

## From the Dean

In June, Alva Striplin joined FSU Law as executive director of business law programs. Alva previously served as chief executive officer of Big Brothers Big Sisters of the Big Bend and also sits on the Leon County School Board. In this new executive director position, Alva will work to form our Center for Law and Business and to create a new executive education program for business professionals. She will build and manage a team that is committed to advancing FSU Law's reputation and visibility in the field of business law, and we expect that team to excel under Alva's capable leadership. Both the center and the executive education program will bring elite academics and sophisticated practitioners and businesspeople to the law school, thereby increasing the richness of our academic environment while showcasing our programs and students on a national scale. Part of Alva's role will be to forge relevant corporate and other partnerships, which we believe will lead to substantial opportunities for students and graduates. We are excited to welcome Alva to the FSU Law team and eager for the growth of our new offerings in business law.



-Dean Erin O'Connor

## Prof. Eisenberg Authors Piece for The Atlantic

[Avlana Eisenberg](#), FSU Law's Gary & Sallyn Pajcic professor, published a timely piece in The Atlantic on June 22. In "[Hate-Crime Laws Don't Work as Their Supporters Intended.](#)" Eisenberg provides insight into why the enforcement of hate-crime laws may not occur as expected. The piece discusses Eisenberg's research into prosecutorial decision making, which has included interviews with dozens of prosecutors in more than 30 states. Eisenberg's piece provides several reasons hate-crime charges often are not sought by prosecutors. It also covers reasons why prosecutors might bring hate-crime charges because of external factors or in cases that don't seem to warrant them. In addition, Eisenberg's piece discusses options for addressing the under-enforcement of hate-crime laws.



In the piece, Eisenberg states, "Ultimately, there is a massive gap between the stated purpose of hate-crime laws and how they are used in practice. This mismatch may be disastrous for the morale of affected community groups—and for the relationships between these groups and law enforcement. Under-enforcing hate-crime laws can send the message that legal progress is a waste of time, that the lives of members of an affected group are not valued, and that this country's laws do not protect them."

Eisenberg teaches in the area of criminal law, and her scholarship focuses on the law and practice of criminal punishment. She has published in many top law journals, including the *UCLA Law Review*, *Michigan Law Review*, *Vanderbilt Law Review*, *Southern California Law Review* and *N.Y.U. Law Review*.

## Alum Profile: Earnest A. DeLoach, Jr. ('99)

Earnest DeLoach is vice president – legal for Balfour Beatty U.S. Southeast Division, which covers Florida, Georgia, North Carolina and South Carolina. He co-manages all legal affairs for the Southeast Business Unit, including contracting matters, litigation management and human resources, and serves as the division's ethics and compliance officer. DeLoach co-leads Balfour Beatty's national Diversity Equity and Inclusion Task Force, co-founded the company's African American Affinity Group, and works extensively with Balfour Beatty's U.K.-based parent on joint U.S.-U.K. cultural inclusion initiatives. He has also served as national legal advisor to the Strategic Procurement Division and is responsible for negotiating partnership and supply agreements with the company's national commercial partners. Prior to joining Balfour Beatty in 2018, DeLoach owned his own law and consulting firms and was a shareholder at Gunster in Orlando. He has more than 20 years of experience as a commercial/construction attorney and business advisor to some of the most recognized businesses, including Ford Motor Co., Walt Disney World and American Express. DeLoach, FSU Law's first African American Student Bar Association president, remains engaged with his alma mater and is a charter member of the Black Alumni Network.



*"Before going in house at Balfour Beatty, I worked as an associate at small and large firms, partner at a large statewide firm, entrepreneur and law firm owner, traffic court judge, special master, adjunct professor and television commentator. While those roles may have seemed largely unrelated, and came about in what appeared to be an 'ad hoc manner,' they all provided a wealth of layered and cumulative experience for what I do now: acting as a senior executive, legal director, business advisor, compliance administrator and diversity advocate for a multinational enterprise. Sometimes you can't see the mountain top when you're climbing. Keep climbing anyway. And don't forget to help those climbing behind you."*

## Student Profile: 2021 Grad Helen Haynie

**Desired Practice Location:** Central Florida

**Field of Law Sought:** Clerkship, tax or transactional law

Helen Haynie is from Winter Springs, Florida. Haynie earned her bachelor's degree from FSU in international relations & affairs, and political science & government with a minor in theatre. She became a double 'Nole when she graduated from FSU Law in April. During the spring 2021 semester, Haynie worked as a judicial clerk for the Florida First District Court of Appeal, where she reviewed records and assisted in research and drafting case summaries for review by other clerks and judges. The summer before her 3L year, Haynie worked as a disaster response law clerk for Legal Services of North Florida, where she drafted letters, interrogatories and requests to produce, and drafted information pamphlets and packets to assist with community outreach. The summer before her 2L year, Haynie was a student advocate for FSU's Public Interest Law Center Immigration Law Project. There, she conducted legal research, assisted with filing petitions and presented on legal changes in the state that would affect the immigrant community.



Before beginning law school, Haynie was head of purchasing for an electrical subcontractor for several years. At FSU Law, she was a staff editor for the *Florida State University Law Review* and earned book awards in Contracts and European Union Law. If you are interested in connecting with or hiring Haynie, visit her [LinkedIn profile](#).

*"I hope to secure a position that would allow me to continue to learn more nuances of how the law operates. I find nearly every area of law I have studied to be uniquely fascinating. Ideally, I would prefer a position that mostly entails research and writing to incorporate my strengths with my desire to continue learning."*

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