JOEL A. NICHOLS

EXPERIENCE

University of St. Thomas School of Law (Minneapolis, MN)

Interim Dean and Mengler Chair in Law, (June 1, 2022 - present) Associate Dean for Academic Affairs, (Jan 1, 2013 – May 30, 2022)

Professor of Law, 2012-present

Associate Professor, 2007-2012 (with tenure, September 2009)

Emory University Center for the Study of Law and Religion (Atlanta, GA) Senior Fellow/ Affiliated Faculty, 2009-present

Pepperdine University School of Law (Malibu, CA)

Associate Professor and Rick J. Caruso Research Fellow in Law, 2006-2007 Assistant Professor of Law, 2003-2006

Wilmer, Cutler & Pickering (Washington, D.C.) Associate, 2001-2003

Hon. Gerald Bard Tjoflat, U.S. Court of Appeals for the 11th Circuit (Jacksonville, FL) Law Clerk, 2000-2001

Hon. Julie E. Carnes, U.S. Dist. Court for the Northern District of Georgia (Atlanta, GA) Judicial Intern, 1999

Professor John Witte Jr. (Atlanta, GA) Research Assistant, 1996-2000

EDUCATION

Emory University School of Law

Juris Doctor, with highest honors, May 2000 Cumulative GPA: 4.100/4.300 (top 5% = 3.709) Honors: Robert W. Woodruff Fellow in Law

Order of the Coif

Emory Law Journal – Editorial Board, Articles Editor Herman Dooyeweerd Prize in Law and Religion

Candler School of Theology, Emory University

Master of Divinity, May 2000 Cumulative GPA: 4.0/4.0

Honors: Dean's Award in Theology and Ministry

M.Div. Honors Program

Award for Academic Excellence

Abilene Christian University

Bachelor of Arts, summa cum laude, May 1995

Cumulative GPA: 4.0/4.0

PUBLICATIONS

Books

- Religion and the American Constitutional Experiment (5th ed.) (Oxford University Press, 2022) (with John Witte Jr. and Richard W. Garnett), 418 pp.
- Religion and the American Constitutional Experiment (4th ed.) (Oxford University Press, 2016) (with John Witte Jr.), 403 pp. (also available as translated into Spanish, 2018, trans. Nicolás Zambrana-Tévar and Rafael Domingo) (French and Chinese translations forthcoming).
- Marriage and Divorce in a Multicultural Context: Multi-Tiered Marriage and the Boundaries of Civil Law and Religion (edited collection) (Cambridge University Press, 2012), 392 pp. (also available in paperback, 2013).
- Religion and the American Constitutional Experiment (3rd ed.) (Westview Press, 2011) (with John Witte Jr.), 384 pp. (also available as translated into Chinese, 2012, trans. Yuan Yucheng and Miao Qilong).

Articles and book chapters

- "Religious Liberty in the Thirteenth Colony," in *Faith in Law, Law in Faith: Reflecting on the Work of John Witte, Jr.* (Eds. Rafael Domingo, Gary S. Hauk, and Timothy P. Jackson) (Brill Publishers, forthcoming 2024).
- "Vocation as Self, Others, and a Third Thing," 38 *Touro Law Review* ____ (forthcoming 2023).
- "Religious Liberty in the Thirteenth Colony: Dissent and Disestablishment in Colonial and Early National Georgia," in *Disestablishment and Religious Dissent:*Church-State Relations in the New American States, 1776-1833 (Eds. Carl H. Esbeck and Jonathan J. Den Hartog) (Univ. of Missouri Press, 2019), pp. 225-247.
- "Come Now Let Us Reason Together': Restoring Religious Freedom in America and Abroad," 92:1 *Notre Dame Law Review* 427-450 (2016) (with John Witte Jr.).
- "National Report [for the] United States of America: Religious Law and Religious Courts as a Challenge for the State," in *Religious Law and Religious Courts as a Challenge to the State: Legal Pluralism from a Comparative Perspective*, Ed. Uwe Kischel (Verlag Mohr Siebeck, Tübingen, 2016) (with John Witte Jr.), pp. 83-111.
 - (formal citation: Nichols, Joel A.; Witte, John, Jr.: Religiöses Recht und religiöse Gerichte als Herausforderung des Staates Landesbericht USA, in: Kischel, Uwe (ed.): Religiöses Recht und religiöse Gerichte als Herausforderung des Staates Rechtspluralismus in vergleichender Perspektive, Verlag Mohr Siebeck, Tübingen 2016)
- "Religion, Family Law, and Competing Norms," in Negotiating State and Non-State Law: The Challenges of Global and Local Legal Pluralism (Ed. Michael Helfand) (Cambridge Univ. Press 2015), 197-214.

- "Who Governs the Family? Marriage as a New Test Case of Overlapping Jurisdictions," 4 Faulkner Law Review 321-349 (Spring 2013) (with John Witte Jr.).
- "Civil Law and Civil Disobedience: The Early Church and the Law," in *Law and the Bible:*Justice, Mercy and Legal Institutions (Eds. Robert F. Cochran Jr. & David van Drunen) (InterVarsity Press, October 2013) (with James W. McCarty III), 183-207.
- "Marriage: Civil, Religious, Contractual, and More," 50 Family Court Review 222-227 (April 2012).
- "Religion, Marriage, and Pluralism," 25 Emory International Law Review 967-985 (December 2011).
- "When the State is Evil: Biblical Civil (Dis)Obedience in South Africa," 85 St. John's Law Review 593-625 (December 2011) (with James W. McCarty III).
- "Misunderstanding Marriage and Missing Religion," 2011 *Michigan State University Law Review* 195-208 (November 2011).
- "Introduction," in *Marriage and Divorce in a Multicultural Context: Multi-Tiered Marriage and the Boundaries of Civil Law and Religion* (Ed. Joel A. Nichols) (Cambridge University Press, 2012), 1-10.
- "Multi-Tiered Marriage: Reconsidering the Boundaries of Civil Law and Religion," in *Marriage and Divorce in a Multicultural Context: Multi-Tiered Marriage and the Boundaries of Civil Law and Religion* (Ed. Joel A. Nichols) (Cambridge University Press, 2012), 11-59.
- "The Frontiers of Marital Pluralism: An Afterword," in *Marriage and Divorce in a Multicultural Context: Multi-Tiered Marriage and the Boundaries of Civil Law and Religion* (Ed. Joel A. Nichols) (Cambridge University Press, 2012) (with John Witte Jr.), 357-378.
- "Faith-Based Family Laws in Western Democracies?" 2010 Fides et Libertas 119-132 (with John Witte Jr.) (also available as translated into French, German, Spanish, Arabic, Urdu, and Romanian).
- "Evangelicals and Human Rights: The Continuing Ambivalence of Evangelical Christians' Support for Human Rights," 24 *Journal of Law and Religion* 629-662 (2009).
- "More than a Mere Contract: Marriage as Contract and Covenant in Law and Theology," 5 *University of St. Thomas Law Journal* 595-615 (2008) (with John Witte Jr.).
- "Multi-Tiered Marriage: Ideas and Influences from New York and Louisiana to the International Community," 40 *Vanderbilt Journal of Transnational Law* 135-196 (Jan. 2007).
- "Dual Lenses: Using Theology and International Human Rights Law to Assess China's 2005 Regulations on Religion," 34 *Pepperdine Law Review* 105-121 (Dec. 2006).
- "Religious Liberty in the Thirteenth Colony: Church-State Relations in Colonial and Early National Georgia," 80 N.Y.U. Law Review 1693-1772 (Dec. 2005).

- "Introduction," in *Covenant Marriage in Comparative Perspective* (Eds. John Witte Jr. & Eliza Ellison) (Eerdman's, 2005) (with John Witte Jr.), 25 pp.
- "The Right to Anonymity Under the First Amendment," 49 Federal Lawyer 44-48 (March/April 2002) (with David W. Ogden).
- "A Man True to His Principles: John Joachim Zubly and Calvinism," 43 *Journal of Church & State* 297-317 (Spring 2001).
- "Louisiana's Covenant Marriage Law: A First Step Toward a More Robust Pluralism in Marriage and Divorce Law?" 47:3 *Emory Law Journal* 929-1001 (Summer 1998).
- "Mission, Evangelism, and Proselytism in Christianity: Mainline Conceptions as Reflected in Church Documents," 12:1 *Emory International Law Review* 563-650 (1998).

 **Reprinted, in substantial part, in *Mission and Proselytism: A Reader*, ed. John Baxter-Brown, for the World Evangelical Alliance Theological Commission (Wipf & Stock, 2018)

Other works

- "Religious Law and Religious Courts as a Challenge for the State," St. Thomas Lawyer Magazine (Winter 2016), 4 pp.
- "Early Modern Period: Common Law Countries." Entry in *The Oxford Encyclopedia of the Bible and Law*, ed. Brent Strawn et al. (Oxford: Oxford University Press, 2015) (with Charles J. Reid), 17 ms. pp.
- "Book Review of 'The Place of Religion in Family Law: A Comparative Search' by Jane Mair and Esin Örücü (eds.)," 29 *Journal of Law and Religion* 344-347 (Spring 2014)
- "Foreword: Trade, Terrorism, and Islam," 9 *University of St. Thomas Law Journal* 1-4 (2012).
- "Book Review of 'Almighty God Created the Races: Christianity, Interracial Marriage, and American Law' by Fay Botham," 52:4 *American Journal of Legal History* 502-504 (October 2012).
- "Book Review of 'Christianity and Human Rights: An Introduction,' by John Witte, Jr. and Frank Alexander (eds.)" 1:1 *Journal of Christian Legal Thought* 42 (Spring 2011).
- "Kenya Connections: Problem-Solving, Leadership, and Human Rights," St. Thomas Lawyer Magazine (Winter 2009), 6 pp.
- "Foreword: Marriage, Religion, and the Role of the Civil State," 5 *University of St. Thomas Law Journal* 544-547 (2008).
- "Torcaso v. Watkins, 367 U.S. 488 (1961)." Entry in *The Encyclopedia of American Civil Liberties*, 3 vols., ed. Paul Finkelman (New York: Routledge, 2006).
- "McDaniel v. Paty, 435 U.S. 887 (1978)." Entry in *The Encyclopedia of American Civil Liberties*, 3 vols., ed. Paul Finkelman (New York: Routledge, 2006).

- "How Do You Read the Law?" Book Review, *The Christian Chronicle* (April 2002) (reviewing *Christian Perspectives on Legal Thought*, Michael W. McConnell, Robert F. Cochran, Jr., & Angela C. Carmella, eds., New Haven: Yale UP 2001).
- The Origins of Religious Liberty in Georgia in Colonial and Early National America, Candler School of Theology, M.Div. Honors Thesis (Spring 2000), 153 ms. pp.

SELECTED LECTURES AND PRESENTATIONS

- "A Discussion on DEI with the Deans of the Minnesota Law Schools," joint program for Hennepin and Ramsey County Bar Associations (May 2023).
- "A Discussion on Diversity with the Deans of the Minnesota Law Schools," Hennepin County Bar Association (May 2022).
- "Remembering the 2000 Election: A Conversation with Judge Gerald Bard Tjoflat," April 2022.
- "The Relationship with the Dean," Texas A&M Associate Dean Conference (May 2020) (organizer/host of panel with approximately 100 attendees).
- "Leaning into Uncertainty: Ensuring Quality Legal Education During Coronavirus -- Designing Curriculum and Programs in a World of Social Distancing: Sections, Schedules and Changing Circumstances," Drexel University Conference (May 2020) (approximately 200 attendees).
- "Identity, Society, and Human Dignity," Peter Pazmany University (Budapest, Hungary) (July 2019).
- Moderator and Organizer, "Essential Skills: Leadership, Project Management, Communication and Integrity," AALS Section on Associate Deans for Academic Affairs and Research, AALS Annual Convention, New Orleans (January 2019).
- "Faith in Action: Religious Freedom and the Common Good," Our Lady of Lourdes Lecture, Minneapolis (January 2019).
- "Christianity, Contracts, and Consent," Pepperdine University (November 2018).
- "Religious Dissent and Disestablishment in Georgia," Religion and Politics in Early America Conference, St. Louis (March 2018)
- "A 'Muslim Ban'? Presidential Power, the Constitution, and the Courts," Constitution Day lecture, St. Catherine's University, Minneapolis (September 2017).
- "Legal Issues for Associate Deans" (plenary speaker), ABA Associate Deans Conference Chicago (Summer 2017).
- "Christianity, Contracts, and Consent," Nootbaar Institute 'Religious Critiques of Law Conference,' Malibu, CA (March 2017) (and participant in private book workshop)
- "Will the Executive Orders on Immigration Hold Up in Court?" Terrence J. Murphy Center for Catholic Thought, Law, and Public Policy, Minneapolis (February 2017)
- Moderator and Organizer, "Private vs. Public in Family Law," AALS Section on Family and Juvenile Law Annual Meeting, AALS Annual Convention, New York (January 2016).

- "Religious Law and Religious Courts in the United States: National Report," Invited Presentation at the Bi-Annual Conference of German Society of Comparative Law, Bayreuth, Germany (September 2015).
- "Scripture and Authority," University of St. Thomas Mid-Day Dialogue Series (February 2015).
- "Immigrant Attorneys Among Us Successes and Challenges," Minnesota State Bar Association (January 2015).
- "Evangelization in the Catholic and Protestant Traditions," University of St. Thomas Mid-Day Reflection Series (October 2013).
- "The Role of Religion and Culture in Non-State Law," ASIL International Legal Theory Interest Group (Washington, D.C.) (May 2013).
- "Marriage, Religion, and Pluralism," Bethel University Pi Sigma Alpha Inaugural Lecture (St. Paul, MN) (April 2013).
- "Marriage and Divorce in a Multicultural Context," St. Louis University School of Law (March 2012).
- "Marriage and Divorce in a Multicultural Context," Marquette University School of Law (January 2012).
- "Marriage and Divorce in a Multicultural Context," Book Launch. School of Oriental and African Studies (SOAS), University of London, UK (October 2011).
- "Commercial Speech's Contours after *Sorrell v. IMS*," Constitution Day Presentation, Univ. of St. Thomas (September 2011).
- "Intersections Between Religion and Family Law," panelist, University of Minnesota School of Law (April 2011).
- "Legal Pluralism and Marriage in the United States," Roger Williams University School of Law (March 2011).
- "Is There a Free Speech Right to Distribute Violent Video Games to Minors?" St. Paul Inn of Court (February 2011).
- "The Early Church and the Law," Conference on "The Bible and the Law," Pepperdine University School of Law (February 2011) (with James W. McCarty III).
- "Civil Disobedience and the New Testament," Law Professors' Christian Fellowship/Lumen Christi Conference, San Francisco (January 2011).
- "How Can You Omit Religion?," Michigan State University Law School Symposium (November 2010).
- "When the State Is Evil: Civil Disobedience and the New Testament," Conference on Religious Legal Theory, St. John's University School of Law (November 2010).
- "Nothing New Here: Religious Symbols and Public Life after *Salazar v. Buono*," Constitution Day Presentation, Univ. of St. Thomas (September 2010).
- "Multi-Tiered Marriage: Reconsidering the Boundaries of Civil Law and Religion," International Society of Family Law Regional Conference, Kansas City, MO (June 2010).

- "Marriage and Divorce in a Multi-Cultural Context," International Society of Family Law Regional Conference, Kansas City, MO (June 2010).
- "Multi-Tiered Marriage and the Frontiers of Marital Pluralism," Emerging Family Law Scholars Conference, Kansas City, MO (June 2010).
- "Shari'a Courts and the Frontiers of Marital Pluralism," University of St. Thomas Law Journal Symposium on "Islamic Law and Constitutional Liberties" (April 2010).
- Moderator, "The Pros and Cons of Collaborative Law Practice within the Family Law Context," University of St. Thomas (March 2010).
- "Searching for Sustainable Human Rights," University of St. Thomas Faculty Colloquia Series (September 2009).
- "The Continuing Ambivalence of Evangelical Christians' Support for Human Rights," (plenary speaker), 25th Anniversary Conference for the *Journal of Law and Religion*, Hamline University (October 2008).
- "Mobilizing the North American Church to Care for Children-At-Risk," Viva's International Cutting Edge Conference, Wheaton College (Chicago, IL) (July 2008) (with Michael J. Hill).
- "Freedom of Religion or Belief' Comes to America: International Norms, The First Amendment, and Constitutional Interpretation," Villanova Law School Faculty Workshop Series (April 2008).
- "Together for Children: A Theology of Children, Human Rights, and Togetherness" (extended session). Annual Bible Lectureship, Abilene Christian University (Sept. 2007) (with Doug Engberg).
- "International Human Rights and China's 2005 Regulations on Religion," Forum on Religious Liberty in China, Pepperdine Univ. (March 2007).
- "Multi-Tiered Marriage." "Hot Topics in Family and Juvenile Law," AALS Juvenile and Family Law Section Annual Meeting, AALS Annual Convention, Washington, D.C. (Jan. 2007) (selected from Call for Papers).
- Moderator, "Religion, Religious Pluralism, and the Rule of Law." AALS Section on Law and Religion Annual Meeting, AALS Annual Convention, Washington, D.C. (Jan. 2007).
- "Perspectives: There Must Be Fifty Ways to Teach a Remedies Course." AALS Workshop on Remedies: Justice and the Bottom Line, AALS Annual Convention, Washington, D.C. (Jan. 2007).
- "The American 'Experiment' and Experience in Religious Liberty: Imagining the Future and Re-imagining the Past." 2006 Pruit Memorial Symposium and Lilly Fellows Program National Research Conference, Baylor Univ. (Nov. 2006).
- "Socially Active Faith." Panel discussant for Center for Faith and Learning discussion of *Faith, Hope, and Jobs: Welfare to Work in Los Angeles* (by Steven Monsma and J. Christopher Soper), Pepperdine Univ. (Oct. 2006).
- "Multi-Tiered Marriage." Pepperdine Law School Faculty Workshop Series (Sept. 2006).

- "Church and State: Where Are We Headed?" Orange County Religion and the Law Symposium, Chapman Univ. School of Law (April 2006).
- Respondent, "The Role of Religion in Judicial Appointment and Selection." Responding to presentation by Prof. Paul Horwitz at Pepperdine Law School (April 2006).
- "Justice, Tradition, and Scripture." Religiously-Affiliated Law Schools Conference, Baylor Law School (March 2006).
- Moderator, "A Raft of Hope': Three Conversations about Liberal Democracy, God and the Human Good." Panel Discussion for the *Journal of Law and Religion* Conference, Hamline Univ. School of Law (Oct. 2005).
- "Dual Lenses: Using Theology and International Human Rights Law to Assess China's 2005 Regulations on Religion." Christian Scholars Conference, Pepperdine Univ. (July 2005).
- "The Challenge of Human Rights for Churches of Christ and Evangelicals" (2 sessions), Annual Bible Lectures, Pepperdine Univ. (May 2005) (with Mel E. Hailey).
- "Theology and International Human Rights: Interpreting China's New 2005 Regulations on Religion." Forum on China's New Religious Regulations, Fuller Theological Seminary (March 2005).
- "Human Rights, Theology, and the Churches of Christ." Lilly Fellows Conference on Christianity and Human Rights, Samford Univ., (Nov. 2004) (with Mel E. Hailey and David Dillman).
- "Human Rights, Theology, and Missiology: Exploring Tensions and Conflicts." University Faculty Conference, Pepperdine Univ. (Oct. 2004).
- Keynote Speaker, "Russian Law and Culture: Impact on Evangelism." Abilene Christian University (May 1999).
- Presenter and Participant, Conference on "Marriage, Family, and the Professions," University of Chicago, Chicago, IL (Sept. 1998).
- Presenter and Participant, Conference on "The Problem of Proselytism in Russia," Emory University, Atlanta, GA (Oct. 1997). The proceedings are available in a special issue of the Emory International Law Review (12 *Emory International Law Review* 1-738).

PROJECTS

- Multi-Tiered Marriage Project. Convener and Director of project on the possibilities of restructuring the jurisdictional boundaries of American marriage and divorce law.
 - * Project participants included Brian Bix, Margaret Brinig, Michael Broyde, Dan Cere, Elliot Dorff, Ann Laquer Estin, Mohammad Fadel, Rick Garnett, Werner Menski, Linda McClain, Joel Nichols, Steven Nock, Stephen Presser, Charles Reid, Ayelet Shachar, Katherine Spaht, Johan van der Vyver, Robin Wilson, and John Witte.
 - * Project resulted in two published works: (1) A major anthology by Cambridge University Press in October 2011; and (2) A collection of law review articles on issues of marriage and family, published at 5 UNIV. OF ST. THOMAS L. J. 544-615

- (2008). Collectively these volumes contained thirteen original chapters, three original law review articles, and additional introductory and foreword materials.
- * Convened two conferences (Pepperdine, Feb. 2007; St. Thomas, Nov. 2007).
- * Grant funding provided by Emory University's Center for the Study of Law and Religion, Pepperdine University School of Law, Pepperdine University, and the University of St. Thomas School of Law (MN).

PROFESSIONAL AFFILIATIONS AND SERVICE

Admitted to practice: Minnesota State Bar (0395126), State Bar of Texas (24027572, inactive) and District of Columbia Bar (475090) (inactive)

AALS Section on Associate Deans

Chair (2018-19)

Chair-Elect (2017-18)

Nominating Committee (2019-2020)

Planning/Nominating Committee (2016-2017)

AALS Section on Law and Religion

Executive Committee (2005-06, 2008-09)

Nominating Committee (2010-11, 2011-2012, 2014-2015)

Program Committee (2006-07, 2009-10, 2013-14)

Co-Chair (2013-14)

AALS Section on Family and Juvenile Law

Executive Committee (2007-present)

Scholarship Review Chair (2011-2013)

Secretary/Treasurer, (2014-2015)

Chair-Elect (2015-2016)

Chair (2016-2017)

Advisory Board, Educate Tanzania (Member, 2013-2017)

Board of Directors, Minnesota Continuing Legal Education (MinnCLE) (2014-2020) Finance Committee, 2018-2020

Board of Directors, Minneapolis Downtown Council (2022-present)

Board of Directors, Viva Network (North America) (2006-2019)

- Chair (2010-2012)
- Secretary (2007-2012)
- Executive Committee (2007-2012)
- Executive Search Committee (2008)
- Provided leadership training for projects working with street children in Nairobi, Kenya (June 2009)

Board of Trustees, Viva International (United Kingdom) (2010-2012)

Consultant and Trainer, Made in the Streets (ministry for street children), Nairobi, Kenya (June-July 2009)

Expert Witness and Consultant in cases involving First Amendment law and Family Law

External reader/committee member, Bethel University Honors Program Senior Thesis

Member, American Bar Association

Member, Minnesota State Bar Association (MSBA) and Hennepin County Bar Association

Member, Minnesota Supreme Court Task Force on Early Bar Admission (2019-20)

Parish Council, Restoration Anglican Church (Member, 2019-2022; Chancellor, 2022-present)

Minnesota State Bar Association (MSBA) Early Bar Admission Task Force (2016-17)

Referee or Reviewer for numerous presses and institutions. Examples include: Aspen Publications; Cambridge University Press, *Journal of Law and Religion*, Netherlands Organisation for Scientific Research - Council for the Humanities, Rowman & Littlefield; University of Virginia Press; Wolters Kluwer Law & Business; Universities in the United States and United Kingdom

Site Team Member for American Bar Association Accreditation Visits (2019, 2021, 2024)

Served as ABA/AALS representative on teams to law schools; contributed to ABA report and sole reporter for AALS report

SELECTED OTHER ACADEMIC SERVICE

Committee Service: Law School

Ad Hoc Committee on Learning Objectives

Adjunct Review Committee

Assessment Committee

Career Development Committee

Colloquia Coordinator

Committee on US News Rankings

Compliance degree joint oversight committee

Curriculum Committee

Executive Committee

Multicultural Affairs Committee

Online Learning

Promotion and Tenure Committee: Lawyering Skills

Promotion and Tenure Committee: Legal Studies

Self-Study Committee

Student Discipline

Technology Committee

Undergraduate Education Committee

Committee Service: University-level

Ad Hoc Committee on Assessment

Budget Advisory Committee

Committee on Faculty Nominations & Elections

Committee on Teaching Evaluation

Diversity, Equity & Inclusion and Shared Governance

Fringe Benefits Advisory Committee

Courses taught include:

Contracts

Family Law

First Amendment: Religious Liberty

International and Comparative Family Law

International Human Rights

Introduction to Legal Reasoning (for non-JDs)

Law and Morality

LLM Mentor Externship (for non-JDs)

Remedies

Professional Formation courses ("Foundations" sequence, Moral Reasoning for Lawyers, Serving Clients Well, Business Basics)

Torts

White Collar Crime and Compliance

CONTACT INFORMATION

Joel A. Nichols Interim Dean and Mengler Chair in Law University of St. Thomas School of Law 1000 LaSalle Avenue, MSL 412 Minneapolis, MN 55403 (651) 962-4827 joel.nichols@stthomas.edu