

Joseph I. Andriano, J.D.

PROFESSIONAL EXPERIENCE

Representative, Addison-Rutland District 2023 - Present
Vermont House of Representatives • Montpelier, VT

Attorney 2021 - Present
Law Office of Joseph I. Andriano, PLLC • Orwell, VT

Professor of the Practice 2022
Middlebury College • Middlebury, VT

Assistant Dean for Student Engagement 2020 - 2021
Loyola Marymount University • Los Angeles, CA

Assistant Professor of Law 2013 - 2019
Clarkson University • Potsdam, NY
Promoted to position from Adjunct Instructor of Humanities and Visiting Assistant Professor of Humanities and Business.

Associate / Of Counsel / Partner 2005 - 2012
Law Office of Frank F. Berk / Berk & Andriano, PLLC • South Royalton, VT
Promoted from Associate at the Law Office of Frank F. Berk and Of Counsel at the Law Office of Frank F. Berk.

Managing Director 2013
Kingdom County Productions • Burlington, VT

TEACHING EXPERIENCE

INTD 0101: Law, Organizations, and Society 2022

- Taught at Middlebury College
- Average Enrollment: 25
- Topics Covered: Introduction to Law & Legal Systems, Civil Procedure, Torts, Property, Contracts, Implications of the US Legal System on Society
- Designed to help students gain foundational knowledge in the US legal system and to contextualize that knowledge with readings, giving students the opportunity to consider the impact of that system on our society.

INTD 0203: People, Profit, and Planet

2022

- Taught at Middlebury College
- Average Enrollment: 25
- Topics Covered: Ethical decision-making, normative ethical schools of thought (including virtue ethics, deontology, utilitarianism, distributive justice, and care ethics), and applied business ethics case studies.
- Designed to guide students through a personal reflection of their own ethical code and how it relates to their role as professionals. Case studies are used to contextualize their ethical thinking by studying real-world examples.

BADM 1910: Business for Good

2020 - 2021

- Taught at Loyola Marymount University
- Average Enrollment: 350 per semester
- Topics Covered: Bottom-up design, subsistence marketplaces, sustainability, business ethics, entrepreneurship.
- This course is an immersive first year experience designed with Madhu Viswanathan, Ph.D. Through a series of iterative exercises students are introduced to a bottom-up approach to designing a business plan that puts doing good at the heart of a business. Students combine this knowledge with exposure to issues facing people living in subsistence marketplaces around the world and are challenged to design their business plan to benefit people living in a global low-income setting.

BADM 4950: Business and Social Responsibility in the Global Economy

2020

- Taught at Loyola Marymount University
- Enrollment: 12
- Topics Covered: Ethical decision-making, normative ethical schools of thought (including virtue ethics, deontology, utilitarianism, distributive justice, and care ethics), and applied business ethics case studies.
- Designed to help students grasp the broad issues of corporate social responsibility and develop decision-making skills to lead an organization to productive and responsible decisions.

LW 270: Law & Society 1

2014 - 2019

- Taught at Clarkson University
- Average Enrollment: 175 per semester
- Topics Covered: Introduction to Law & Legal Systems, Torts, Property, Contracts.
- Designed to provide a basic introduction to the law for business and civil engineering majors. Utilized education technology (i.e., Pearson's MyLab) to track student learning and check comprehension.

PHIL 243: Business Ethics

2013 - 2019

- Taught at Clarkson University
- Average Enrollment: 30 per semester
- Topics Covered: Ethical decision-making, normative ethical schools of thought (including virtue ethics, deontology, utilitarianism, distributive justice, and care ethics), and applied business ethics case studies.
- Designed as a highly structured introduction to normative ethics and its applicability to a variety of business scenarios. Uses a combined lecture/case discussion approach to elicit understanding of how various philosophical schools of ethics apply in a business setting. Writing intensive, requiring students to produce approximately 40 pages of written work and review peer writing.
- Featured in the article “Provide a Framework for Business Ethics with Six Schools of Thought” by Peter Dorfman: <https://www.coursehero.com/faculty-club/best-lessons/scaffolding-approach/>

LW 466: The Law of the Workplace

2015 - 2019

- Taught at Clarkson University
- Average Enrollment: 12 every fall
- Topics Covered: The At-Will Rule, employees vs. independent contractors, disparate treatment, disparate Impact, discriminatory harassment, retaliation, accommodations, wage & hour laws.
- Designed as an upper-level seminar to help students understand the critical thinking processes used by lawyers and judges for making legal decisions.

UNIV 399: Global Studies in Armenia and Georgia

2015 - 2018

- Taught at Clarkson University
- Average Enrollment: 12 per year
- Topics Covered: The history of the South Caucasus, the role of the Soviet Union in Armenia and Georgia, the influence of the United States, E.U., and Russia in the South Caucasus, the business climate of Armenia and Georgia, and the Armenian Genocide.
- Building on my experience as a Peace Corps Volunteer in Armenia, this course combined in-class learning about the South Caucasus with a three-week trip to Armenia and Georgia. Students visited over 20 businesses, NGOs, governmental organizations, and educational institutions to learn about the way that these countries have tried to build their economies after the fall of the Soviet Union.
- Managed an average annual budget of \$50,000 per year. Responsible for booking transportation, lodging, guide services, and business visits for the trip.

- LW 352: Reading for The Law: Legal Issues & Non-Fiction Literature** 2017 - 2019
- Taught at Clarkson University
 - Average Enrollment: 9 every other spring
 - Topics Covered: The role of money in the law, mass media and the law, race and the law, socioeconomic status and the law, housing policy, the death penalty, and restorative justice.
 - Designed to evaluate a variety of legal issues through a sociological lens by reading and discussing nonfiction literary texts.
- LW 471: Law & Society 2** 2014 - 2019
- Taught at Clarkson University
 - Average Enrollment: 30 every spring
 - Topics Covered: Agency, partnerships, LLCs, corporate formation, sales and lease contracts, negotiable instruments, secured transactions.
 - Designed for business students who are seeking a more in-depth understanding of business law. Primarily focused on practical business law, with demonstrations on the creation of businesses, the use of sales and lease contracts, and the rules surrounding negotiable instruments.
- PHIL 485: Advanced Topics in Ethical Theory** 2016
- Taught at Clarkson University
 - Enrollment: 4
 - Topics Covered: Metaethical and normative ethical theories of Plato, Aristotle, Butler, Hume, Kant, Bentham, Mill, Nietzsche, Rawls, and Nozick.
 - A one-time course designed for students who excelled in Business Ethics and wanted an in-depth study of primary source documents. Entirely discussion-based with student discussion leaders in a seminar format. Students were required to write two philosophical thesis papers.
- SB 609: Corporate Ethical Decision Making** 2018
- Taught at Clarkson University
 - Enrollment: 40
 - Topics Covered: Normative ethical theories, stakeholder analysis, ethics & company culture, ethics & product safety, and ethics & international business.
 - Designed to introduce MBA students to the decision-making models necessary for making ethical decisions in business. Focused on the interrelationship between strategic, legal, and ethical factors in decision making. Case studies used to assist students in developing an ethical framework for their career.
- SB 693: Seminar in International Business - The Culinary Industry of Italy** 2017 - 2018
- Taught at Clarkson University
 - Average Enrollment: 14 per year
 - Topics Covered: The Slow Food movement, the supply chain of food,

and agritourism.

- This course had three distinct sections: an in-class review of the topics noted above, a two-week trip to Italy with students visiting businesses related to these topics, and a final independent research project requiring students to synthesize the topics learned in class, observations made during the trip, and academic research on these topics.

UNIV 190: The Clarkson Seminar

2014

- Taught at Clarkson University
- Average Enrollment: 50
- Topics Covered: Academic writing, academic research, social contract theory.
- As part of Clarkson's Freshman Seminar program, this course was designed for students to learn about the conventions required in higher education for writing and research. All writing was iterative in nature. Students were required to write multiple drafts reviewed by the professor, and to meet with the professor one-on-one to work on writing skills. The class content focused on modern apocalyptic narratives and how they related to a variety of social contract theories.

ACADEMIC LEADERSHIP EXPERIENCE

CBA Advantage Program, Director

2020 - 2021

- Designed the CBA Advantage program, a gamified co-curricular experience to help students identify learning opportunities outside the classroom, track their learning progress in an ePortfolio, and earn points towards prizes.
- Reviewed proposals from software companies, made recommendations to the Dean on a software package, developed all policies and procedures, worked with department chairs, center directors, and student leaders to identify co-curricular learning opportunities, onboarded all students to the program, and addressed ongoing programmatic needs.

Business Minor Admissions Committee, Chair

2020 - 2021

- Redesigned the admissions process for Loyola Marymount University College of Business Administration Business Minor in accordance with best practices.
- Responsible for all phases of the Business Minor admissions process, from designing the application, advising prospective students, verifying student information with the Registrar's Office, facilitating the decision making of the faculty committee, informing students of their application decision, and onboarding students to the College of Business Administration.
- Helped to write the Query for Modification of Business Minor, which shifted the Business Minor from a cohort based 3-unit model to a 4-unit model where minor students were integrated into classes with business

majors.

- Beta Gamma Sigma, Advisor** 2020 - 2021
- Responsible for overseeing the administration of Loyola Marymount University's chapter of Beta Gamma Sigma, the AACSB honor society.
 - Selected students for inclusion in Beta Gamma Sigma based on established criteria, interfaced with Beta Gamma Sigma's national office in the invitation process, planned the annual induction ceremony, and advised students interested in making the chapter more active on campus.
- Restorative Justice Task Force, Chair** 2015 - 2019
- Initiated a review of Clarkson's Student Code of Conduct Procedures through a restorative justice framework.
 - Liaised with the Dean of Students, Vice President for Enrollment and Student Advancement, Vice President for Diversity & Inclusion, and the Faculty Senate Climate and Engagement Committee to advance an educational, restorative approach to student code of conduct violations.
 - Convened a variety of campus constituencies, including students, faculty, staff, and administrators, to make sure all perspectives were considered.
- Academic Integrity Committee, Chair** 2017 - 2019
- Participated in hearings on violations of Clarkson's Academic Integrity policy.
 - Led an effort to modernize the Clarkson University Academic Integrity Code and align it with best practices at peer institutions.
- Pre-Law Program, Co-Director** 2014 - 2019
- Advised students interested in attending law school on LSATs, admissions standards, essays, and school choice.
- School of Business Governance Committee, Chair** 2016 - 2018
- Led an annual review of the School of Business bylaws and recommended changes to the faculty.
 - Staffed committees required by School of Business bylaws.
 - Worked with the Dean, Associate Dean, and Secretary of the Faculty to address faculty voting issues that arose from the merger of Clarkson University and Union Graduate College.

UNIVERSITY SERVICE

- College of Business Administration Leadership Team, Member** 2020 - 2021
- Member of the Leadership Team in the Loyola Marymount University College of Business Administration, which included the Dean, Associate Dean, Directors, and Department Chairs.
 - Responsible for addressing all issues impacting the College of Business

Administration including continuity of operations during COVID-19, scheduling decisions, programmatic changes, and graduate and undergraduate enrollment.

Assistant and Associate Deans Council, Member 2020 - 2021

- Sat on a committee with all Assistant and Associate Deans at Loyola Marymount University.
- Reviewed matters including the pivot to online learning during COVID-19, scheduling issues, strategic planning issues, and other concerns that impacted the wider university community.

Community of Care Committee, Member 2020 - 2021

- Sat on the committee that reviewed any extraordinary cases referred to Loyola Marymount University's Community of Care program.
- Helped strategize with other committee members how to help students who were facing difficulties that impacted their ability to learn.

IBES Faculty Advisory Committee, Member 2020 - 2021

- Advised the Director of the Institute for Business Ethics and Sustainability at Loyola Marymount University.
- Responsible for a monthly review of IBES goals and initiatives, assisting the Director in setting a strategic course for the Institute to meet the needs of students, faculty, and staff.

College of Business Administration Undergraduate Policy Committee, Member 2020 - 2021

- Ex-officio member of the committee responsible for reviewing all policy issues that impact undergraduates in Loyola Marymount University's College of Business Administration.
- Assisted in a major overhaul to the College of Business Administration's curriculum, involving a shift from 3-unit courses to 4-unit courses. Helped to inform students of this major shift, coordinate with faculty and advisors so they understood the change, and prepared materials for distribution on how this would impact students.

Valedictorian Selection Committee, Member 2020

- College of Business Administration representative to the committee that chooses Loyola Marymount University's valedictorian.
- Reviewed the files of and read the proposed speeches of all long-listed valedictorian candidates. Evaluated these candidates based on established criteria. Listened to the speeches of finalists and helped the committee come to a decision.

School of Business Undergraduate Policy Committee, Member 2018 - 2019

- Reviewed the academic policies and curriculum of the School of

Business at Clarkson University. Made recommendations for changes to the faculty.

- Behavioral Intervention Team, Member** 2017 - 2019
- Served as faculty representative on committee that addresses the most severe threats to students and the Clarkson University campus.
 - Selected to participate by unanimous vote of the Dean of Students, the Director of Counseling, the Director of Safety and Security, the Associate Vice President of Student Success, Diversity & Inclusion, and the Director of Residential Living and Learning.
- Title IX Working Group, Member** 2017 - 2019
- Evaluated proposed changes to Title IX procedures at Clarkson University.
 - Met monthly with the Title IX Coordinator, Assistant Title IX Coordinator, Director of Counseling, and Director of Safety and Security to discuss emerging best practices in Title IX and make proposals for Clarkson's Title IX system.
- Teaching Excellence Committee, Member** 2017 - 2019
- Examined the usage of paper Student Teaching Evaluation forms at Clarkson and recommended the move to an electronic system.
 - Studied issues raised by the current Student Teaching Evaluation system at Clarkson and began the process of an overhaul of this system, in accordance with emerging best practices and current research.
- Greek Recognition and Review Panel, Member** 2016 - 2019
- Heard cases regarding the behavior of members of Greek life.
- School of Business Merger Governance Committee, Member** 2016 - 2017
- Evaluated issues that impacted the governance of the School of Business after the announcement of a merger between Clarkson University and Union Graduate College.
 - Wrote standing rules to assist the School of Business to integrate monthly faculty meetings at two separate campuses.
 - Worked collaboratively with faculty members from both campuses to propose solutions to the Dean regarding new organizational structures for the School of Business to be inclusive of faculty from both campuses.
- Ombudsman Office Task Force, Member** 2016 - 2017
- Examined best practices for Ombudsman offices at peer institutions.
 - Produced a report for review by the President to evaluate whether Clarkson University ought to create an Ombudsman's Office.
- Discipline & Disorders Committee, Member** 2015 - 2019
- Heard appeals of Title IX and Code of Conduct cases.

- Tau Epsilon Phi Fraternity / Pre-Law Society / Model UN, Advisor** 2015 - 2019
- Advised student groups on academic issues, school recognition, and budgetary issues.
 - Assisted TEP Fraternity in developing a plan to improve their fraternity-wide GPA.

COMMUNITY SERVICE

- Orwell, Vermont Development Review Board / Planning Commission, Chair** 2020 - Present
- Chaired all hearings of the Orwell, Vermont Development Review Board. Responsible for ensuring that hearings meet all requirements of the Orwell Land Use Regulations and writing decisions of the board.
 - Chaired all meetings of the Orwell, Vermont Planning Commission. Responsible for working with the Regional Planning Commission to develop the Town Plan and to have the plan approved by the Planning Commission and the Selectboard.
 - Appointed by the Orwell, Vermont Selectboard.

- Addison County Regional Planning Commission, Executive Committee Member** 2021 - Present
- Responsible for evaluating planning proposals in Addison County, including proposed Town Plans. Helped plan ACRPC activities as a member of the Executive Committee.
 - Appointed by the Orwell, Vermont Selectboard.

- Addison County Economic Development Corporation, Board Member** 2021 - Present
- Responsible for representing the Addison County Regional Planning Commission at ACEDC board meetings.

- Orwell, Vermont Town Green Committee, Secretary** 2021 - 2023
- Worked with other committee members to evaluate the town green, identify deficiencies, solicit public comment, and identify grants to approve the town green. Responsible for recording meeting minutes.
 - Appointed by the Orwell, Vermont Selectboard.

- Maple Broadband Operations Committee, Vice Chair** 2021 - 2022
- Worked with committee members to evaluate operational needs for the Addison County Broadband Communications Union District.
 - Established norms for responding to public inquiries and made recommendations for a ticketing system.

- Ogdensburg Bridge and Port Authority, Director & Board Secretary** 2018 - 2019
- Nominated by Governor Andrew M. Cuomo and confirmed by the New York State Senate.
 - Responsible for oversight of the Ogdensburg Airport, the Port of

Ogdensburg, the Ogdensburg-Prescott International Bridge, the Ogdensburg Industrial Park, and Foreign Trade Zone 118.

- Chaired the Compliance, Strategic Planning, & Bylaws Committee. Member of the Bridge & Industrial Parks Committee and the Human Resources & Sexual Harassment Committee.

Potsdam Food Co-Op, Inc., Past President & Director

2014 - 2019

- Responsible for running board meetings and managing the General Manager. Helped to oversee the process of hiring a new General Manager.
- Attended monthly meetings, served on committees, and conducted general oversight of a cooperatively owned community grocery store.
- Served as Secretary in 2015, Vice President in 2016, and President in 2017.

Royalton Community Radio, Co-Founder, Technical Director, and Trustee

2012 - 2019

- Responsible for all aspects of planning and launching a community radio station.
- Assisted in fundraising, financial oversight, programming, and review of legal issues. Designed and maintained an internet broadcast and automation system utilizing Mac OS X and advised the station manager on technical issues relating to internet and FM broadcast.
- Advised the Vermont Law School Center for Agriculture and Food Systems on the production of a monthly podcast on environmental law.

Traditional Arts in Upstate New York, Inc., Trustee

2014 - 2016

- Volunteered as a board member of a non-profit organization dedicated to showcasing the folk culture and living traditions of New York's North Country.
- Responsible for budgeting, long term planning, and general oversight. Coordinated with the President, Executive Director, and Communications Director to plan and implement changes to TAUNY's website.

Windsor County Partners, Legal Consultant & Trustee

2009 - 2014

- General oversight and visioning of short-term and long-term goals for non-profit youth mentoring organization.
- Responsible for strategic planning, oversight, financial planning, and review of legal issues.
- Reviewed and prepared bylaws for board approval as a member of the bylaws subcommittee and legal consultant.
- Planned and executed fundraisers, conducted public relations, and designed events for the selection and retention of adult mentors.
- Drafted budgets and profit and loss statements for accounts in excess of \$100,000 each year as Treasurer.

- Peace Corps Armenia, NGO/Community Development Specialist** 2011
- Successfully completed three months of in-country training, including cultural education, language acquisition, and development skills.
 - Assisted in the production of short films about the history of Armenia, provided website and networking services, and taught business skills.
 - Elected to represent fellow Volunteers to the Peace Corps administration as a member of the Volunteer Advisory Committee.
- Town of Bethel, Vermont, Town Auditor** 2008 - 2011
- Elected to a three-year term of office as one of three Town Auditors and elected as Chair by the Town Auditors committee.
 - Reviewed town books and financial statements and partnered on the development of an audit report. Provided a detailed statement of the town's financial condition, a summary of receipts and expenditures, and additional details such as payables, deficits, trust funds, bonds, and notes, as appropriate.
 - Advised the Town Selectboard to transition to a professional auditing company under Vermont law, and drafted the motion to be brought before Bethel's annual Town Meeting.

AWARDS

- Phalanx Society Member** 2019
- As Clarkson University's highest honorary society, membership is restricted to those who have been assessed with the highest leadership qualities, including personality, ability to lead, and ability to follow.
 - One of the few faculty members in the history of the university to receive five Phalanx awards in four straight years.
- Commendable Leadership Award** 2019
- This award is presented to members of the Clarkson community who have demonstrated outstanding leadership abilities and quality participation in organizations associated with Clarkson and the Potsdam community. Awardees must exhibit exceptional leadership qualities and the versatility to balance all aspects of college life.
- Commendable Service Award** 2019
- This award is presented to members of the Clarkson community who have demonstrated quality in service to the university. Awardees must be well-rounded individuals who excel in all aspects of life at the university and are especially dedicated to serving the division they work in.
- Faculty Teaching Excellence Endowed Fund in Honor of Dr. Robert John McGill and Dr. Nye Smith Award** 2019
- Given every year to a Clarkson faculty member who has demonstrated effectiveness in teaching students at all levels of ability and encouraging

their success.

Clarkson University Student Association Outstanding Teacher of the Year 2018

- Given every year by the Clarkson University Student Association to a professor “who not only teaches, but inspires.”

Allegany County Area Foundation Influential Educator Award 2018

- Awarded to an educator who was profiled by a scholarship recipient as having the most impact on their education and life.

Commendable Leadership Award 2018

Commendable Leadership Award 2017

Commendable Service Award 2016

EDUCATION

J.D., Vermont Law School May 2005

- Awarded General Practice Program Certificate: Successfully completed a 4-semester program exploring substantive legal issues through a series of experiential simulations encompassing business planning, real estate, criminal, family, bankruptcy, employment, environmental, school, and estate law.

B.A., Oberlin College May 2002

Major: Philosophy

- Cole Scholar of Electoral Politics: Selected to complete a 1-year intensive study of the U.S. electoral system in the political science department, including a summer internship with the Vermont Democratic Party.

Certificate, Upper Valley Educators Institute June 2007

- Obtained certification through an intensive, competency-based program in Secondary Social Studies and English.

LANGUAGES

- **English:** Native Language
- **Eastern Armenian:** Intermediate-Low Listening, Intermediate-Low Speaking, Novice Reading and Writing