

# DENISE DEFOREST

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## EXPERIENCE - EDUCATION

### **Director of Academic Support and Instructor, University of Colorado Law**

**June 2017 - present**

- Designed and taught a full slate of academic success and bar preparation courses and workshops, including designing a Remedies course as an academic success class and creating three sections of a fully flipped bar preparation course. Performed *pro bono* litigation work. Drafted an ethics training module for the Council on Licensure, Enforcement, and Regulation and a Daniels Fund Ethics Fellow.

### **Senior Instructor, Council on Licensure, Enforcement, and Regulation, National Certified Investigator Training Program**

**July 2005 – present**

- Teaching investigative best practices, with a focus on civil and regulatory investigations, for state and federal regulatory investigators throughout the United States and Canada.

### **Visiting Assistant Professor of the Practice of Law, University of Denver Sturm College of Law**

**June 2014 – June 2017**

- Taught bar prep courses and substantive law workshops, and provided feedback to students as a visitor. Prior to holding that position, worked as an Adjunct and Writing Advisor from 2004 – 2014 providing feedback to students on bar preparation issues.

## EXPERIENCE - LAW

### **Senior Administrative Law Judge, State of Colorado State Personnel Board**

**August 2005 – February 2015**

- Managed a trial court docket of civil service appeals and conducted settlement facilitations in cases where I was not the merits judge.

### **Staff Assistant / Consultant, City of Omaha, NE**      **November 2001 – December 2005**

- Mayoral appointee to assist the Public Safety Auditor with policy and performance oversight of the city police and fire departments.

### **Assistant Attorney General, State of Colorado**

**August 1997 – January 2003**

- Served as a disciplinary prosecutor, general counsel, and appellate counsel to a variety of state professional licensing boards and the State Personnel Board.

### **Associate Attorney, Holme Roberts & Owen, L.L.P.**

**August 1995 – July 1997**

- Worked primarily with the public law department assisting with trial preparation and general counsel work for various Colorado towns.

**Judicial Law Clerk, The Honorable Stephanie Duncan-Peters, Superior Court for the District of Columbia** **October 1994 – August 1995**

- Managed a civil case trial docket and a felony trial docket.

EXPERIENCE - INVESTIGATIONS

**Investigations Supervisor, Georgetown University Law Center, Criminal Justice Clinic** **October 1989 – June 1993**

- Performed field investigations for criminal defense cases litigated by CJC Fellows, and taught investigative strategies to 3<sup>rd</sup> year law students.

**Investigator, Select Committee on Indian Affairs, United States Senate** **February 1989 – October 1989**

- Performed field investigations of complaints referred to the Select Committee.

**Investigator, Public Defender Service for the District of Columbia** **August 1984 – March 1989**

- Performed field investigations on felony and juvenile criminal defense cases, and managed an intern investigator program.

LEADERSHIP

**Chair, Vice-Chair, and Member, Denver Public Safety Review Commission** **May 1996 – August 2002**

- Mayoral appointee on a city commission performing investigations and oversight of policing issues.

**Board Member, National Association of Civilian Oversight of Law Enforcement** **2003 – 2005**

- Served on the Board of Directors; coordinated national conference events, conducted training session for oversight practitioners.

EDUCATION AND LICENSES

**Law License – State of Colorado** **October 1994 - present**  
**Georgetown University Law Center – Washington, DC – Juris Doctorate** **May 1994**  
**University of Virginia – Charlottesville, VA – B. A. (Biology)** **January 1987**

COMMUNICATION

Co-Presenter, "Lesson In A Box: Conducting a Bar Prep Supplemental Workshop," presentation for the Association of Academic Support Educators, 2019 Annual Meeting, Seattle, WA.

Presenter, "Ethical Issues in Working with Investigators," CLE presentation, March 2017, Denver, CO.

Presenter, "Teaching the MPT Using Forms of Legal Reasoning," presentation for the Association of Academic Support Educators, 2017 Annual Meeting, Ft. Worth, TX.

Co-Presenter, "State Personnel Board Layoff Rules Training," CLE presentation - December 11, 2007 and February 5, 2009.

Co-Presenter, "State Personnel Board Practices and Procedure Training," CLE presentation - December 16, 2005.

Coordinator of the Investigative Training Track and Co-Presenter, "Best Investigative Practices II: Evidence Collection," NACOLE National Conference - October 20, 2004, Chicago, IL.

Co-Presenter and Training Designer, NACOLE Police Oversight Board Training - February 19 - 21, 2004, Key West, FL.

Presenter, "Cases Out of Control: Sane Responses To Outrageous Conduct in Administrative Hearings," Colorado Office of the Attorney General, Business & Licensing Section CLE training session -- November 15, 2002, Denver, CO.

Co-presenter and Author, Plenary Session: "Judging Credibility and Interviewing Tough Witnesses," NACOLE National Conference -- September 23, 2003, Los Angeles, CA.

Lead Presenter, "Civilian Review: Basic Tools for Oversight of Disciplinary Cases," NACOLE National Conference -- September 23, 2003, Los Angeles, CA.

#### PUBLISHED CASES

Willmar Elec. Service, Inc. v. Cooke, 212 F.3d 533 (10<sup>th</sup> Cir. 2000) and 45 F.Supp.2d 1099 (D. Colo. 1999) (ERISA preemption issue) (lead counsel on appeal).

Lawley v. Dept. of Higher Education, 36 P.3d 1239 (Colo. 2001) (discrimination) (lead counsel on appeal).

Hoffler v. Colorado Department of Corrections, 27 P.3d 371 (Colo. 2001) (immunity issues in administrative hearings) (lead counsel on appeal).

Rodgers v. Colorado Dept. of Human Services, 39 P.3d 1232 (Colo.App. 2001) (remedies in administrative hearings) (lead counsel on appeal).

Venard v. Department of Corrections, 72 P.3d 446 (Colo.App. 2003) (recusal standards in administrative hearings) (lead counsel on appeal)