

## MICHAEL Z. GREEN

Texas A&M University School of Law  
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### ***EDUCATION***

#### **Legal**

Master of Law,  
University of Wisconsin-Madison Law School  
Hastie Teaching Fellowship

Juris Doctor, *cum laude*,  
Loyola University of Chicago School of Law  
G.P.A.: 3.50/4.0 Unofficial Ranking: Top 15%

#### Law School Honors and Activities

- Chief Lead Articles Editor, *Loyola Consumer Law Reporter*, now the *Loyola Consumer Law Review*
- Team Member, Sutherland Rich Intellectual Property Moot Court Competition
- Member, Alpha Sigma Nu, National Jesuit Honor Society
- Legal Writing Tutor, First Year Writing Program
- Student Litigation Member, The Markey/Wigmore American Inn of Court
- Vice President, Black Law Students Association
- Representative, Student Bar Association
- Dean's List, Three out of Five Semesters
- Recipient, Academic Awards for Highest Grades in Employment Discrimination Law; Labor Law; and Appellate Advocacy courses

#### **Graduate**

Master of Science Human Resources & Industrial Labor Relations, (dual degree w/J.D.)  
Loyola University Chicago Institute of Industrial and Labor Relations

Master of Business Administration,  
California Lutheran University

#### **Undergraduate**

Bachelor of Science Electrical Engineering,  
University of Southern California

## ***EXPERIENCE***

### **Teaching**

**Texas A&M University School of Law**  
**Professor of Law and Tenured**

Fort Worth, Texas  
2013-present

Teach law students in Employment Law, Employment Discrimination, Labor Law, Evidence and ADR in the Workplace courses; prepare articles and scholarship; Spring 2015, ad hoc Academic Affairs Committee on Faculty Advising of Students; Tenure Subcommittee, Fall 2014; Dean Search Committee, 2013-14; Faculty Development Committee member, 2013-16; Faculty Co-Advisor, Black Law Students Association 2013-present; Chair, Student Advocacy Oversight Committee, 2016-present; Director, Workplace Law Program, 2016-present; Interim Director, Aggie Dispute Resolution Program, 2016-17; and perform community and organizational service.

**Texas Wesleyan University School of Law**  
**Professor of Law and Tenured**

Fort Worth, Texas  
2005-2013

Teach law students in Employment Law, Employment Discrimination, Labor Law, Evidence and ADR in the Workplace courses; prepare articles and scholarship; Chair Student Affairs Committee in Fall 2007; Drafter of Faculty Section of 2011 AALS and 2010 ABA self-studies; Faculty Development Committee Chair, 2008-2012, and member, 2008-2013; Faculty Recruitment and Hiring Committee Chair, 2005-07; University Faculty Council, 2005-07; AALS, Student Affairs, University Personnel Committee, 2005-06; Faculty Co-Advisor, Black Law Students Association 2005-2013; and perform community and organizational service. Unanimously promoted and granted tenure for 2005-06. Received Shirley Zabel Faculty Alumni Award in Spring 2006.

**Associate Dean for Faculty Research & Development**

2008-2012

Inaugural appointment to position, facilitated faculty research opportunities; coordinated speaker colloquium; prepared faculty marketing materials; captured and championed faculty accomplishments; chaired faculty development committee's preparation of outside scholarship review and increased scholarly outputs policies.

**Associate Professor of Law** (tenure-track position)

2003-2005

Taught law students in Employment Discrimination, Employment Law, Labor Law, Dispute Resolution and Civil Procedure (Rules) courses; prepared articles and other scholarship; perform faculty functions for Admissions, Academic Standards, Faculty Governance, Faculty Recruitment, Special Law School Disciplinary Hearing, and Technology Assessment Committees; acted as sole Faculty Advisor to Black Law Students Association; and perform community and organizational service.

**University of Georgia School of Law**  
**Visiting Professor of Law**

Athens, Georgia  
Spring 2013

Taught students in Employment Discrimination and Employment Law courses.

**Southern Methodist University Center for Dispute Resolution** Plano, Texas  
**Adjunct Professor** 2006-2011  
Taught graduate education students in Arbitration.

**Florida State University College of Law** Tallahassee, Florida  
**Visiting Professor (offered tenured full professor position)** Spring 2008  
Taught law students in Evidence and Employment Discrimination courses.

**Hamline University School of Law** St. Paul, Minnesota  
**Visiting Professor** Summers 2003-2004  
Taught students in Arbitration and Dispute Resolution Practices Courses held during Two-Week Summer Dispute Resolution Institute programs.

**Florida Coastal School of Law** Jacksonville, Florida  
**Associate Professor of Law** (tenure-track position)  
Taught law students in Evidence, Employment Discrimination, Labor Law, ADR in the Workplace, Employment Law, and Civil Procedure II (Rules) courses; prepared scholarship; performed faculty functions for Admissions, Faculty Development, and Hiring Committees; chaired the Student Services, Multiculturalism, and Internationalization Committee; performed community and organizational service; and mentor students.

**University of Wisconsin Law School** Madison, Wisconsin  
**Hastie Teaching Fellow**  
Assisted Professor Carin Clauss and Professor James Jones and conducted lectures for Employment Discrimination and Labor Law courses.

**Loyola Institute of Industrial Relations** Chicago, Illinois  
**Lecturer**  
Taught course in Labor Law to students seeking a master's degree.

## Legal

**Franczek Sullivan P.C. (now Franczek Radelet)**

Chicago, Illinois

### OF Counsel

Represented employers in all employment aspects under labor, employment and school law and acted as chief legal counsel for a school district and a private health organization.

### Associate

Performed all general labor and employment litigation and dispute resolution functions, represented and advised management clients in all employment aspects under federal and state law, including matters with the National Labor Relations Board, Equal Employment Opportunity Commission, Illinois Human Rights Commission, Public and Educational Labor Relations Boards, arbitration, mediation and all aspects of state and federal court litigation. Overall experience consisted of: drafting legal documents, including complaints, answers, discovery requests, responses, motions and briefs; successfully arguing motions in state and federal court; taking and defending depositions; examining and cross-examining witnesses at evidentiary proceedings, arbitrations and trials; interviewing and preparing witnesses for depositions, hearings, arbitrations and trial; and participating in factfinding, mediation, arbitration and settlement conferences.

**Lord, Bissell & Brook (now Locke Lord)**

Chicago, Illinois

### Associate

Performed all general labor and employment litigation and dispute resolution functions, represented and advised management clients in all employment aspects under federal and state law, including matters with the National Labor Relations Board, Equal Employment Opportunity Commission and Illinois Human Rights Commission and involving labor arbitration and collective bargaining matters.

**Brown, Todd & Heyburn (now Frost, Brown, Todd)**

Louisville, Kentucky

### Associate

Performed general litigation and dispute resolution functions, represented and advised management clients in all aspects of private and public sector labor and employment litigation under state and federal law, including matters with the National Labor Relations Board, Equal Employment Opportunity Commission and Kentucky Commission on Human Rights and involving labor arbitration and collective bargaining matters leading to drafting of several arbitration post-hearing and labor agency briefs.

**Dowd & Bloch (now Dowd, Bloch, Bennett & Cervone)**

Chicago, Illinois

### Law Clerk

Performed research for union-side firm in all aspects of private and public sector labor and employment and employee benefits litigation under state and federal law, including matters with the Illinois Public Labor Relations Board, the Equal Employment Opportunity Commission and the Illinois Human Rights Commission and labor arbitration and collective bargaining matters.

**Navistar Corporation**  
**Law Clerk**

Chicago, Illinois

Performed research for a major corporation in products liability suits and all aspects of corporate law including some labor relations law regarding corporate purchases and moving facilities covered by collective bargaining agreements and labor arbitration.

**Non-Legal**

**Procter & Gamble**  
**Manufacturing Manager**

Oxnard, California

Directly supervised more than thirty employees, controlled expense repair budget of several thousand dollars, developed and implemented long term improvement plans involving total quality and diversity goals and objectives, interacted extensively with customers and suppliers, answered technical questions and resolved all day-to-day personnel, human resources and labor relations issues and disputes.

## ***PROFESSIONAL AND ACADEMIC ACTIVITIES***

### **Publications**

#### **Law Journal Articles**

- “Just Another Black Boy from the South Side of Chicago: Overcoming Obstacles and Breaking Down Barriers to Improve Diversity in the Law Professoriate,” 31 Columbia Journal of Gender & Law 135 (2015)
  
- “The NLRB as an Überagency for the Evolving Workplace,” 64 Emory Law Journal 1621 (2015)
  
- “Unusual Unanimity and the Ongoing Debate on the Meaning of Words: The Labor and Employment Decisions from the Supreme Court’s 2013-14 Term,” 30 ABA Journal of Labor & Employment Law 175 (2015)
  
- “How the NLRB’s Light Still Shines on Anti-Discrimination Law Fifty Years After Title VII,” 14 Nevada Law Journal 754 (2014)
  
- “Retaliatory Employment Arbitration,” 35 UC-Berkeley Journal of Employment & Labor Law 201 (2014)
  
- “Against Employer Dumpster-Diving for Email,” 64 South Carolina Law Review 323 (2012)
  
- “Reading *Ricci* and *Pyett* to Deliver Racial Justice Through Union Arbitration,” 87 Indiana Law Journal 367 (2012)
  
- “Unpaid Furloughs and Four-Day Work Weeks: Employer Sympathy or a Call for Collective Employee Action?,” 42 Connecticut Law Review 1139 (2010)
  
- “No Strict Evidence Rules in Labor and Employment Arbitration,” 15 Texas Wesleyan Law Review 533 (2009)
  
- “Measures to Encourage and Reward Post-Dispute Agreements to Arbitrate,” 8 Nevada Law Journal 58 (2007)
  
- “Ruminations About the EEOC’s Policy Regarding Arbitration,” 11 Employee Rights and Employee Policy Journal 154-204 (2007)
  
- “Ethical Incentives for Employers in Adopting Legal Service Plans to Handle Employment Disputes,” 44 University of Louisville Brandeis Law Journal 395 (2006)

- “Race and Neutrality in the ADR of Employment Discrimination Claims: Are They Divergent Interests? An Interview With Michael Z. Green,” 4 Journal of American Arbitration 311 (2005)
- “Tackling Employment Discrimination With ADR: Does Mediation Offer A Shield for the Haves or Real Opportunity for the Have Nots?” 26 UC-Berkeley Journal of Employment & Labor Law 321 (2005)
- “Addressing Race Discrimination Under Title VII After Forty Years: The Promise of ADR as Interest-Convergence,” 48 Howard University Law Journal 937 (2005)
- “An Essay Challenging the Racially Biased Selection of Arbitrators for Employment Discrimination Claims,” 4 Journal of American Arbitration 1 (2005)
- “Finding Lawyers for Employees in Discrimination Disputes as a Critical Prescription for Unions to Embrace Racial Justice,” 7 University of Pennsylvania Journal of Labor & Employment Law 55 (2004)
- “Opposing Excessive Use of Employer Bargaining Power in Mandatory Arbitration Agreements Through Collective Employee Actions;” 10 Texas Wesleyan Law Review 77 (2003)
- “A 2001 Employment Law Odyssey: The Invasion of Privacy Tort Takes Flight in the Florida Workplace,” 3 Florida Coastal Law Journal 1 (2001)
- “Proposing A New Paradigm For EEOC Enforcement After Thirty Five Years: Outsourcing Charge Processing By Mandatory Mediation,” 105 Pennsylvania State Dickinson Law Review 305 (2001)
- “Debunking The Myth of Employer Advantage From Using Mandatory Arbitration For Employment Discrimination Claims,” 31 Rutgers Law Journal 399 (2000)
- “Preempting Justice Through Binding Arbitration of Future Disputes: Mere Adhesion Contracts or A Trap for the Unwary Consumer?” 5 Loyola Consumer Law Reporter 112 (1993)

Books and Book Chapters

- “Employer-Provided Legal Services for Employment Claims,” Chapter 20 in BEYOND ELITE LAW: ACCESS TO CIVIL JUSTICE IN AMERICA (Samuel Estreicher & Joy Radice Ed. Cambridge University Press 2016)

-“Stifling Employee Activity With the EEOC Through Retaliation from Broad Severance Agreement Enforcement,” Chapter 9 in TITLE VII OF THE CIVIL RIGHTS ACT AFTER FIFTY YEARS: PROCEEDINGS OF THE NEW YORK UNIVERSITY SIXTY-SEVENTH ANNUAL CONFERENCE ON LABOR (Anne Lofaso Ed. LexisNexis 2015).

-THE CHALLENGE FOR COLLECTIVE BARGAINING: PROCEEDINGS OF THE NEW YORK UNIVERSITY 65<sup>TH</sup> ANNUAL CONFERENCE ON LABOR (M. Green Ed. LEXISNEXIS 2013)

-“A Post-*Pyett* Collective Bargaining Agreement to Arbitrate Statutory Discrimination Claims: What Is It Good For–Could It Be Absolutely Nothing or Really Something?,” Chapter 12 in THE CHALLENGE FOR COLLECTIVE BARGAINING: PROCEEDINGS OF THE NEW YORK UNIVERSITY 65<sup>TH</sup> ANNUAL CONFERENCE ON LABOR (M. GREEN ED. LEXISNEXIS 2013)

#### Other Journals and Newsletters

-**ABA Labor and Employment Section Newsletter**, “Arbitrators, Not Courts, May Decide Contract Unconscionability,” 38 A.B.A. Lab. & Emp. L. Sect. News. (Summer 2010)

-**ABA Labor and Employment Section Newsletter**, “Divided Supreme Court Allows Union Waiver of Judicial Forum,” 37 A.B.A. Lab. & Emp. L. Sect. News. (Spring 2009)

-**The ABA Section of Labor & Employment Law Newsletter**, “A New Call to Action: Selecting Diverse Arbitrators,” 36 A.B.A. Lab. & Emp. L. Sect. News. (Fall 2007)

-**Practical Litigator (ALI-ABA)**, “Understanding the Ex Parte Communications Ban in Employment Disputes: I shouldn’t be talking to you about this, but...,” 17 No. 2 Practical Litigator 25 (ALI-ABA) (Mar. 2006)

-**Alternative Resolutions: The Newsletter of the State Bar of Texas Alternative Dispute Resolution Section**, “A Time for Mediation in the Workplace,” Vol. 14, No. 3 (Winter Issue, February 2004)

-**Wesleyan Lawyer: A Magazine for Alumni and Friends**, “A Time for Mediation in the Workplace,” Vol. 3, No. 2 (Spring 2004)

-**Jacksonville Business Journal**, “Doing Business in Cuba: A New Adventure For Employers” (Feb. 2001); “ADR Compliance Options for Small Businesses in Employment Disputes” (Oct. 2000)

-**Corporate Legal Times**, “FLSA Window Of Correction May Allow Employers To Recover Litigation Costs” (May 1998); “EEOC Issues Guidance on Waivers” (Sep. 1997); “Courts of Appeals At Odds Regarding Arbitration of Statutory Claims In



Union Setting” (Mar. 1997); “Employers Must Authenticate Any Promise to Permanently Replace Strikers” (July 1996); and “Requiring Arbitration of Employment Disputes” (Mar. 1996)

### **Forthcoming Publication Projects**

-Chapter, “Negotiating While Black,” THE NEGOTIATOR’S DESK REFERENCE (Eds. Christopher Honeyman & Andrea Kupfer Schneider forthcoming in 2017)

-“Can NFL Players Obtain Judicial Review of Arbitration Decisions on the Merits When a Typical Hourly Union Worker Cannot Obtain This Unusual Court Access?” 20 N.Y.U. J. OF LEGISLATION & PUB. POL’Y (forthcoming in Spring 2017) (co-author)

- “The Audacity of Protecting Racist Speech Under the National Labor Relations Act,” 2017 U. CHI. LEGAL F. (forthcoming in Fall 2017)

-“Reconsidering Alternative Dispute Resolution Prejudice in Black Work Matters,” 70 SMU L. REV. (forthcoming in Fall 2017)

### **Works-in-Progress Publication Projects**

-“The Promise of Mediation in Reasonable Accommodation Psychiatric Disability Matters,” (work-in-progress TBD 2017)

-“Workplace Speech Protection in Retaliation to Black Worker Protest?” (TBD 2017)

### **Media Quotes and Guest Appearances**

-**Worklaw Jotwell, The Journal of Things We Like (Lots)**, “Protecting Unhappy Worker Outbursts From Discriminatory Treatment,” (forthcoming February 2017) (discussing Susan D. Carle’s article, “Angry Employees: Revisiting Insubordination in Title VII Cases”)

-**Texas Record**, quoted in Christopher Knoll, “Professor says injunction on Obama’s overtime rule is not arbitrary,” (December 2, 2016) (discussing Department of Labor changes to raise minimum salary amount for employees to be exempt from overtime payment requirements and a federal court injunction stopping these changes)

- **Indisputably Blog**, quoted in Jennifer Reynolds, “Green on Race and ADR,” (April 19, 2016) (discussing racial incidents on campuses and in the workplace and dispute resolution opportunities)

-**The Knowledge Effect, Westlaw Journal Aviation (Thomson Reuters)**, Op-Ed, “Do disclosures prohibited by law torment federal whistleblowers after *MacLean?*,” (Dec. 16, 2015) (discussing impact of the Supreme Court’s *MacLean* decision a year later)

-**Nearshore Americas Podcast**, Commenting in Bianca Wright, “Outsourcing Clients May Be Joint Employers Under NLRB Ruling,” (Sep. 24, 2015) (discussing recent Browning-Ferris National Labor Relation Board decision establishing new standard for joint employer findings and how this decision may affect outsourced businesses)

-**Texas Standard, KUT-FM (Austin)**, Commenting in Lucia Benavides, “Why Some Women are Staying Away from Uber and Lyft,” (Aug. 4, 2015) (discussing on public radio show the difficulties for women who drive their own cars as transportation for customers as part of arrangements with Uber and Lyft transportation networks)

-**The Knowledge Effect, Westlaw Journal Aviation (Thomson Reuters)**, Quoted in Katie Pasek, “Supreme Court considers fired TSA air marshal’s whistleblower status,” (Nov. 18, 2014) (discussing oral argument in Supreme Court case regarding federal air marshal’s whistleblower claim where he informed the media of a decision to reduce the number of marshals in airplanes)

-**Texas Lawyer**, Discussed in “Newsmakers: Week of August 4” (Aug. 4, 2014) (identifying the “honor” of being elected as a Fellow to the College of Labor and Employment Lawyers)

-**CardHub.com**, Quoted in Mark Huffman, “Ask the Experts: Can Employers Screen Job Applicants Based on Criminal Records?,” (Aug. 4, 2014) (discussing implications from recent EEOC guidance on employer’s use of an applicant’s criminal history in making employment hiring decisions from a review by a panel of employment discrimination law experts)

-**The Knowledge Effect, Westlaw Journal Employment (Thompson Reuters)**, Quoted in Tricia Gorman, “Supreme Court to review federal agency interpretive rule process,” (July 8, 2014) (discussing Supreme Court decision to review the Department of Labor’s decision process in deciding that mortgage loan officers are not exempt from federal wage and hour law)

-**Law 360 (LexisNexis)**, Quoted in Ben James, “High Court’s Recent Term Leaves Employers Sitting Pretty,” (July 2, 2014) (discussing overall favorable Supreme Court term for employers while identifying whistleblower cases as an area for employer concern)

- Fort Worth Star-Telegram**, Quoted in Ryan Osborne, “Players unionization talks concern TCU’s Del Conte,” (June 9, 2014) (discussing potential implications from Northwestern University National Labor Relations Board decision allowing college football players to organize and form a union)
  
- Fort Worth Star-Telegram**, Quoted in Barry Shlachter, “Pier 1 Imports sued for forcing pregnant woman into unpaid leave,” (Apr. 21, 2014) (discussing pending federal legislation that would require accommodation for pregnant employees)
  
- Tarrant County Bar Association Bulletin**, Featured in “Spotlight on Diversity”(Dec. 2011) (question-and-answer segment)
  
- Daily Labor Report (BNA)**, Quoted in Kenneth May, “Law Professor Urges Unions to Arbitrate Workers’ Race Claims in Wake of *Pyett*,” Issue No. 32, at A-6 (Feb. 16, 2011) (discussing benefits for employees seeking racial discrimination claims to have their union pursue those claims)
  
- Law 360 (LexisNexis)**, Quoted in Erin Fuchs, “Solis Pledges OSHA Enforcement, EFCFA Support,” (Sep. 14, 2009) (discussing the Obama Administration support for pro-labor Employee Free Choice Act bill pending in Congress based on comments from the Secretary of Labor)
  
- American Bar Association Labor and Employment Section Newsletter**, Quoted in Steven Moore and Mark Risk, "Firefighter Plaintiffs Prevail in Landmark Supreme Court Case," (Summer 2009) (discussing the impact of Supreme Court decision in *Ricci v. DeStefano*)
  
- Dallas Business Journal**, Quoted in Stacey Cloisser, “Labor bills are likely to advance” and “Legislation that could change employment law,” (Feb. 20, 2009) (part of a panel of labor and employment law experts discussing related bills pending as potential new legislation for the new Obama administration)
  
- Black Enterprise Magazine**, Quoted in Marcia Reed Woodard, "What's the Point? How to Present a Stellar Argument," (Aug. 2, 2007) (discussing focus and structure in developing an argument)
  
- Dallas Business Journal**, Quoted in David Moore, “Verizon: Give Our Money Back,” (Oct. 27, 2006) (discussing employer action to obtain mistaken retiree payments)
  
- Legal Talk, Channel 29, Local Cable Television Access Channel**, Jacksonville, Florida (Jan. 15, 2001) (discussion of recent trip to Cuba to explore dispute resolution under Cuba’s labor and employment laws)

-**Legal Help Line - Ask Heather, WJTV, Channel 4, CBS**, Jacksonville, Florida (May 9, 2000) (assisted in answering live telephone calls from persons needing to obtain legal help pursuant to local television news program)

-**Straight Talk Radio Show, WVOJ 970 AM**, Jacksonville, Florida (May 5, 2000) (participated in on-air debate on affirmative action)

- **“WVON Live” Radio Show, WVON-1450 AM**, Chicago, Illinois (Nov. 8, 1995) (10 minute interview discussing Center For Employment Dispute Resolution, upcoming EEO Conference and ADR)

-**“Sunday Morning Live” Radio Show, WVAZ-102.7 FM**, Chicago, Illinois (Nov. 5, 1995) (60 minute interview discussing Center For Employment Dispute Resolution, upcoming EEO Conference and ADR)

-**“Chicago Connection” Radio Show, WBBM-96.3 FM**, Chicago, Illinois (Nov. 5, 1995) (30 minute interview discussing Center For Employment Dispute Resolution, upcoming EEO Conference and ADR)

- **“Minority Business Report” Television Show, WGN-TV, Channel 9**, Chicago, Illinois (Nov. 4, 1995) (10 minute interview discussing Center For Employment Dispute Resolution, upcoming EEO Conference and ADR)

### **Memberships & Licenses**

-Member, Law and Society, Labor Relations Collaborative Research Network

-Member, Labor and Employment Research Association

-Member, Labor and Employment Law and Dispute Resolution Sections of the American Bar Association

-Member, Employment Arbitration and Employment Mediation Panels, Cornell Alliance for Education in Dispute Resolution, 2003-2008

-Member, American Arbitration Association National Labor Arbitration Panel since 2007

-Member, Dallas Area Rapid Transit Trial Board Panel since 2008

-Member, Federal Mediation Conciliation Services, Labor Arbitration Panel since 2010

-Licensed to Practice Law, Illinois (inactive status) & Kentucky (voluntarily withdrawn)

## Awards, Certifications, Special Appointments & Positions and Unique Training

- Invited Contributing Editor, JOTWELL, The Journal of Things We Like (Lots), Work Law Section (June 29, 2016)
- Co-Chair, American Bar Association Section of Dispute Resolution, Employment Committee (2016-17)
- Recipient, Paul Stephen Miller Memorial Award (for outstanding academic and public contributions in the field of labor and employment law) (September 11, 2015)
- Chair (2016) and Chair-Elect (2015), Association of American Law Schools (AALS) Section on Labor Relations and Employment Law
- Appointed Secretary (2014-2015) and Secretary-Elect (2013-2014), American Bar Association Section of Labor and Employment
- Elected Board of Trustees, Southeastern Association of Law Schools (2014-17) (officially elected August 7, 2014)
- Elected Fellow, The College of Labor and Employment Lawyers (officially elected June 21, 2014)
- Recipient, Frederic White Scholarship Annual Award for law school's most outstanding tenured scholar (May 11, 2013)
- Appointed Member, AALS/ABA accreditation site teams (Spring 2015, Spring 2013)
- Appointed Member, Executive Committee of the Association of American Law Schools (AALS) Section on Employment Discrimination Law (2016-17, 2013-14)
- Appointed Member, Executive Committee of the Association of American Law Schools (AALS) Section on Labor Relations and Employment Law (2012-present) and Appointed Chair of Section, 2016, and Appointed Chair-Elect of Section, 2015.
- Appointed Member, Law School Admissions Council (LSAC), Finance and Legal Affairs Committee (2011-2013)
- Appointed Co-Chair, ABA Section of Dispute Resolution Advocacy Committee (2008-10)

- Appointed Member, Executive Board of the Labor and Employment Law Interest Section, Labor Employment Relations Association, Labor and Employment Law Section (2008-11)
- Appointed Neutral Co-Chair, ABA Section of Labor and Employment Law Student Trial Advocacy Regional Competition, Dallas-Fort Worth Area (2007-14)
- Appointed Representative, Section of Labor and Employment member on the ABA Legal Opportunity Scholarship Committee (2006-09)
- Appointed Member, Consultative Group, American Law Institute, Restatement of Employment Law (2006-10)
- Elected Member, American Law Institute (officially elected October 19, 2006)
- Certified Training, “Becoming A Labor Arbitrator,” FMCS (May 2006)
- Appointed Neutral Co-Chair, Subcommittee on ADR, ABA Section on Labor and Employment Law, Committee on Ethics & Professionalism (2004-08)
- Planning Committee Member Representing ABA Section of Dispute Resolution, Legal Educator’s Colloquium, co-sponsored by the ABA and AALS Dispute Resolution Sections (2002-2005).
- Employment Arbitration Training, Pepperdine Straus Institute for Dispute Resolution & Alliance for Education (trainers Sara Adler & Jacqueline Drucker) (July 2002)
- Mediation Training, Pepperdine Straus Institute for Dispute Resolution (trainers Kimberlee Kovach & Eric Galton) (July 2002)
- Employment Mediation Training, Alliance for Education (trainers Sara Adler & John Powers) (December 2002)

**Appearances/Presentations**

- Moderator, Panel: “Classifying Workers in the ‘Sharing’ and ‘Gig’ Economy,” Association of American Law Schools Annual Meeting, Section on Labor Relations and Employment Law Program, San Francisco, California (January 5, 2017)
- Commentator, Symposium: “How can the Negotiation/Conflict Resolution Field have Greater Impact with Practitioners?,” IESEG School of Management, Paris, France (November 19, 2016)

-Presenter, “Negotiating While Black in the Workplace with Mediator Competency,” for Failures in Existing Conceptions of the Field,” 6<sup>th</sup> International Biennial Negotiation Conference, Novancia Business School, Paris, France (November 16, 2016)

-Presenter, “After *Pyett*: The Protocol and Not Much Hope for Employees Getting into the Courts Unless Further Tweaks are Attempted?,” Panel: “Arbitration of Statutory Discrimination Claims,” American Bar Association, Labor and Employment Section Tenth Annual Conference, Chicago, Illinois (November 11, 2016).

-Presenter, “The Audacity of Protecting Racist Speech Under the National Labor Relations Act,” Panel on Legislation and Regulation, *University of Chicago Legal Forum Symposium* on “Law and the Disruptive Workplace,” University of Chicago Law School, Chicago, Illinois (November 4, 2016) (proceedings to be published).

-Presenter, “What Employers and EAP’s Need to Know: Accommodating Bipolar Disorder and Other Psychiatric Disabilities,” Lone Star Employee Assistance Professionals Association, Fort Worth, Texas (October 19, 2016).

-Presenter, “The Promise of Mediation in Addressing Psychiatric Disability and Workplace Violence,” Eleventh Annual Colloquium on Scholarship in Employment and Labor Law (COSELL), University of Washington Law School, Seattle, Washington (September 23, 2016)

-Presenter, “From Bounty Gate to Deflate Gate: Can the NFL Players’ Union Obtain Better Judicial Review of Arbitration Decisions for Millionaires Than for a Typical Hourly Worker?,” Workshop on Labor and Employment Law Panel, Southeastern Association of Law Schools Annual Meeting, Amelia Island, Florida (August 8, 2016)

-Moderator and Commentator, “New Voices in Labor and Employment Law,” Workshop on Labor and Employment Law Discussion Group, Southeastern Association of Law Schools Annual Meeting, Amelia Island, Florida (August 8, 2016)

-Commentator, “Fisher v. University of Texas - Implications for Labor & Employment Law,” Workshop on Labor and Employment Law Discussion Group, Southeastern Association of Law Schools Annual Meeting, Amelia Island, Florida (August 7, 2016)

-Presenter, “The Toxic Incivility of Protecting Racist Workplace Speech,” Seventh Annual John Mercer Langston Scholarly Writing Workshop, University of Miami School of Law, Miami, Florida (July 9, 2016)

-Commentator, Junior Faculty Member’s Paper on “Politicization of Modern Payment Spaces,” Seventh Annual John Mercer Langston Scholarly Writing Workshop, University of Miami School of Law, Miami, Florida (July 8, 2016)

-Presenter, “What Employers Need to Know: Accommodating Bipolar Disorder and Other Psychiatric Disabilities,” Fort Worth Human Resources Management Association Monthly Legal Hour and Luncheon, Fort Worth, Texas (June 16, 2016)

-Presenter, “Protecting Vulgarity, Epithets and Offensive Workplace Speech?,” Law and Society Annual Meeting Program Panel: Discrimination at Work, New Orleans, Louisiana (June 4, 2016)

-Presenter, “The Negotiation of Collective Bargaining Agreements,” at the 53<sup>rd</sup> Annual Course on Labor Law and Labor Arbitration at the Center for American and International Law, Plano, Texas (May 10, 2016)

-Moderator, “Legal Service Plans as a Possible Solution” at “Beyond the Elite: Access to Civil Justice in America,” NYU Law School Conference, New York, New York (April 29, 2016)

-Presenter, “Navigating the Psychiatric Disability Minefield When an Employee Suffers from Bipolar Disorder,” Twenty-First Annual Conference of the National Employment Council, Orlando, Florida (April 21, 2016)

-Keynote Speaker, “Civility and Mediation as Workplace Responses to Conscious Disregard of Racially-Biased Behaviors,” at University of Oregon ADR Center Division of Equity and Inclusion program “Out of the Shadows: Implicit Bias, Institutional Responses,” Eugene, Oregon (April 15, 2016)

-Moderator, Employment Law Practitioners in the DFW Metroplex, Texas A&M Law School Career Services, Fort Worth, TX (April 5, 2016)

-“Post-Pyett Arbitration of Statutory Discrimination Claims under CBAs,” at the American Bar Association Section of Labor and Employment Law ADR in the Labor and Employment Law Committee 2016 Midwinter Meeting in St. Pete Beach, Fla. (February 13, 2016)

-Presenter, “What Non-Union Lawyers Need to Know About Employment Policy Enforcement at the National Labor Relations Board,” Labor/Employment Update, Dallas Bar Association Program: “Law Stuff You Should Know: A 2015 Survey,” Belo Mansion, Dallas, Texas (January 29, 2016)

-Commentator, paper on “Unifying Antidiscrimination Law through Stereotype Theory,” at program on “New and Emerging Voices in Workplace Law,” Association of American Law Schools Annual Meeting, New York, NY (January 9, 2016)



-Presenter, “Protected Workplace Speech Versus Harassment and Bullying,” as part of panel on Labor, Work, and the Workplace, LatCrit Twentieth Anniversary Conference, Orange, California (October 2, 2015)

-Presenter, “Protecting Vulgarity, Epithets, and Offensive Workplace Speech,” Tenth Annual Colloquium on Scholarship in Employment and Labor Law (COSELL), Bloomington, Indiana (September 12, 2015)

-Moderator and Commentator, Workshop on Labor and Employment Law Discussion Group: “New Voices in Labor and Employment Law,” Southeastern Association of Law Schools, Boca Raton, Florida (July 31, 2015)

-Commentator, Workshop on Labor and Employment Law Discussion Group: “Can Employees Be ‘Too Hot’ and (Re)emerging Issues of Appearance Discrimination in the Workplace,” Southeastern Association of Law Schools, Boca Raton, Florida (July 30, 2015)

-Presenter, Workshop on Constitutional Law: Supreme Court Update—Business, Administrative, Securities, and Labor and Employment, “2014-15 Supreme Court, Labor, Employment, and Employment Discrimination Cases: Accommodation, Agency Power, Wages and Whistleblowing,” Southeastern Association of Law Schools, Boca Raton, Florida (July 28, 2015)

-Commentator, Discussion Group: “ADR in Faculty Governance and Change: What Works—If Anything—and What Doesn’t?,” Southeastern Association of Law Schools, Boca Raton, Florida (July 28, 2015)

-Commentator, Junior Faculty Member’s Paper on “Local Sovereign Immunity,” Sixth Annual John Mercer Langston Scholarly Writing Workshop, University of California-Irvine School of Law, Irvine, California (July 11, 2015)

-Presenter, “What Non-Union Employers Need to Know About Their Policies and the National Labor Relations Board,” Fort Worth Human Resources Management Association, Monthly Legal Hour and Luncheon, Fort Worth, Texas (June 18, 2015)

-Presenter, “The NLRA and the Evolving Workplace: Technological and Legal Issues,” Thirty-Second Warns-Render Labor and Employment Law Institute University of Louisville Law School Program: “The Changing Landscape of Modern Employment,” Louisville, Kentucky (June 11, 2015)

-Presenter, “Black Workers and Their Post-Racial Dispute Resolution Obstacles,” Law and Society Annual Meeting Program Panel: “Cutting Edge Issues in Discrimination and Workers’ Rights,” Seattle, Washington (May 29, 2015)

-Presenter, “The Negotiation of Collective Bargaining Agreements,” at the 52<sup>nd</sup> Annual Course on Labor Law and Labor Arbitration at the Center for American and International Law, Plano, Texas (May 6, 2015) and “Recent Developments in Labor Law for Non-Union Lawyers,” & “Closing Faculty Panel Questions and Answers,” Plano, Texas (May 8, 2015)

-Presenter, “The NLRB and Undocumented Workers: Be Careful What You Don’t Ask For and When You Do,” National Employment Law Council 20<sup>th</sup> Anniversary panel on “The Intersection of the NLRB, Employment Law, and Immigration,” Chicago, Illinois (April 23, 2015)

-Presenter, “The NLRB as an Überagency for the Evolving Workplace,” Panel on “Opportunities for Improvement in Changing Times,” Emory Law Journal Symposium: “The National Labor Relation Board After Eighty Years,” Emory Law School, Atlanta, Georgia (April 10, 2015) (proceedings published)

-Moderator, Seventh Annual Energy Symposium, Panel on “Ethical Considerations in Oil and Gas,” discussing papers on “Trade Secrets and Employment Law in the Oil Patch,” “RIFs and the WARN Act,” and “EEOC Trends in the Oil Fields,” Texas A&M University School of Law, Fort Worth, Texas (April 2, 2015)

-Presenter, American Bar Association Section of Labor and Employment, “Linking in, Grouping On, and Chatting Up as Cyberspace Client Development for Attorneys in Multiple Jurisdictions,” part of a panel titled “Make it Rain: The Ethical Implications of Client Solicitation,” Employment Rights and Employment Responsibilities Committee, Midwinter Meeting, Naples, Florida (March 28, 2015)

-Moderator, Diversity Student Conference, Panel on Discrimination in the Workplace, discussing the work of diverse local attorneys who practice labor and employment discrimination law, Texas A&M University School of Law, Fort Worth, Texas (February 20, 2015)

-Presenter, “Just Another Little Black Boy from the South Side of Chicago,” Association of American Law Schools, Cross-Cutting Program, Open-Mic Session, “The More Things Change...: Exploring Solutions to Persisting Discrimination in Legal Academia,” Washington, DC (January 4, 2015)

-Presenter, “Changing the Economic Narrative Regarding Teacher Unions,” The Symposium on the Financing of Education, Oxford, England (December 8, 2014)

-Presenter, “Where are We Going with Race and ADR?,” Eighth Annual Dispute Resolution Section Works-in-Progress Conference, Southwestern Law School, Los Angeles, California (November 7, 2014)

- Keynote Speaker, Plenary Session: Supreme Court Update, “Unusual Unanimity and an Ongoing Battle Over the Meaning of Words: A Review of Labor and Employment Decisions from the United States Supreme Court 2013-2014 Term,” American Bar Association Section of Labor and Employment Eighth Annual Conference, Los Angeles, California (November 7, 2014)
  
- Presenter, American Bar Association Section of Labor and Employment Law Webinar, “Multijurisdictional Labor and Employment Practice: Understanding the Ethical Rules of the Road,” 1:00-2:30 p.m. E.S.T. (September 30, 2014)
  
- Keynote Speaker, “Keeping the Faith,” Thirty-Fourth Annual Scholarship and Award Banquet of the L. Clifford Davis Legal Association, formerly known as the Tarrant County Black Bar Association, Fort Worth, Texas (September 13, 2014)
  
- Keynote Speaker, “How the NLRB’s Light Must Still Shine,” National Labor Relations Board Administrative Law Judges Conference, Chicago, Illinois (August 20, 2014)
  
- Commentator, “Agency Protection of Employees from Mandatory Arbitration,” as part of a discussion group on “Mandatory Arbitration and Justice,” Southeastern Association of Law Schools, Amelia Island, Florida (August 6, 2014)
  
- Commentator and Coordinator, “New Voices in Labor and Employment Discussion Group,” involving call for papers by junior scholars in labor and employment law and providing commentary on their pending publications from experienced labor and employment law scholars, Southeastern Association of Law Schools, Amelia Island, Florida (August 4, 2014)
  
- Presenter, “With the Great Power of Tenure Comes Great Responsibility to Make Sure Those With Tenure Perform at Certain Levels,” as part of a panel, “Perspectives on Tenure at Law Schools from Professors Who Teach Employment-Related Classes,” Southeastern Association of Law Schools, Amelia Island, Florida (August 4, 2014)
  
- Commentator, “Stifling Employee Access to the EEOC,” as part of a discussion group on “Title VII at 50: What Needs to Change?,” Southeastern Association of Law Schools, Amelia Island, Florida (August 3, 2014)
  
- Commentator, Junior Faculty Member’s Paper, Fifth Annual John Mercer Langston Scholarly Writing Workshop, University of Nevada Las Vegas Boyd School of Law, Las Vegas, Nevada (July 12, 2014)

-Presenter, Thirty-First Annual Carl Warns, Jr. Labor and Employment Law Institute, University of Louisville Brandeis School of Law, “A Review of Labor and Employment Cases from the Supreme Court’s 2013-2014 Term,” Louisville, Kentucky (June 12, 2014)

-Presenter, “Stifling Future Employee Activity With the EEOC: Retaliation Through Severance in EEOC v. CVS,” as part of a panel on Anticipatory Retaliation at Title VII of the Civil Rights Act After Fifty Years–The New York University 67<sup>th</sup> Annual Conference on Labor, NYU Law School, New York, New York (June 5, 2014)

-Presenter, “Closing Down the National Labor Relations Board,” at the Law and Society Annual Meeting Program on a panel “Glitz, Creativity, and Alternatives to the All-or-Nothing, Full Collective Bargaining Model: Reimagining North American Labor Law,” Minneapolis, Minnesota (May 30, 2014)

-Presenter, “Recent Developments in Labor Law for Non-Union Employers,” the 52<sup>nd</sup> Annual Course on Labor Law and Labor Arbitration at the Center for American and International Law, Plano, Texas (May 8, 2014)

-Presenter, “The Negotiation of Collective Bargaining Agreements,” the 52<sup>nd</sup> Annual Course on Labor Law and Labor Arbitration at the Center for American and International Law, Plano, Texas (May 7, 2014)

-Presenter, “The NLRB’s Protection of Non-Union Employees and Employer Policy Concerns,” Tarrant County Bar Association Labor and Employment Section monthly meeting, Fort Worth, Texas (April 22, 2014)

-Presenter, “Is Retaliation a Viable Challenge to Employer-Mandated Arbitration?,” presented at the American Bar Association Labor and Employment Section National Conference on Equal Employment Opportunity Law Program on “Arbitration: A Universal Remedy,” Rancho Mirage, California (March 27, 2014)

-Presenter, “Lawyers Without Borders: The Ethical Implications of the Multijurisdictional Practice of Law,” American Bar Association Labor and Employment Section, Employment Rights and Employment Responsibilities Committee, Midwinter Meeting, Los Cabos, Mexico (March 22, 2014)

-Presenter, “Zealousness Versus Civility: Some Ethical Challenges for Settlement Negotiations,” as part of a panel on “Let’s Make a Deal (Part I): Ethics of Settling Individual Employment Disputes,” American Bar Association Labor and Employment Section, Ethics and Professional Responsibility Committee, Midwinter Meeting, Los Cabos, Mexico (March 21, 2014)

-Presenter, “Retaliatory Employment Arbitration,” as part of a scholarly faculty exchange presentation for the Faculty Speaker Series at the University of Oklahoma College of Law, Norman, Oklahoma (March 5, 2014)

-Presenter, “Retaliatory Employment Arbitration,” as part of a panel on Emerging Legal Issues in Forced Arbitration: Collective Rights & Retaliation in the Workplace at the “Forced Arbitration in the Workplace: A Symposium,” University of California-Berkeley School of Law, Berkeley, California (February 22, 2014)

-Presenter, “Determining When the Attorney-Client Privilege and Work Product Doctrine Applies to Internal Corporate Communications,” American Bar Association Labor and Employment Section 7<sup>th</sup> Annual Conference, New Orleans, Louisiana (November 8, 2013)

-Presenter, “Ethics of Social Media for Lawyers: It is Not Just Clients Who Need to Worry,” American Bar Association Labor and Employment Section 7<sup>th</sup> Annual Conference, New Orleans, Louisiana (November 7, 2013)

-Presenter, Eighteenth Annual LatCrit Conference, “The Procedural Dismantling of Established Discrimination Structures of Proof by the Roberts Court,” Chicago, Illinois (October 4, 2013)

-Presenter, Eighth Annual Colloquium on Scholarship in Employment and Labor Law (COSELL), “How the NLRB Still Plays A Major Role in Anti-Discrimination Law,” UNLV Boyd School of Law, Las Vegas, Nevada (September 27, 2013)

-Presenter, “Expectations of Privacy in the Workplace Given Technological Advances and Increasing Employer Demands for Efficiency” as part of a panel on “Privacy in an Era of Advancing Technology,” Southeastern Association of Law Schools, Palm Beach, Florida (August 7, 2013)

-Commentator and Co-Coordinator, “New Voices in Labor and Employment Discussion Group” involving call for papers by junior scholars in labor and employment law and providing commentary on their pending publications from experienced labor and employment law scholars, Southeastern Association of Law Schools, Palm Beach, Florida (August 7, 2013)

-Commentator, “Discussion Group on the Rise and Fall of the Wagner Model: An International and Comparative Perspective,” Southeastern Association of Law Schools, Palm Beach, Florida (August 6, 2013)

- Lead Commentary Presenter, Fourth Annual John Mercer Langston Scholarly Writing Workshop, Junior Faculty Member's Paper on "Fisher v. Texas," Denver University School of Law, Denver, Colorado (July 12, 2013)
- Presenter, "The Negotiation of Collective Bargaining Agreements," the 51<sup>st</sup> Annual Course on Labor Law and Labor Arbitration at the Center for American and International Law, Plano, Texas (May 9, 2013)
- Presenter, Association of American Law Schools Annual Meeting, "Roundtable Panel on the Institutional Role and Purpose of the Research Dean," New Orleans, Louisiana (January 6, 2013)
- Presenter, "Employment Law Ethics 20/20," The Ethics of Advertising and Promotion in the 21<sup>st</sup> Century, American Bar Association Labor and Employment Section 6<sup>th</sup> Annual Conference, Atlanta, Georgia (November 2, 2012)
- Moderator, "Electronic Dumpster Diving: The Legal Ethics of TMI, American Bar Association of Labor and Employment Section 6<sup>th</sup> Annual Conference, Atlanta, Georgia (November 1, 2012)
- Presenter, Seventh Annual Colloquium on Scholarship in Employment and Labor Law (COSELL), "Retaliatory Arbitration," Northwestern Law School and Loyola Chicago School of Law, Chicago, Illinois (September 14, 2012)
- Commentator, National Roundtable on Employment Dispute Resolution, Penn State Dickinson School of Law, University Park, Pennsylvania (September 6, 2012)
- Commentator, Discussion Group: Privacy in an Era of Advancing Technology, Southeastern Association of Law Schools, "Employee Privacy Amidst Increasing Technology Expectations," Amelia Island, Florida (August 1, 2012)
- Lead Commentary Presenter, Third Annual John Mercer Langston Scholarly Writing Workshop, Junior Faculty Member's Paper, "Judging Congressional Oversight," Suffolk College of Law, Boston, Massachusetts (June 30, 2012)
- Co-Presenter (with Rose Cuison Villazor), Association of American Law Schools Workshop for New Law Teachers, Plenary Session - "Nuts and Bolts: Tips and Tricks of Scholarship," Washington, D.C. (June 22, 2012)
- Presenter, "A Post-*Pyett* Collective Bargaining Agreement to Arbitrate Statutory Discrimination Claims: What Is It Good For- Could It Be Absolutely Nothing or Really Something?," The Challenge for Collective Bargaining-The New York University 65<sup>th</sup> Annual Conference on Labor, NYU Law School, New York, New York (June 7, 2012)

- Presenter, “The Negotiation of Collective Bargaining Agreements,” the 50<sup>th</sup> Annual Course on Labor Law and Labor Arbitration at the Center for American and International Law, Plano, Texas (May 2, 2012)
  
- Presenter, “Advertising and the 20/20 Commission’s Proposed Changes,” as part of a panel on “Wildcards in Cyberethics: How to Capitalize on New Technology while Complying with Ethical Obligations” at the ABA Labor and Employment Section Committee on Employment Rights and Responsibilities Committee Midwinter Meeting, Las Vegas, Nevada (March 28, 2012)
  
- Presenter, “Cyberspace Protection of Client Confidentiality and Client Development” as part of a panel on “20/20 Foresight?: The Product of the Ethics 20/20 Commission” at the Labor and Employment Section Committee on Ethics and Professional Responsibility Committee Midwinter Meeting, San Francisco, California (March 23, 2012)
  
- Presenter, “Black Worker Voice in Times of Joblessness and Anti-Racism Backlash,” conference on “The Collective and the Democracy: Race, Class, Gender, Disability and Individual Rights Law,” UNLV Boyd School of Law, Las Vegas, Nevada (February 23, 2012)
  
- Presenter, “Changing the Public Sector Worker and Union Narrative in Negotiating During Tough Economic Times,” conference on “The Role of ADR Mechanisms in Public Sector Labor Disputes: What Is at Stake, Where We Can Improve & How We Can Learn from the Private Sector?,” The Ohio State University Moritz College of Law, Columbus, Ohio (February 17, 2012)
  
- Presenter, “The Divide and Conquer Scheme to Eradicate Public Sector Labor Unions: Partisan Politics and the Race Consequences,” Association of American Law Schools, Section on Labor Relations and Employment Law program on Public Employees: Legal, Political, Economic, and Social Issues, Washington, D.C. (January 5, 2012)
  
- Presenter, ABA Labor and Employment Section 5<sup>th</sup> Annual Conference, “Preserving Attorney-Client Privilege and Work Product Via E-Mail: Merging Federal Evidence Rule 502 With Discovery and Ethics Rules,” Seattle, Washington (November 5, 2011)
  
- Presenter, Sixteenth Annual LatCrit Conference, “The Toxicity and Incivility of Freedom-Based Defenses to Racial Harassment,” San Diego, California (October 8, 2011)

-Presenter, Sixth Annual Colloquium on Scholarship in Employment and Labor Law (COSELL), "Racial Workplace Harassment and the Toxic Incivility of Unchecked Freedom-Based Defenses," Southwestern Law School, Los Angeles, California (September 16, 2011)

-Presenter, Southeastern Association of Law Schools (SEALS) annual meeting, "Dismantling the Labor and Employment Arbitration Merger," as part of the Discussion Group on "Should Employment Discrimination Claims Continue to be Arbitrated?" Hilton Head, South Carolina (July 29, 2011)

-Presenter, Second Annual John Mercer Langston Scholarly Writing Workshop, "Employee Expectations of Privacy Under the Lens of Attorney-Client Privilege," DePaul College of Law, Chicago, Illinois (June 25, 2011)

-Presenter, Teaching Law School ADR Classes, "Choice and Balance in Arbitration Courses," Pepperdine University School of Law, Malibu, California (June 22, 2011)

-Presenter, Law and Society Annual Conference Panel on Looming Crises in U.S. Employment Law, "Employer-Provided Mobile Communication Devices: Keeping the Employees' Expectation of Privacy Realistic?," San Francisco, California (June 4, 2011)

-Presenter, Negotiation of Collective Bargaining Agreements," at the 49th Annual Course on Labor Law and Labor Arbitration, The Center for American and International Law, Plano, Texas (May 4, 2011)

-Presenter, American Bar Association, "Employment Investigations in Cyberspace and the Impact of Mobile Equipment," Labor and Employment Law Section, Technology in the Practice and Workplace Committee, National Symposium on Technology in Labor and Employment Law, Panel on Technology Tools and Legal Ethics, NYU Law School, New York, New York (April 29, 2011)

-Presenter, "Employee Expectations of Privacy in Electronically Stored Information on Employer-Provided Equipment," University of Wisconsin School of Law, Honoring Jim Jones, A Hastie Fellow Reunion and Workshop, Madison, Wisconsin (April 15, 2011)

-Presenter, "Using Social Networks for Employment Investigations and Its Ethical Traps," American Bar Association, Labor and Employment Law Section, Ethics and Professional Responsibility Committee Midwinter Meeting Program on "Ethical Issues in Cyberspace: Using Social Networking Sites Without Getting Disbarred," San Juan, Puerto Rico (March 25, 2011)



-Presenter, "Ethical Traps in Cyberspace for Employment Lawyers," Tarrant County Bar Association, Labor and Employment Law Section Monthly Meeting, Fort Worth, Texas (February 15, 2011)

-Scholar-in-Residence, American Bar Association Labor and Employment Section Alternative Dispute Resolution Committee Midwinter Meeting, Presenter, Introductory Session, "Examining the Current Merger of Labor and Employment Arbitration," Los Cabos, Mexico (February 11, 2011) and Presenter, Closing Session, "Arbitration in the Digital Era: Privacy, Ethical, and Evidentiary Issues Regarding Cyberspace, Electronic Devices, and Social Networks," Los Cabos, Mexico (February 13, 2011)

-Presenter, "Reading *Ricci* and *Pyett* to Provide Racial Justice Through Union Arbitration," Indiana Law Review Symposium on Labor and Employment Law Under the Obama Administration, Indiana University Maurer School of Law, Bloomington, Indiana (November 13, 2010) (proceedings published)

-Presenter, "Alternative Dispute Resolution of Employment Discrimination Claims: Does Race Matter When Reading *Ricci* and *Pyett*?" Fourth Annual AALS Dispute Resolution Section Works-in-Progress Program, University of Oregon School of Law, Eugene, Oregon (October 16, 2010)

-Presenter, "Mock AALS Interview," Society of American Law Teachers and LatCrit XV Eighth Annual Junior Faculty Development Program, Denver University School of Law, Denver, Colorado (October 7, 2010)

-Presenter, "Employer-Provided Mobile Communication Devices: Keeping the Employees' Expectation of Privacy Realistic?" Fifth Annual Colloquium on Scholarship in Employment and Labor Law (COSELL), Washington University School of Law, St. Louis, Missouri (September 24, 2010)

-Presenter, "Alternative Dispute Resolution of Employment Discrimination Claims: Does Race Still Matter,?" Third National People of Color Legal Scholarship Conference, Seton Hall University School of Law, Newark, New Jersey (September 11, 2010)

-Presenter/Moderator, "Employment Lawyers and Ethical Traps in Cyberspace," American Bar Association Annual Meeting Showcase Program on Ethical Traps in Cyberspace, San Francisco, California (August 6, 2010)

-Presenter, "Employment Investigations in Cyberspace and the Ethical Implications," SEALS Annual Meeting, Employment Panel on Privacy in the Workplace and the Impact of Social Networks and Blogs, Palm Beach, Florida (August 4, 2010)

- Presenter, "Unions and Racial Justice: What *Ricci* and *Pyett* Hath Joined Together, Let No Employer Put Asunder," Law and Society Annual Conference, Chicago, Illinois (May 28, 2010)
  
- Moderator, "Twenty-Five Years of Employment Discrimination Law," American Bar Association Labor and Employment Section, National Teleconference (May 19, 2010)
  
- Presenter, "Negotiation of Collective Bargaining Agreements," at the 48th Annual Course on Labor Law and Labor Arbitration, The Center for American and International Law, Plano, Texas (May 12, 2010)
  
- Presenter, "The Allure of Cyberspace and Its Ethical Traps for Employment Lawyers," American Bar Association Section of Labor and Employment Committee on Technology in the Practice and Workplace Midwinter Meeting at NYU Law School, New York, New York (April 29, 2010)
  
- Presenter, "The Allure of Cyberspace and Its Ethical Traps for Employment Lawyers," American Bar Association Section of Labor and Employment Committee on Ethics and Professional Responsibility Midwinter Meeting, Coronado, California (March 26, 2010)
  
- Presenter, "Doubting the Thomases: Is Black on Black Workplace Sexual Harassment an Issue of Race or Sex or Both?" on the panel "Employment Discrimination in a Non-Binary World: Masculinity, Segregation, and Institutional Responsibility" at the 4th Annual Critical Race Studies Symposium held at UCLA School of Law, Los Angeles, California (March 11, 2010)
  
- Presenter, Third Annual Dispute Resolution Works in Progress Conference, "Employment Discrimination in the Supreme Court's 2009 Term: Retaliatory Checks on Employers and the Arbitration Monster," Harvard Law School, Cambridge, Massachusetts (November 14, 2009)
  
- Presenter, University of Connecticut Law Review Symposium: Redefining Work: Implications of the Four-Day Work Week, "Four-Day Weeks and Efforts Aimed at Reducing Work Time: Employer Sympathy or Circumventing Unions and Wage Hour Laws?," Hartford, Connecticut (October 30, 2009)
  
- Presenter, Fourth Annual Colloquium on Scholarship in Employment and Labor Law (COSELL), "Furloughs, Reduced Workweeks and Other Efforts Aimed at Reducing Employees' Work Hours While Still Offering Job Stability," Seton Hall University School of Law, Newark, New Jersey (September 25, 2009)

-Presenter, Southeastern Association of Law Schools (SEALS) Annual Meeting, Labor and Employment Panel on Supreme Court decision in *14 Penn Plaza v. Pyett*, Palm Beach, Florida (August 6, 2009)

-Presenter, American Bar Association's Annual Meeting, "Mandatory Bargaining Over Requiring Employees to Arbitrate?" as part of a Dispute Resolution Section panel on "Negotiating Union Waivers for Statutory Discrimination Claims in Arbitration and Related Issues of Advocacy After *14 Penn Plaza LLC v. Pyett*," Chicago, Illinois (July 30, 2009)

-Presenter, AALS Mid Year Workshop on Work Law, Panel on Arbitration related to the Supreme Court's decision in *14 Penn Plaza v. Pyett*, "Thoughts on the Wright and the Wrong of the Supreme Court's *Pyett* Decision," Long Beach, California (June 12, 2009)

-Presenter, Law and Society Annual Conference Panel on Employment Rights, "Doubting the Thomases: Is Black-on-Black Workplace Harassment A Matter of Sex or Race or Both,?" Denver, Colorado (May 29, 2009)

-Presenter, The Center for American and International Law, 47<sup>th</sup> Annual Course on Labor Law and Labor Arbitration, "Negotiation of Collective Bargaining Agreements," Plano, Texas (April 23, 2009)

-Presenter, ABA Dispute Resolution Section 11<sup>th</sup> Annual Conference, Panel on *Whither Gilmer and Gardner-Denver?: 14 Penn Plaza v. Pyett as a New Fountainhead Case in Labor Law*, "Collective Bargaining Waivers to Process Statutory Discrimination Claims Through Grievance Arbitration," New York, New York (April 16, 2009)

-Presenter, ABA Section of Labor and Employment Employee Rights and Responsibilities Committee Midwinter Meeting, Sexual Harassment in the Union and Non-Union Setting, in which I presented a labor arbitrator's view in a role play discussion amongst arbitrators and advocates regarding key differences in union labor arbitration and non-union employment arbitration, Key West, Florida (March 28, 2009)

-Presenter, ABA Section of Labor and Employment Ethics and Professional Responsibility Committee Midwinter Meeting, panel on Emerging Issues in Positional Conflicts and Business Conflicts, "Another Matter to Address in the Mandatory Arbitration Debate: Which Side are You on Regarding Positional Conflicts of Interest?," Key West, Florida (March 27, 2009)

-Presenter, Cleveland State College of Law Littler Mendelson Annual Employment Law Lecture, "Where are We Going with the Merger of Employment Discrimination Claims and Alternative Dispute Resolution?," Cleveland, Ohio (March 12, 2009)

-Presenter, Texas Wesleyan Law Review Symposium, ADR: Exploring the new standard of diligent settlement advocacy facing today's litigator, "Why Advocates Should Not Expect Strict Adherence to the Rules of Evidence in Labor and Employment Arbitration," Fort Worth, Texas (February 13, 2009)

-Presenter, AALS Annual Meeting, Evidence Section Poster Presentation, "No Strict Rules of Evidence in Labor and Employment Arbitration," San Diego, California (January 9, 2009)

-Presenter, Second Annual AALS Dispute Resolution Section Works-in-Progress Program, "Searching for the *Wright* and *Pyett* Answer to Collective Bargaining Arbitration of Statutory Claims," Arizona State College of Law, Phoenix, Arizona (October 25, 2008)

-Presenter, Third Annual Colloquium on Scholarship in Employment and Labor Law (COSELL), "Retaliatory Aspects of Compelling Employees to Arbitrate," University of San Diego School of Law, San Diego, California (October 24, 2008)

-Presenter, Tarrant County Bar Association Brown Bag Seminar Series, Why Diversity? It's Good Business, "Ethical Obligations to Address Diversity as a Solution to Obtain a Critical Mass," Texas Wesleyan University School of Law, Fort Worth, Texas (October 10, 2008)

-Presenter, Thirteenth Annual LatCrit Conference, Panel on Sex, Race and Other Identities at the Intersections, "Doubting the Thomases: Is Black on Black Workplace Sexual Harassment an Issue of Race or Sex or Both?" University of Seattle School of Law, Seattle, Washington (October 4, 2008)

-Presenter, American Bar Association Annual Labor and Employment Section Conference, "Witness Preparation and Ex Parte Communications: A Fundamental Discussion," Denver, Colorado (September 11, 2008)

-Presenter, Southeastern Association of Law Schools (SEALS) annual conference and labor and employment panel on the Impact of Retaliation in the Workplace After *Burlington v. White*, "Retaliatory Aspects of Compelling Employees to Arbitrate," Palm Beach, Florida (August 1, 2008)

-Presenter, 14th National Labor-Management Relations Conference sponsored by the Federal Mediation Conciliation Services, "Identifying and Cultivating a Diverse Pool of Arbitrators: Reviewing the Biases and the Ethics Involved Within the Selection Process," Washington, D.C. (June 2, 2008)

-Presenter, Twenty-Fifth Annual Carl Warns, Jr. Labor and Employment Law Institute, University of Louisville Brandeis School of Law, "To Prepare or Not to Prepare Witnesses During An Employment Deposition: Ethically, is that not the Question or is it Balancing the Duty to the Client with the Duty to the Tribunal and Others Regarding Truthfulness?" Louisville, Kentucky (May 30, 2008)

-Presenter, ABA Section of Labor and Employment Employee Rights and Responsibilities Committee Midwinter Meeting, "Ethical Issues for In-House Counsel Regarding Employment Litigation," Dana Point, California (April 4, 2008)

-Presenter, ABA Section of Labor and Employment Ethics and Professionalism Committee and Equal Employment Opportunity Committee Joint Midwinter Meeting, "The Ethics of Preparing Witnesses for Testimony," Tucson, Arizona (March 27, 2008)

-Presenter, Labor and Employment Relations Association, 60<sup>th</sup> Annual Meeting, Workers' Rights in the Aftermath of Natural Disasters, "What Hurricane Katrina Should Have Taught Employers about Using Expedited ADR to Address Employment Matters in a Crisis," New Orleans, Louisiana (January 5, 2008)

- Presenter, Junior Faculty Development Workshop - Lat Crit XII, Critical Localities: Epistemic Communities, Rooted Cosmopolitans, New Hegemonies, and Knowledge Processes, "Developing A Scholarly Agenda With Your Mind On Getting Tenure and Tenure Getting on Your Mind," Miami Beach, Florida, (October 5, 2007)

-Presenter, 2<sup>nd</sup> Annual Colloquium on Scholarship in Employment and Labor Law (COSELL), Denver and Boulder, Colorado, "Searching for the *Wright* Answer to Collective Bargaining Arbitration of Statutory Claims," Denver, Colorado (September 28, 2007)

-Presenter, SEALS, Employment Discrimination Fifteen Years After the Civil Rights Act of 1991, "Avoiding Jury Trials Through Arbitration: An Unintended Consequence of the Civil Rights Act of 1991?" Amelia Island, Florida (July 31, 2007)

-Selected Faculty Fellow, Cross-Cultural Negotiation and Employment Dispute Resolution System Design, Straus Institute for Dispute Resolution, Pepperdine Law School, Malibu, California (June 5-23, 2007)

-Presenter, 3<sup>rd</sup> National Conference, Minority Professionals in Alternative Dispute Resolution, "Leveraging Opportunities for Minority Arbitrators through Mandatory Arbitration Agreements," Columbus, Ohio (May 17, 2007)

-Langston Hughes Lecturer, "Black Workers and Collective Approaches to Dispute Resolution in 2007," University of Kansas, Lawrence, Kansas (April 19, 2007)

-Commentator/Presenter, National Academy of Arbitrators 2007 Spring Education Conference, Beyond the Protocol: The Future of Due Process in Workplace Dispute Resolution, "Regarding Empirical Research on Due Process in Employment Arbitration," Chicago, Illinois (April 14, 2007)

-Presenter, Southwest/Southeast People of Color Regional Scholarship Conference, Employment Panel: "Negotiating A Call to Action for Selection of Diverse Arbitrators in Employment Discrimination Matters," Orlando, Florida (March 17, 2007)

-Presenter, ABA Section of Labor and Employment Ethics and Professionalism Committee Midwinter Meeting: "Arbitrators' Duties When Counsel Are or Are Not Present During Proceedings: Should the Rules of Evidence Matter?" Manzanillo, Mexico (February 18, 2007)

-Presenter, Saltman Center for Conflict Resolution University of Nevada-Las Vegas School of Law Symposium: Rethinking the Federal Arbitration Act, "Measures to Encourage and Reward Post-Dispute Agreements to Arbitrate," Las Vegas, Nevada (January 26, 2007) (proceedings published in the Nevada Law Journal)

-Presenter, AALS Panel Jointly Sponsored by the Dispute Resolution and Employment Discrimination Sections, Dispute Resolution in Action: Examining the Reality of Employment Discrimination Cases Jointly, "The EEOC's Role in Setting Policy About ADR and Why it Has Dropped the Ball Regarding Arbitration," Washington, D.C. (January 5, 2007) (published in the Employee Rights and Employment Policy Journal)

-Presenter, First Annual Colloquium on Scholarship in Employment and Labor Law (COSELL), Marquette Law School, "Negotiating A Call to Action for Selection of Diverse Arbitrators," Milwaukee, Wisconsin (October 26, 2006)

-Presenter, American Bar Association Best of the 2006 Midwinter Meetings Teleconference Series, Bias in the Legal Profession – Et Tu, Brute? Understanding and Correcting a Pernicious Problem, "Bias in the Legal Profession in Labor and Employment Arbitrator Selection," (October 11, 2006)

-Presenter, FMCS 13<sup>th</sup> National Labor-Management Conference, "Confronting Changing Times: Paths to Partnership: Gilmer and the Civil Rights Act of 1991 at Fifteen: Is There Any Role for Unions in Employment Discrimination Arbitration,?" Chicago, Illinois (August 17, 2006)

-Presenter, ABA Annual Meeting, Labor and Employment Law Section, Committee on Ethics and Professional Responsibility: "Ethical Bias in the Selection of Arbitrators and Mediators," Honolulu, Hawaii (August 8, 2006)

-Presenter, Southeastern Association of Law Schools (SEALS), Law, Economics and Race, "Black Workers and Employment Discrimination Regulation: A Concern of the Past or Does Leveraging Diversity Provide Economic Justification?" Palm Beach, Florida (July 20, 2006)

-Presenter, Southwest/Southeast People of Color Regional Scholarship Conference, Employment Panel: Coalition Building – A Viable Strategy? "The State of Affairs for Black Workers in the Twenty First Century: Black Males Need Not Apply?" Santa Fe, New Mexico (April 8, 2006)

-Presenter, Tarrant County Bar Association, Brown Bag Seminar, "Employment Discrimination Law Update," Fort Worth, Texas (March 31, 2006)

-Presenter, ABA Section of Labor and Employment Ethics and Professionalism Committee Midwinter Meeting: "Bias Against Black Employment Attorneys and Arbitrators: The Ethical Dilemmas in Working for Employers on Matters of Race," and "ADR Subcommittee Report: Issues that Derail Mediation of Employment Disputes for the Unrepresented Employee," Puerto Vallarta, Mexico (March 17 and 18, 2006)

-Presenter, "Race and Neutrality in ADR of Employment Discrimination Claims: Are They Divergent Interests?" Symposium: Neutrality and Impartiality in Alternative Justice, Penn State University School of Law, Carlisle, Pennsylvania (September 10, 2005)

-Presenter, ABA Annual Meeting, Labor and Employment Section, "Circumventing the Ethical Ban on Ex Parte Communications Between a Lawyer and an Opposing Party or Person Represented by a Lawyer in Employment Disputes," Chicago, Illinois (Aug. 7, 2005)

-Moderator, "Young Scholars Workshop," Southeastern Association of Law Schools (SEALS), Hilton Head, South Carolina (July 28, 2005)

-Presenter, "The Ethics of Employer-Sponsored Legal Service Plans: Employment Discrimination Dispute Resolution in the New Millennium," 22nd Annual Carl A. Warns Labor & Employment Law Institute: University of Louisville Louis D. Brandeis School of Law, Louisville, Kentucky (June 17, 2005)

- Presenter, Disparate Impact, Disparate Treatment: Discrimination in American Society, “Black Workers and Employment Dispute Resolution in the Twenty-First Century,” Law and Society Annual Program, Las Vegas, Nevada (June 3, 2005)
  
- Invited Presenter (did not speak due to family bereavement) “Teaching Race in the ADR Course,” Joint Program Sponsored by the ABA and AALS: Legal Educators’ Colloquium, ABA Dispute Resolution Section Annual Meeting, Los Angeles, California (April 16, 2005)
  
- Presenter, “ADR Subcommittee Report: Workplace Investigations and Recent Fair Credit Reporting Act Amendments: FACT Act or Fiction Act?” and “The Proverbial Elephant in the Room: Are Human Resource and Labor Relations Professionals Involved in the Unauthorized Practice of Law?” ABA Section of Labor and Employment Law, Ethics Committee Midwinter Meeting, Miami Beach, Florida (January 15, 2005)
  
- Presenter, “A Critical Look at the Potential Utility of ADR in Resolving Race-Based Workplace Discrimination Disputes,” Wiley A. Branton-Howard Law Journal Memorial Symposium, The Unfinished Business of the Civil Rights Act of 1964: Shaping an Agenda for the Next 40 Years, Howard University Law School, Washington, D.C. (November 12, 2004)
  
- Presenter, “Tackling Employment Discrimination With ADR: A Shield for the Haves or Real Opportunity for the Have Nots?” Employment Law Panel: Upcoming Challenges in Employment Discrimination Law, 2nd National People of Color Legal Scholarship Conference, George Washington University School of Law, Washington, D.C. (October 9, 2004)
  
- Moderator, ADR Panel, 2<sup>nd</sup> National People of Color Legal Scholarship Conference, George Washington University School of Law, Washington, D.C. (October 7, 2004)
  
- Presenter, “Using Criminal Prosecution as a Bargaining Chip in Employment Mediation: A Potential Ethical Trap for the Unwary Lawyer in Some Jurisdictions,” ABA Annual Convention, Labor and Employment Section, Atlanta, Georgia (August 10, 2004)
  
- Presenter, “Self-Represented Employees in Discrimination Disputes: An Opportunity for Unions to Embrace Racial Justice,” AALS Workshop on Racial Justice in a New Millennium: From *Brown* to *Grutter*: Methods to Achieve Non Discrimination and Comparable Racial Equality, Portland, Oregon (June 15, 2004)



-Presenter, Law and Managing Labor Rights – “Read My Lips: No More Regulation of Employer Labor Organizing Campaign Promises,” Law and Society Annual Meeting, Chicago, Illinois (May 30, 2004)

-Presenter, Law and the Public-Private Dichotomy: The State and Justice– "Mediation of Employment Disputes Examined Under the Lens of Social Justice: Tilting at Neutrality Windmills While Expecting a Transformative Pipedream," Law and Society Annual Meeting, Chicago, Illinois (May 29, 2004)

-Presenter, “Advocacy for Unrepresented Workplace Disputants: Power Imbalance Issues,” Problem Solving Processes: Peacemakers and the Law, Fort Worth, Texas (April 30, 2004)

-Presenter, “Agreements to Arbitrate Future Employment Disputes As a Condition of Employment: Are They Really Racially Restrictive Covenants?” ABA Dispute Resolution Section, Perspectives on Race and ADR From Law Professors of Color & Teachers of Dispute Resolution, New York, New York (April 16, 2004)

-Moderator, Employment Law in the European Union, International Law Section, Dallas Bar Association, Texas Wesleyan Law School, Fort Worth, Texas (March 25, 2004)

-Presenter, “Unauthorized Practice of Law Concerns For Neutrals in Employment Disputes,” ABA Section of Labor and Employment Law, Ethics Committee Midwinter Meeting, Puerto Vallarta, Mexico (January 17, 2004)

-Presenter, “Intentional Conversations About Restorative Justice, Mediation and the Practice of Law: How Does the Concept of Restorative Justice, as Compared With Justice Expressed in Mediation and the Practice of Law, Relate to a Broader Social Context, Including Dynamics of Race, Class and Other Social Identities?” Hamline University School of Law, Symposium on Advanced Issues in Dispute Resolution, St. Paul, Minnesota (November 1, 2003)

-Presenter, “Mediation and Unauthorized Practice of Law,” Tarrant County Association of Mediators Monthly Meeting, Fort Worth, Texas (September 8, 2003)

-Presenter, “Lawyers on the Road, Multi-Jurisdictional Practice Issues When Lawyers Act as Mediators, Arbitrators, Negotiators & Advisors for Employment Disputes in States Where They are Not Admitted to Practice Law,” ABA Annual Convention, Labor and Employment Section, San Francisco, California (August 10, 2003)

-Presenter, "Using Employment Discrimination Claims to Compare ADR with Litigation in the Civil Procedure Course," AALS Civil Procedure Conference, New York, New York (June 19, 2003)

-Presenter, "An Examination of Court-Annexed and Agency-Based Mediation of Employment Disputes," ABA Section of Labor & Employment Law, 2003 Mid-Winter Meeting of ADR Committee," San Juan, Puerto Rico (March 19, 2003)

-Presenter, "Opposing Excessive Use of Employer Bargaining Power in Mandatory Arbitration Agreements Through Collective Employee Actions," Role of Contract in the Modern Employment Relationship, Texas Wesleyan Law School, Fort Worth, Texas (March 7, 2003)

-Presenter, "Regulating Unkept Labor Campaign Promises," Young Scholar Workshop: Southeastern Association of Law Schools (SEALS), Kiawah Island, South Carolina (August 2, 2002)

-Selected Faculty Fellow, Mediation and Employment Arbitration, Straus Institute for Dispute Resolution, Pepperdine Law School, Malibu, California (July 9-27, 2002)

-Presenter, "Mandatory ADR: Impacts on Minority Groups & the Quest for Justice," AALS ADR & Minority Sections, New Orleans, Louisiana (January 5, 2002)

-Presenter & Commentator, "Mandatory Mediation," Oxford Roundtable on Employment Discrimination, St. Antony's College, Oxford, England (August 12-17, 2001)

-Presenter, Works-In-Progress, Mid-Atlantic Region People of Color Legal Scholarship Conference, Penn State-Dickinson College of Law, "Proposing New Paradigms For EEOC Enforcement After 35 Years: Outsourcing Charge Processing By Mandatory Mediation," Carlisle, Pennsylvania (February 3, 2001)

-Presenter, Work-in-Progress, SW/SE Region People of Color Scholarship Conference, South Texas College of Law, "Debunking the Myth of Employer Advantage in Mandatory Arbitration," Houston, Texas (March 3, 2000)

-Presenter, Council on Education in Management - Progressive Discipline, Coaching and Termination Law: "Mediation and Arbitration: Cost Effective Solutions For Improving Employee Relations," Chicago, Illinois (October 5, 1999)

-Moderator and Presenter, 12<sup>th</sup> Annual Loyola EEO Conference: "Retaliation: What It Is and How to Prevent It," Chicago, Illinois (May 13, 1999)

- Presenter, Council on Education in Management - EEOC Compliance Practices Conference: “Steering Clear of the Trickiest Wage and Hour Issues That Set You Up For An EEOC Discrimination Lawsuit,” Chicago, Illinois (May 12, 1999)
  
- Presenter, Center For Employment Dispute Resolution Conference, How Collective Bargaining Works: “A Primer on Labor Relations Collective Bargaining Negotiations” and “Evidentiary Problems in Arbitration,” Chicago, Illinois (June 11, 1998)
  
- Presenter, 11<sup>th</sup> Annual Loyola EEO Conference: “Due Process and Effective Strategies for Lawful Terminations,” Chicago, Illinois (April 24, 1998)
  
- Presenter, Illinois Chamber of Commerce: “Navigating Wage and Hour Minefields,” Rockford, Illinois (October 20, 1997)
  
- Presenter, Illinois Chamber of Commerce: “New Privacy Issues For Illinois Employees,” Chicago, Illinois (June 15, 1997)
  
- Presenter, Chicago Association of Minority Recruiters, “Mediation and Other Available Alternatives To Litigating Employment Disputes,” Chicago, Illinois (May 19, 1997)
  
- Presenter and Moderator, 10<sup>th</sup> Annual Loyola EEO Conference: Hiring, Firing and Everything in Between - Managing A Diverse Workforce in the 90s, “Employment Discrimination Issues in Mentoring, Career Development and Performance Appraisals: Can We All Just Move Along,?” Chicago, Illinois (October 15, 1996)
  
- Presenter, 9<sup>th</sup> Annual Loyola EEO Conference: EEO Law, Diversity and Affirmative Action, “How to Hire, Promote, and Terminate Without Getting the Employment Discrimination Blues” Chicago, Illinois (November 9, 1995)
  
- Presenter, Arthritis Foundation: “Employment Law Related to Persons With Disabilities,” Chicago, Illinois (September 23, 1995)

***REFERENCES***

Available on Request