**CHALANA M. SCALES-FERGUSON, ESQ.**

**CONTACT INFORMATION**

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University of Missouri School of Law

Columbia, Missouri 65211

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**EDUCATION**

***UNIVERSITY OF MISSOURI- COLUMBIA***

***Doctor of Philosophy Candidate,*** Educational Leadership and Policy Analysis

***SAINT LOUIS UNIVERSITY SCHOOL OF LAW***

***Juris Doctorate/Employment Law Certificate***

***UNIVERSITY OF MISSOURI - COLUMBIA***

***Bachelor of Arts****,* Interdisciplinary Studies- Emphases in Black Studies, Psychology, English

**BAR ADMISSION**

Admitted to Missouri Bar, May 2015

**SELECTED PROFESSIONAL EXPERIENCE**

***UNIVERSITY OF MISSOURI- COLUMBIA SCHOOL OF LAW,*** Columbia, Missouri

*Director of Academic Success* June 2019- Present

* Set mission and vision to guide direction for newly established academic success program to enhance the student experience at Mizzou Law
* Conceptualize and lay foundational framework for “Pathways to the Legal Profession” program to provide student services and support with the following emphases: Academic Enrichment, Pre-Professional Development and Preparation, Bar Readiness, and Student Outreach and Engagement
* Design, implement, and deliver academic success and bar exam support programs that provide an inclusive, nurturing, and supportive law school experience for all students
* Uphold UM System’s commitment to “inclusive excellence” by promoting academic excellence, student retention, and effective bar examination preparation to provide successful entry into the legal profession
* Utilize predictive indicators, law school performance, and faculty referrals to identify students in need of outreach and academic intervention
* Teach foundational academic and bar examination testing skills to law students and alumni through formal classes, informal workshops, and individual advising sessions
* Identify, hire, train, and supervise upper division Teaching Fellows who facilitate structured study groups and drop-in sessions for students
* Collaborate with student organizations to deliver programming to gain student buy-in and contribute to promoting an inclusive law school culture
* Develop budget to ensure adequate resources are in place for student programs and services
* Establish relationships with vendors and facilitate negotiation and contract approval process to procure educational products and services designed for student skill development
* Create a strong sense of community and collaboration within the law school to strengthen student satisfaction and influence young alumni engagement
* Track and analyze data related to student success and bar passage to assess needs and enhance program development

***DELTA SIGMA THETA SORORITY, INC*** ., Columbia, Missouri

*Advisory Council Member - University of Missouri- Columbia*  September 2019- Present

*Primary Chapter Advisor- Truman State University* June 2014- September 2015

* Advise and support collegiate chapter and serve as a liaison between the collegiate chapter, alumnae chapter and national organization
* Encourage adherence to deadlines, assist in preparing forms and bookkeeping, and monitor accurate record-keeping
* Assist in the use of parliamentary procedure; foster open communication and support chapter officers in the execution of their roles and duties
* Monitor the required GPA and oversee compliance reporting to regional leadership; collaborate with University officials to uphold the institution’s and the Sorority’s codes of conduct
* Provide training and deliver expectations to members regarding anti-hazing laws, the Sorority’s policies and procedures, and general operational guidelines

***FERGUSON LAW GROUP, LLC,*** Saint Louis, Missouri

*Managing Attorney* September 2015- June 2019

* Represented individuals and small businesses in employment law, education law, personal injury, real estate, corporate transactional and general business matters
* Represented students and families at administrative school district proceedings on matters involving individualized education programs, student discipline, and athletic appeals
* Drafted and negotiated client, vendor and subcontractor agreements for professional services, purchase of goods, real estate and employment
* Advised clients on legal rights under state and federal employment laws; represented clients at judicial proceedings in municipal and State court
* Drafted and filed entity formation documents for newly established businesses; contracted with law firm and corporate clients to analyze high volumes of electronic documents and provide litigation support on various matters including employment law, bankruptcy, environmental law and mergers and acquisitions
* Participated in special projects and other duties as assigned

***SAINT LOUIS UNIVERSITY SCHOOL OF LAW OFFICE OF INCLUSION AND DIVERSITY EDUCATION*,** Saint Louis, Missouri

*Adjunct Professor- Prelaw Undergraduate Scholars Program* April 2017- August 2017

* Assisted program director in planning, coordinating, and executing grant-funded diversity pipeline program for undergraduate students from underrepresented groups seeking a pathway into legal education;
* Developed curriculum and experiential learning experiences for summer program; developed calendar of educational, volunteer and social activities for students;
* Created curriculum and delivered content for “The Practice of Law and Social Change” course which focused on social justice and diversity issues in legal practice and education;
* Presented LSAC modules for Introduction to LSAT preparation course;
* Counseled students on navigating complex issues and conflict management within program setting

***DIVERSITY AWARENESS PARTNERSHIP,*** Saint Louis, Missouri

*Program Facilitator- Give Respect Get Respect* September 2016- March 2017

* Facilitated anti-bias training sessions for program which connects middle and high school students, school administrators, and associates from local businesses in an effort to address diversity and encourage respect and acceptance among peers/co-workers;
* Delivered curriculum with a specific focus on developing deeper understanding and dialogue around race, religion, sexual orientation, gender, and ability;
* Provided students with tools to become inclusive leaders and break down walls of separation and bridge divides through awareness and education

***SAINT LOUIS F.O.R.C.E. ATHLETICZ, INC.,***Saint Louis, Missouri

*Co-Founder/Program Director* July 2012- August 2016

* Created vision and mission for volunteer-based nonprofit organization focused on character development, community service and mentoring of female youth athletes in the Greater St. Louis area;
* Developed and drafted governing documents including: mission, bylaws, code of conduct, and fiscal management policies;
* Solicited potential donors and sponsorship opportunities to assist in fundraising;
* Established budget and allocated funds during program year,
* Recruited community and business leaders to serve as directors, volunteers, and/or community partners;
* Researched and identified grant opportunities and prepared proposals in accordance with donor requirements to secure funding;
* Created database of donors and established a reporting system to maintain and communicate financial data, member information, and program information

***LASHLY & BAER, P.C.,*** Saint Louis, Missouri

*Associate Attorney* September 2014- August 2015

* Represented school districts on employment, special education, student discipline and board governance matters;
* Investigated employment and education civil rights claims filed with the Office of Civil Rights, Equal Employment Opportunity Commission and Missouri Commission on Human Rights through review of personnel/student files and application of statutes, regulations and case law;
* Advised corporate and public entities on contract, procurement, education and employment law matters;
* Reviewed and drafted corporate formation documents, professional and service contracts, and policies and regulations for student and employee manuals;
* Interpreted and revised governing documents for various public agencies;
* Drafted position statements and advised clients of recommended courses of action;
* Assessed legal risks and made recommendations to senior attorneys and clients;
* Researched legal issues and drafted memoranda to assist senior level attorneys in client counseling

***SAINT LOUIS UNIVERSITY OFFICE OF THE GENERAL COUNSEL,***Saint Louis, Missouri

*Legal Extern* May 2013- September 2013

* Worked cross-functionally with University departments and leadership to ensure compliance with policies, laws, and regulations governing University operations
* Conducted research on employment law matters to aid in resolving claims and disputes
* Drafted legal memoranda to provide understanding of applicable laws and regulations to ensure University compliance and to establish the University’s position on legal matters
* Collaborated with the Office of Diversity and Affirmative Action and served on University-wide work group to assess and update policies in accordance with recent government directives regarding Title IX compliance
* Drafted requisite EEO/AA policy notices in compliance with OFCCP policy
* Enhanced Title IX outreach and training efforts by developing and updating training modules for Title IX/Sexual Harassment policies and procedures for both student and faculty/staff populations

***MISSOURI COMMISSION ON HUMAN RIGHTS,*** Saint Louis, Missouri

*Intern* September 2011- December 2011

* Managed a caseload of charges of employment discrimination, housing discrimination, and public accommodations discrimination
* Investigated complaints by interviewing parties and witnesses; reviewed and analyzed documents and records
* Interpreted and applied applicable federal and state laws to resolve discrimination claims
* Drafted investigative summaries on charges

***MISSOURI ATTORNEY GENERAL’S OFFICE,*** Saint Louis, Missouri

*Law Clerk- Litigation Division*  June 2010- August 2010

* Researched and analyzed legal issues for current litigation in defense of state agencies and employees
* Interpreted and applied statutory, constitutional and case law to persuasively draft legal memoranda for assigned cases in state and federal court
* Presented legal research findings to assigning attorneys through written and verbal correspondence
* Prepared for, attended and participated in expert, witness, and party depositions, mediations, alternative dispute resolutions, and settlement negotiations

**TEACHING ACTIVITY**

*Director of Academic Success*- University of Missouri School of Law- Teach Foundations of Legal Studies I and II, teach “Breaking the Bar” Summer Academy, conduct workshop series in Academic Success and Bar Prep Academy programs

*Delta Internal Development and Membership Intake Trainer,* Delta Sigma Theta Sorority, Inc. - Present content to members and prospective members on topics including: Conflict Resolution, Code of Conduct, Anti-Hazing and Sisterhood

*Adjunct Professor,* Saint Louis University School of Law- Delivered content and facilitated group learning for “Law and Social Change” and LSAT Preparation courses

*Give Respect Get Respect Facilitator,* Diversity Awareness Partnership- Delivered content and facilitated group

learning for anti-bias program

**SELECTED RESEARCH AND SCHOLARSHIP**

*“An Overview of Title IX of the Education Amendments Act of 1972”*, for Higher Education and the Law Course, Saint Louis University (Fall 2013)

*“Is Age Really Just a Number?: Does the WNBA’s Minimum Age and Education Policy Disadvantage Female Athletes, or Is It a Blessing in Disguise?”*, for Directed Research Course, Supervised by Aaron Taylor, Saint Louis University School of Law (Fall 2013)

*“How Do You Look?: How Dress Codes and Grooming Standards Perpetuate Discrimination After Title VII”*, for Critical Race Theory Seminar Course, Saint Louis University School of Law (Spring 2011)

*“Working for Pay or Paying for Work?: The Truth About the Gender Wage Gap”*, for Directed Research Course, Supervised by Marcia McCormick, Saint Louis University School of Law (Summer 2011)

*Research conducted on Employment Discrimination/Gender Discrimination,* asFaculty Fellow for Marcia McCormick, Wefel Center for Employment Law, Saint Louis University School of Law

*Research Conducted on Higher Education Bias Incident Reporting and Best Practices,* as Faculty Fellow for Lisa Taylor, Office of Inclusion and Diversity Education (formerly Office of Multicultural Affairs), Saint Louis University School of Law

*Research Conducted on Criminal Law and Race,* as Faculty Fellow for Anders Walker, Saint Louis University School of Law

**UNIVERSITY SERVICE**

**University of Missouri- Columbia**

Member- University of Missouri Resource Allocation Model- Administrative and Student Services Committee (2019-

Present)

Co-Advisor of Epsilon Psi Chapter, Delta Sigma Theta Sorority, Inc. (2019- Present)

LSAT and Law School Admissions Forum Presenter, Mizzou Black Pre-Law Students Association (April 2020)

Graduate Scholars of Excellence Women of Color Sister Circle Panelist (April 2020)

Coordinated licensed documentary screening of “Pushout: The Criminalization of Black Girls in Schools”, partnership

with Mizzou Law, Mizzou Black Studies, Mizzou Black Law Students Association, and Delta Sigma Theta

Sorority, Inc. (February 2020)

Mizzou Black Women’s Initiative Panelist (September 2019)

Missouri Statewide Pre-Law Diversity Conference Keynote Speaker (March 2019)

Big XII Conference on Black Student Government Keynote Speaker/Workshop Presenter (February 2019)

**University of Missouri- Columbia School of Law**

Co-Advisor of Black Law Students Association (2020- Present)

Chair- Ad Hoc Student Support/Bar Passage Support Committee (2019- Present)

Member- Learning Assessment Outcomes Committee (2019- Present)

Pre-Law Advisor and Law School Fair Representative at National Black Pre-Law Conference- Columbia Law School,

New York, NY (2019)

CALI (Center for Computer Assisted Legal Instruction) Editorial Board (2019- Present)

**Saint Louis University School of Law**

ABA Client Counseling Competition Judge (2016)

Faculty Fellow (2010- 2013)

Title IX Policy Update Work Group Member (Saint Louis University Office of the General Counsel Externship 2013)

Student Panelist for Prospective Faculty Interviews (2011- 2012)

Employment Law Association President (2010- 2012)

Non-Traditional Law Students Association Vice President (2010- 2011)

Student Bar Association Parliamentarian (2011- 2012)

**SELECTED PRESENTATIONS/SPEAKING ENGAGEMENTS**

“It’s Time: Elevating the Voices of Black Women”, Panelist, Inclusive Impact Institute- State of Inclusivity Conference (August 2020)

“Discovering Passion and Purpose”, Panelist, Mizzou Black Women’s Initiative (September 2019)

“Persistence Over Perfection- Preparing for Law School and Legal Practice”, Keynote Speaker, Missouri Statewide Pre-Law Diversity Conference (March 2019 at University of Missouri-Columbia School of Law)

“Young, Gifted and Black: Transitioning from the University to the Universe”, Workshop Presenter, Big XII

Conference on Black Student Government (February 2019 at University of Missouri- Columbia)

“Where Do We Go From Here?”, Keynote Speaker, Big XII Conference on Black Student Government

(February 2019 at University of Missouri- Columbia)

Mizzou Black Women’s Initiative Guest Speaker, Gaines Oldham Black Culture Center (2018)

Featured Weekly Guest, “Ask the Couple” I Heart Radio Segment Hallelujah 1600 AM (2018- 2019)

Facilitator, Marriage MasterMYnds Couples Workshops (2017- present)

Girls, Inc. Summer Program Guest Speaker at Maryville University (2017)

Professional Women’s Panel- YWCA Metro St. Louis Future Leaders Program (2015- 2017)

“Don’t Believe the Hype, Seeking Excellence in a World That Expects Less”, Keynote Commencement Speech-

Riverview Gardens Senior High School (2015)

Constitution Day Panelist, Mound City Bar Association High-School-to-Law-School Pipeline Program,

Riverview Gardens Senior High School (2014)

Resume and Interview Workshop Presenter, Mound City Bar Association High-School-to-Law-School Pipeline

Program, Northwest Academy of Law (2011- 2012)

“Black Love Week” Panelist- University of Missouri- St. Louis, Office of Multicultural Affairs (2013)

**GRANT AWARDS**

Awarded 2020 Kaplan Bar Review Grant of $5,000 for University of Missouri School of Law to procure Educational Diagnostic Tools to identify early intervention needs for the bar examination

Awarded 2012 Small Change- Big Impact Grant of $3,000 by Regional Business Council for Saint Louis

F.O.R.C.E. Athleticz, Inc.

Awarded Ameren Missouri Community Lights Grant of $3,750 for Saint Louis F.O.R.C.E. Athleticz, Inc.

**SELECTED CIVIC INVOLVEMENT**

DELTA SIGMA THETA SORORITY, INC.- Central Region Co-Chair, Social Action Committee (2018- Present)

BOYS AND GIRLS CLUBS OF GREATER ST. LOUIS- Table for Four Luncheon Committee, Women’s

Leadership Circle (2017- 2018)

URBAN LEAGUE OF METROPOLITAN ST. LOUIS- Urban League Guild, Whitney M. Young Society (2015-

Present)

UNITED WAY OF GREATER ST. LOUIS- Women’s Leadership Cabinet Member (2012- 2017)

YWCA METRO ST. LOUIS- Board of Directors, Human Resources Committee, Governance Committee (2014-

2017)

MARY INSTITUTE AND ST. LOUIS COUNTRY DAY SCHOOL- African American Support Committee (2007-

2016)

SUSAN G. KOMEN RACE FOR THE CURE- Steering Committee, Co-Chair Volunteers Committee (2013- 2015)

**PROFESSIONAL DEVELOPMENT**

UM System Social Justice Training Institute Participant, “Creating and Inclusive, Socially Just Campus

(February 2020)

St. Louis Business Diversity Initiative Fellows- Cohort 10 (2015- 2016)

FOCUS St. Louis Coro TM Women in Leadership- Class 59 (2012- 2013)

**HONORS AND ACHIEVEMENTS**

Carey Mae Carroll Award, Mizzou Law Women’s Law Association (2020)

DELUX Magazine Power 100 Awardee (2017)

St. Louis Phenomenal Woman Awardee (2016)

St. Louis American Foundation Salute to Young Leaders Awardee (2015)

Urban League Distinguished Young Professionals Honoree (2015)

Ameren Community Lights Awardee (2013)

Black Law Students Association Scholarship Recipient, Saint Louis University School of Law (2011)

Public Interest Law Group Dagen Fellowship Recipient, Saint Louis University School of Law (2010)

Mound City Bar Foundation Scovel Richardson Scholarship Recipient- 2010

**PROFESSIONAL AFFILIATIONS**

American Bar Association

Association for Academic Support Educators

Bar Association of Metropolitan St. Louis

Law School Diversity Professionals Association

Mound City Bar Association- *Vice President* (2019- 2020)