



Andrea M. Barton

Partner

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Andrea Barton is a partner and member of the firm’s employment law & labor relations and education law practice teams. Andrea rejoined Miller Nash in 2023 after six years at the University of Portland, during which time she served as the university’s vice president and general counsel. In that role, she advised the leadership cabinet and Board of Regents, oversaw all legal affairs for the university, and partnered with campus stakeholders and departments, including human resources, financial affairs, academic affairs, student conduct, Title IX, and athletics. She now provides outside general counsel services and advice to clients in all industries.

Andrea’s time serving as in-house counsel and partnering with human resource professionals provides clients with a unique and informed perspective to help prevent, identify, and resolve legal challenges facing them as employers. Andrea represents local and national businesses and employers in all areas of employment law, providing counsel and day-to-day advice to employers and human resources administrators on employment matters, including performance management, workplace investigations, pay equity, disability discrimination and accommodation, retaliation, employment discrimination, and employee threat assessment. Andrea also regularly advises and represents employers in response to demand letters and state and federal agency complaints alleging employment discrimination claims.

Andrea uses her industry knowledge and experience to advise education clients on all aspects of campus operations, including student conduct policies and processes; student accommodation questions; employment issues, including workplace concerns, tenure, and promotion; policy review and risk management; and crisis response and communications. Andrea has particularly deep experience advising education clients on complex student conduct and Title IX matters, working closely with Title IX administrators, investigators, and conduct professionals on policy and compliance questions with an approach that is guided by a knowledge of the regulatory framework and a recognition of the client’s mission and values.

During law school, she spent a summer at the Oregon Supreme Court externing for former Chief Justice Paul DeMuniz.

Education

J.D., Notre Dame Law School, *cum laude*, 2009

- Note Editor, *Notre Dame Journal of Law, Ethics, and Public Policy*

B.A., University of Notre Dame, Honors Program, 2005

Bar Admissions

Oregon, 2009

Professional Activities

- Multnomah Bar Association, Member
- National Association of College and University Attorneys, Member
- Oregon State Bar, Member
- Oregon Women Lawyers, Member

Civic Activities

- De La Salle North Catholic High School, Ambassador Board, Past Member
- Make-A-Wish Oregon, Emerging Leaders Board, Past Member
- Notre Dame Law Association, Board Member and Regional Representative, 2021-present

Representative Experience

Litigation

- Obtained jury verdict in favor of university in Multnomah County Court lawsuit brought by former student asserting breach of contract claims following dismissal from program for academic reasons.
- Obtained judgment in favor of commercial landlord following bench trial in federal bankruptcy court to prevent discharge of tenant debt due to fraud.
- Defeated temporary restraining order sought by respondent in Title IX process to halt the imposition of sanctions following conduct process at higher education institution.
- Obtained summary judgment in favor of school district on question of Oregon's open meetings law.

Publications

- "Oregon Employers Take Note: Legislature Amends OFLA and Oregon Paid Leave for Better Alignment," Miller Nash, *Employment Law in Motion*, coauthor (June 2023)
- "Don't Wave Goodbye to Waivers: Review Your Liability Releases," *Campus Legal Advisor* (Mar. 2023)

Presentations

- "Examining the 2024 Title IX Regulations: Practical Takeaways and Key Considerations," Employment Law Alliance, panelist (May 2024)
- "Case Law Updates," Association for Student Conduct Administration, Annual Conference, panelist (Feb. 2024)
- "No Whammies: Don't Press Your Luck on Wage and Hour Issues," Miller Nash, Employment Law Seminar (Oct. 2023)
- "Navigating College Athletics' Legal and Regulatory Environment," NIL Summit (June 2023)
- "Pay Transparency: Employer Requirements and Proactive Strategies," Miller Nash Employment Law in Motion webinar (Apr. 2023)
- "Best Practices to Prevent and Be Prepared for Employment-Related Claims in Higher Education," Collective Liability Insurance Cooperative, copresenter (Mar. 2023)