

Ms. Nicole Dillard
Howard University
Assistant Professor
Communication Studies
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Professional Positions

Associate Professor, Howard University, Communications Studies. (August 2025 - Present).
Instructor, Charles Hamilton Houston Pre-law Institute. (June 12, 2016 - Present).
Of Counsel, Brown Gaines, LLC. (June 4, 2012 - Present).
Owner/Principal, Dillard Legal Consultants, LLC (formerly Oden & Dillard, PLLC). (October 2, 2006 - Present).
Assistant Professor, Howard University, Strategic, Legal and Management Communications. (August 2019 - August 2025).
Trial Attorney/Attorney Advisor, District of Columbia Public Schools. (September 3, 2013 - September 30, 2023).
Lecturer, Howard University, Strategic Legal and Management Communications. (August 2018 - May 2019).
Adjunct Instructor, Howard University, School of Communications, Strategic Legal and Management Communications. (August 22, 2011 - May 2018).
Adjunct Professor- Legal Writing, University of the District of Columbia, David A. Clark School of Law, Legal Writing Department. (August 23, 2010 - January 2017).
Associate, Krupin O'Brien LLC. (April 3, 2006 - October 3, 2006).
Senior Associate, Fan, Fitzpatrick and Thompson, LLP. (October 6, 2003 - April 2006).

Education

JD, The Catholic University of America, Columbus School of Law, 2003.
Major: Juris Doctor
MEd, Boston University, 1996.
Major: Bilingual Education
BA, The University of Virginia, 1994.
Major: Psychology
Supporting Areas of Emphasis: Spanish

Licensures and Certifications

District of Columbia License, District of Columbia Bar Association. (June 2006 - Present).
Fourth Circuit Court of Appeals, U.S. Court of Appeals. (June 2004 - Present).
Virginia Bar License, Virginia State Bar. (April 2004 - Present).

Professional Memberships

National Bar Association. (August 2020 - Present).

American Bar Association. (October 2019 - Present).
American Bar Association. (October 2019 - Present).
National Communication Association. (October 2019 - Present).
DC Bar Association. (2006 - Present).
Virginia Bar Association. (2004 - Present).
American Immigration Lawyers Association. (2003 - Present).

Consulting

For Profit Organization, Distance Education Accrediting Commission, Washington, United States. (August 2021 - Present).
Litigation, Brown Gaines LLC, Washington, DC, United States. (June 4, 2012 - Present).
Litigation, DILLARD LEGAL CONSULTANTS LLC, Washington, DC, United States. (October 2, 2006 - Present).
Government, District of Columbia Public Schools, Washington, DC, United States. (September 3, 2013 - September 30, 2023).

Media Appearances and Interviews

"Sanctuary Campus Debate Intensifies as Students Return From Spring Break," HU News Service. (March 23, 2026).
"New Scrutiny for Student Visa Applicants in U.S.," The Washington Informer. (July 9, 2025).
"Washington's Hispanic community fighting fear and rallying help as rumors of an ICE crackdown bubble," AP (Washington). (May 9, 2025).
"Salvadoran Man Unlawfully Deported From Maryland, Sparking Concern about Immigration," The Hilltop. (April 28, 2025).
"What You Need to Know About Howard's ICE Raid Advisory," The Hilltalks. (April 11, 2025).
"Sean Diddy Combs Indicted on Racketeering and Sex Trafficking Charges," The Hilltop. (September 2024).
"Meta Ruling Gives US Citizens Path to Sue for Alleged H-1B Abuse, July 2, 2024," Bloomberg Law. (July 2, 2024).
"New York Needs Workers. They're Waiting On the Sidelines.," Bloomberg. (July 13, 2023).
"Amnesty. Electrified fences. Alabama's crackdown," Immigration Nation. (November 2011).

Publications

Dillard, N. (published). *Evidence of Legal Representation for Nicole Dillard and Dillard Legal Consultants*.
Dillard, N. (2024). Same Time Next Year: How History Repeats Itself in Joy and Pain. *AILA (American Immigration Lawyers Association) Law Journal*, 6(2), 76-98. <https://www.aila.org/library/aila-law-journal-vol-6-number-2-october-2024>
Dillard, N. C., & Sanchez, E. (2024). .But Words Can Also Hurt You: How Hate Speech Contributed to Harmful Immigration Policy. *University of the District of Columbia Law Review*, 27. https://heinonline.org/HOL/Page?public=true&handle=hein.journals/udclr27&div=8&start_page=86&collection=usjournals&set_as_cursor=1&men_tab=srchresults

Dillard, N. (2023). ABC...HIJ, is the U.S. Teacher Shortage Here to Stay? Using U.S. Immigration Policy to Address the Domestic Teaching Shortage. *Journal of Law and Education University of South Carolina*, 52(1), 46-103.
chrome-extension://efaidnbnmnnibpcajpcglclefindmkaj/https://sc.edu/study/colleges_schools/law/student_life/journals/jled/editions/_documents/2023_52_1/dillard_final.pdf

Dillard, N., & Sanchez, E. N. (2021, September). Beyond Likes: Social Media Policies and Worker's Rights. *Washington Lawyer*, 36 No. 2(September/October 2021), 37-38.
<https://washingtonlawyer.dcbbar.org/septemberoctober2021/index.php>

Dillard, N. (Ed.). (published). *Assistant Coach of Howard University Mock Trial Team* (N. Dillard, Ed.).

Presentations

Dillard, N. (panelist), Board, M. (panelist), Jenkins, K. (panelist), Annenberg Honors Program, "Know your Rights," Annenberg Honors Program, School of Communications, Howard University, Washington, DC, United States. (November 12, 2025).

Dillard, N. C. (panelist), Farrow, D. N. (Panelist, Assistant Professor of Special Education at the University of the District of Columbia), Mason, H. (Panelist, DC Policy Center), Bruewer, D. A. (panelist, Assistant Professor, University of the District of Columbia), "Lectures on Tap: Making Sense of Education Changes in DC," DILLARD LEGAL CONSULTANTS LLC, Washington, DC, United States. (June 24, 2025).

Dillard, N., "Know your Rights," Bilingual Public Charter Schools, Washington, DC, United States. (February 2025).

Dillard, N. (presenter), "Know Your Rights," DC Bilingual Public Charter School, Washington, DC, United States. (February 2025).

Dillard, N., Cultural Competency and Hidden Biases, American Immigration Lawyers Association- NY City Chapter, Virtual. (January 13, 2025).

Dillard, N. C. (Lecturer), Minor, A. (Lecturer), Howard University Future Law Scholars: Legal Research and Writing, "Legal Research and Writing," Howard University Future Law Scholars, Washington, DC, United States. (March 14, 2024).

Dillard, N. (Panelist), The Hip Hop Museum Presents: HBCU Black History Month Virtual Symposium: Stewards of the Culture with Howard University, "The Hip Hop Museum Presents: HBCU Black History Month Virtual Symposium: Stewards of the Culture with Howard University," The Hip Hop Museum, Virtual. (February 28, 2024).

Dillard, N. (Presenter), American Immigration Lawyers Association South Florida Chapter, "H-1B Nonimmigrant Visa Workshop Webinar-- The Basics and More," AILA South Florida Chapter (Business and Investment Committee). (January 31, 2023).

Dillard, N., AILA (American Immigration Lawyers Association) Fundamentals of Immigration Law Conference and Webcast, "H-1B Nonimmigrant Visa Workshop: How to Hit the Jackpot,," American Immigration Lawyers Association (national office), Las Vegas, Nevada, Las Vegas, NV, United States. (December 5, 2022).

Dillard, N. (Moderator), Health, Equity and the Law Conference, "Aging, Equity in Elder Care: When Age Factors into the Rationing of Resources in the Delivery of Care," Touro College Jacob D. Fuchsberg Law Center, Touro College Jacob D. Fuchsberg Law Center, Central Islip, NY, United States. (September 13, 2021).

Dillard, N. C., Brito, K. (Co-presenter), Adelante! DCPS' Inaugural Latino/Latinx Educator Summit, "Necesitamos Maestros! Spanish Speaking Teachers and Policy Barriers," DC Public Schools, DC Public Schools, Washington, DC. (August 10, 2021).

Dillard, N. (Moderator, Co-Author, Co-Organizer), Sanchez, E. N. (Co-Organizer, Author), DC Judicial and Bar Conference, "Providing Essential Services: How the Healthcare and Education

Industries Adapted to the Global Pandemic," District of Columbia Bar Association, District of Columbia Bar Association, Washington, DC, United States. (April 21, 2021).

Dillard, N. C., Career Fair, "Washington Bar Association/Greater Washington Area Chapter -Women's Law Division," Washington Bar Association/Greater Washington Area- Womens Law Division, Washington, DC. (January 2021).

Dillard, N. C., Careers in the Law series: Labor and Employment/ Catholic University School of Law, "Careers in Labor and Employment," Catholic University of America, Columbus School of Law, Office of Career and Professional Development, Catholic University of America, Columbus School of Law, Washington, DC, United States. (October 24, 2018).

Dillard, N., Howard University School of Law, "Effective Legal Writing," Howard University School of Law, Howard University School of Law, Washington, DC, United States. (October 24, 2018).

Teaching Experience

COMM 431, section 1, Conflict Mgmt & Neg. 3 credit hours.

COMM 251, section 1, Interpersonal Communication. 3 credit hours.

COMM 332, section 1, Intro to Legal Research. 3 credit hours.

COMM 331, section 02, Communications Law. 3 credit hours.

COMM 431, section 01, Conflict Mgmt & Neg. 3 credit hours.

COMM 332, section 01, Intro to Legal Research. 3 credit hours.

COMM 431, section 1, Conflict Mgmt & Neg. 3 credit hours.

COMM 251, section 1, Interpersonal Communication. 3 credit hours.

COMM 332, section 1, Intro to Legal Research. 3 credit hours.

COMM 331, section 02, Communications Law. 3 credit hours.

COMM 431, section 01, Conflict Mgmt & Neg. 3 credit hours.

COMM 332, section 01, Intro to Legal Research. 3 credit hours.

SLMC 431, section 01, Conflict Mgmt & Neg. 3 credit hours.

SLMC 431, section 1, Conflict Mgmt & Neg. 3 credit hours.

SLMC 251, section 03, Interpersonal Communication. 3 credit hours.

SLMC 251, section 3, Interpersonal Communication. 3 credit hours.

SLMC 332, section 02, Intro to Legal Research. 3 credit hours.

SLMC 332, section 2, Intro to Legal Research. 3 credit hours.

SLMC 331, section 02, Communications Law. 3 credit hours.

SLMC 331, section 2, Communications Law. 3 credit hours.

SLMC 431, section 01, Conflict Mgmt & Negotiation. 3 credit hours.

SLMC 431, section 1, Conflict Mgmt & Negotiation. 3 credit hours.

SLMC 332, section 01, Intro to Legal Research. 3 credit hours.

SLMC 332, section 1, Intro to Legal Research. 3 credit hours.

SLMC 431, section 1, Conflict Mgmt & Neg. 3 credit hours.

SLMC 251, section 3, Interpersonal Communication. 3 credit hours.

SLMC 332, section 2, Intro to Legal Research. 3 credit hours.

SLMC 331, section 02, Communications Law. 3 credit hours.

SLMC 431, section 01, Conflict Mgmt & Negotiation. 3 credit hours.

SLMC 332, section 01, Intro to Legal Research. 3 credit hours.

SLMC 431, section 01, Conflict Mgmt & Neg. 3 credit hours.

SLMC 431, section 1, Conflict Mgmt & Neg. 3 credit hours.

SLMC 251, section 03, Interpersonal Communication. 3 credit hours.

SLMC 251, section 3, Interpersonal Communication. 3 credit hours.

SLMC 203, section 04, Principles of Persuasion. 3 credit hours.

SLMC 203, section 4, Principles of Persuasion. 3 credit hours.

SLMC 332, section 71, Intro to Legal Research. 3 credit hours.

SLMC 331, section 02, Communications Law. 3 credit hours.

SLMC 431, section 01, Conflict Mgmt & Negotiation. 3 credit hours.

SLMC 332, section 01, Intro to Legal Research. 3 credit hours.

SLMC 431, section 01, Conflict Mgmt & Neg. 3 credit hours.

SLMC 251, section 03, Interpersonal Communication. 3 credit hours.

SLMC 203, section 04, Principles of Persuasion. 3 credit hours.

SLMC 331, section 03, Communications Law. 3 credit hours.

SLMC 431, section 01, Conflict Mgmt & Negotiation. 3 credit hours.

SLMC 332, section 01, Intro to Legal Research. 3 credit hours.

SLMC 431, section 02, Conflict Mgmt & Neg. 3 credit hours.

SLMC 251, section 03, Interpersonal Communication. 3 credit hours.

SLMC 203, section 01, Principles of Persuasion. 3 credit hours.

SLMC 331, section 03, Communications Law. 3 credit hours.

SLMC 251, section 02, Interpersonal Comm. 3 credit hours.

SLMC 251, section 01, Interpersonal Communication. 3 credit hours.

SLMC 332, section 01, Intro to Legal Research. 3 credit hours.

SLMC 431, section 01, Conflict Mgmt & Neg. 3 credit hours.

SLMC 203, section 01, Principles of Persuasion. 3 credit hours.

SLMC 203, section 06, Principles of Persuasion. 3 credit hours.

SLMC 332, section 01, Intro to Legal Research. 3 credit hours.

SLMC 251, section 02, Interp. Communication. 3 credit hours.

SLMC 331, section 01, Communications Law. 3 credit hours.

SLMC 331, section 02, Communications Law. 3 credit hours.

COMC 305, section 01, Communications Law. 3 credit hours.

SLMC 331, section 01, Communications Law. 3 credit hours.

Mentoring

Kelsey Rainey (Undergraduate). Approx. 15 hours. January 2023 - Present.
Lindsay Pettis (Undergraduate). Approx. 30 hours. October 2021 - Present.
Morgan Tuggle (Graduate Student). Approx. 10 hours. September 2020 - Present.
Kelsey Johnson (Undergraduate). Approx. 10 hours. September 2019 - Present.
Esperanza Sanchez (Graduate Student). Approx. 50 hours. May 2015 - Present.
Francesca Thompson (Graduate Student). Approx. 20 hours. May 2014 - Present.
Akua Aboayge (Graduate Student). Approx. 50 hours. June 2012 - Present.

Non-Credit Instruction Taught

Pre-law intensive program, Charles Hamilton Houston Pre-Law Institute, 20 participants. (May 2016 - Present).

Teaching Innovation and Curriculum Development

Revise Existing Course. Experiential Learning for Introduction to Legal Research (capstone experience). February 2023 - Present.

I have revised the Introduction to Legal Research course by expanding on the education the students have gained while at Howard University. Over the past three semesters, the course has included a trip to visit the U.S. Supreme Court. This visit consists of a lecture, tour, and a question-and-answer session with Associate Justice Ketanji Brown Jackson and her five law clerks. While this opportunity is available to students in my Introduction to Legal Research class, it has recently expanded to include students and classes from legal majors in the College of Arts and Sciences (criminology/sociology) and the Howard University Speech and Debate team. The visit to the Supreme Court, followed by the Q&A with Justice Jackson and her law clerks, has received enthusiastic feedback from students.

This visit to the US Supreme Court serves as a capstone experience for Legal Communications students, especially those in my Introduction to Legal Research class, which often comprises seniors. It allows students to apply the knowledge they have gained from courses such as Communications Law, Introduction to Legal Research, Constitutional Law, Business Law, and other legal-related subjects taken during their time at Howard University. The trip is particularly meaningful for pre-law students, providing them with a memorable and impactful experience that will resonate throughout their future careers. See the cover letter to the Chair for a more detailed overview and student reflections regarding the impact of the experience.

Faculty Development Activities Attended

Workshop, "CHSOC NTT Workshop," School of Communications, Washington, United States. (March 16, 2024 - Present).

Workshop, "Junior Faculty Forum- Faculty Success-- the Reappointment Process," Office of the Provost, Washington, DC. (March 24, 2022).

Workshop, "Faculty Success- Applying for Promotion and Tenure Or Reappointment," Office of the Provost, Washington, DC, United States. (March 4, 2022).

Workshop, "Faculty Success 101," Office of the Provost, Washington, DC, United States. (February 9, 2022).

Faculty Fellowship, "Junior Faculty Writing and Creative Works Summer Academy," Office of the Provost, Howard University, Washington, DC, United States. (June 2021 - October 2021).

Seminar, "New Tenure Track Faculty Professional Development," Cathy Hughes School of Communications, Washington, DC, United States. (September 2019 - May 2021).

Workshop, School of Communications, Washington, DC, United States. (September 17, 2020).

Workshop, "Welcome Session of NTT," Cathy Hughes School of Communication, Washington, DC, United States. (September 17, 2020).

Workshop, "Blackboard Training," CETLA, Washington, DC, United States. (2018 - 2019).

Continuing Education Program, "Distance Learning Certification Fall 2019," CETLA, Washington, DC, United States. (December 9, 2019 - December 16, 2019).

University Service

member, School of Communications/School of Fine Arts new building committee. (August 2023 - Present).

member, COMMS (formerly SLMC) Budget Advisory Committee. (August 2022 - Present).

member, School of Communications, School-wide Curriculum Committee. (August 2022 - Present).

member, School of Communications/School of Fine Arts new building committee. (August 2022 - Present).

Assistant Coach, Howard University Mock Trial Team. (September 2019 - Present).

Co-chair, Department Restructuring. (August 2019 - Present).

Chair, SLMC Grievance/Student Affairs. (August 2018 - Present).

Faculty Secretary, School wide. (August 2025 - May 2026).

Faculty Secretary, Schoolwide. (August 2025 - May 2026).

The Hilltop/HillTalk. (April 9, 2025).

Presenter, School of Communications. (September 17, 2020).

Speaker, Phi Beta Sigma and the NAACP Howard Chapter. (October 14, 2019).

Committee Member, Taskstream: Faculty Productivity. (August 2018 - May 2019).

Presenter/Lecturer, Howard University School of Law- Department of Legal Writing. (October 24, 2018).

Professional Service

Reviewer/Referee, Distance Education Accrediting Commission, Washington, DC. (August 2021 - Present).

Committee Member, National Bar Association, Washington, DC. (August 2020 - Present).

Committee Member, National Communication Association, Washington, DC. (July 2018 - Present).

Committee Member, American Bar Association, Chicago. (August 2016 - Present).

Committee Member, DC Bar Association- Labor and Employment Division, Washington, DC. (2006 - Present).

Committee Member, Virginia Bar Association, Richmond. (June 2004 - Present).

Committee Member, American Immigration Lawyers Association, Washington, DC. (October 2002 - Present).

Committee panelist/participant, National Bar Association, Alternative Dispute Resolution section. (July 15, 2021).

Public Service

Board Member, DC Bilingual Public Charter School, Washington, DC. (March 2024 - Present).

Co-Leader, Girl Scouts of America, Washington, DC. (September 2020 - Present).