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Atlanta, GA 30303  
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**EMPLOYMENT**

2005 - 2017	GEORGIA STATE UNIVERSITY COLLEGE OF LAW Dean
1985 - Present	GEORGIA STATE UNIVERSITY COLLEGE OF LAW Professor of Law  Teaching and Research -Employment Law, Employment Discrimination Law, Civil Procedure, Alternative Dispute Resolution
1997 - 2004	GEORGIA STATE UNIVERSITY COLLEGE OF LAW Associate Dean for Academic Affairs
1982 - 1984	CORNELL UNIVERSITY (Extension Program) SCHOOL OF INDUSTRIAL AND LABOR RELATIONS Adjunct Professor and Lecturer
1981 - 1984	O'DONNELL & SCHWARTZ New York, New York Partner: Labor and employment law in the public and private sectors.
1980 - 1981	CHAIKIN AND CHAIKIN New York, New York Labor Attorney - Associate
1977 - 1980	NATIONAL LABOR RELATIONS BOARD Washington, DC Legal Counsel to Board Member John C. Truesdale  Commendation of Merit Award for Sustained Superior Performance (May 1979; December 1979; July 1980)

ADMITTED TO  
PRACTICE

New York State, February 1977  
United States District Court,  
Southern District of New York

EDUCATION

New York University School of Law  
June 1976 - May 1977

DePaul University School of Law  
September 1974 - May 1976

J.D. Degree; DePaul - June 1977 (with honors)  
Class Rank: top 5%  
DePaul Law Review  
New York University Consumer Law Clinic

B.A., University of NY at Albany (May 1973), summa cum laude  
Major: History  
Minors: Economics, Education

PUBLICATIONS

“Disparate Treatment as a Theory of Discrimination: The Need for a Restatement not a Revolution,” 2 Stanford J. C.R. & C.L. 1 (2005).

“Age Discrimination and the Prima Facie Case: Supreme Court’s Age Discrimination Decision Fails to Resolve Key Questions Arising under the ADEA,” West Legal News, 1996 WL 260504 (1996).

“Does Title VII Protect Former Employees From Acts of Retaliation by Former Employers?” West Legal News, 1996 WL 638756 (1996).

“How to Define Who Qualifies as an Employee Within the Meaning of Title VII?” West Legal News, 1996 WL 638756 (1996).

“New Rights for the Disabled: The Americans with Disabilities Act of 1990,” 39 AAOHN Journal 249 (1991).

“The Cost of Older Workers, Disparate Impact and the Age Discrimination in Employment Act,” 42 Fla.L.Rev. 229 (1990) (cited in "Worth Reading" of National Law Journal, April 22, 1991).

“Workers' Compensation in Georgia,” in GEORGIA METHODS OF PRACTICE, 340-624 (West Publishing Co., 1989).

1990-1994 Supplements to Workers' Compensation in Georgia, in Georgia Methods of Practice.

“Landowner's Duty to the Police - Fancil v. Q.S.E. Foods, Inc.,” 26 DePaul Law Review 378 (1977) (comment discussing landowner's duty to protect police officers injured in the line of duty).

“The Voting Game,” article appearing in the September 1975 issue of Law in American Society, the journal of the National Center for Law-Focused Education.

#### SELECTED PAPERS/ PRESENTATIONS

“The Future Of Legal Education,|” guest speaker at meeting of Sandy Springs Bar Association, March 2016.

“The Opportunities Presented By Including PublicHealth Law in Law School Curriculum” Panelist at 10-day Conference, co-sponsored by the Robert Wood Johnson Foundation and Georgia State University, July 2014, Park City, Utah

“The Future of Legal Education: Will It Produce Practice-Ready Lawyers? Where We Are, Where We Need To Be, and How We Get There.” 2012 Convocation on Professionalism sponsored by the Chief Justice’s Commission of Professionalism.

“Academic and Trade Book Publishing” panel head at annual meeting of the Southeast Association of American Law Schools, July 2012

“The Future Of Legal Education,|” guest speaker at meeting of Henry County Bar Association, March 2012.

“Exploring the Underpinnings of the First Amendment,” panelist at Annual Meeting of Southeastern Association of Law Schools, July 2011.

"Pipeline Blowout?: A Critical Assessment of Diversity in Law School Admissions," panelist at 2010 Ninth Biennial Conference of Just the Beginning Foundation, Atlanta, GA October 2010.

“Fueling the Pipeline: What Can Law Schools Do to Diversify the

Profession,” panelist at State Bar Conference on Diversity in the Legal Profession, October 2009.

“Curriculum Reform and Legal Scholarship,” moderator and panelist at the Curriculum Reform Workshop of the 2009 annual meeting of the Southeast Association of Law Schools.

“The Challenges of Achieving Genuine Curriculum Reform in Legal Education,” speaker, Atlanta Kiwanis Luncheon, May 12, 2009.

“How to Build Consensus for Significant Curriculum Reform,” presentation at Crossroads Conference on Legal Education, University of Washington School of Law, September 5, 2008.

“The Opportunity for Curricular Reform in Legal Education,” speaker, Douglas County Rotary Club, February 11, 2008.

“The Supreme Court’s Employment Law Cases in the 2007 Term,” paper and presentation at annual Supreme Court Update Symposium sponsored by the State Bar of Georgia, September 2007.

“Employment Discrimination Law 15 Years after the Civil Rights Act of 1991,” presentation at Annual Meeting of Southeast Association of Law Schools, July 2007.

“Disparate Treatment as a Theory of Discrimination,” paper and presentation at First Annual National Colloquium of Labor and Employment Law Scholars,” Marquette Law School, October 2006.

“The Uncertain Implications of *Desert Palace v. Costa* on the Future of Disparate Treatment Law Under Title VII,” presentation at annual U.S. Attorney’s Conference for the Northern district of Georgia (March 2005).

“Supreme Court Employment Law Update,” paper and presentation at Individual Rights Section of the State Bar, January 19, 2005.

“New Developments in Employment Law,” paper and presentation at meeting of Oglethorpe Society, Savannah, Georgia, October 2004.

“Labor and Employment Cases in the Supreme Court,” paper and Presentation at the State Bar's annual Labor and Employment Law Institute, December 22, 2003.

Developed Program for "Labor Relations under the Railway Labor Act," co-sponsored by the GSU Usery Center for Workplace Cooperation, the GSU College of Law, and the National Mediation Board, November 2003.

“The Supreme Court’s Employment Law Decisions in the 2002-03 Term,” paper and presentation at the Tenth Annual Supreme Court Update, sponsored by the ICLE of Georgia, September 2003.

Moderator and Presenter, “Law School Dean Search Processes,” Annual Conference of the Southeastern Association of American Law Schools, July 2003.

“The Supreme Court’s Labor and Employment Law Decisions in the 2001-02 Term,” 32<sup>nd</sup> Annual Labor and Employment Law Institute Labor, sponsored by the Labor and Employment Law Section of the State Bar of Georgia, December 2002.

Moderator and Presenter, “Innovations in the Law School Curriculum,” Annual Conference of the Southeastern Association of American Law Schools, July 2002.

“Supreme Court Update: 2000-01 Employment Law Decisions and 2001-02 Cases on the Docket,” paper and presentation at the 31<sup>st</sup> Annual Labor and Employment Law Institute, Labor and Employment Section of the State Bar of Georgia, December 2001.

“The NLRB under John C. Truesdale,” presentation at meeting of the Labor and Employment Section of the Atlanta Bar Association, September 2001.

“The Supreme Court’s Labor and Employment Decisions in the 1999-00 Term,” 30th Annual Labor and Employment Law Institute Labor and Employment Law Section of the State Bar of Georgia, December 2000.

“The Supreme Court’s Employment Law Decisions,” paper and presentation at the Sixth Annual Supreme Court Update, sponsored by the ICLE of Georgia, September 1999.

Invited moderator of panel discussion at first annual program

sponsored by the William J. Usery Center for Workplace Cooperation, held November 1999. Panel discussion focused on the controversy surrounding the arbitration of statutory claim in employment discrimination cases.

“Current Developments in Employment Law,” paper and presentation at employment law program sponsored by the Individual rights and Responsibilities Section of the State Bar of Georgia, December 4, 1998.

“The Evolving Law of Sexual Harassment in the Workplace,” paper and presentation at the Fifth Annual Supreme Court Update, sponsored by the ICLE of Georgia, September 11, 1998

“Free Speech and the First Amendment: Internet Smut and Beyond” paper and presentation at the Fourth Annual Supreme Court Update, sponsored by the ICLE of Georgia, September 1997

“The First Amendment and the Supreme Court’s 1995-96 Term,” paper and presentation at the Third Annual Supreme Court Update, sponsored by the ICLE of Georgia, September 1996

“Current Controversies in the Law of Sexual Harassment,” presentation to the Labor and Employment Section of the Atlanta Bar Association, November 1995.

“Business and Commercial issues: Affirmative Action, Employment, and Commercial Speech,” paper and presentation at the Second Annual Supreme Court Update, sponsored by the ICLE of Georgia, September 1995.

“Affirmative Action After Adarand,” presentation at the annual convention of the State Bar of Georgia, June 18, 1995.

“Primer on Employment Discrimination Law,” paper at ICLE program, December 1995, sponsored by the Individual Rights and Responsibilities Section of the State Bar of Georgia.

“Current Developments in Employment Discrimination Law,” paper and presentation at the Annual Labor and Employment Law Institute, December 9, 1994, sponsored by the Labor and Employment Law Section of the State Bar of Georgia.

“Discriminatory Speech and the Workplace and the Role of the First Amendment,” paper and Presentation at National Labor and

Employment Law Conference, January 18-20, 1995, sponsored by Stetson University College of Law.

Jury Selection in Title VII Cases, panelist and moderator at the Federal Bar Association's Annual Convention, October 6, 1994.

"Retroactivity and the Civil Rights Act of 1991 - Does the Act Apply to Pending Claims," paper and presentation at civil rights seminar sponsored by the Individual Rights and Responsibilities Section of the Georgia Bar.

"Regulating Smoking in the Workplace," paper and presentation at the Atlanta Bar Association's 1991 seminar on Labor and Employment Law.

"Employee Tort Claims and the Employment-at-Will Rule," paper and presentation at the 1991 Personnel Law Update, sponsored by the Council of Education Management.

"Legal Controversies Surrounding the Judicial Treatment of Sexual Harassment Claims," presentation at November 1991 meeting of the Federal Bar Association.

"Employee Benefit Plans Under the ADEA after Betts," presentation given at Labor and Employment law seminar sponsored by the Atlanta Bar Association, September 29, 1989.

"The Status of Employment Discrimination Law After the Supreme Court's 1989 Term," presentation to the Federal Society of Employment Law Professionals, October 1989.

"The Cost of Older Workers Under the Age Discrimination in Employment Act," paper and presentation at the Labor Law Institute sponsored by the Labor and Employment Law section of the State Bar of Georgia, December 8, 1988.

"Affirmative Action In Employment: Perspectives on a Resurgent Controversy," paper and presentation at Georgia Political Science Convention, North Georgia College, February 7, 1986.

Co-editor, 1987 and 1988 Supplements (Chapter 14) to the Developing Labor Law (BNA 1983) (2 volume labor law treatise).

ASSOCIATIONS  
AND ACTIVITIES

President, Southeast Association of American Law Schools 2013-2014

President-Elect, Southeast Association of American Law Schools 2012-2013

AALS Section on Employment Discrimination Law

2010 Atlanta Conference Planning Committee, ***Just the Beginning Foundation*** (nationwide organization to promote pipeline and related programs to nurture an interest in law and the legal profession among young persons from diverse backgrounds).

Executive Committee, AALS Section on Employment Discrimination Law (2006-2007)

Board Member, Southeast Association of American Law Schools (SEALS) (2003-2008).

Executive Board Member, Labor and Employment Law Section of the Atlanta Bar Association (2000-2003)

Chair, Labor and Employment Law Section of the Atlanta Bar Association (2001-2002)

Chair (1991-1992) of the Labor and Employment Law Section of the Atlanta Bar Association (1991-1992)

Vice-Chair of the Labor and Employment Section of the Atlanta Bar Association (1989-1991)

Labor and Employment Law Section of the American Bar Association

Labor and Employment Law Section of State Bar of Georgia and the Atlanta Bar Association.