

DUANE EARL TOBIAS, J.D.

Washington, DC | (301) 357-4674 | duane.tobias@gmail.com
Adjunct Lecturer | Attorney | Equal Opportunity Specialist (Adjudicator)

ACADEMIC PROFILE

Attorney, educator, and federal civil rights professional with more than twenty-five years of experience spanning higher education, criminal law, administrative law, equal employment opportunity, and public policy. Teaching interests include criminological theory, race and inequality, criminal legal systems, and the intersection of law and public policy. Professional practice includes adjudicating federal employment discrimination complaints, drafting Final Agency Decisions, and developing evidence-based legal analyses under Title VII, the Rehabilitation Act, the ADEA, and related authorities.

EDUCATION

Juris Doctor (J.D.)

Texas Southern University, Thurgood Marshall School of Law
Houston, Texas | May 2000

- Emphasis: Civil Rights, Criminal Law, and Administrative Law

Bachelor of Arts in Political Science

Xavier University of Louisiana
New Orleans, Louisiana | May 1997

- Minor: Psychology

ACADEMIC APPOINTMENTS

Adjunct Lecturer

Howard University, Department of Sociology & Criminology
Washington, DC | December 2022-Present

- Teach undergraduate courses in criminology, criminal justice, and sociology of law.
- Design and refine curricula emphasizing criminological theory, empirical crime data, analytical writing, and public policy.
- Develop writing-intensive assignments and scaffolded research projects aligned with disciplinary learning outcomes.
- Advise and mentor students interested in law school, graduate education, and public service.
- Student evaluation scores have consistently exceeded departmental and university benchmarks.

Adjunct Professor

American University, School of Public Affairs
Washington, DC | 2020-Present

- Teach courses addressing race, crime, justice, inequality, constitutional law, carceral systems, and public policy.
- Use applied legal analysis and policy-centered instruction to connect doctrine, empirical evidence, and contemporary justice issues.

COURSES TAUGHT

Howard University

- Introduction to Criminology (SOCI 070) - 2022-Present

- Principles of Criminal Justice / Criminology (SOC1 170) - 2024-Present
- Sociology of Law (SOC1 175) - 2025-Present

American University

- Race, Crime and Justice - Fall 2024-Present
- Race Issues in America - Spring 2023-Present
- Deprivation of Liberty - Spring 2022-Present

SELECTED ACADEMIC ACCOMPLISHMENTS

- Designed and implemented multiple undergraduate criminology curricula.
- Developed writing-intensive assignments aligned with disciplinary learning outcomes.
- Consistently earned student evaluation scores above departmental and university averages.
- Integrated FBI Uniform Crime Reports (UCR), National Incident-Based Reporting System (NIBRS), and National Crime Victimization Survey (NCVS) data into classroom instruction.
- Mentored students pursuing law school, graduate study, and public service careers.
- Completed Howard University's Writing Across the Curriculum Faculty Seminar and earned WAC Instructor Certification in 2026.

TEACHING INNOVATION & CURRICULUM DEVELOPMENT

Designed and continuously refined undergraduate criminology curricula emphasizing writing, critical thinking, theory application, empirical evidence, and policy analysis. Recent curricular work has included:

- Writing-intensive criminology curriculum organized around the theme Crime, Power, and Social Control.
- Weekly analytical discussion assignments and theory-application papers.
- Multi-stage research projects incorporating structured feedback and revision.
- Student presentations and evidence-based policy recommendations.
- Integration of FBI UCR, NIBRS, and NCVS datasets.
- Application of criminological theory to contemporary legal, institutional, and social issues.

TEACHING EFFECTIVENESS

Teaching emphasizes criminological theory, empirical research, structured analytical writing, collaborative discussion, and evidence-based policy analysis. Students complete weekly discussions, theory-application papers, substantial research projects, and oral presentations. Student evaluation scores have consistently ranged from approximately 4.69-4.82/5.00, exceeding departmental, college, and university averages.

RESEARCH & SCHOLARLY INTERESTS

- Race and Crime
- Criminological Theory
- Structural Inequality
- Federal Equal Employment Opportunity Law
- Administrative Law
- Criminal Legal System Reform
- Policing
- Constitutional Law
- Higher Education Law
- Writing Across the Curriculum

- Legal Pedagogy

PROFESSIONAL & INSTRUCTIONAL WRITING

Professional Legal Writing

- Final Agency Decisions in federal-sector equal employment opportunity matters.
- Administrative legal memoranda and legal analyses.
- Policy guidance and equal employment opportunity compliance materials.
- Legal briefs and related advocacy documents.

Instructional Materials

- Course syllabi and curriculum maps.
- Writing-intensive assignment guides and scaffolded research assignments.
- Course modules, lecture materials, and teaching resources.

SELECTED INSTRUCTIONAL TOPICS

Representative lecture, seminar, and instructional topics include criminological theory; race and criminal justice; policing; structural inequality; criminal justice reform; public policy; legal analysis; and law-school preparation and student mentoring.

PROFESSIONAL EXPERIENCE

Equal Opportunity Specialist (Adjudicator)

U.S. Department of Transportation
Washington, DC | 2024-Present

- Draft Final Agency Decisions involving federal employment discrimination complaints under 29 C.F.R. Part 1614.
- Interpret federal civil rights statutes and regulations, evaluate investigative records, conduct legal research, and develop findings of fact and conclusions of law.
- Provide technical and legal guidance concerning EEO adjudication, regulatory compliance, and policy issues.

Equal Opportunity Specialist

National Archives and Records Administration
College Park, Maryland | 2020-2024

- Led EEO policy development, complaint analysis, MD-715 reporting, barrier analysis, program evaluation, and compliance initiatives.

Diversity Program Specialist

U.S. Department of Agriculture, Office of Inspector General
Washington, DC | 2019

- Managed diversity and inclusion initiatives, barrier analyses, MD-715 planning, and equal opportunity strategy.

Director of Diversity, Inclusion & Equal Opportunity / Title IX Coordinator

Daniel Morgan Graduate School
Washington, DC | 2017-2018

- Led Title IX, ADA, equal opportunity, compliance, investigation, training, and policy initiatives.

Assistant Director, Admissions & Diversity

The Catholic University of America, Columbus School of Law
Washington, DC | 2013-2017

- Directed admissions and diversity outreach, applicant review, recruitment strategy, and student-focused inclusion initiatives.

Assistant Director of Admissions

University of the District of Columbia, David A. Clarke School of Law
Washington, DC | 2010-2013

- Supervised admissions operations, recruitment, application review, reporting, and external partnerships.

Law School Academic Coordinator

American Bar Association - Council on Legal Education Opportunity (CLEO)
Washington, DC | 2005-2010

- Designed and managed academic support programming and mentored diverse law school applicants and students.

Litigation Associate

Woska & Hayes LLP
Oklahoma City, Oklahoma | 2003-2005

- Represented clients in securities fraud and administrative law proceedings; drafted pleadings and discovery and advised clients on arbitration matters.

Assistant Criminal District Attorney

Tyler County Criminal District Attorney's Office
Woodville, Texas | 2000-2003

- Prosecuted felony and misdemeanor matters, including domestic violence cases, and managed Violence Against Women prosecution and crime-victim services.

PROFESSIONAL SERVICE

- Board Member, Law School Diversity Professionals.
- Board Member, LSAC Minority Network.
- Scholarship Selection Committee, Marshall-Motley Scholars Program, NAACP Legal Defense Fund.
- Student mentoring and academic advising.
- Curriculum development and higher education diversity initiatives.

PROFESSIONAL DEVELOPMENT

- Howard University Writing Across the Curriculum Faculty Seminar, 2026.
- Federal Equal Employment Opportunity training, including MD-110 and MD-715.
- Graduate School USA professional development.
- ATIXA Title IX training.
- Instructional design and Canvas LMS.
- Inclusive pedagogy and evidence-based teaching.
- Federal adjudication and Final Agency Decision training.
- AI Ethics for Government Employees, 2026.

LICENSURE & CERTIFICATIONS

- Licensed Attorney, State Bar of Texas (2000).

- Howard University Writing Across the Curriculum (WAC) Instructor Certification (2026).
- Certified Mediator, Harris County Dispute Resolution Center (2004).
- ATIXA Certified Title IX Investigator & Counselor (2017).
- Certified EEO Counselor.
- Certified EEO Investigator.
- Special Emphasis Program Management, Graduate School USA (2019).
- EEOC training in MD-110, MD-715, and drafting Letters of Acceptance and dismissals.
- Certificate in Special Interest Programs (2019).

PROFESSIONAL MEMBERSHIPS

- State Bar of Texas.
- Law School Diversity Professionals.
- LSAC Minority Network.

TEACHING PHILOSOPHY

My teaching philosophy centers on preparing students to critically evaluate crime, law, and public policy through rigorous writing, evidence-based reasoning, and the application of criminological theory. I view writing as an essential tool for developing analytical skills and encourage students to connect empirical research with contemporary legal and social issues. My courses emphasize active learning, structured feedback, and inclusive classroom practices that challenge students to engage thoughtfully with issues of race, inequality, power, and justice.