

FACULTY VITA

NAME Ralph W. Flick, JD, MBA
RANK Assistant Professor
FIELD Management, Business Law, Human Resources

I. **ACADEMIC DEGREES (include years)**

B.A., Economics, California State University, Long Beach, CA (1991)
J.D., Loyola Law School, Los Angeles, CA (1994)
M.B.A., University of Southern California, Los Angeles, CA (2004)

II. **ACADEMIC AND PROFESSIONAL EXPERIENCE**

A. **Academic Experience**

Pacific Lutheran University, Tacoma, WA
Assistant Professor (2017-Present)
Visiting Assistant Professor (2016-2017)

Tacoma Community College, Tacoma, WA
Invista Performance Solutions, Lakewood, WA
March 2009 – Present
Adjunct Faculty—Corporate Education

Brandman University
March 2009 – 2014
Lacey, WA
Adjunct Faculty

University of Phoenix, Tukwila, WA
March 2009 – 2014
Adjunct Faculty

Shoreline Community College, Shoreline, WA
Summer 2010
Adjunct Faculty

B. **Professional Experience**

The Law Offices of Ralph W. Flick, P.S., Gig Harbor, WA
June 2009 – Present
Attorney in Private Practice

Rivergrade Corporation, Gig Harbor, WA
December 2013 – Present
Business Consultant

O'Melveny & Myers LLP, Los Angeles, CA
May 2007 – September 2011
Contract Attorney

Fidelity Bancorp Funding, Inc./EverBank Westminster, CA
March 2005 – May 2007
Chief Operating Officer and General Counsel

New Century Financial Corporation Irvine, CA
March 2003 – March 2005
General Counsel, NC Capital Corporation

Guess?, Inc., Los Angeles, CA
June 2001-March 2003
Corporate Counsel

Aames Financial Corporation Los Angeles, CA
September 1996 – June 2001
Counsel, Senior Counsel

III. COURSES TAUGHT

A. Credit Courses

Law and Ethics

Business Law and Ethics - BUSA303 (PLU, 2016-20)
Managing Human Resources – BUSA342 (PLU, 2017-20)
Strategic Human Resources – BUSA442 (PLU, 2019)
Legal, Ethical and Social Responsibility of Business – BMBA510 (PLU, 2016-20)
Global Business Perspectives – BMBA509 (Germany) (PLU, 2019, 21, 22)
Constitutional Rights – POSU344 (Brandman)
Legal Issues in Human Resources – HRCU648 (Brandman)
Introduction to Law – POSU240 (Brandman)
Business Law – BUS201 (Shoreline)
Business Law – BUS415 (UOP)
Business Ethics – MGT344 (UOP)
Employment Law – MGT434 (UOP)
Business Law – LAW531 (UOP)

Accounting/Finance

Introduction to Finance and Accounting – MBA503 (UOP)
Principles of Accounting – ACC300 (UOP)
Accounting for Decision Making – ACC400 (UOP)
Finance for Business – FIN370 (UOP)
Corporate Finance – FIN571 (UOP)
Personal Finance – FP120 (UOP)
Maximizing Shareholder Wealth – MBA540 (UOP)
Introduction to Finance for Corporate Clients (TCC/Invista)
Enterprise Risk – MBA560 (UOP)

Management

Practicum in Organizational Development – OLCU688 (Brandman)
Human Resource Management – BUSA342 (PLU, 2017, 2019)
Strategic Human Resource Management – BUSA449 (PLU, 2020)

Other

Principles of Macroeconomics – ECO372 (UOP)
State and Local Political Processes – POL215 (UOP)
Teamwork, Collaboration, and Conflict Resolution – SOC110 (UOP)
New Faculty Orientation instructor (UOP)

B. Speaking Engagements

Panelist, "Hypotheticals on Ethics Issues of Concern to In-House Counsel"
Washington State Bar Association, Corporate Counsel Section
2017 Corporate Counsel Institute
November 2017

"Real Estate Legal Issues for Start-Up Distilleries"
American Distilling Institute
February 2018

"Stave v. Nemetz: Inside the Jury Room"
Presented to Gig Harbor Mid Day Rotary (May 2016)
Gig Harbor Business Group (May 2016)

"Finance and Legal Basics for Independent Business Owners"
Presented to the Professional Photographers of Washington (2011)

IV. SCHOLARSHIP (APA citations)

Publications

Flick, R (2018). The Condemnation Value of a Waterfront Ocean View for a Beach Dune Replenishment Project. *Real Estate Law Journal*, 46(4), 493-532.

Flick, R. (2019). When is a Temporary Government-Induced Flood a Taking: The Constitutional, Legal and Practical Application of *Arkansas Game & Fish Commission v. United States*. *Real Estate Law Journal*, 47(4), 428-454.

Flick, R. (2021). Pushing the Boundaries of National Monuments. *Real Estate Law Journal* (Spring 2021).

Flick, R. (2021). Beachfront Property Ownership and Public Use. *Real Estate Law Journal* (Spring 2021).

Xin Liu & Ralph Flick (2019). The relationship among psychological need satisfaction, class engagement, and academic performance: Evidence from China, *Journal of Education for Business*, 94(6), 408-417, DOI: [10.1080/08832323.2018.1541855](https://doi.org/10.1080/08832323.2018.1541855)

Kathryn Kisska-Shultze, Corey Ciocchetti & Ralph Flick, (2020). Case-Baiting, *American Business Law Journal*, 58(2), Pending Publication.

Conference Presentations

Kathryn Kisska-Shultze, Corey Ciocchetti & Ralph Flick, (2020). Case-Baiting. Academy of Legal Studies in Business National Conference, Montreal, Canada (August 2019)

Flick, Ralph (2019). A Graphical Roadmap for an Undergraduate Business Law Course. Pacific Northwest Academy of Legal Studies in Business Regional Conference, Seattle, WA (April 2019)

Flick, Ralph (2018). When is Temporary Flooding a Taking? The Constitutional, Legal and Practical Application of *Arkansas Game & Fish Commission v. United States*. Pacific Northwest Academy of Legal Studies in Business Regional Conference, Boise, ID (April 2018)

- Flick, Ralph (2018). "State of Mine" Negotiation Simulation. Academy of Legal Studies in Business National Conference, Portland Oregon (August 2018)
- Flick, Ralph (2018). Blogging as a Legal Writing Assignment. Academy of Legal Studies in Business National Conference, Portland Oregon (August 2018)
- Flick, Ralph (2018). When is Temporary Flooding a Taking? The Constitutional, Legal and Practical Application of *Arkansas Game & Fish Commission v. United States*. Academy of Legal Studies in Business National Conference, Portland Oregon (August 2018)
- Flick, Ralph (2018). The Court's Legislative Role: The Implications of the Supreme Court's *Wayfair* Decision. Academy of Legal Studies in Business National Conference, Portland Oregon (August 2018)

Other

- Lopez, Victor D, Business Law and the Legal Environment of Business Supplemental Course Materials (2017)
- Flick, R. Summoned: A Lawyer's View from Inside the Jury Room. *NWLawyer*. Volume 72, No. 3 (April/May, 2018),
- Flick, R. The Mechanics of a Merger. *NWLawyer*, Volume 72, Number 3 (March 2018).
- Flick, R. Advice I Wish I Heard Before Law School. *NWLawyer*, Volume 72, Number 6 (September 2018).

V. AWARDS (Scholarship, Teaching, Service)

- Dean's Award for Service (2017-18)
- Dean's Award for Excellence in Teaching (2018-19)
- Dean's Award for Excellent in Scholarship (2019-20)
- Distinguished Refereed Proceedings Paper (ALSB 2019)

VI. SERVICE

A. University-Wide

- Faculty Affairs Committee (Elected) (2018-2021, Chair 2020-21)
- University Faculty Executive Committee (2020-21)
- Faculty Joint Committee (2020-2021)
- Retirement Committee (2018-present)
- Ad Hoc Retirement Committee (Chair, 2020)
- University Scholars Association (Webmaster, 2018-19, Treasurer, 2019-Present)
- Ad Hoc Assessment Committee (2018-present)
- Pre-Law Advisor (2018-present)
- Wild Hope Center for Vocation (Steering Committee, 2019 - Present)
- Student Chapter Advisor (Pre-Law Student Association, and Society for Human Resource Management (SHRM))

B. School of Business

Undergraduate Committee (Chair, 2016-20)
School of Business Faculty Executive Committee (Elected, 2020-21)
BMBA509 (Peru) Program Assistant (2018)

C. Professional

Washington State Bar Association, Editorial Advisory Committee
(Member 2017-Present; Chair 2018-2021)

D. Community

Rotary Club of Gig Harbor Mid Day
Member since 2009
President, 2011-2012

Board Member
Prison Pet Partnership Program
2012-2013

Board Member, Secretary
Rotary Foundation of Gig Harbor Mid Day Club
2012-present

Pro Bono General Counsel
Etta Projects

Pro Bono General Counsel
Les Dame D'Escoiffier, Seattle Chapter

Harbor Heights Elementary School Parent-Teacher Association
President, 2012-2013

Junior Achievement Volunteer (2011 – present)

Washington Business Week Volunteer Judge

Community Presentations

“Business Cases in the Supreme Court”
Gig Harbor Business Group (June 2018)
Gig Harbor Chamber of Commerce Public Affairs Forum (January 2019)
Gig Harbor Mid-Day Rotary Club (January 2020)

Panelist, “Hypotheticals on Ethics Issues of Concern to In-House Counsel”
Washington State Bar Association, Corporate Counsel Section
2017 Corporate Counsel Institute
November 2017

“Real Estate Legal Issues for Start-Up Distilleries”
American Distilling Institute
February 2018

“State v. Nemetz: Inside the Jury Room”
University Scholars Association (Fall 2018)
Presented to Gig Harbor Mid-Day Rotary (May 2016)
Gig Harbor Business Group (May 2016)