



## STEPHANIE BALDWIN

### ASSOCIATE ATTORNEY

Arizona

[sbaldwin@jshfirm.com](mailto:sbaldwin@jshfirm.com) | T: 602.263.4432 | F: 602.651.7588

**Legal Assistant:** Gail Hardin | T: 602.263.4514 | [ghardin@jshfirm.com](mailto:ghardin@jshfirm.com)

#### Areas of Practice:

Automobile Liability Defense  
Dram Shop & Social Host Liability  
Employment Law  
General Civil Litigation  
Insurance Coverage & Third-Party Liability  
Premises Liability  
Product Liability Defense  
Professional Liability  
Wrongful Death & Personal Injury Defense

#### Industries Served:

Homeowner Associations  
Insurance  
Manufacturers  
Professional Service Providers  
Retail & Hospitality  
Transportation

Stephanie focuses her practice in the areas of auto liability, commercial litigation, product liability, employment litigation, insurance coverage, and catastrophic personal injury defense. With over 15 years of professional experience in the areas of employment law, human resources, and education, Stephanie's unique background provides her with a strong understanding of the interplay between business and law.

While earning her law degree from the University of Arizona James E. Rogers College of Law, Stephanie worked as a summer associate at JSH, summer and fall legal intern at the Equal Employment Opportunity Commission, and legal extern with an international labor and employment litigation law firm. Stephanie served as Editor-in-Chief of the Arizona Law Journal of Emerging Technologies, earned a CALI Award in her Arizona Legislation class, participated on the Barry Davis National Trial Team, and was a top-five school finisher in the Jenckes Closing Argument Competition. In addition, she was a Dean's Scholar, Distinguished Scholar, Jackson Scholar, and Shirley G. Schmitz Foundation Scholar. Stephanie was active in numerous law school organizations, including the Sports and Entertainment Law Society, Women's Law Association, Arizona Women Lawyers Association, and was student liaison to the Arizona Bar Association's Young Lawyers Division. In addition, she gained valuable trial experience as a Rule 38d certified student for the City of Tucson.

Before pursuing her law degree, Stephanie focused her career in human resource management and education. In addition to working in the for-profit world, she worked for nine years for the Arizona Zoological Society at the Phoenix Zoo as the Director of Human Resources, HR Manager, and HR Administrator II. Her employment and HR experience includes creating policies, editing employee handbooks, implementing diversity initiatives, creating management training, developing executive compensation programs, administering progressive discipline programs, and handling claims involving internal disputes, EEOC, and DOJ audits. Since 2013, Stephanie has worked as a Faculty Associate at ASU. She teaches Strategic Human Resources, a graduate course aimed at teaching best practices related to managing paid employees, with particular emphasis on employment laws. She also began teaching, Nonprofits, Law and Society a graduate course focused on nonprofit law.

Stephanie's impressive professional experience is matched by her equally-impressive educational success. She earned a Graduate Certificate in Educational Technology from George Mason University, Master of Education in Counseling with a Human Relations Emphasis from Northern Arizona University, and Bachelor of Science in Communications with a minor in Business from Arizona State University. At ASU, Stephanie earned Dean's List honors and was a member of the Communication Honors Society. She earned additional professional certifications in leadership and training from the Disney Institute, certification in Nonprofit Management from ASU's Lodestar Center, and maintains credentials as a certified HR professional as both a Professional in Human Resources Management (PHR), and a Society of Human Resources Management Certified Professional (SHRM-CP).

In her free time, Stephanie enjoys attending Cardinal football games, honing her skills at TopGolf, and photographing her travel adventures. In 2015 Stephanie founded Becoming Lawgical, an organization that provides underrepresented and aspiring law students with low-cost and pro bono LSAT tutoring and mentorship. She continues to volunteer her time to advise students as they embark on their legal studies.

## PROFESSIONAL ASSOCIATIONS & MEMBERSHIPS

- Arizona Association of Defense Counsel, Young Lawyers Division Board of Directors, 2020 – Present
- ASU Parking Citations Appeals Board, Member, 2015 – Present
- Society of Human Resource Management (SHRM)
- WorldAtWork
- Phoenix Zoo Antler Society

## **PRESENTATIONS & PUBLICATIONS**

- “Leading Change,” Virginia G. Piper Charitable Trust, Piper Fellows, 2017
- “Managing Organizational Conflict,” Organization of Nonprofit Executives, 2017
- “Creating A Culture of Recognition,” Virginia G. Piper Charitable Trust, Piper Fellows, 2016
- “Diversity of Hot Topics – Domestic Partnership Benefits for Your Nonprofit,” Association of Zoos and Aquariums National Conference (AZA), September 2013
- “Social Media and Your Employees,” AZA National Conference, 2013
- “Staff Engagement: Investment in the Institution Not the Paycheck,” AZA National Conference, 2013
- “Finding Your Geeks! Thinking Outside the Tabs in Social Media,” Phoenix Nonprofit Association, 2011

## **EDUCATION**

University of Arizona James E. Rogers College of Law, J.D., 2021

Society for Human Resource Management (SHRM), Certified Professional, 2015

George Mason University, Graduate Certificate, Educational Technology with Integration of Technology in to Schools, 2014

Northern Arizona University, Master of Education in Counseling with Human Relations Emphasis, *with Distinction*, 2005

Professional in Human Resources Management (PHR), Certificate, 2004

Arizona State University, B.S., Communication and a minor in Business, 2000

## **BAR ADMISSIONS**

Arizona, 2021

U.S. District Court, District of Arizona, 2021