

Katherine (Kate) Davis

Associate

Contact

Kansas City

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Overview

Katherine Davis provides critical guidance for labor and employment clients so they can productively operate their businesses with minimal employee and compliance issues. This includes advising and structuring effective human resources staff, developing company-wide best practices, mitigating potential challenges and disputes, and preventing serious legal matters.

Kate previously joined Spencer Fane as an associate in the Labor and Employment practice group in the Kansas City office before gaining experience as a law clerk for the U.S. District Court in the District of Kansas and then as Assistant Director of the Professional Development Office at Washburn University School of Law. Her background in both identifying labor and employment risks from an external legal perspective and internally addressing professional development within a university structure lends itself to a strategic, comprehensive approach to proactive employee management and risk mitigation as she re-enters private practice.

Kate received her undergraduate degree in elementary education and teaching from Emporia State University. Following an early career as a first-grade teacher, she earned her Juris Doctor at Washburn University School of Law while completing a series of legal internships, including as a judicial intern for the Hon. Nancy L. Moritz in the U.S. Court of Appeals for the Tenth Circuit and as a summer associate at Spencer Fane. While at Washburn, Kate also served as Notes Editor of the *Washburn Law Journal* and Treasurer of the Labor and Employment student organization.

Education

- Washburn University School of Law, 2020 (J.D.)
- Emporia State University, 2015 (B.S.)

Bar Admissions

- Kansas, 2020

- Missouri, 2020

Court Admissions

- U.S. District Court for the District of Kansas, 2020

Distinctions

- *Best Lawyers in America*, Ones to Watch, 2026
- Washburn University School of Law, 2020
 - Weigand Scholar, J.L. Weigand, Jr. Notre Dame Legal Education Trust
 - *Washburn Law Journal*, Notes Editor
 - Labor and Employment Student Organization, Treasurer
 - Legal Analysis, Research, and Writing Course, Teaching Assistant

Presentations and Publications

- "[Proposition A Creates Major Questions for Employers](#)," *The Missouri Banker*, January / February 2025
- "Proposition A Passed, Now What? A Dialogue about Paid Sick and Safe Leave in Missouri," Spencer Fane WorkSmarts Virtual Seminar, January 2025
- "[2024 U.S. Election: Impact on Paid Sick Leave and Minimum Wage Increases](#)," *HR.com*, November 2024