AN ACADEMIC SYMPOSIUM PRESENTED BY
THE SPEARS SCHOOL OF BUSINESS
CENTER FOR LEGAL STUDIES & BUSINESS ETHICS
AT OKLAHOMA STATE UNIVERSITY AND THE
AMERICAN BUSINESS
LAW JOURNAL

LEGAL, ETHICAL,
AND COMPLIANCE ISSUES
IN EMERGING MARKETS:
CANNABIS
IN THE
STATES

FEBRUARY 28-29, 2020
SKIRVIN HILTON, DOWNTOWN OKLAHOMA CITY
Thirty-three states and the District of Columbia have legalized cannabis in some form, though cannabis remains illegal under federal law. State and local governments, producers, consumers, and other stakeholders must deal with the extreme uncertainty created by the legal complexities in this multibillion-dollar industry. How business organizations may best legally and ethically position themselves in this space given these uncertainties is the focus of this symposium.

Participants and contributors to this academic symposium include academics and practitioners from across the United States and Canada. Topics include issues related to product development, international law, finance, banking and taxation, organizational behavior, legal strategy, and ethical theory—all as they relate to issues in the cannabis industry.
11 AM-12:30 PM  
**PANEL 2 - THE PRODUCT**  
Stephanie Geiger-Oneta | Robert Sprague  
Cannabis Regulatory Confusion and its Impact on Consumer Adoption  
Kaimee K. Tankersley | William E. Tankersley | Aubree L. Walton | Rikinkumar S. Patel  
The Potential Health Risks and Legal Implications of Cannabis  
John T. Holden | Marc Edelman  
Regulating Vice: From Marijuana to Sports Gambling  
Robert Baca  
A Loss of the Medicinal Market  

12:30-1:30 PM  
**LUNCH**  

1:45-3:15 PM  
**PANEL 3 - FINANCE, BANKING, AND TAXATION**  
Colleen M. Baker  
Necessary Oxygen: Banking, Payment Systems, and the Legalized Cannabis Industry  
Sativa Rasmussen  
Cannabis, Cash and Banks: When Public Policy is Changing and Taxes and Safety Become the Focus  
Mark J. Cowan  
Taxing Cannabis on the Reservation  
W.C. Bunting | James M. Lammendola  
Using Land Use to "Regulate" Cannabis Dispensaries  

3:15-3:30 PM  
**BREAK**  

3:30-5 PM  
**PANEL 4 - ISSUES FOR BUSINESS ORGANIZATION**  
Griffin Pivateau | Alexis Nicole Smith  
Prospects and Pitfalls: Women in the Cannabis Industry  
Aubree L. Walton | Krystal Brue  
Workplace Drug Policies in the Era of Cannabis Legalization: Anti-Discrimination Restrictions  
Kimberly A. Houser | Janine Hiller  
Medical Marijuana Registries: A Painful Choice  
Marty Ludlum  
Marijuana and the Professional Ethics of Legal Advice  

**SATURDAY, FEBRUARY 29, 2020**  

9-9:30 AM  
**BREAKFAST**  

9:30-11 AM  
**PANEL 5 - LEGAL STRATEGY AND ETHICAL THEORY**  
Lawrence J. Trautman | Donald Mayer | Kenneth J. Sanney | Paul Seaborn | Adam Sulkowski | Robert T. Luttrell, III  
Cannabis at the Crossroads: Regulation, Compliance, and Ethical Considerations in the United States  
H. Justin Pace  
The “Free Market” for Marijuana  
Michael Schuster | Robert Bird  
A Taxonomy of Legal Strategems Derived from Marijuana Firms and Trademark Law  
Laurie A. Lucas  
Elaborating Integrative Social Contract Theory: Getting into the Weeds of the Social Efficiency Hypernorm  

11 AM-NOON  
**CONFERENCE WRAP-UP**
THANK YOU TO OUR SYMPOSIUM COHOST

Gideon Mark is an Associate Professor of Business Law at the University of Maryland Smith School of Business. He is the current Editor-in-Chief of the American Business Law Journal and he holds degrees from Brandeis University, Columbia University, Harvard University, New York University, and the University of California.

David Orozco is an Associate Professor of Legal Studies at Florida State University’s College of Business. He is the Senior Articles Editor for the American Business Law Journal.

ABSTRACTS & BIOS
To read the abstract, click on the title of the paper

A LOSS OF THE MEDICINAL MARKET
Robert Baca

Robert Baca is the Executive Director of the Sacramento Cannabis Industry Association.

NECESSARY OXYGEN: BANKING, PAYMENT SYSTEMS, AND THE LEGALIZED CANNABIS INDUSTRY
Colleen M. Baker

Professor Colleen Baker is an expert in banking and financial institutions law and regulation, with extensive knowledge of over-the-counter derivatives, derivatives clearing, the Dodd-Frank Act, and bankruptcy, in addition to being a mediator and an arbitrator. Her publications have appeared in journals such as the American Business Law Journal, the Notre Dame Law Review, the Harvard Business Law Review Online, the Virginia Law & Business Review, the University of Michigan Journal of Law Review, and the Arizona Law Review. Prior to the University of Oklahoma, she spent time at the U. of Illinois Urbana-Champaign Business School, the U. of Notre Dame Law School, and Villanova University Law School. She has consulted for the Federal Reserve Bank of Chicago and for The Volcker Alliance. She has also worked as a legal professional and as an information technology associate. Prof. Baker is a member of the State Bars of New York and Texas.
CANNABIS IN CANADA: A COMPARATIVE EXPLORATION OF THE CANADIAN EXPERIENCE IN CANNABIS REGULATION
Peter Bowal | Kathryn Kisska-Schulze | Richard Haigh | Adrienne Ng

**Peter Bowal** is a Professor of Law at the Haskayne School of Business at the University of Calgary in Alberta, Canada and a former Justice of the Peace. His primary field of academic interest is employment and whistleblowing law. He clerked at the Alberta Court of Appeal in 1982-83 and served as the Judicial Fellow at the United States Supreme Court in 2001-02.

**Kathryn Kisska-Schulze JD, LL.M** is an Assistant Professor in the School of Accountancy at Clemson University. Her research focuses on the application of tax to the broader business law spectrum, particularly focusing on how taxes can influence change within industry, or instead be used as a tool against transformation. Her research agenda includes analyzing the effects of taxation on sports, employment, e-commerce, robotics, and cryptocurrency. As an International Tax professor in the Master of Professional Accountancy (MPAcc) program at Clemson, she is also interested in evaluating global tax issues. Kathryn has published articles in numerous peer-reviewed outlets, including the *American Business Law Journal*, *Ohio State Law Journal*, *Maryland Law Review*, *William & Mary Bill of Rights Journal*, *Florida Tax Review*, and *Virginia Sports & Entertainment Law Journal*. Her research has been presented both nationally and internationally.

**Richard Haigh** is an Assistant Professor at Osgoode Hall Law School and the Director of the York Centre for Public Policy and Law. His main research interests include constitutional and public law. He is currently the Co-Academic Director of the part-time LLM in Constitutional Law at Osgoode. His most recent publications include a book chapter on statutory interpretation and an empirical qualitative review of business interveners at the Supreme Court of Canada. He is currently working on a larger empirical project related to interveners at appeal courts in Canada.

**Adrienne Ng** is a Canadian corporate/commercial lawyer and trademark agent and is co-founder of Open LLP, a law firm for high-growth start-ups and entrepreneurs. She graduated from Osgoode Hall Law School (Toronto, Canada) in 2011, was called to the Bar of Ontario in 2012 and has been a member of the Law Society of Ontario since then. Adrienne is intimately familiar with what start-up companies need and understands the challenges they face, as she is a serial entrepreneur herself, having previously launched companies in the coffee, fashion, medical and technology spaces. Adrienne often finds herself as part of a start-up’s journey from inception to a significant financing to beyond, drawing from both her entrepreneurial and legal experience.

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USING LAND USE TO “REGULATE” CANNABIS DISPENSARIES
W.C. Bunting | James M. Lammendola

**Dr. William C. Bunting** is a Research Assistant Professor in the Department of Legal Studies at the Fox School of Business and Management at Temple University. Dr. Bunting earned his Ph.D. in Economics from Yale University. He received a J.D. from New York University School of Law, and a Bachelor of Arts in Mathematics and Economics from Carleton College. He has prior professional experience as an economist in the Housing and Civil Enforcement Section of the U.S. Department of Justice’s Civil Rights Division, as a legal policy analyst with the American Civil Liberties Union’s Center for Justice, and as a practicing litigation attorney in New York City. In his free time, he enjoys spending time with his wife and two boys. He enjoys bicycling, building things, and is an avid consumer of science-fiction. He is also a devoted fan of the NBA.

**James M. Lammendola** is an Associate Professor of Practice in Legal Studies and Deputy Chair of the Legal Studies Department at the Fox School of Business at Temple University. He earned his B.A. and M.A. in history from Temple University and his JD from the University of Tulsa. He practiced law for twenty-one years, making frequent appearances in Philadelphia courts. He represented businesses large and small as well as doing criminal defense work. He teaches a variety of courses in real estate and business law including appointments in the Honors and MBA programs. He has published in *The Real Estate Law Journal* and *The Atlantic Law Journal*. He also authored six articles and co-authored twenty-seven translational articles on various aspects of real estate law in the *Legal Intelligencer*, the oldest daily legal newspaper in the United States.
TAXING CANNABIS ON THE RESERVATION
Mark J. Cowan

Mark Cowan, JD, CPA, is a professor of accountancy at Boise State University, where he holds the College of Business and Economics Distinguished Teaching Professorship. He teaches undergraduate tax and graduate courses in corporate, partnership, multistate, and nonprofit taxation. Professor Cowan serves as chair for the Gem State Tax Symposium and is the advisor for the Master of Science in Accountancy, Taxation (MSAT) program and the concurrent JD/MSAT program offered in partnership with the University of Idaho College of Law. Professor Cowan conducts legal research in a variety of tax areas, including nonprofit taxation, multistate taxation, and tax issues in Indian country.

MARIJUANA REFORM IN THE UNITED STATES: THE WORLD IS WATCHING
Kevin J. Fandl

Kevin Fandl is the Irvin Gross Research Fellow and an Associate Professor of Business Law at the Fox School of Business, Temple University. His research interests include international trade law and policy, immigration, and governance. Dr. Fandl received his J.D. and M.A. from American University and his Ph.D. in Public Policy from George Mason University. From 2003-2006, and again from 2007-2013, he worked at the U.S. Department of Homeland Security in various roles, including Chief of Staff for International Trade and Senior Counsel to the Assistant Secretary. He taught trade law in Colombia as a Fulbright Fellow for one year in 2006. Dr. Fandl also serves as the Executive Director for Temple’s Center for International Business Education and Research, and the Academic Director for Global Immersions. He has authored more than 45 journal articles and 5 books, including the new textbook, Law and Public Policy.

CANNABIS REGULATORY CONFUSION AND ITS IMPACT ON CONSUMER ADOPTION
Stephanie Geiger-Oneto | Robert Sprague

Stephanie Geiger-Oneto is an associate professor of marketing at the University of Wyoming. Her research focuses on the intersection of public policy and marketing as well as deviant consumption practices such as the consumption of counterfeit luxury goods and stigmatized products. Her work appears in the Journal of Consumer Affairs, European Journal of Marketing, Journal of the Academy of Marketing Science, Journal of Consumer Psychology, and the Journal of Macromarketing, among others.

Robert Sprague is a Professor of Legal Studies in Business at the University of Wyoming College of Business. Professor Sprague’s primary research focuses on the convergence of law, business, and technology, with a particular emphasis in workplace privacy and technology’s impact on labor and employment laws. Additional research topics include small business and corporate governance and compliance. Professor Sprague is a former Editor-in-Chief of the American Business Law Journal, the top peer-reviewed business law journal, and has authored more than two dozen law journal articles as well as the textbook, LAW FOR ENTREPRENEURS AND SMALL BUSINESS OWNERS. He was the original Editor-in-Chief of the treatise, WORKPLACE DATA: LAW AND LITIGATION, published by Bloomberg/BNA. A long-time resident of Laramie, Wyoming, Professor Sprague is an avid snow shoveler.

REGULATING VICE: FROM MARIJUANA TO SPORTS GAMBLING
John T. Holden | Marc Edelman

John T. Holden is an Assistant Professor in the Spears School of Business at Oklahoma State University. John’s academic scholarship is focused on compliance and regulatory issues surrounding sports betting, related issues of sport corruption, ethics, and the emerging esports industry. His research has been published in a wide variety of academic and legal journals. John has also testified and submitted written recommendations regarding the legalization of sports betting and daily fantasy sports on the state and national level, and he has filed two amicus curiae briefs at the United States Supreme Court. He has also been quoted in a variety of outlets ranging from USA Today to Forbes to NPR. John is licensed as an attorney in Florida. He earned his Ph.D. from Florida State University, his LL.B. from the University of Ottawa, and his J.D. from Michigan State University.
MEDICAL MARIJUANA REGISTRIES: A PAINFUL CHOICE
Kimberly A. Houser | Janine Hiller


Janine Hiller is a Professor of Business Law, Sorensen Professor in Finance, and Director of Integrated Security initiatives in the Pamplin College of Business at Virginia Tech. Her symposium related research focuses on privacy and security issues generally, and health data analytics specifically. She is a founding organizer of the annual Law and Ethics of Big Data Research Colloquium, and she is an affiliated member of the Ostrom Workshop at Indiana University, and the Hume Center for National Security at Virginia Tech. Her research has been published in a variety of law journals, including the American Business Law Journal, as well as disciplinary business journals. Under a Fulbright grant (2010), Hiller was the Distinguished Chair in Public International Law, Raoul Wallenberg Center for Human Rights and Humanitarian Law at Lund University, Sweden; and she has been a visiting Professor at the Ross School of Business, University of Michigan.

ELABORATING INTEGRATIVE SOCIAL CONTRACT THEORY: GETTING INTO THE WEEDS OF THE SOCIAL EFFICIENCY HYPERNORM
Laurie A. Lucas

Laurie A. Lucas is the Director of the Center for Legal Studies & Business Ethics and Chair in Business Ethics at the Spears School of Business at Oklahoma State University. An Associate Professor of Legal Studies, she also holds a William S. Spears Chair in Business Administration. Her research interests are in the areas of consumer finance, law and entrepreneurship, and business ethics. She is an Advisory Editor-in-Chief for the American Business Law Journal, and served as Editor-in-Chief of the ABLJ for volume 55. From 2013-16 she was a Coeditor for the Annual Survey in The Business Lawyer for the Consumer Financial Services Committee of the ABA's Section of Business Law and she currently serves on the Publications Board for the ABA Business Law Section. She is also a member of the Governing Committee for the Conference of Consumer Finance Law.

MARIJUANA AND THE PROFESSIONAL ETHICS OF LEGAL ADVICE
Marty Ludlum

Marty Ludlum is a Professor of Legal Studies at the University of Central Oklahoma. Professor Ludlum has also been awarded the designation of Most Distinguished Teacher-Scholar twice, as well as receiving three Vanderford Awards for Teaching, Character, and Leadership. Professor Ludlum has over 50 publications concentrating in the areas of business ethics, financial literacy, and business regulations.

Professor Ludlum is active in study abroad programs. He has led study tours to England, Ireland, Italy, Greece, and China. He has also lectured in Finland, Taiwan, and South Korea. Professor Ludlum is married to his college sweetheart, Kara. They have three children: Bailey, Justin, and Shan, and one very spoiled grandchild, Tommy.
ENTREPRENEURIAL RISK: MARIJUANA, COMPLIANCE, AND THE SOCIAL CONSTRUCTION OF LAW AND MARKETS
Dan T. Ostas

Dan Ostas, MBA, JD, PhD (Business Economics), each from Indiana University. Professor Ostas has taught business economics, business law, and business ethics at both the undergraduate and graduate levels. He has received more than twenty teaching awards, including the 2018 University of Oklahoma Regents Award for Superior Teaching. Ostas currently serves as Editor-in-Chief of the Southern Law Journal. He formerly served as Editor-in-Chief of the American Business Law Journal. He received the Junior Faculty Award of Excellence from the Academy of Legal Studies in Business. His research addresses the economics of marketplace ethics and the ethics of corporate legal strategy. An author of more than sixty-five scholarly works, including three books, Ostas has received more than a dozen international research awards, including the Ralph C. Hoeber Award (six times) and the Holmes Cardozo Award (twice).

Alice de Koning

Alice de Koning is the Academic Director for Entrepreneurial Thinking at the University of Calgary, Canada. Her expertise is in strategy and entrepreneurship, and this year launched “Startups in New Industries,” a course exploring the emerging cannabis industry. Her research studies socio-cognitive dynamics of opportunity recognition in successful serial entrepreneurs, family business, and new industries. She also examines entrepreneurial context through the lens of public discourse and regulatory change. As part of an international partnership at the University of Calgary, she develops and assesses innovative pedagogies in the entrepreneurship field. Future studies will include narrative analysis in unrepresented groups, designed to explore socio-cognitive dynamics as barriers to success. De Koning holds a PhD from INSEAD (France), and an MBA from Ivey Business School (Western University, Canada). During a career at four different universities in three countries, she has held administrative leadership roles as department chair and directing entrepreneurship centers.

THE “FREE MARKET” FOR MARIJUANA
H. Justin Pace

H. Justin Pace is an assistant professor of Finance and Commercial law at Western Michigan University Haworth College of Business, Finance and Commercial Law.

REGULATORY HURDLES FOR NEW VENTURE ENTRANTS IN THE CANNABIS INDUSTRY: PITFALLS AND LESSONS FROM THE CANADIAN EXPERIENCE
John F. McArdle | Alice de Koning

John F. McArdle is an Assistant Professor of Business Law and Entrepreneurship at Salem State University in Salem, Massachusetts. He is the founding Faculty Director of Salem State’s Center for Entrepreneurship and is a member of the honors faculty. He focuses his work on how regulatory environments impact entrepreneurship, particularly in emerging markets. A specialist in taxation policy, he researches issues of compliance and firm behavior in the higher education and nonprofit sectors. He is part of an international partnership at the University of Calgary to develop and assess innovative pedagogies in the entrepreneurship field. Finally, he researches issues of equitable access to entrepreneurial capital for under-represented groups. McArdle holds a J.D. from Seton Hall, LL.M from Temple, and Ed.D. from the University of Pennsylvania. Prior to becoming an academic, McArdle had a career as an entrepreneur, worked in public interest law, and was a government official.

Alice de Koning is the Academic Director for Entrepreneurial Thinking at the University of Calgary, Canada. Her expertise is in strategy and entrepreneurship, and this year launched “Startups in New Industries,” a course exploring the emerging cannabis industry. Her research studies socio-cognitive dynamics of opportunity recognition in successful serial entrepreneurs, family business, and new industries. She also examines entrepreneurial context through the lens of public discourse and regulatory change. As part of an international partnership at the University of Calgary, she develops and assesses innovative pedagogies in the entrepreneurship field. Future studies will include narrative analysis in unrepresented groups, designed to explore socio-cognitive dynamics as barriers to success. De Koning holds a PhD from INSEAD (France), and an MBA from Ivey Business School (Western University, Canada). During a career at four different universities in three countries, she has held administrative leadership roles as department chair and directing entrepreneurship centers.

PROSPECTS AND PITFALLS: WOMEN IN THE CANNABIS INDUSTRY
Griffin Pivateau | Alexis Nicole Smith

Griffin Pivateau, JD is the Puterbaugh Professor of Legal Studies and Ethics in the Department of Management at Oklahoma State University Spears School of Business and received his JD from University of Texas. His research explores employment law and its impact on business environment. His work addresses issues of employee mobility, discrimination, and dispute resolution. Numerous legal treatises and journal articles, as well as state and federal courts, have cited his research.
CANNABIS, CASH AND BANKS: WHEN PUBLIC POLICY IS CHANGING AND TAXES AND SAFETY BECOME THE FOCUS
Sativa Rasmussen

Sativa Rasmussen is a corporate transactional attorney who works extensively with entrepreneurs in the cannabis industry. Sativa counsels clients on strategic business transactions, mergers and acquisitions, investments and regulatory compliance. She also supports clients in both domestic and cross-border transactions, ranging from securities offerings and complex commercial transactions to corporate governance. Sativa regularly presents at legal education seminars and cannabis conferences throughout the United States and Canada. She currently serves as the chair-elect for the Washington State Bar Association’s Cannabis Law Section which she founded in 2016 and is an active member in the Leadership Counsel for Legal Diversity.

A TAXONOMY OF LEGAL STRATEGEMS DERIVED FROM MARIJUANA FIRMS AND TRADEMARK LAW
Michael Schuster | Robert Bird

Mike Schuster is an assistant professor of legal studies at the University of Georgia’s Terry College of Business. Schuster’s research focuses on intellectual property law and empirical legal studies. His research has appeared in a variety of academic journals, including the Alabama Law Review, the UC Davis Law Review, the Wake Forest Law Review, and the American Business Law Journal.

Robert Bird is a Professor of Business Law and the Eversource Energy Chair in Business Ethics at the University of Connecticut. A graduate of Boston University School of Law and School of Management, Robert taught at Seton Hall University before joining the University of Connecticut in 2004. Robert’s scholarship focuses on compliance, legal risk, ethics, legal strategy, and employment law. Robert has authored over fifty publications, including works in the Journal of Law and Economics, American Business Law Journal, the Harvard Journal of Law and Public Policy, and the MIT Sloan Management Review. Robert was editor-in-chief of the American Business Law Journal in 2012-13, and served as its administrative editor, articles editor, senior articles editor, and managing editor from 2006-2012. He is currently the program chair and president-elect of the Academy of Legal Studies in Business.

THE POTENTIAL HEALTH RISKS AND LEGAL IMPLICATIONS OF CANNABIS
Kaimiee K. Tankersley | William E. Tankersley | Aubree L. Walton | Rikinkumar S. Patel

Kaimiee K. Tankersley, JD, CPA is a lecturer of Accounting at the John T. Steed School of Accounting at the University of Oklahoma. She is also the Managing Member of Kellis Tankersley, PLLC, a law firm in Norman, Oklahoma where she is a practicing attorney specializing in Tax Controversy. She has been a member of the OSCPA for nearly two years, Tankersley previously served on the Taxation Committee and is currently serving on the Accounting Careers Committee. She has been a member of the American Accounting Association, the American Bar Association, and the Oklahoma Bar Association. Her work has been published in the Oklahoma Bar Journal, CPA Focus, Journal of Legal Studies in Education, as well as presented at conferences and meetings throughout the United States.
THE POTENTIAL HEALTH RISKS AND LEGAL IMPLICATIONS OF CANNABIS
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William E. Tankersley, MD attended the University of Oklahoma for his undergraduate and medical degrees. After medical school Dr. Tankersley completed a psychiatry residency program at the University of Oklahoma Health Sciences Center, and he is ABPN board certified. Since completion of his psychiatry residency training, he has obtained additional training in substance abuse becoming a diplomate of The American Board of Addiction Medicine and The American Board of Preventative Medicine in Addiction. Dr. Tankersley currently works as medical director of The Children’s Recovery Center, specializing in the treatment of adolescents with co-occurring mental health and substance abuse. He is a professor of psychiatry for the Griffin Memorial Psychiatry Residency program. Dr. Tankersley conducts research and has published on vaping and cannabis use in adolescents.

Aubree L. Walton, JD, CPA is currently Associate Professor of Business at Cameron University in Lawton, Oklahoma. She earned her law degree from the University of Oklahoma College of Law and is licensed to practice law in Oklahoma. Aubree has enjoyed a 17-year career in higher education, serving in multiple capacities that have included faculty member, Assistant Dean of the School of Business, Assistant Vice President for Academic Affairs and Equal Opportunity Officer. She primarily teaches in the areas of business law and financial accounting, and is the 2019 recipient of Cameron University’s Hackler Teaching Excellence Award. Aubree is a member of the Academy of Legal Studies in Business and currently serves on the Editorial Board for the Journal of Legal Studies Education. She also holds memberships with the Oklahoma Bar Association and the Oklahoma Society of Certified Public Accountants.

R.S. Patel, MD is a resident physician and research investigator at the Department of Psychiatry, Griffin Memorial Hospital (OK). Dr. Patel’s research interests include addiction and adolescent psychiatry, and neuromodulation. He has published in peer-reviewed journals and national conferences. He is especially interested in developing an integrated care model to improve the outcomes of the patients with dual-diagnoses. Dr. Patel has been awarded Texas Tech Dean’s Publication Award in 2017 and 2018, and Consultation-liaison Psychiatry Young Investigator’s Award in 2018. He serves the scientific community as an editorial board member of MDPI Behavioral Sciences and member at the American Psychiatric Association.

CANNABIS AT THE CROSSROADS: REGULATION, COMPLIANCE, AND ETHICAL CONSIDERATIONS IN THE UNITED STATES

Lawrence J. Trautman | Donald Mayer | Kenneth J. Sanney | Paul Seaborn | Adam Sulkowski | Robert T. Luttrell, III

Larry Trautman is an Associate Professor of Business Law and Ethics at Prairie View A&M University. He writes about public policy, business law, constitutional law, cyber security, entrepreneurship, ethics and corporate governance. An entrepreneur (responsible for more than a dozen start-ups), professional corporate director (30-something entities), he served as chairman of the committee of independent directors in the sale of Orange Julius, Inc. to International Dairy Queen. Formerly Senior Vice President of the New York-based investment banking firm of Donaldson, Lufkin & Jenrette, he engaged in M&A and corporate finance transactions. At the National Association of Corporate Directors, he served as president of the New York Chapter (several years), chairman of the Executive Committee, and is past-president of the Metropolitan Washington/Baltimore chapter. A former U.S. Senate staffer, he has provided testimony (economic analysis and policy strategy as an investment banker) before hearings of the United States Congress.

Don Mayer, JD is a Professor of the Practice of Business Ethics & Legal Studies at Daniels College of Business, University of Denver, where he has taught Ethics for the 21st Century Professional, Law and Public Policy, Executive Leadership, Creating Sustainable Enterprises, and Foundations of Business Law. He is a co-author of several textbooks on law and international business, and has published numerous academic articles on business ethics, business and society, international law, and environmental law. He came to Daniels from Oakland University in 2007, where he was Professor of Management. Since leaving law practice in 1985, he has taught law and ethics at several business schools—University of Michigan, Oakland University, and St. Mary’s College (California). He graduated with a degree in Philosophy from Kenyon College, earned a Juris Doctor at Duke Law School in 1985, and a master’s degree in international and comparative law from Georgetown University Law School in 1985.

Ken Sanney is an associate professor of business at Western Carolina University (WCU) where he teaches and researches in the fields of business law, intellectual property, entertainment law, leadership, ethics, and constitutional law. Ken serves on the WCU Faculty Senate, where he chairs the Academic Policy and Review Council. He also serves as the Faculty Coordinator of WCU’s Academic Learning Communities. Prior to joining the faculty at Western Carolina University, Ken was a tenured faculty member at Central Michigan University. In 2014 Ken served a one-year appointment as the founding Chair of the Department of Entrepreneurship, College of Business Administration, at Central Michigan University. During this appointment, Ken was responsible for creating bylaws, hiring three new faculty members, and successfully guiding the Department through AACSB reaccreditation.
CANNABIS AT THE CROSSROADS: REGULATION, COMPLIANCE, AND ETHICAL CONSIDERATIONS IN THE UNITED STATES

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Paul Seaborn is an Assistant Professor of Commerce, Management Area at the McIntire School of Commerce, University of Virginia. His research interests are in the areas of strategy, corporate governance, and business-government relations. He has published papers and cases on topics such as the environmental performance of dual-class share companies, ride-sharing regulation, and medical marijuana regulations. In recent years, Professor Seaborn has developed extensive knowledge of the emerging legal cannabis/hemp industry in Colorado, Canada, and other locations. Prior to joining UVA, he was an assistant professor at the Daniels College of Business, University of Denver where he created and taught the first-ever “Business of Marijuana” course at an AACSB-accredited business school in 2017. Prof. Seaborn is section editor for Commerce, Business, and the Environment for the Journal of Cannabis Research.

Adam J. Sulkowski is an Associate Professor of Law & Sustainability at Babson College, is author of over 50 publications, including 36 peer-reviewed academic journal articles (as of late 2019). Most of his research and writing relate to sustainability and specifically to sustainability reporting. He also writes about entrepreneurship in difficult environments and technology, including the implications of blockchain for business supply chains and corporate governance. With regard to the focus of this conference on cannabis, Prof. Sulkowski is particularly interested in the wide variety of industries that are being affected and the adaptations that entrepreneurs are making to function within changing legal frameworks. He invites you to follow his work on ResearchGate, Google Scholar, SSRN, LinkedIn, and Twitter (@adam_sulkowski).

Bob Luttrell has more than 35 years experience involving all aspects of business, real property and commercial law. He currently serves as the leader of the McAfee & Taft’s Banking and Financial Institutions Group. The majority of his practice is the representation of financial institutions and lenders, and their customers in all areas of the banking, including deposit taking activities. In that regard, Bob advises financial institutions on compliance with regulations generally and specifically with Bank Secrecy Act/Anti-Money Laundering obligations in the marijuana banking context. Bob has taught Financial Institutions Law, the Law of Bank Collections and Deposits, and the Law of Sales in law school. And he has taught courses in bank operations law and consumer protection regulation at schools conducted by the Oklahoma Bankers Association. Bob speaks frequently to lawyers and other professionals on commercial law related subjects. He is also a noted author.

WORKPLACE DRUG POLICIES IN THE ERA OF CANNABIS LEGALIZATION: ANTI-DISCRIMINATION RESTRICTIONS

Aubree L. Walton | Krystal Brue

Aubree L. Walton, JD, CPA is currently Associate Professor of Business at Cameron University in Lawton, Oklahoma. She earned her law degree from the University of Oklahoma School of Law and is licensed to practice law in Oklahoma. Aubree has enjoyed a 17-year career in higher education, serving in multiple capacities that have included faculty member, Assistant Dean of the School of Business, Assistant Vice President for Academic Affairs and Equal Opportunity Officer. She primarily teaches in the areas of business law and financial accounting, and is the 2019 recipient of Cameron University’s Hacker Teaching Excellence Award. Aubree is a member of the Academy of Legal Studies in Business and currently serves on the Editorial Board for the Journal of Legal Studies Education. She also holds memberships with the Oklahoma Bar Association and the Oklahoma Society of Certified Public Accountants.

Krystal Brue is an Associate Professor of Management and Chair of the Department of Business in the School of Graduate and Professional Studies at Cameron University in Lawton, Oklahoma. She has over 25 years of human resource, organizational behavior, training and development, and management practitioner experience. She has presented and published numerous articles within the Journal of Leadership Education and Journal of Human Resources Education on work-life balance, women’s leadership identity construction, effective women’s leadership development programs, creating antiharassment cultures within businesses, and the impact of current HR employment trends. In 2017 and 2018, the Journal of Leadership Education awarded Krystal with the Outstanding Research Award. She actively volunteers for the Society of Human Resource Management and the Oklahoma HR State Council. In her spare time, she loves spending time and being adventurous with her husband and three children.

The Center for Legal Studies & Business Ethics envisions a world where business may achieve competitive advantage through legal, ethical, and regulatory compliance.

For more information about the Center or the symposium visit business.okstate.edu/clsbe

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