

## KAREN BERNSTEIN COOPER

---

[kbcoope@emory.edu](mailto:kbcoope@emory.edu) • 404.964.4902

### **TEACHING INTERESTS**

- Introduction to Legal Analysis, Research, and Communication
- Introduction to Legal Advocacy
- Upper-level writing courses in persuasion and writing for practice
- Opening a student writing center
- Employment law

### **EXPERIENCE**

**Emory University School of Law**, Atlanta, Georgia

*Professor of Practice (starting Fall 2023)*

*Lecturer in Law (Fall 2021-present)*

*Visiting Professor of Practice (2018-2021)*

*Instructor, Legal Writing, Research, and Advocacy Program (August 2002-May 2014)*

Courses: Introduction to Legal Analysis, Research, and Communication  
Introduction to Legal Advocacy  
Employment Law

Service: Library Committee, 2011-2012  
Academic Standing Committee, 2011-2012  
Curriculum Committee, 2008-2010  
Group Leader, Professionalism Program for 1Ls, multiple years  
Title IX Faculty Advocate for student, 2019

**Dogs Don't Eat Pizza, LLC**, Decatur, Georgia

*Owner, writer, photographer, editor of dogsdonteatpizza.com, January 2012-May 2018  
(also branded as www.thedybungalow.com).*

Created, designed, and published a blog focusing on DIY home projects, repurposing, and organizing. Original projects featured in national and local print and online publications. Incorporated as LLC and successfully registered trademarks for “Dogs Don't Eat Pizza” name and logo and “The DIY Bungalow” logo.

**TRX, Inc.**, Atlanta, Georgia

*Director of Employment Administration and Special Counsel, April 2000-December 2001.*

Drafted and advised company regarding employment agreements, severance agreements, and restrictive covenant agreements (for employees and customers); advised human resources on federal, state, and local employment laws; trained human resources personnel and managers on workplace diversity, use of restrictive covenant agreements, hiring, and other employment law issues; represented company at EEOC mediations; advised company regarding licensing and other intellectual property issues; reviewed and advised company regarding agreements with

clients; assisted in administration of privately held stock plan; counseled human resources managers and executives regarding reductions in force and reorganizations of departments.

**Long Aldridge & Norman LLP (now Dentons)**, Atlanta, Georgia  
*Associate, Litigation Team, Employment Law Sub-Team, September 1996-April 2000;*  
*Summer Associate, May-July 1995.*

Served as primary outside counsel for a large corporation, managing multiple litigation matters in several states; counseled clients regarding employment law issues; led and organized training sessions for employers regarding employment law issues; drafted employment agreements, settlement agreements, restrictive covenant agreements, and severance agreements; prepared position statements responding to EEOC charges; performed extensive legal research; drafted motions and briefs; conducted discovery. Completed comprehensive employment practices audit for a large corporation and its subsidiaries. Selected to serve on firm's retreat committee (1997), summer associate committee (1998), and as a summer associate mentor.

**University of Michigan Law School**, Ann Arbor, Michigan  
*Teaching Assistant for Advanced Legal Research course, January-May 1996.*

### **PRESENTATIONS**

2011 Southeast Regional Legal Writing Conference, Mercer University, Walter F. George School of Law, April 16, 2011: "The Memorandum Is Not Dead (Yet)," (revised from 2010 to reflect changes in our curriculum) with Julie Schwartz;

2010 Legal Writing Institute One-Day Seminar, Emory Law School (host), December 2010: Teaching students both traditional and non-traditional means of legal communication using three different approaches;

2010 Central States Law Schools Association Annual Conference, University of North Dakota Law School, September 2010: "The Memorandum is Not Dead (Yet): A Case for Teaching Both Traditional Legal Memoranda and Non-Traditional Forms of Communication in the First Year Legal Writing Program," with Lesley Carroll and Julie Schwartz;

2006 Legal Writing Institute Biennial Conference, Atlanta, Georgia, June 2006: "Seeing the 'Big Picture': Using Diagrams to Facilitate Learning in Legal Writing Classes," with Jennifer Romig. (We also presented this at a faculty colloquium at Emory Law in May 2006.)

### **CURRICULUM DEVELOPMENT**

***Introduction to Legal Analysis, Research, and Communication; Introduction to Advocacy:***

Summer 2022: Developing a new closed universe of research memo problem in collaboration with my students' contracts professor. Memo will be on a topic the professor is covering when I introduce the memo and students start working on it. I am writing the new fact pattern and working with the contracts professor to select cases to include in the case file;

Adapted curriculum to online teaching from spring 2019 through spring 2021 and January 2022,

including developed online collaborative asynchronous exercises teaching legal research on Canvas (due to not having access to the library building because of COVID-19) to simulate group exercises traditionally done in the library;

New open memo assignment, created 2010, revised 2021: Whether a non-competition covenant is enforceable under North Carolina law;

New open memo assignment, created 2009, revised 2020: Whether a recipe is a trade secret under the Illinois Trade Secrets Act;

New open memo assignment, created 2008, revised 2019: Whether an employee can prevail on his claim against a public school district under the Texas Whistleblower Act, Tex. Gov't Code Ann. § 554.002(a);

New "Writing Lab" in-class exercise: Guiding students through the editing process with a draft of their paper in class;

New learning module to teach professional email communications: assignment in beginning of spring semester for student to email supervisor an assessment of the client's case in the appellate brief problem; assignment at end of spring semester of email to client to assess student's oral argument before appellate judge panel.

***Employment Law:***

Summer 2022: Developed a new in-class exercise simulating an EEOC mediation of a religious discrimination claim between an employer and employee;

Developed original course materials, including class notes, PowerPoints, small assignments, and in-class exam;

Created two small assignments:

- (1) memo answering a client's question regarding termination of employment and whether the client was an employee or independent contractor of the company; and
- (2) a reaction paper on a topic relating to employee privacy.

**ADVISOR FOR STUDENT PAPERS**

2022: Gabrielle Hunter, *Emory Corporate Governance and Accountability Review* (to be published)

Anna Lu, *Emory Law Journal*

Lauryn Morris, *Emory Law Journal*

Henry Tharpe, *Emory Bankruptcy Developments Journal*

2021: Hannah Baskind, *Emory Law Journal*

Zach Poretz, *Emory Law Journal*

Grant Schwabrow, *Emory Law Journal*

Alex Patton, *Emory Corporate Governance and Accountability Review*

Youduo (Jimmy) Wang, CPT/Summer Internship Research

2020: Jason Chohonis, *Emory Law Journal* (published)  
Shahil Patel, *Emory Corporate Governance and Accountability Review* (published)  
Adriana Libutti (content guidance only), *Emory Law Journal*

2019: Samuel Lack, *Emory Law Journal* (comment published in *Harvard Negotiations Law Review Online*)  
Hannah Levine, *Emory Bankruptcy Developments Journal*

2009: Gideon Alper, *Emory Law Journal*

2007: Julia Haesemeyer, *Emory Bankruptcy Developments Journal*

### **PROFESSIONAL MEMBERSHIPS**

Member, Legal Writing Institute (2002-present):

- Co-Chair, Legal Writing Institute One-Day Conference, Emory Law School, December 2010;
- New Member Committee, 2009-2010;

Admitted in all Georgia state courts and the U.S. District Court for the Northern District of Georgia (1996);

Member, American Bar Association, State Bar of Georgia (inactive status as of 2011).

### **EDUCATION**

**University of Michigan Law School**, Ann Arbor, Michigan. J.D., May 1996.

- Executive Note Editor, *Michigan Journal of International Law*, 1995-1996
- Member, *Michigan Journal of International Law*, 1994-1995
- Jaffe Scholarship Recipient, 1994-1995
- Writing and Advocacy Certificate of Merit (highest grade), 1994

**Duke University**, Durham, North Carolina. A.B., *cum laude with distinction*, Political Science and History, May 1993.

- Graduated with Distinction in Political Science
- Recipient of Alona E. Evans Award for Best Paper in International Law for honors thesis, *When Extradition Fails: A Study of Foreign Abductions by the United States* (1993)
- Academic Honors: Dean's List; Phi Eta Sigma, Golden Key National Honor Societies
- Scholarships:
  - Robert McNeal Vaughn Scholarship, 1989-1993
  - Wesley Taylor Scholarship, 1989-1993
- Member, Undergraduate Judicial Board, 1991-1993

**London School of Economics**. Semester abroad, Fall 1991.

### **PERSONAL INTERESTS**

I have two children and two dogs. I can often be found at the tennis court or soccer field cheering on my children in their respective sports. I serve on the Inflammatory Bowel Disease Family Advisory Council through Children's Healthcare of Atlanta and Improve Care Now.