference (Phil 180), Washington and Lee University
Current Moral Problems (Phil 145), Washington and Lee University
Introduction to Moral and Political Thought (Phil 104), Washington and Lee University
Philosophy and the Law (Phil 345), Rutgers University
Introduction to Ethics (Phil 107), Rutgers University
Current Moral and Social Issues (Phil 106), Rutgers University, Teaching Assistant
Practical Ethics (CHV 310/Phil 385), Princeton University, Preceptor

References

Available upon request