

154. Justin Kavalir: Laying Down the Law

Gavin Kelly 00:18

Hey everybody! You're listening to Beyond 1894. This is the official podcast of Louisiana Tech University. My name is Gavin Kelly from the Office of University Communications, and we are joined for this episode by Justin Kavalir. He is the associate vice president and general counsel for Louisiana Tech University. I think he's got a unique job. He's he's one of one around here. There aren't too many people doing what he's doing. So, Justin, appreciate you making time for us and being on the podcast today. Thanks,

Justin Kavalir 00:42

Gavin. I'm really looking forward to it, and a big fan of the podcast.

Gavin Kelly 00:45

Oh well, I appreciate that. You might be one of the first few guests to say that openly, so thank you for admitting it. I so I ask every guest to sort of talk about you know their background, their personal professional history, because it all ties into their quote unquote tech story, right? And I usually ask them to take us back to the start, and I'm going to do that with you because I think when you end up in the world of litigation, legal, law, whatever you want to call it, that there are certain things that have to happen along the way to make that a very specific journey. So let's start that journey for you. Talk talk to us about you know kind of the origins of of where you're from and and and how you decided that you were going to take the educational pathway that you sure no

Justin Kavalir 01:24

I'd love to so I am from a very small place in northeast Louisiana it's Kilburn Louisiana it's just north of Oak Grove and went to high school there graduated and came to Tech in 2004

Gavin Kelly 01:42

was tech your first and only choice, or was okay? Okay,

Justin Kavalir 01:45

there was no question. Came to orientation, really enjoyed it. I started in engineering,

Gavin Kelly 01:52

okay,

Justin Kavalir 01:52

and quickly learned that my math skills were not nearly where they needed to be to to be successful in that that arena. Sure.

Gavin Kelly 02:01

Did you have a kind of engineering interest that that made you pick that major, or was it just kind of you pointed to a paper and said, "Why not?"

Justin Kavalir 02:08

You know, so so my parents, my my dad was a welder, my mother was a mill carrier, and I went with my dad, worked a summer or part of a summer in a paper mill with my dad, and he would, you know, you doing doing what they call shutdown work, and it quickly taught me that I definitely wanted to go to college after after grinding through some very hard work. And but you know, we we I would see the engineers of the paper mill run around, and and they seemed to really you know have a have a a command about them and know what was going on. So that was kind of my first thought of you know that that that could be a cool thing to do, and so went to tech and just not long after getting into tech and kind of kind of seeing what the rigors of the engineering program would entail, and again, just the the my own personal interest kind of diverged from away from from that field, as so many you know freshmen do. Right. So eventually, I landed on accounting, and I really really enjoyed that. It just just clicked with with my brain for some reason. That that type of math really worked for me. Different math, yeah, but it's different. Dollar math versus math with a ton of letters in it. Yeah, just made made a more of a connection. Science math, yeah, yeah, exactly. So really enjoyed that. Did that, got my undergrad and met my wife here, actually Amanda, and worked in the comptroller's office the whole time I was here, just about, and got my master's in accounting while I was also here, and so when I finished my master's, the thought was either go into public accounting or go to law school, and to my wife's credit, she pushed me to go to law school, and that's where I went. So, didn't have a great, didn't didn't really have a lot of background with with attorneys or the legal field in general, but went to law school at the University of Arkansas, and just really, really enjoyed that experience as well.

Gavin Kelly 04:19

At the that sort of crossroads that you came to, where again it was, do you go this way or do you go to law school or whatever? What were you kind of in your head thinking about doing with your degree, and then how did going to law school? I mean, obviously it changed your sort of your pathway, but like at what point were you like, oh, I think I know what I want to quote unquote do when I grow up, you know, like those first jobs, those first full time jobs. Like, what were your thought processes as that came along?

Justin Kavalir 04:46

Sure. So, working in the comptroller's office, you know, really exposed me, kind of for the first time to a professional setting, and that was just incredibly valuable experience. I worked with, you know, some great folks. Miss Lisa Cole, Mr. Joe Thomas, you know, both retired. Sam Wallace also retired, but just great people that you know took took me in and really showed me how to be a be a professional, really. And and so that that sort of led me to think, you know, well, accounting is a great path. I want to go do that, and but at some point, I decided that I'm going to take the LSAT and see what happens. I took it, did okay, scored good enough to make it to law school, and that's whenever I sort of committed to, you know, I want to be a. When I went to law school, even I said I want to be an in-house attorney. That was kind of my goal from from when I went to law school, didn't work out right when I got out of law school. I went to went to a a firm, great firm in Northwest Arkansas, and and did litigation of every shape and form: criminal defense, you know, civil litigation, a little bit of domestic litigation. So, tons of

litigation experience in a short period of time, yeah, and then found my way back here. Talk about kind of rounding out your skill set in terms of going from a very accounting focused. I mean, accounting focused. Your degrees were in accounting, and then having to become a lawyer with a well-rounded idea of the law and litigation. So, like, how did you? I mean, law school's got to be challenging, no matter who you are. But I mean, you were building new skills as you went along, with the goal of having a completely different career. So talk about that a little bit. Oh, sure, yeah, and and that was a real concern for me going into law school because I again didn't know really anybody that went to law school whenever I was or know any lawyers per se, and I had been told repeatedly, "Look, you need to be majoring in particular things to go to law school, and and some of that was true in the sense of you need to have some skills to succeed, mainly critical critical thinking, which accounting gives you, sure. But technical writing was a big one, and I did take some great technical writing classes here at Tech English. But when I went to law school, what I discovered was even within my class, there was an amazing variety of people there. I was expecting it to be heavily dominated by political science, English majors and degree holders. But I mean, I had a medical doctor. I had Marines in there that were getting there. They're trying to become a JAG. You know, that was comforting too, in a way. But yeah,

Gavin Kelly 07:36
you felt yeah,

Justin Kavalir 07:37
and I felt actually incredibly prepared as it as I got into the the into law school and started drafting briefs and and arguing motions and things just just in a kind of a practice setting what they call moot court setting. Tech really prepared me well for that. It's really surprised me actually. Talk to me about getting back to tech. So you know, you mentioned your first first quote unquote real job after that degree being at a firm, but you know, chart chart your course from then on. Oh sure, yeah, it was um, it was. I'd come back to a tech football game. Actually, I'd been at this firm for a couple of years. I mean, Amanda had our first child, Emma, and Amanda is from Ruston. Her family's here in Ruston, and we had, you know, we were in Northwest Arkansas, about six hours away. So I came back to Tech football game, ran into Mister Joe Thomas just coincidentally, and told him where I was, what I was doing, and and you know one thing led to another, and he said, "Well, look, I mean, if you're ever interested in coming back, why don't you just pay attention to the jobs that become available? And then, not soon thereafter, there was a a job opening for a, I think it was called a budget and contract analyst in the comptroller's office, and so so it just it felt very an amazing opportunity to to jump on, and so I did that, and that's that's how we got we got back here.

Gavin Kelly 09:07
What from that? So so your job has clearly evolved since then. Have you you've been here since then? I'm guessing.

Justin Kavalir 09:13
Yes.

Gavin Kelly 09:13
So and what what year of working at Tech is this for you?

Justin Kavalir 09:17

So this was this is my year 13, I think. Okay, yeah, this would be lucky 13. I think we just crossed it actually because I I came on like July 4 of I started right after the July 4 holiday in 2013 Okay, and so yeah, we're

Gavin Kelly 09:36

well. Yeah, happy work anniversary. There we go. Yeah, yeah,

Justin Kavalir 09:39

blew right past. So,

Gavin Kelly 09:40

how has your job clearly it's evolved, and there there are obvious ways that it has. But your position changes, and kind of, if you want to call it, moving up the ranks or whatever. Like how how has that happened for you since you've been here?

Justin Kavalir 09:51

Yeah, it's been a it's been an amazing ride. I I couldn't tell you how great working here has been, you know. But when I got here. There at the inst at the institution at the university, there was not anybody dedicated to doing just general legal services within the university, and Mr. Thomas really, you know, tried to to shield me from that. He was trying to say, "Look, I mean, we've got you down here doing these things, and then all of a sudden, people, you know, would find out that I'm I've got a JD or I'm a licensed attorney, and then all of a sudden, these things started coming. So he probably didn't want to

Gavin Kelly 10:34

lose you as a as a valued member of the staff there too. That's right. So so

Justin Kavalir 10:39

the things started coming in, and and then all of a sudden, Doctor Geiss started, you know, kind of leaning on me for some things. And then at some point, I'm trying to remember, maybe towards the end of 2015, early 2016, he brings me up to his office and says, "Look, I want to kind of move you underneath me as as legal counsel. I think, was the role they changed me to, and that

Gavin Kelly 11:03

was an easy yes for you, or it took some thought. Okay, yeah,

Justin Kavalir 11:06

you know, it's and this is something I'm looking at prospectively, but the thing that was, I guess, the biggest challenge for me since I started, and I've learned just to, I'm at a place now where it's not really an issue. But early on, you know, when you're the only person in the role, and you don't have many folks that you can bounce things off of, lean on, etc. it's kind of a lonely place at times, to be honest. Especially early in my career, I definitely felt that you know, thinking, "Gosh, I hope I'm hope I'm steering this steering this ship right here. As far as legal decisions go, there's there's some some good

attorneys down in Baton Rouge we use from time to time, and I can always call them. But at the same time, it it that's that was the it was an easy yes, but as as it went on, it was sort of like okay, you know, just kind of step up and and own these things and not not shy away from them, even though it's just it's just me. Yeah. Well, how

Gavin Kelly 12:08

I mean, how has that part of your job changed, or has it like how has the support system around your role changed in those last several years? Because I mean, you're still again, you're kind of operating as a team of one, more or less. But I'm sure like as more and more people learn about your job, and you get again support from administration here, that those parts of your job have changed a little bit. Oh, sure,

Justin Kavalir 12:30

yeah. It's you know the first of all, people here great. I mean, this is a great university to be an attorney at because everybody wants to do the right thing. Everybody. wants to to stay out of trouble. Believe it or not, and that that is not the case at all institutions. Yeah, I'll be honest. I've talked to other attorneys, and you know they have to really fight to have people comply with the law, and it's kind of a odd thing for me to hear them tell me. But so what has changed is over the years as we have learned how to do things maybe more efficiently, just from a compliance standpoint. Folks have wouldn't say they've become trained, but they know a lot of people know how to do things right, and so that's made my job easier. Again, the relationships with folks in Baton Rouge, from a legal standpoint, have gotten expanded those. So I've got some good help down there when something weird comes along, you know. But it's it's I'm just just experience, you know. As you get 10 plus years of experience doing something, you you just get feel more comfortable making those decisions.

Gavin Kelly 13:40

Yeah, let's. I mean, let's talk about the job a little bit. It is interesting and unique in the sense that I know there's some stuff we legally can't talk about right now, and for that reason, I'm kind of unsure even what question to ask you. But I'm interested to know a little bit about the ins and outs of because I know like you are part of your job is to shield the university from, you know, threatening litigation in a way I don't, you know, I'm not using correct terms here, but you know, we have to protect us because there are going to be people out there who are trying to to twist our arm in a way that's going to result in harm to us legally. But like, how much of your job is offense versus defense, because I imagine it's fully defense, like for the most part. Talk to me about that.

Justin Kavalir 14:24

Yeah, it's it's nearly all defense. Yeah, we're not suing people left, and we're not. You know, we're we're not we're not usually the ones going on offense very often. We have a few times, but but yeah, most of my job is what I'd call risk mitigation. Yeah, it's trying to avoid liability to the extent that I can, and and really, it's a lot of it is pointing out the risks and having mitigating that as much as possible, and then pointing that out to leadership and saying, look, this is. This is where we are. I've I've worked to to get this in a in a the best place that that I feel like I can. So now it's a question of are you is this in a place where you will accept it? Is it acceptable institutionally? Of course, I can give my opinion on that as the as each case goes on. But most of what I do is not really that glamorous, you know. It's it's a lot of

contract review, sure, policy edits, policy implementations. There's obviously sometimes we have litigation that goes on, and again, most of those are instances where we are being on the defensive, and so being in that kind of line of work where it's risk mitigation, you don't really see it that much. You know what I mean? It's one of those issues, like just like you know, I know we were talking about the AC before we got in here. Yeah, you don't really think about it. Yeah, but you think about it when it's not working right. So when a problem happens, so it's like the HVAC or HVAC team. You know, we we don't necessarily think about them doing their job every day, but we certainly know it whenever you're going to call them whatever. Yeah, exactly, exactly. Right. So, and we will get those somebody trying to take advantage of us from now and again, or you know, somebody trying to assert a claim against us, and those are those are more visible. Yeah. But just the day to day, it's you know, hey, look, here's here's where the risks are here's where the exposure lies that's the bulk of it the things that are more I guess I'd call it more intellectually interesting to me personally is the way I'd phrase it are some of the interesting projects that we're chasing, you know, as an institution because they allow you to to maybe do things in an innovative way, you know, legally innovative or something that maybe the institution hasn't done before. Yeah, which is which is always an interesting thing to be on at the near the front of. So some of our efforts that we're engaged with through through the through the foundation, for example, you know, you think about the the microchip facility they announced some time back, working working on things like that. Tech Point Two, our entity in Bosier. I mean, those are those are really interesting things. Yeah, you know, it's not a it's not necessarily a liability issue. It's not a risk management issue. It's like how do we build this together in a way that's legal, obviously, but also you know

Gavin Kelly 17:30

accomplishes the goals we want to as an institution. And yeah, being being proactive instead of just you know you do have to dot your eyes and cross your t's, but you can go beyond that too. Yeah, certain things, right? So and like you said, when it comes to like again being on the defensive and doing your day-to-day stuff, it is I think the AC is a good analogy because like if you're doing your job well and doing it right, not a lot of people are going to hear about what you're doing, right? So that's exactly right. But that being said, I know again that like there are certain things you can't and can't say, but can you speak about maybe some interesting litigation that you've been a part of since you've been here? We don't have to talk about any high-profile cases or anything crazy, but I'm sure you've seen a handful, at least, of some things that stand out in some yeah yeah.

Justin Kavalir 18:13

There's there's been some interesting ones over the years, and and and honestly, you know, knock on this table here, but we we we don't get sued that much as an institution. Yeah, and I know that much

Gavin Kelly 18:23

is the that much is relative. But yeah,

Justin Kavalir 18:26

that's compared to others. I mean, we're we're only dealing with with a with a few lawsuits a year. You know, and some of those are are quick in and outs where we're you know somebody files something and we can dispose of it quickly legally. And then some of them are some of them. Sometimes we're

dragged into things that may may impact. Yeah, you know, maybe the system or the state. But yeah, we've had some some interesting ones here in the past. I'd say five years. What I've seen more of is students being more litigious for for interesting things, things that that me as a person, I think about my time here as a student. I think, well, that that's certainly not the lever lever I would pull in this situation. So, you know, somebody getting a C instead of a B on an exam and then files a federal lawsuit against us for that. Okay, yeah, so things things like that have become more more common, I guess, than than they were 10 years ago. Interesting. In my experience.

Gavin Kelly 19:31

Yeah.

Justin Kavalir 19:32

So those are those are unique. You know, we've had we've had some interesting demands. I don't really want to go in the specifics of those, but you know things where sometimes there's just a you you deal with folks and you kind of have to find them where they are. You know, yeah. We are all rational people. You know, but sometimes you deal with folks that just have a different. Perception of reality,

Gavin Kelly 20:01

yeah,

Justin Kavalir 20:01

and it's and that's just kind of what I've learned is that you know people just they won't always see the way that you see things, and you can't you can put as much evidence in front of them as you want, and it's just not going to move the needle because they want what they want, and so in those instances we we do have to defend ourselves legally, you know, and that's been something because our faculty and our staff and a lot of our admin. I mean, they're so accommodating and they're so nice, and and and I have to sometimes step in and say, look, you know, we we have to tell, we have to say no to this. Yeah, we can't just because they're threatening to sue it, I've had this conversation often with people, and nine times out of 10, it's just it's just what I call bluffing. But you know, where they'll say, "Well, well, you know, I'm going to sue you over, and I said, "Well, here's my address. You know, send it, send it over here. Well, that's

Gavin Kelly 20:54

scary. I mean, if you're if you're a faculty or staff member or really anybody, you don't been working at Tech, and someone threatens to sue you, and you have no precedents for what that could even mean, or how long, what, how serious that could be. Then it's a scary thing to be told. Oh,

Justin Kavalir 21:08

absolutely, and I and I don't make light of it at all. It is a serious. I forget sometimes how intimidating that can land on somebody as well. But that's one thing that I try to do because I'll see it on their face when I meet with with with maybe a faculty member, somebody that's gotten some semi litigious, yeah, you know, letter demand, you know, and they're they're just looking for some reassurance, like, hey, you know, we got you, yeah, yeah, we're we're gonna take care of this, we're gonna we're gonna we're gonna make sure this is resolved, you know. So that's been good, and we we rarely have had again

people are great. It's it's you know I have to deal with employment issues from time to time as well. But by and large, this is just a fantastic community of faculty and staff, and that's what I again when I talk to other attorneys at other universities. That's definitely not the case. And I mean,

Gavin Kelly 21:59

and you came back for a reason, you know. So you, yeah, you knew what tech was about and what the heart of the institution is. Absolutely, that it made an easy an easy decision for you. Also, to you know, we're talking about lawsuits, and I think you know I'm an outsider looking in, as I am with most guests who come on and are subject matter experts. But I think we're in a strange era of people looking at lawsuits as some sort of get rich quick scheme, and in the age of the internet and everybody, you know, used to it'd be a major headline every one out of 100 cases where somebody sued and got you know million dollar settlement or something crazy. Sure, but now everybody's you know spreading the word when something like that goes on, and people hear all these stories and they think, oh, so and so did this and this happened, and it it's just so easy to to threaten to sue and to attempt to sue somebody that they don't. Again, it's like it's like how people view the stock market now. I mean, yeah, you're running in accounting people instead of you know looking at as a long term investment for their money, it's like what one stock can I put all my money on and hope that it triples overnight? You know, instead of thinking at it long term, so you see things online and people in message threads or whatever or on Facebook saying they have a problem, and then the whole comment section just people saying you should sue, right? You should sue. You should sue. And even if there's like you know some foundation for that, it's just people's you know instinct, their trigger finger when it comes to attempting to sue somebody. It's just so prevalent these days, and I think you talk about you know students doing it for having a grade that they're not satisfied with. That just again just trying to trying to make something out of nothing and trying to grab it, a way to to make a little money. Yeah,

Justin Kavalir 23:42

it's it's uh it is the the reflex. You know, I can't tell you how many times I've seen students in particular where they will make a a decision, usually that a bad decision in some way, shape, or form, and the in instinct, instead of owning it, you know, I mean, look, we all we all grew up, we all made mistakes. You know, social media wasn't around as much when I went through here, and it's just one of those things that we always joke about being thankful for. But you know, people make mistakes, and instead of owning that accountability, some people will just dig in and and and they want to. I can't tell you how many times I've seen a bad situation for someone go worse. Yep, you know because they just keep fighting it, and you know just like that student I was telling about, they got a C instead of a B. You know that situation just snowballed because it was like I'm just gonna rate, just gonna escalate, escalate, escalate, and all of a sudden now we're I'm suing you. You know, and

Gavin Kelly 24:50

I mean you go for broke at that point. I guess right from that from your standpoint, from their standpoint in that situation, you got nothing to lose in for a penny and for a pound. I don't, yeah, I don't know. Yeah, that's

Justin Kavalir 24:59

a it. It's an you know, and that's that's where our faculty do do a great job of in every one of these cases. They have sit down and looked across the table at these folks, said, "Look, there's a there's a path for you to get back to where you want to be. Yes, you know, but the part that usually that is frustrating, and that causes this to turn into a bad situation. Is that that path requires either more time, more work, more effort, compromise? Just meeting somebody halfway is too much

Gavin Kelly 25:33

for some people. So,

Justin Kavalir 25:34

and it just turns into no. I want you to see it my way, and then it just escalates, escalates, escalates, and you know, sometimes unfortunately, they sue us over that, and and you know, again, not a time yet has that worked out in their favor yet. So, yeah,

Gavin Kelly 25:50

it's again just kind of the nature of how things are. We're talking about you know being in the quote unquote digital age, and I know I've leaned on you a few times in my role when it comes to social media, because you know we're a public institution, and that comes with its own rules and regulations about freedom of speech, and you know. But it doesn't take much for a comment section to get out of control, for sure. Especially during times of high tension, you look at COVID, you look at the summer of of COVID, and you know people are very opinionated, and I think on social media, especially everybody feels like their opinion is valuable, even if it's not. But you know how do you how do you strike the balance between allowing public discourse to fill a comment section under a Louisiana Tech post, and then it you know turns into a gray area where people are using strong language or self promotion or whatever, and and you know certain things that then their legal protections kind of fade away. But it's such a again subjective thing when it's in the moment that it's hard to tell. So you know I think about the times that I've had to lean on you for something like that. But yeah, because you don't want to get out of control. It's a bad, you know. It's a bad look for the university if your comment sections are again just full of a bunch of hates or arguments. Absolutely. But you also, you know, again, you're protecting people's freedom of speech and things like that. So, being a public institution comes with its own caveats legally.

Justin Kavalir 27:17

It does, and that's this is one area that I am, I am a very strong First Amendment supporter, you know, and and it is a unique aspect of working at a public university that we have, we we are technically the state, yep, and we whenever we act, we are acting on behalf of the state, and so that carries weight; it carries consequence. And Dr. Henderson is as staunch of a First Amendment supporter as anybody you'll find. And he has a background in law too, right? He does. He's getting one, you know. Yes, but you know that's with the First Amendment issues. Of course, we we we have our we have a very good First Amendment policy. We have a very good culture of allowing speech to to happen on our campus, and the the online arena is a is somewhat of a gray area with regard to our social media accounts because are you a are you some sort of public forum if you're if you're out there on a website, etc. and and there are times where we have to make the decision of you know look this is a a gray area, but we know this is not how we want to be our university be portrayed, and so we will you know take an action

to to make sure that it's not yeah not something that's going to going to negatively outweigh the benefits of having a public page.

Gavin Kelly 28:47

And also, one thing too. And again, you've been helpful with this, but when it it becomes necessary to take action on social media to protect a student, a faculty, a staff member, absolutely, campus community member, sometimes those things get out of hand once people start throwing names and accusations around, and things get messy or particularly opinionated. You know, you start to run the risk of students, faculty, and staff being put in danger for some reason. So sometimes you got to step in, and that's

Justin Kavalir 29:14

that's where you have to make those kind of judgment calls that you are weighing. You you have to weigh things out. Yeah, there's some

Gavin Kelly 29:23

subjectivity to it, even though law is supposed to be an objective space, right?

Justin Kavalir 29:27

There is nothing more gray than the law. Yeah, telling you, there are very few things that are truly black and white in the law. It's all a shade of gray. But when dealing with instances of okay, that's a good example. You know, it's like okay, you you may have some First Amendment right here, but at the same time, you are engaging in conduct that may be be harassing, or we we view as potentially harassing. So you have to weigh that out. And again, we're always going to err on the side of protecting our campus community.

Gavin Kelly 29:58

Yeah,

Justin Kavalir 29:59

our campus. Faculty and staff, and so those are the judgment calls that that that that we'll make at times, and I will help make. Say, look, you know, there may be some exposure here.

Gavin Kelly 30:11

Yeah,

Justin Kavalir 30:11

you know, I'm not going to sugarcoat it. We may have some exposure here on a novel First Amendment argument, for example, but I would rather face that than have this person over here be subject to harassing conduct or conduct that's that's that's clearly not something we want our camps community to be subject to. So there's just some time some those don't come up often.

Gavin Kelly 30:36

Sure,

Justin Kavalir 30:36

but there are times where you will recognize on both sides of it. You'll say, "Look, this is an issue. This is also an issue. I'm going to err on the side of protecting the community and doing what's right by Louisiana Tech. That's where we try to. That's where I try to land.

Gavin Kelly 30:51

Yes, I mean that's why you're here too, right? You know, you're you're you're protective of this institution, and that's the nature of your job. So it makes perfect sense. But yeah, again, like. you, you do something like block someone from a from a Facebook page. You know, all of a sudden they have quote unquote grounds to sue because you're a public institution. You're restricting their freedom of speech, blah blah blah. But if you did it with the intent of again protecting the campus community, protecting a member of the campus community, had to be done. Yeah, had to be done.

Justin Kavalir 31:21

That's that's again. Those are the kind of judgment calls you make, and and those are the those are the harder ones to to try to try to navigate through as to as to you know when you recognize that yes, somebody may have a right that they may try to assert against you, but it's not worth at times the harm that's caused by by ignoring it,

Gavin Kelly 31:43

correct. And also, like you deal with the fallout, knowing that morally you did the the quote unquote right thing. Which I think, when it comes to law, is not a phrase that gets tossed around a lot. But anyway, that's this has been a very insightful conversation. I've enjoyed it a lot. I appreciate you sharing your journey and talking to me as much as you can about the ins and outs of of working in law, but I'm thankful you made time for us. I know we're happy to have you here at Louisiana Tech, and it's always it's always easy to talk to guests about tech and and you know why they've worked here for so long when they came here, you know, to to pursue a degree or have experience working and living in Russ Center, growing up near here, and you weren't too far away. But you know, it's it's clear to see why you wanted to kind of carve a path back here and why you've stayed here. So, again, Justin, thanks for making time, man. I appreciate talking to you today, and stick around because I think I think as long as as long as there is a Louisiana Tech. We're going to need a general counsel. So I appreciate

Justin Kavalir 32:43

that. Thank you, Jeff. Thanks for having me. Sure

Gavin Kelly 32:45

thing. Go dogs.

Justin Kavalir 32:46

Absolutely. Go dogs.

Gavin Kelly 32:59

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