

Terence J. Lau

Education

1995 - 1998 *Syracuse University College of Law, Syracuse, NY*

Juris Doctor (*Magna Cum Laude*)

- University Law Fellowship
- Staff Editor, SYRACUSE LAW REVIEW.
- Associate Editor, THE LABOR LAWYER (ABA Section Publication).

1991 - 1995 *Wright State University Dayton, OH*

Bachelor of Arts (*Summa Cum Laude*) with University Honors

Professional Experience

2002 – present *University of Dayton Dayton, OH*
School of Business Administration

Associate Dean, Undergraduate Program, School of Business Administration (2014-present)

- Primary responsibility for undergraduate programs and curriculum innovation and development, including new program development at University of Dayton China Institute, undergraduate core revision, classroom scheduling, oversight of academic honor code, and undergraduate business certificate program.
- Managed accreditation processes related to assurance of learning and faculty qualifications.
- Oversight of academic advising center including four full-time academic advisers and academic policies related to student advising.
- Collaborated with counterparts in other units including university-wide committees on key undergraduate issues including the Common Academic Program.
- Managed and motivated faculty to embrace innovation, change and engagement.
- Established direction on public relations, marketing and student recruiting
- Sought improvement on operational and process improvements within the School of Business Administration

Department Chair, Department of Management and Marketing (2013-2014)

- Primary responsibility (including scheduling, budget, and personnel) for department housing three majors and over forty full and part time faculty.
- Wrote, designed, and led to full approval a proposal to merge two existing majors into one new major in International Business Management.
- Provided guidance and strategic management to a nationally ranked program in Entrepreneurship, including development of key donors, partnerships with other units, execution of a major business plan competition, growth of a student-run angel fund, and expansion of a university-wide policy on student-run businesses on campus.

- Led process of program review and revisions across majors.
- Led process to take several department courses through university-wide curriculum approval for Common Academic Program.
- Provided leadership to a new sales center, including curriculum revision, sponsor identification and engagement, and space revenue optimization plan.

Director, International Business Program (2010-2013)

- Leadership and oversight of interdisciplinary major (International Business), including staffing (hiring faculty), managing budget, recruiting and recognizing student achievement.
- Created new partnerships with leading trade organizations to enhance student experiential opportunities.
- Designed and taught new capstone in international business.
- Advised outbound and inbound students on exchange programs.
- Planned and executed study abroad programs for undergraduate and MBA programs.
- Identified and established key partnerships for student and faculty exchanges globally.

Professor, Business Law, Management & Marketing Department

- Serve as Course Director for Legal Environment of Business, a required course for all Business majors.
- Taught Legal Environment of Business, Global Competitiveness, International Management, International Business Capstone and Business Integration Experience.
- Designed, planned, and executed premier Asia Study Abroad Program, involving 28 students and 5 faculty/staff members traveling through China, Japan, Vietnam, Cambodia, Myanmar, Thailand, Malaysia, Singapore, Hong Kong, and Tibet (2003 and 2004 programs).

2006-2007

Supreme Court of the United States Washington, D.C.

U.S. Supreme Court Fellow

- Appointed by Supreme Court Fellows Commission as the 2006-2007 Supreme Court Fellow.
- Assigned to the Office of the Administrative Assistant to the Chief Justice, which aids the Chief Justice in his administrative, policy and ceremonial responsibilities.
- Responsible for briefing distinguished court visitors on the workings of the American judicial system as well as the Supreme Court.
- Solely responsible for managing the Supreme Court Judicial Internship program.
- Participate in other long-term projects, such as research for the Chief Justice's speeches and reports, analytical reports on legal and managerial issues, and develop programs to enhance public's understanding of the Supreme Court.

2000 – 2002

Ford Asia Pacific Operations

Bangkok, Thailand

Director, ASEAN Governmental Affairs

- Coordinated and represented Ford's government affairs efforts within ten countries of ASEAN (Thailand, Indonesia, Philippines, Singapore, Malaysia, Brunei, Cambodia, Laos, Myanmar, and Vietnam).
- Liaised with company affiliates, industry organizations, and governments to advocate Ford's interests in governmental affairs matters.
- Supervised and directed local government affairs staffs in Ford affiliates in Thailand, Singapore, Vietnam, Indonesia, Philippines, and Malaysia.
- Represented Ford at relevant Washington lobbying efforts including industry-wide advocacy groups and head-of-state level business meetings.
- Instrumental in designing and lobbying approval for the first-ever tariff-free exchange of completely built up vehicles between Thailand and Philippines.

1998 – 2000

Ford Motor Company

Dearborn, MI

Attorney, International Practice Group

- Transactional practice: Advised on all aspects of cross-border mergers, acquisitions and divestitures. Drafted and negotiated documents related to international business transactions, tax and operations-related restructurings, and management of legal entities. Participated in lawyer-exchange program with London legal offices. Advised on major joint engine development program with another automotive manufacturer while seconded to Ford Motor Company UK (Ltd.). Counseled clients in new business development on multi-brand e-commerce joint venture.
- Distribution practice: Served as primary legal counsel to export and direct market operations. Drafted distribution and dealer sales and service agreements. Advised on all aspects of distribution (including appointments, terminations, employment, agency (franchise), marketing, and legal compliance) in over 100 foreign direct markets. Managed litigation risk and exposures, as well as retained and supervised local counsel in these markets.
- International Trade practice: Managed internal compliance programs on compliance with U.S. Antiboycott Regulations, U.S. Export Controls, Foreign Asset Control Regulations, and Foreign Corrupt Practices Act. Counseled clients in foreign affiliates on compliance responsibilities under U.S. law.

Publications

Books:

- Terence Lau and Lisa Johnson, *THE LEGAL AND ETHICAL ENVIRONMENT OF BUSINESS*, FlatWorld Knowledge, ISBN 978-1-936126-58-3 (13 chapters).

Scholarly Articles (full text at http://works.bepress.com/terence_lau/):

- Terence J. Lau, *Mistakes, Airfares, and Consumers*, 34 QUINNIPIAC L.R. 372-407 (2015).
- Terence J. Lau, *Drawing Lessons from the U.K. Constitutional Reform Act of 2005*, 40 Fordham Urb. L.J. City Square 68 (2013), <http://urbanlawjournal.com/drawing-lessons-from-the-uk-constitutional-reform-act-of-2005/>.
- R. Wells, C. Kleshinski, & T. Lau, *Attitudes Toward and Behavioral Intentions to Adopt Mobile Marketing: Comparisons of Gen Y in the United States, France and China*, 7 INTERNATIONAL JOURNAL OF MOBILE MARKETING 5-25 (2012).
- Terence Lau, *Executive Noncompetes: Keeping Talent in House or at Bay?*, 25 ACADEMY OF MANAGEMENT PERSPECTIVES 87-88 (2011).

- Terence Lau, *Towards Zero Net Presence*, 25 NOTRE DAME J. L., ETHICS, & PUB. POL'Y 237-277 (2011).
- Terence Lau, *Do Rigid Labor Laws Mean Higher Unemployment in Developing Countries?*, 23 ACADEMY OF MANAGEMENT PERSPECTIVES 95-97 (2009).
- Terence Lau & William Wines, *Take Two Tablets and Do Not Call for Judicial Review until Our Heads Clear: The Supreme Court Prepares to Demolish the "Wall of Separation" Between Church and State*, 43 VALPARAISO L.R. 595-639 (2009).
- Terence Lau, *Judicial Independence: A Call for Reform*, 9 NEV. L.J. 79-129 (2008).
- T. Lau, J. Gould, L. Bell, & J. Domurad, *Courting Success: The Supreme Court Fellows Program at 35*, PS: POLITICAL SCIENCE & POLITICS 839-843 (2008).
- Terence Lau & William Wines, *Observations on the Folly of Using Student Evaluations of College Teaching for Faculty Evaluation, Pay, and Retention Decisions and Its Implications for Academic Freedom*, 13 WM. & MARY J. WOMEN & L. 167-202 (2006).
- Terence J. Lau, *Management and Market Reactions to Litigation: Do Shareholders Win When the Company Loses?*, 20 ACADEMY OF MANAGEMENT PERSPECTIVES 72-74 (2006).
- Terence J. Lau, *Distinguishing Fiction from Reality: The ASEAN Free Trade Area and Implications for the Global Auto Industry*, 31 DAYTON. L. REV. 453-476 (2006).
- Terence Lau & William Wines, *Can You Hear Me Now? Corporate Censorship and Its Troubling Implications for the First Amendment*, 55 DEPAUL L. REV. 119-167 (2005).
- Terence J. Lau, *Triggering Parent Company Liability Under United States Sanctions Regimes*, 41 AM. BUS. L.J. 413-457 (2004).
- Terence J. Lau & William Wines, *A Brief History of Western Attitudes Toward Work and a Preliminary Inquiry Into the Attitudes Towards Work That Should be Fostered by Socially Responsible Employers*, 55 LAB. L.J. 248-267 (2004).
- Terence J. Lau, *Caveat Emptor: Lessons from Volkswagen's Lemon Purchase*, 12 CURRENTS INT'L TRADE L.J. 3-9 (2003).

Courses Taught

- Legal Environment of Business
- International Business Capstone
- Global Competitiveness
- Doing Business in Asia
- International Management (MBA)
- Peace Through Commerce (MBA)
- Business Integration Experience

Professional Memberships

- American Bar Association
- National Asia Pacific American Bar Association
- Academy of Legal Studies in Business
- Michigan State Bar (admitted 1998)
- Supreme Court of the United States Bar Admission (admitted 2007)

Delivered Papers

- Terence Lau, Robert Sprague, Laurie Lucas, Miriam Albert, David Oroczo, *The ABLJ and Impact on Legal Scholarship*, 2016 Academy of Legal Studies in Business Annual Conference, San Juan, PR (August 8, 2016).

- Terence Lau, *Mistakes, Airfares, and Consumers: Restoring the Role of the DOT*, presented at 2015 Academy of Legal Studies in Business Annual Conference, Philadelphia (August 20, 2015).
- Terence Lau & William Wines, *From Green to Red: The Spectrum of Constitutional Threats to Academic Freedom Caused by Using Student Evaluations of College Teaching for Faculty Evaluation, Pay, and Retention Decisions*, presented at: 2005 Tri State Academy of Legal Studies Annual Meeting, East Lansing (November 5, 2005). This paper was awarded the Outstanding Paper Award.
- Terence Lau & William Wines, *Corporate Censorship and its Troubling Implications for the First Amendment*, presented at: 2005 Pacific Northwest Academy of Legal Studies in Business Annual Conference, Vancouver (April 22, 2005).
- Terence Lau, *Evasions, Approvals and Facilitations OH MY! Examining U.S. Parent Corporations' Liability for Transactions by Foreign Subsidiaries with Sanctioned Countries*, delivered at Academy of Legal Studies in Business Annual Conference, Ottawa, Canada (August 19, 2004). This paper was awarded the Holmes-Cardozo Award for best conference paper.
- *Evasions, Approvals and Facilitations OH MY! Examining U.S. Parent Corporations' Liability for Transactions by Foreign Subsidiaries with Sanctioned Countries*, delivered at Pacific Northwest Academy of Legal Studies in Business Annual Conference, Seattle, Washington, April 24, 2004.
- *Exporting Intellectual Property – Staying Ahead of the Curve*, delivered at Academy of Legal Studies in Business Annual Conference, Nashville, Tennessee, August 16, 2003.
- *Protecting Intellectual Property Assets in International Licenses and Acquisitions*, delivered at Pacific Northwest Academy of Legal Studies in Business Annual Conference, Portland, Oregon, April 19, 2003.
- *Board of Directors, Mike-sells Inc., Dayton Ohio, 2014-2016.*
- *Articles Editor, American Business Law Journal, 2014-present.*
- *Staff Editor, American Business Law Journal, 2011-2014.*
- *Reviewer, American Business Law Journal, 2004-2014.*
- *Invited Panelist, American Bar Association, Trade Sanctions Seminar, November 8, 2012.*
- *Invited Faculty, Legal Issues in the Workplace, University of Dayton Center for Leadership, Emerging Leaders Program, February 22, 2012 and February 27, 2013.*
- *Department Scholarship Heuristics Development Committee, 2009, 2010.*
- *Invited Faculty, Compliance With U.S. Laws for Overseas Subsidiaries, Syracuse University Whitman School of Management, April 1, 2005.*
- *Winner, Holmes-Cardozo Award for Outstanding Submitted Paper, Academy of Legal Studies in Business, 2004.*
- *Invited Faculty, Licensing Intellectual Property, University of Michigan MBA class, December 2, 2004.*
- *Invited Faculty, Central New York International Business Alliance Seminar Series, Syracuse, New York, February 26, 2004.*
- *Invited Faculty, Licensing Intellectual Property, University of Michigan MBA class, December 5, 2003.*
- *Invited Faculty, Licensing Intellectual Property Across Borders, University of Dayton School of Law Licensing Intellectual Property Seminar and CLE, March 21, 2003.*

**Related Professional
Activities and
Experience**

International Teaching Experience

- *Doing Business in China: Challenges and Prospects in the Middle Kingdom*, INB 352 Intercession, China, January 2016
- *Principles of Entrepreneurship*, Guest Lecture, Nanjing University, November 11, 2015.
- *Global Competitiveness*, MGT 494 Spring Semester online course, China, Spring 2015.
- *Peace Through Commerce*, MBA/JD study abroad in China and Hong Kong, May 2011 and May 2012.
- *Invited Faculty*, Toulouse Business School Management Option MBA Program, February 2006.
- *Asia Study Abroad Program*. Taught and coordinated in semester-length multi-site study abroad program, 2003-2006.

Service Activities

- *Commencement Reader*, University of Dayton Commencement ceremonies, 2015-present.
- *Pre-Law Coordinator*, University of Dayton Pre-Law Committee, 2014-present.
- *SBA Undergraduate Committee*, 2014-present.
- *SBA Catholic and Marianist Identity Committee*, 2014-present.
- *SBA Faculty Affairs Committee*, 2015-present.
- *Banner Working Group*, 2015-present.
- *Associate Deans CAP Group*, 2014-present.
- *University Articulation Committee*, 2014-present.
- *United Nations Principles of Responsible Management Education*, Sharing Information on Progress Report, 2016.
- *Negotiating NDA and MOU*, APICS Dayton, March 10, 2016.
- *Participant*, Chicago Presence Working Group, January 2016.
- *Primary Coordinator*, SBA Case Competition, BMW Thailand, June 2016.
- *Primary Coordinator*, SBA Case Competition, GE Aviation Suzhou, January 2016.
- *Primary Coordinator*, SBA Case Competition, Ford China, January 2015.
- *Working Group*, Asian Studies Minor, with Chris Agnew, Spring 2016.
- *Principal Author*, Revisions to SBA Promotion and Tenure Policy Document, 2011-2016.
- *Principal Author*, SBA Policy on Evaluation of Academic Administrators, November 2015.
- *Principal Author*, SBA Policy on Faculty Teaching Study Abroad, Fall 2015.
- *Invited Faculty*, *The Middle Class in China*, ENG department, September 15, 2015.
- *Faculty Advisor*, UD Chinese Culture Club, 2014-present.
- *Principal Architect*, SBA Website Redesign, 2015.
- *Principal Author*, SBA Online Proctoring Policy, February 2015.
- *Principal Author*, SBA Diversity & Inclusion Plan, November 2014.
- *The Academic Honor Code*, Presentation to all first-year students, 2015-present.
- *Panelist*, *Dayton's Entrepreneurial Ecosystem*, Dayton Chamber of Commerce, January 29, 2014.
- *Provost Task Force on Diversity and Inclusion*, 2013-2014.
- *Search Committee*, Vice President Diversity and Inclusion, 2016.
- *University of Dayton CAP Committee*, 2014-present.

- *University of Dayton University Assessment Committee, 2015-present.*
- *University of Dayton UNRC, 2014-2015.*
- *Senator, University of Dayton Academic Senate, 2012-2014.*
- *Executive Committee of the Academic Senate, 2012-2014.*
- *Chair, Search Committee for MKT Assistant Professor, Fall 2014.*
- *Co-Chair, Search Committee for MGT Assistant Professor, Fall 2014.*
- *University Calendar Committee, 2014-present.*
- *Principal Author, ELC Charter, September 2014.*
- *CAP Writing Workshop, August 14, 2014.*
- *Student Academic Policies Committee of the Academic Senate, 2012-2014.*
- *SBA Representative to Human Resources Advisory Council, 2012-2014.*
- *SBA Promotion and Tenure Faculty Review Committee, 2010-2013.*
- *Invited Faculty, School of Engineering Senior Seminars, 2011-2013.*
- *Principal Author, Student-run Business on Campus Policy, 2013.*
- *LDR-INB Merger Whitepaper and Senate Proposal, January 2013.*
- *Invited Speaker, University of Dayton Campus Recreation Employees, January 2013.*
- *"Why INB", Presentation to admitted students, 2010-2013.*
- *Associate Professor Inquire and Reflection (ASPIRE) Program for Associate Professors, 2012-2013.*
- *Open Textbooks, TechnoFair Presenter, University of Dayton, March 28, 2011.*
- *Partnership Negotiation, Tsinghua University School of Economics and Management, Beijing, June 2011.*
- *International Association of Jesuit Business Schools (IAJBS), Annual Conference, Manila 2010.*
- *Honors Thesis Co-Advisor, Cathryn Glynn, 2011.*
- *BIE Grant Co-Writer, Global Opportunities: Enhancing International Business in the Miami Valley, with Paul Sweeney, 2011-2012.*
- *SBA & College of Arts and Sciences, Intercession Proposal, 2011.*
- *Korea University Relationship Development. Seoul, Korea, 2012.*
- *UIBE Relationship Development. University International Business and Economics, Beijing, 2012.*
- *Developed Signature Study Abroad Program Proposal (GLOBE), August 2010.*
- *Sabbatical Review Committee, Randy Sparks, 2010.*
- *International Education SBA Dean's Task Force, 2009.*
- *Honors Thesis Advisor, Greg Moredock, 2009.*
- *Sabbatical Review Committee, Jay Janney, 2009.*
- *Invited Speaker, School of Business Administration Luncheon Keynote Speaker, Stander Symposium, Spring 2008.*
- *A Year With the Chief, School of Business Administration Learning Teaching Forum, Spring 2008.*
- *Education Abroad Working Group, February 2006.*
- *Presentation, University of Dayton Faculty Exchange Series, Building a Premier Study*

Abroad Program: The SBA's Asia Study Abroad Program, October 6, 2004.

- *What is Business Law, Presentation to Pre-law students, November 3, 2003.*
- *Invited Faculty Speaker, Resident Advisors Forum, Stuart Hall, Oct-Nov 2003.*
- *Faculty Advisor, UD Track Club, 2003-2004.*
- *Honors Thesis Advisor, Cortney Arnold, 2003.*
- *Course Director, MGT 201, University of Dayton School of Business Administration, 2002-present.*
- *Grant Application Co-Principal Investigator, Kauffman Entrepreneurial Network, 2002.*
- *Complete list available at delicious.com/udnews/Terence_Lau.*

Media Appearances