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Marketing
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Academic Background

J.D. University of Puget Sound School of Law (now Seattle University School of Law).

M.B.A. Albers School of Business and Economics, Seattle University.

B.A. University of Oregon.

Professional Certifications

Attorney and Counselor at Law, 1976, State of Washington.

Professional Memberships

Academy of Legal Studies in Business, 2002-Present

Pacific Northwest Academy of Legal Studies in Business, 2002 - Present

Washington State Bar Association, 1976 - Present

Work Experience

Academic

Associate Professor of Business Law, Albers School of Business & Economics, Seattle University (January, 1992 - Present), Seattle, United States of America.

Consulting Experience

2013: Intellectual Property Law Firm, Informal legal/business consultation,

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2011: National Defense University, Negotiation Skills Training and Assessment, Consulted with Michael B. Fraser, PMP, Professor, Systems and Technology Department National Defense University iCollege, www.ndu.edu/iCollege, about teaching negotiation skills and the assessment process as described in my recent article in the Negotiation Journal.

2004: Boeing Company, Negotiations Training, I developed and delivered a two-day Negotiations Training Course in September 2004 (with Prof. David Arnesen) to Boeing Company contract managers in both the Air & Space and Commercial Divisions.

Paid Service Experience

2021-2022: PACCAR, Over a thirteen year period, a series of 12 three-day negotiation training seminars for Paccar executives working in North America, Central America, the UK and Europe.

2020: U.S. Army Corps of Engineers, *Negotiation Skills for Leaders*, U.S. Army Corps of Engineers Leadership Development Program

2015: Totem Ocean Trailer Express, Negotiation skills training for executives.

Teaching

2015: Port of Seattle, Three sessions of negotiation skills training for executives: Oct., Nov, Dec. 2015

2015: PACCAR, Over a thirteen year period, a series of 12 three-day negotiation training seminars for Paccar executives working in North America, Central America, the UK and Europe.

2012-2014: PACCAR, Over a thirteen year period, a series of 12 three-day negotiation training seminars for Paccar executives working in North America, Central America, the UK and Europe.

2011: PACCAR, 2011 - October. Over a thirteen year period, a series of 12 three-day negotiation training seminars for Paccar executives working in North America, Central America, the UK and Europe.

2011: PACCAR, 2011 - February. Over a thirteen year period, a series of 12 three-day negotiation training seminars for Paccar executives working in North America, Central America, the UK and Europe.

2009-2010: PACCAR, Over a thirteen year period, a series of 12 three-day negotiation training seminars for Paccar executives working in North America, Central America, the UK and Europe.

2005: Northwest Contract Management Association, Conference presentation.

2005: Crowley Maritime, Negotiation skills training for executives.

2004: Rainier Richlite Company, Board of Directors of a building products manufacturing company

2004: Boeing, Two negotiation skills training courses: Boeing Commercial Division, and Boeing Defense and Space Division.

Courses Taught

Courses from the Teaching Schedule: Art of Influence and Negotiation, Building Stakeholder Relationships, Business & International Law, Business and International Law, Employment Law, Independent Study, Legal Aspects of Business, Managing Risk, Negotiation Skills, Negotiation Skills, Professional & Interpersonal Communications, The Art of Influence and Negotiation, The Legal and Regulatory Environment

Courses taught, but not in the Schedule:

BLAW 476 International Law, **BETH 521** International Ethical and Cultural Issues, **BLAW 576** International Law and Business

BLAW 3700 Online - Summer 2014, 2015, 2016. First fully online course offered by the Albers School

ORGL 4050 Organizational Law - Summer 2016. Online course for the College of New and Continuing Studies

MBA 5230 Managing Risk - **OMBA 5230**

Teaching Activities

Course (New) - Creation/Delivery: Online

2016 - *ORGL 4050 Organizational Law - Summer 2016. Online course for the College of New and Continuing Studies.*

Intellectual Contributions

Intellectual Contributions Grid

Category	BDS	AIS	TLS	Total
Articles in Refereed Journals	3	4	3	10
Articles-in-Progress (All)				0
Publications of Non-refereed or Invited Papers		1		1
Presentations of Refereed Papers			1	1
Presentations of Non-Refereed Papers	8	6	14	28

Refereed Articles

Applied or Integrative/application Scholarship

Arnesen, D. W. (2019). Legal Strategies for Combating Online Terrorist Propaganda. *Atlantic Law Journal*, 21.

Arnesen, D. W., & Foster, T. N. (2016). Planning for the Known, Unknown And Impossible – Responsible Risk Management To Maximize Organizational Performance. *JOURNAL OF BUSINESS AND BEHAVIORAL SCIENCES*.

Toh, R., & Foster, T. N. (2007). Contrasting Approaches of Corporate and Association Meeting Planners: How the Hospitality Industry Should Approach Them Differently. *International Journal of Tourism Research*.

Toh, R., Peterson, D., & Foster, T. N. (2006). Research Note Reducing Meeting Costs: Consolidation and Outsourcing. *Tourism Analysis*.

Basic or Discovery Scholarship

Foster, T. N., & Greene, C. R. (2012). Legal Issues of Online Social Networks and the Workplace. *Journal of Law, Business & Ethics*, 18.

Toh, R., & Foster, T. N. (2010). Hyatt Corporation v. Women's International Bowling Congress, Inc.: Hotel Room Attrition Issues. *Cornell Hotel and Restaurant Administration Quarterly*.

Foster, T. N., & Prentice, P. S. (2009). The Promise of Confidentiality in Mediation: Practitioners' Perceptions. *Journal of Dispute Resolution*.

Teaching and Learning Scholarship

Arnesen, D. W., & Foster, T. N. (2018). Guanxi, Reciprocity, and Reflection—Applying Cultural Keys to Resolve Difficult Negotiations. *JOURNAL OF BUSINESS AND BEHAVIORAL SCIENCES*.

Lasprogata, G. A., & Foster, T. N. (2015). Fostering Integrative and Interdisciplinary Learning: A Business Law Exercise in Social Entrepreneurship, Global Health Innovation, and Cloud Technology. *Atlantic Law Journal*, 18 (1).

Foster, T. N. (in press, 2014). Why We Need a "Convention on the International Protection of Data Privacy. *Journal of Law, Business & Ethics*.

Foster, T. N., & Farquharson, E. R. (2010). Assessment Procedures for Skills-Based MBA Courses Adapted from the US Army ROTC Leadership Development Program. *Negotiation Journal at Harvard Law School*.

Non-Refereed Articles

Applied or Integrative/application Scholarship

Foster, T. N. (2013). Navigating Through the Fog of Cloud Computing Contracts. *Journal of Information Technology and Privacy Law*.

Presentations of Refereed Papers

International

Foster, T. N. (2014, August). *Social Entrepreneurship: Improving Conditions on the Ground Using Technology in the Cloud*. Academy of Legal Studies in Business Annual Conference, Seattle, Washington.

Presentations of Non-Refereed Papers

International

Foster, T. N. (2007). *Best Practices Examples in Assessment (AoL): Processes & Closing the Loop*. Invited presentation at AACSB Deans Conference, San Antonio, Texas.

Foster, T. N. (2007). *The Assessment Journey*. Invited presentation at AACSB Continuous Improvement Conference, St. Louis, Missouri.

Foster, T. N. & Greene, C. R. (2011). *Facebook Faceoff: A Comparison of US and EU Legal and Regulatory Approaches to Online Social Networks*. Pacific Northwest Academy of Legal Studies in Business Annual Conference, Vancouver, BC, Canada.

Foster, T. N. & Lockwood, D. (2012, February). *Data Security, Privacy, and Confidentiality in Cloud Computing*. Pacific Southwest Academy of Legal Studies in Business, Palm Springs, California.

Foster, T. N. (2012, March). *Research Update: US Army ROTC Leadership Assessment Procedures and MBA Negotiation Courses*. Invited presentation at West Point Negotiation Conference, NY, New York.

Foster, T. N. (2012, March). *Lessons for Employers: How to Respond to Employee Concerns*. Invited presentation at Whistleblowing: Law, Compliance & the Public Interest, Seattle, Washington.

Foster, T. N. (2012, August). *Technological Threats to Privacy: Legal and Ethical Dimensions*. Invited presentation at Asia Pacific Conference on Information Management, Seattle, Washington.

Foster, T. N. (2013, February). *From the Kodak Brownie to YouTube Videos: Technological Threats to Privacy*. Pacific Southwest Academy of Legal Studies in Business, Palm Springs, California.

Foster, T. N. (2013, April). *Uncle Sam Wants Your Data: Counterterrorism, National Security Letters, and the First Amendment*. Invited presentation at Pacific Northwest Academy of Legal Studies in Business Annual Conference, Seattle, Washington.

Foster, T. N. (2014, February). *Cloudy With a Chance of Hacking*. Pacific Southwest Academy of Legal Studies in Business, Palm Springs, California.

Foster, T. N. (2014, August). *Teaching Negotiation*. Academy of Legal Studies in Business Annual Conference, Seattle, Washington.

Foster, T. N. (2014). *Negotiation: 'Getting to Yes' in Asia*. Asia Business Forum, Seattle, Washington.

Foster, T. N. (2015, February). *Negotiating Cloud Computing Contracts – A Simulation Exercise for Business Law Students*. Pacific Southwest Academy of Legal Studies in Business, Palm Springs, California.

Arnesen, D. W. & Foster, T. N. (2016). *New Frontier of Risk Management*. Pacific Northwest Academy of Legal Studies in Business Annual Conference, Seattle, Washington.

Foster, T. N. & Lasprogata, G. A. (2017). *A Law and Ethics Mashup for Millennials: Identity Workplace Discrimination Law Comes of Age in Social Media*. Academy of Legal Studies in Business Annual Conference, Vancouver, Canada-British Columbia.

Foster, T. N. (2018). *Presentation: Real Justice for Victims of Fake News*. Academy of Legal Studies in Business Annual Conference, Portland, Oregon.

Local

Foster, T. N. (2013, April). *Social Media & Terms of Service*. Invited presentation at Seattle University, School of Law, Seattle, Washington.

Foster, T. N. & Ferraro, H. (2016). *Business and Justice: What can we do at the crossroads?* Invited presentation at Faculty Salon - Center for Leadership Formation, Seattle University, Seattle, Washington.

National

Foster, T. N. (2010). *Assessment Procedures for Skills-Based MBA Courses Adapted from the U.S. Army ROTC Leadership Development Program*. Invited presentation at Pacific Northwest Academy of Legal Studies in Business Annual Conference, Seattle, Washington.

Foster, T. N. (2017). *Teaching Negotiation Skills from Coast to Coast*. Pacific Southwest Academy of Legal Studies in Business, Palm Springs, California.

Foster, T. N. (2018). *Presentation: Fake News v. Real Legal Rights and Remedies*. Pacific Southwest Academy of Legal Studies in Business, Palm Springs, California.

Regional

Foster, T. N. & Lasprogata, G. (2004). *Assessment Can Be Fun! Using The ALSB National Assessment Instrument In A Technology Game To Motivate Student Learning*. Invited presentation at Pacific Northwest Academy of Legal Studies in Business Annual Conference, Seattle, Washington.

Foster, T. N. & Prentice, P. S. (2008). *The Mediators' View of Confidentiality Issues*. 16th Annual Northwest Dispute Resolution Conference sponsored by the Washington Law School Foundation, University of Washington School of Law, Vancouver, Canada.

Foster, T. N. (2009). *Breaches of Confidentiality in Mediation: Practitioners' Perceptions*. Invited presentation at Annual Conference of the Pacific Northwest Academy of Legal Studies in Business, Portland, Oregon.

Foster, T. N. (2012). *Negotiating Through the Fog of Cloud Computing Contracts*. Pacific Northwest Academy of Legal Studies in Business Regional Conference, Portland, Oregon.

Foster, T. N. (2018). *Presentation: Fake News - How It Began, How It Works, And What Can Be Done About It*. Pacific Northwest Academy of Legal Studies in Business, Boise, Idaho.

Foster, T. N. (2019). *Presentation: Real Justice for Victims of Fake News*. Pacific Northwest Academy of Legal Studies in Business, Seattle, Washington.

Foster, T. N. (2022). *Presentation: Meta Assessment: Evaluating the Effectiveness of Performance Measures in Negotiation Skills Training*. Pacific Southwest Academy of Legal Studies in Business, Palm Springs, California.

Foster, T. N. (2022). *Presentation: Research Findings on Effectiveness of Assessment in Negotiation Skills Courses*. Pacific Northwest Academy of Legal Studies in Business, McMinnville, Oregon.

Working Papers

Foster, T. N. (2023). "Meta Assessment: Evaluating the Effectiveness of Performance Measures in Negotiation Skills Training," targeted for Journal of Legal Studies Education.

Service

Service to the Institution

College Assignments

Faculty Advisor:

2004-2005: lecture and presentation

Other Institutional Service Activities:

2009-2010: Technology Task Force

2006-2007: Academic Honesty Committee

2003-2004: Assistant Dean, Albers School of Business and Economics

Chair:

2004-2005: Legal Issues for Startups

Member:

2009-2010: PRME

2009-2010: Ethics Task Force

University Assignments

Assurance of Learning - Institutional Service:

2011-2012: Seattle University Assessment Committee

Committee Member:

2011-2012: Academic Assembly

2010-2011: NCAA Academic Integrity Subcommittee of the Athletics Certification Process Committee

2006-2007: Fifth Annual Directors Training Academy

2005-2006: Fourth Annual Directors Training Academy

2003-2004: Second Annual Directors Training Academy

2003-2004: Council of Associate Deans

Faculty Sponsor:

2003-2004: World Affairs Council delegation of business executives and government officials from Germany

State-wide Assignments

Member:

2004-2005 – 2005-2006: NBIS

Albers School of Business & Economics, Seattle University

College Assignments

Assurance of Learning - Institutional Service:

2015-2016 – 2020-2021: Albers PMBA Assessment Committee

2014-2015: Albers Assessment Committee

Other Institutional Service Activities:

2017-2018: Diversity Equity and Inclusion Committee

2016-2017: Marketing Search Committee

Member:

2021-2022: Term Faculty Promotion Standards Task Force
2016-2017 – 2021-2022: Diversity Equity and Inclusion Committee
2018-2019 – 2020-2021: Johnson Chair Search Committee
2015-2016: Entrepreneurship Center Advisory Board
2013-2014: Albers JD/MBA Task Force
2011-2012: MBA Curriculum Revision Task Force

University Assignments

Assurance of Learning - Institutional Service:

2015-2016: University Assessment Committee
2012-2013: Seattle University Assessment Committee

Committee Chair:

2014-2015: University Assessment Committee
2011-2012: Teams and Leaders Subcommittee of the University Assessment Committee

Committee Member:

2016-2017: Faculty Handbook Revision Committee of Academic Assembly
2014-2015 – 2015-2016: Academic Assembly
2014-2015: JD/MBA Task Force
2014-2015: Faculty Governance Committee of Academic Assembly
2012-2013: Academic Assembly

Other Institutional Service Activities:

2012-2013: Dispute Resolution Negotiation Competition 2012 - Seattle University School of Law

Unassigned

College Assignments

Member:

2018-2019 – 2020-2021: CAPCOM
2013-2014: Albers Entrepreneurship Advisory Board

University Assignments

Assurance of Learning - Institutional Service:

2013-2014: Seattle University Assessment Committee

Committee Member:

2013-2014: Faculty Governance Committee - Academic Assembly
2013-2014: Academic Assembly

Other Institutional Service Activities:

2017-2018: Faculty Handbook Revision Committee of Academic Assembly

Service to the Profession

Chair: Conference / Track / Program

2009: Pacific Northwest Academy of Legal Studies in Business Annual Conference, Portland, Oregon. Chairman, Conference Moderator, and Presenter, Annual Conference of the Pacific Northwest Academy of Legal Studies in Business, April 17-18, 2009, Portland, Oregon.

2004: Washington Law Institute on Legal Ethics., Seattle, Washington. I organized and chaired a continuing legal education programs for the Washington Law Institute on Legal Ethics.

2004: Washington Law Institute: Employment Law Briefing., Seattle, Washington. I organized and chaired a continuing legal education program for the Washington Law Institute: Employment Law Briefing.

Editor: Academic PRJ

2016: Journal of Law, Business & Ethics, Palm Springs, California.

The *Journal of Law, Business & Ethics*, formerly published as the *Journal of Law and Business*, is an official publication of the Pacific Southwest Academy of Legal Studies in Business, Inc. The Journal was first published in 1994. (ISSN 1535-7961).

The Journal of Law, Business & Ethics is a double-blind, peer-reviewed interdisciplinary publication issued and distributed in February each year.

Editor: Associate Editor

2015: Journal of Law, Business & Ethics, Ontario, California. Business Editor for 2015-16, having served as Editor in Chief for 2014-15.

Invited Lecture

2013: Executive MBA Program of the Wyższa Szkoła Bankowa w Poznaniu (School of Banking in Poznan) Poland., Poznan, Poland.

"Cultural Issues in International Negotiations", sponsored by the Executive MBA Program of the Wyższa Szkoła Bankowa w Poznaniu (School of Banking in Poznan) Poland. The Executive MBA Program in Poznan is offered in partnership with Aalto University of Economics and is affiliated with an international network of business schools delivering courses in Helsinki, Poznan, Seoul, Singapore, and Taipei. Aalto University of Economics is accredited by AACSB, EQUIS, and the Association of MBAs. (September 2013).

2013: CFA Society of Seattle, Seattle, Washington. Negotiation skills for finance professionals.

2008: AACSB Deans Conference, San Antonio, Texas. Conference Presentation - Best Practices Examples in Assessment (AoL): Process & Closing the Loop, presented to the AACSB Deans Conference, San Antonio February 7, 2008

2007: AACSB Continuous Improvement Conference, St. Louis, Missouri. Conference Presentation The Assessment Journey, presented to the AACSB Continuous Improvement Conference, September 16-18, 2007, St. Louis, Missouri

Officer: Organization / Association

2010: Pacific Northwest Academy of Legal Studies in Business Annual Conference, Seattle, Washington. Elected as President 2010-2011 Pacific Northwest Academy of Legal Studies in Business

Presentation

2013: Pacific Northwest Academy of Legal Studies in Business Annual Conference, Seattle, Washington.

"Uncle Sam Wants Your Data: Counterterrorism, National Security Letters, and the First Amendment" (with Gail Lasprogata). Pacific Northwest Academy of Legal Studies in Business Annual Conference. (April 2013).

2013: Pacific Southwest Academy of Legal Studies in Business, Palm Springs, California.

Presentation: "From the Kodak Brownie to YouTube Videos: Technological Threats to Privacy", Pacific Southwest Academy of Legal Studies in Business Annual Conference. (February 2013).

2013: Seattle University, School of Law, Seattle, Washington. Moderator for "Social Media & Terms of Service Panel" presentation at Seattle University School of Law (April 2013).

2013: Business and Entrepreneurship Law Association, Seattle, Washington. Presentation on the JD/MBA program.

2010: Pacific Northwest Academy of Legal Studies in Business Annual Conference, Seattle, Washington.

Presentation: Update on Assessment Procedures for Skills-Based MBA Courses Adapted from the U.S. Army ROTC

Leadership Development Program

2010: Seattle is Global Conference: International Conference on Business and Culture at Seattle University, Seattle, Washington. Toyota versus The Tsunami: Legal and Cultural Issues in the case of Saylor v. Toyota Motor Company

2009: 16th Annual Northwest Dispute Resolution Conference sponsored by the Washington Law School Foundation, Seattle, Washington. Conference Presentation -- The Mediators' View of Confidentiality Issues, 16th Annual Northwest Dispute Resolution Conference, sponsored by the Washington Law School Foundation, University of Washington School of Law, May 1-2, 2009, Seattle

2008: Pacific Northwest Academy of Legal Studies in Business Annual Conference, Vancouver, BC, Canada. Conference Presentation Breaches of Confidentiality in Mediation: Practitioners' Perceptions, presented to the Pacific Northwest Academy Of Legal Studies In Business Annual Meeting April 18-19, 2008 - Vancouver, BC

2004: Pacific Northwest Academy of Legal Studies in Business Annual Conference, Seattle, Washington. Conference Paper - Assessment Can Be Fun! Using The ALSB National Assessment Instrument In A Technology Game To Motivate Student Learning (with Gail A. Lasprogata) presented to the Pacific Northwest Academy of Legal Studies in Business Annual Conference, Seattle, Washington April 23, 2004

Service to the Community

Member of a Committee

2012: King County Bar Association Committee on Continuing Legal Education, King County Bar Association Continuing Legal Education Committee, consulting member for 2011-12.

Speech / Presentation at a Community Meeting

2010: Social Media: Forbid it? Avoid it? Embrace it? sponsored by Lee Hecht Harrison, Legal Implications of Social Media in the Workplace

Professional Development

Assurance of Learning - Professional Development

2008: AACSB Deans Conference. Best Practices Examples in Assessment (AoL): Process & Closing the Loop

2007: AACSB Continuous Improvement Conference. The Assessment Journey. In recent years, we have all been made aware of the need for assessment. It is no longer acceptable to simply say, 'Trust us, we know what we are doing'. Internal, regional, national, and international accreditation bodies require not only that assessment take place, but that documented evidence of assessment efforts and results be produced in order to show compliance with published standards and guidelines. In this presentation attendees will have the opportunity to hear about the similarities and differences in the experience of two schools that have had some success in implementing assessment programs and learn some of the best practices for planning and implementing assessment programs.

2007: Association of American Colleges and Universities. I attended a three-day conference in Savannah, Georgia in November, sponsored by the Association of American Colleges and Universities, 'Sharing Responsibility for Essential Learning Outcomes: New Partnerships Across Departments, Academic Affairs, and Student Affairs.'

Professional Seminars / Workshops

2007: Residential Landlord-Tenant Law Evictions and Condo Conversions. I organized and chaired a continuing legal education seminar for the Washington Law Institute: Residential Landlord-Tenant Law Evictions and Condo Conversions.

2007: The Law of Nonprofit Organizations Advanced Topics. I organized and chaired a continuing legal education seminar for the Washington Law Institute on the following subjects: The Law of Nonprofit Organizations Advanced Topics

Honors/Awards

Honor

2013: Major General Patrick H. Brady Battalion Spirit of Service Award, Seattle University Army R.O.T.C..

2012: U.S. Army ROTC Leadership Training Course at Fort Knox for Community Leaders and Educators, Department of the Army, USACC.