

ANGELA D. MORRISON

Texas A&M University, School of Law
1515 Commerce Street • Fort Worth, Texas 76102
817.212.3818 • angela.morrison@law.tamu.edu

CURRENT POSITION

Associate Professor, Texas A&M University School of Law Fall 2015 to present

- *Courses Taught:* Employment Law; Global Lawyering: Mexico; Legislation & Regulation; Legal Analysis, Research, and Writing I & II; (Guest Lecturer) Immigration Law Segment, Borderlands Law
- *Committee Service:* Experiential Education Committee (2021-2022); Honor Council (2016–2021); Adjunct Professor Committee (2015–2016, 2018–2020); Diversity Council (2017–2019); Admissions Committee (2015–2018); Faculty Appointments Committee (2016–2017, 2020–2021)
- *Other Service Activities:* Public Interest and Government Careers, working group (2018–2021); 1L Faculty Advisor (2015–2018, 2019–2020); *ad hoc* Clerkship Advisory Committee (2016–2018)

PREVIOUS ACADEMIC POSITION

Visiting Assistant Professor, William S. Boyd School of Law, University of Nevada, Las Vegas, Fall 2011 to Spring 2015

- *Courses Taught:* Property Law; : Lawyering Process I & II; Immigration Law; Employment Discrimination Law; Immigration Clinic; Appellate Clinic
- *Committee Service:* Career Services Advisory Committee (2009–2012); Community Service Committee (2009–2013); and Clinic Committee (2010–2015)

PUBLICATIONS

Articles

Angela D. Morrison, *Framing and Contesting Unauthorized Work*, 36 GEO. IMMGR. L. J. 651 (2022).

Angela D. Morrison, *Why Protect Unauthorized Workers? Imperfect Proxies, Unaccountable Employers, and Antidiscrimination Law's Failures*, 72 BAYLOR L. REV. 117 (2020).

Angela D. Morrison, *Free Trade, Immigrant Workers, and Employment Discrimination*, 67 KAN. L. REV. 237 (2018), *reprinted in* 39 IMMIGR. & NAT'L L. REV. 123 (2018).

Angela D. Morrison, *Executive Estoppel, Equitable Enforcement, and Exploited Immigrant Workers*, 11 HARV. L. & POL'Y REV. 295 (2017).

Angela D. Morrison, *Misconstruing Notice in EEOC Administrative Processing & Conciliation*, 14 NEV. L.J. 785 (2014).

Angela D. Morrison, *Duke-ing Out Pattern or Practice After Wal-Mart: The EEOC as Fist*, 63 AM. U. L. REV. 87 (2013).

Angela D. Morrison & David B. Thronson, *Beyond Status: Seeing the Whole Child*, 33 EVALUATION & PROGRAM PLAN. 281 (2010) (peer reviewed).

Book

CAMILLE L. HÉBERT, ANGELA D. MORRISON, AND ELAINE W. SHOBEN, *THE LAW AT WORK: LEGAL STUDIES FOR HUMAN RESOURCES* (West Academic 2018).

Book Chapter

Anna Y. Park & Angela D. Morrison, *Litigating and Resolving Harassment Cases Under the EEOC's Administrative Processes in LITIGATING THE WORKPLACE HARASSMENT CASE* (Marlene Heyser, ed., ABA 2010).

Practice Guide

Deborah Lee, Manoj Govindaiah, Angela Morrison & David Thronson, AILA InfoNet Doc. No. 09021830, *Update on Legal Relief Options for Unaccompanied Alien Children Following the Enactment of the William Wilberforce Trafficking Victims Protection Reauthorization Act of 2008* (2009).

JUDICIAL CLERKSHIP

Law Clerk, Honorable Philip M. Pro, Chief Judge, 2005–2006
United States District Court for the District of Nevada

EXPERIENCE

Oct. 2008–
July 2012 **Legal Director, Nevada Immigrant Resource Project**
William S. Boyd School of Law, University Nevada, Las Vegas

As principal investigator on federal grant-funded project, litigated immigration cases, provided outreach and training to community partners, and supervised law students.

Aug. 2006–
Oct. 2008 **Trial Attorney, United States Equal Employment Opportunity Commission**
Los Angeles Region, Las Vegas Local Office

Litigated employment discrimination claims in federal district courts in Nevada, Guam, Hawaii, Eastern District of California, and Southern District of California.

EDUCATION

William S. Boyd School of Law, University of Nevada Las Vegas

J.D., *summa cum laude*, May 2005

GPA 3.76/4.0; Class Rank 3/125

Honors:

- William S. Boyd Outstanding Graduate
- *Nevada Law Journal*, Editor-in-Chief, 2004–2005

Utah State University, Logan, UT

B.A. History, minor Latin, *magna cum laude*, May 2002

GPA 3.93/4.0

Honors: Outstanding History Graduate

ACADEMIC PRESENTATIONS

Moderator, AALS 2022 Annual Meeting, *Anti-Discrimination Law's Role in Promoting Workplace Democracies*, Section on Employment Discrimination, January 2022, Virtual

Commentator, AALS 2022 Annual Meeting, Section on Employment Discrimination Law New & Emerging Voices in Workplace Law, January 2022, Virtual

Non-domination & the Just Treatment of Immigrant Workers, University of Mississippi School of Law, Faculty Speaker, September 2021, University, MS

Resisting the Law's Frames

- The Precarious Workplace Paper Workshop, Texas A&M University School of Law, January 2020, Virtual
- Faculty Scholarship Retreat, Texas A&M University School of Law, November 2020, Virtual

Commentator, AALS 2021 Annual Meeting, Section on Employment Discrimination Law New & Emerging Voices in Labor & Employment Law, January 2021, Virtual

Immigrant Rights Movements' Mobilization Strategies & The Law, AALS Section on Employment Discrimination Paper Workshop Series, August 2020, Virtual

DOJ's Administration of IRCA's Anti-Discrimination & Document Discrimination Provisions, Workplace Law Conference: Administrative Law & the Workplace, Texas A&M University School of Law, April 2020, Fort Worth, TX

**Collaborating with Clinic Colleagues in Problem Design*, Presenter, 20th Annual Rocky Mountain Legal Writing Conference, University of Arizona, March 2020, Tucson, AZ **(presentation selected but cancelled due to pandemic)*

Non-Domination & the Anti-republican Treatment of Unauthorized Workers, Presenter, Fourteenth Annual Colloquium of Scholarship on Labor and Employment Law, University of Nevada Las Vegas, William S. Boyd School of Law, October 2019, Las Vegas, NV

Why Protect Unauthorized Workers?

- Faculty Speaker, American University, Washington College of Law, September 2019, Washington, D.C.
- Presenter, Fifth Biennial Emerging Immigration Scholars Conference, J. Rueben Clarke Law School, BYU, June 2019, Provo, UT
- Presenter, Twelfth Annual Colloquium of Scholarship on Labor and Employment Law, Texas A&M University School of Law, September 2017, Fort Worth, TX

Panel: *Where to for #MeToo and Employer Defenses?*, Panel Moderator, Workplace Law Conference: Modern Social Movements and their Workplace Impact, Texas A&M University, April 5, 2019, Fort Worth, TX

Teaching 1Ls to Make Effective Policy Arguments in Legal Analysis, Presenter, 19th Annual Rocky Mountain Legal Writing Conference, University of Nevada Las Vegas, William S. Boyd School of Law, March 2019, Las Vegas, NV

5 Myths About Immigration (and Why They Matter), Keynote Speaker, Inclusive Excellence Symposium, Utah State University, October 2018, Logan, UT

Way Back to School: Intersections of Classical Rhetoric and Contemporary Law, Moderator and Panelist, LWI Conference, July 2018, Milwaukee, WI

Free Trade, Noncitizen Workers, and Employment Discrimination, Faculty Speaker, University of Missouri School of Law, April 2018, Columbia, MO

Increasing Students' Sense of Control—and Happiness—Through Self-Regulated Learning, Presenter, Rocky Mountain Legal Writing Conference, University of Denver, March 2018, Denver, CO

Fourth Biennial Emerging Immigration Scholars Conference, Texas A&M University School of Law, April 2017, Fort Worth, TX

- *Career Panel*, Panelist
- *Works in Progress Session*, Discussant

The Transition to Tenure Track, Presenter, Rocky Mountain Legal Writing Conference, Arizona State University, March 2017, Phoenix, AZ

Executive Estoppel & Exploited Immigrant Workers, Invited Speaker, Harvard Law & Policy Review Spring Symposium, Harvard Law School, February 2017, Cambridge, MA

Reframing Free Trade Agreements as a Tool to Enforce the Rights of Noncitizen Workers in the United States, Presenter, Eleventh Annual Colloquium of Scholarship on Labor and Employment Law, University of Washington, September 2016, Seattle, WA

The Trans-Pacific Partnership as a Tool to Enforce the Workplace Rights of Non-citizen Workers in the U.S. Pacific Rim, Presenter, New Scholars Panel, SEALS, August 2016, Amelia Island, FL

Using Legal Writing Problems to Further Your Research Agenda, Presenter, Southeastern Legal Writing Conference, University of Miami, January 2016, Miami, FL

Clinic as a Laboratory for Raising the Standard of Practice: Case Study of an Immigration Clinic Partnering with a Public Defender, Presenter, AALS Clinical Conference, April 2014, Chicago, IL

Ending Exploitative Enforcement through Executive Estoppel, Eighth Annual Colloquium on Current Scholarship in Labor and Employment Law, William S. Boyd School of Law, September 2013, Las Vegas, NV

Executive Estoppel & Separation of Powers: Tools to Protect Undocumented Workers, Emerging Immigration Law Scholars Conference, University of California, Irvine, June 2013, Irvine, CA; AALS Clinical Conference, April 2013, San Juan, PR

The Immigration-Industrial Complex, Panel Chair & Discussant, Law & Society Annual Conference, June 2013, Boston, MA

Immigration Status, Immigration Policy and the Delinquency Responses of Juvenile Courts, Panel Chair, Juvenile Justice Conference, UNLV, April 2013, Las Vegas, NV

Advising Undocumented Students, Panelist, NAFSA: Association of International Advisors, Region XII Annual Conference, October 2009, San Diego, CA

Right to the City: Immigrant Activists in Las Vegas, Panelist, American Association of Geographers Annual Conference, March 2009, Las Vegas, NV

SELECTED BLOG POSTS & MEDIA APPEARANCES

Interview, *Court to Hear Title 42 Case*, Texas Capital Tonight, Spectrum One News (May 12, 2022)

Interview, *Supreme Court Hears Oral Arguments in Biden v. Texas*, Texas Capital Tonight, Spectrum One News (Apr. 26, 2022)

Interview, *Greenlight for United Workers Creates a Job Bias Claim Niche*, BLOOMBERG LAW (Mar. 1, 2022), <https://tinyurl.com/yc74e8m6>

Guest Panelist, *Dare to Listen: Know Your Rights in a Pandemic*, The Source, Texas Public Radio (Aug. 25, 2021), <https://tinyurl.com/cd5a3x5t>

Interview, *The Supreme Court Decides LGBTQ Discrimination Case*, The Drive Home with Roxanne Flores, Zack Cantu, and Davis Rankin, KURV710 News Talk (June 15, 2020)

Interview, *Supreme Court To Take On LGBTQ Workplace Discrimination*, TEXAS STANDARD (Apr. 23, 2019), <https://tinyurl.com/yx99cm3q>

Interview, *USU Graduate and Immigration Law Expert Busts Myths About Asylum Seekers*, Utah Public Radio (Nov. 20, 2018), <https://tinyurl.com/y9su3c54>

Interview, *Trump Administration Proposes New Rules to Terminate the 1997 Flores Agreement*, KRLD News Radio 1080 (Sept. 7, 2018)

Interview, *With Immigration Raids at 7-Eleven Stores, ICE Signals a New Era of Enforcement*, TEXAS STANDARD (Jan. 15, 2018), <https://tinyurl.com/yaf8hh22>

Interview, *Texas, California take very different approaches to 'sanctuary city' debate*, FOX NEWS POLITICS (Apr. 26, 2017), <https://tinyurl.com/mwgv72h>

The Travel Ban Is Just For Show—The Real Threat Is From Individual Officials Who Can Act On Its Discriminatory Message, HARVARD LAW & POLICY REVIEW BLOG (Mar. 9, 2017), <https://tinyurl.com/mkqfm24>

Interview, *Trump's 'sanctuary' order sets up showdown between cities and states*, FOX NEWS POLITICS (Jan. 31, 2017), <https://tinyurl.com/glsebef>

Interview, *Texas Gov. Abbott threatens to oust officials who promote sanctuary cities*, FOX NEWS POLITICS (Jan. 27, 2017), <https://tinyurl.com/j92lp29>

Delay Pays—The Court's Decision in CRST Van Expedited, Inc. v EEOC; HAMILTON & GRIFFIN ON RIGHTS (May 25, 2016) (also featured on SCOTUSblog), <http://tinyurl.com/zcwkmqh>
The Court's Decision in Green v. Brennan Allows Employees to Make the Best of a Bad Situation; HAMILTON & GRIFFIN ON RIGHTS (May 30, 2016) (also featured on SCOTUSblog), <http://tinyurl.com/jxpw85q>

Right and Fair for Whom? The Court's Decision in Torres v. Lynch Is Wrong and Unfair; HAMILTON & GRIFFIN ON RIGHTS (May 23, 2016) (also featured on SCOTUSblog), <http://tinyurl.com/gsdntbr>

'I'm Going to Do this When it Makes no Sense' the Court hears Oral Argument in United States v. Texas, HAMILTON & GRIFFIN ON RIGHTS (April 24, 2016) (also featured on ACSblog and SCOTUSblog), <http://tinyurl.com/jjg88zr>

A \$4.5 million Incentive to Avoid the Merits: The Court Hears Oral Argument in CRST Van Expedited, Inc. v. EEOC; HAMILTON & GRIFFIN ON RIGHTS (Mar. 31, 2016) (also featured on SCOTUSblog), <http://tinyurl.com/jl6lsuw>

Whose Story is It? The Court's Decision in Tyson Foods, Inc. v. Bouaphakeo; HAMILTON & GRIFFIN ON RIGHTS (Mar. 24, 2016) (also featured on SCOTUSblog), <http://tinyurl.com/huq7hee>

Interview, *Advocates Fight The Clock To Convert Green Card Holders Into Voters*, printed in WEATHERFORD DEMOCRAT (Feb. 1, 2016), PALESTINE HERALD (Feb. 1, 2016)

Good News For Workers—To Get Empathy From The Roberts Court All You Have To Do Is Work For The Federal Government; HAMILTON & GRIFFIN ON RIGHTS (Dec. 2, 2015) (also featured on SCOTUSblog), <http://tinyurl.com/h9gy3sb>

It May Not be A Block-Buster Class Action Case, but the Outcome In Tyson Foods, Inc. v. Bouaphakeo Will Matter to Low-Wage Workers, HAMILTON & GRIFFIN ON RIGHTS (Nov. 12, 2015) (also featured on SCOTUSblog and ACSblog), <http://tinyurl.com/og7dspk>

Should a One-Day Jail Sentence Result in a Permanent Ban from the United States? The Question the Court Didn't Ask, but Should Have in Torres v. Lynch, HAMILTON & GRIFFIN ON RIGHTS (Nov. 5, 2015) (also featured on SCOTUSblog), <http://tinyurl.com/pdzgy4o>

Pope Francis Immigration Speech: 3 Ways Congress Can Implement The Pontiff's Message Now [Op-Ed], LATIN TIMES (Sept. 25, 2015), <http://tinyurl.com/pabyngf>

Same Sex Marriage, the Rule of Law, and the Absence of Religious Objectors in Utah: the Lesson the LDS Church Learned from Polygamy, HAMILTON & GRIFFIN ON RIGHTS (Sept. 21, 2015), <http://tinyurl.com/qe97p8c>

Kerry v. Din and the Discriminatory Legacy of U.S. Immigration & Naturalization Law. HAMILTON & GRIFFIN ON RIGHTS (June 22, 2015) (also featured on SCOTUSblog), <http://tinyurl.com/qf4a5mj>

The Court's Decision in Mach Mining Undermines the EEOC's Ability to Address Systemic Discrimination, HAMILTON & GRIFFIN ON RIGHTS (May 5, 2015) (also featured on SCOTUSblog), <http://tinyurl.com/p735qdm>

Interview, *Immigration Reform*, KUNV 91.5, Our Metropolis, February 2013, Las Vegas, NV

LEGISLATIVE PRESENTATIONS

Invited testimony, U.S. House of Representatives, Committee on Education and the Workforce, Field Hearing on “*Reviving Our Economy: How Career and Technical Education Can Strengthen the Workforce*,” March 18, 2014

Invited testimony on SB169, Nevada Assembly Judiciary Committee, April 2013, Nevada Senate Judiciary Committee, March 2013: *SB169 proposed a change to the Nevada Revised Statutes that reduced the maximum penalty for a gross misdemeanor from “one year or less” to “364 days or less.” The legislature enacted the bill into law. The change means that a conviction for a gross misdemeanor carries less severe immigration consequences.*

Debriefing on Legislative Issues Affecting the Immigrant Community, Nevada State Legislature Hispanic Caucus, January 2011

SELECTED PRESENTATIONS FOR THE LEGAL COMMUNITY

DACA Renewal Workshop, Trainer, Student Volunteer Training, Texas A&M University School of Law, September 2017, Fort Worth, TX

When Immigration & Executive Orders Clash, CLE, Texas A&M University School of Law, February 2017, Fort Worth, TX

Immigration & Nevada Law, Nevada Limited Jurisdiction Judges 2014 Summer Seminar, June 2014, Elko, NV

Immigration & Nevada's Criminal Statutes: Impact on Plea Negotiations, CLE sponsored by Las Vegas Justice Court, December 2013, Las Vegas, NV

Emerging Issues in U Visa & VAWA Litigation, Training sponsored by Legal Aid Center of Southern Nevada, April 2013, Las Vegas, NV

Deferred Action for Childhood Arrivals, CLE sponsored by William S. Boyd School of Law, October 2012, Las Vegas, NV

Representing Noncitizen Youth in Juvenile Delinquency Proceedings, CLE sponsored by Clark County Juvenile Public Defenders, April 2012, April 2009, Las Vegas, NV

Representing Noncitizen Litigants in Civil Litigation, CLE sponsored by William S. Boyd School of Law, January 2012, Las Vegas, NV

Assisting Noncitizen Victims of Sexual Violence and Other Crimes, Nevada Coalition Against Sexual Violence and Nevada Association of Prosecutors, November 2010, Sparks, NV

Representing Noncitizens in Pretrial Litigation, U.S. EEOC, November 2010, Los Angeles, CA

Preparing T Visa Petitions & T Visa Adjustment Applications, CLE sponsored by Las Vegas Chapter of American Immigration Lawyers Association, September 2010, Las Vegas, NV

Advocating for Immigrant Victims of Crime, Panelist, Trina Grillo Public Interest Law Conference, March 2010, Eugene, OR

Litigating an Employment (ADA) Discrimination Case, Panelist, National Bar Association Labor & Employment Law Conference, May 2008, Las Vegas, NV

Emerging Issues in Employment Discrimination: Sex Trafficking to Sweat Shops, Panelist, National Asian Pacific American Bar Association Annual Conference, November 2007, Las Vegas, NV

SELECTED PRESENTATIONS FOR NON-LEGAL ORGANIZATIONS & THE PUBLIC

The Supreme Court's DACA Decision and its Impact, Panelist, Texas A&M University School of Law Webinar Series, July 2020, Fort Worth, TX

Opening the Workplace During Covid-19, Speaker, Wailuku Rotary Club, May 2020, virtual

Workplace Implications After the Covid-19 Crisis, Panelist, Texas A&M University School of Law Webinar Series, May 2020, Fort Worth, TX

Know Your Rights: Encounters with Law Enforcement & Immigration Enforcement, Presenter, United Fort Worth, February 2020, Fort Worth, TX

Retaliation and Whistleblowers: Best Practices to Avoid Legal Liability, Invited Speaker, Texas A&M University School of Law Business Speaker Series, June 2018, San Antonio, TX (CLE credit also offered for attorney attendees)

DACA Informational, Texas Wesleyan University, September 2017, Fort Worth, TX

Immigration Compliance in Business, Invited Speaker, Texas A&M University School of Law Business Speaker Series, August 2017, San Antonio, TX (CLE credit also offered for attorney attendees)

Know Your Rights: Immigration Rights, St. Michael's Episcopal School, February 2017, Bryan, TX

Know Your Rights: Legal & Civil Rights for Immigrant, International & Minority Students, Texas A&M University, February 2017, College Station, TX

Immigration Reform: What Can the President Do in the Absence of Congressional Action?, Institute of Government & Politics, Utah State University, April 2016, Logan, UT

Immigration Reform, Osher Lifelong Learning Institute, UNLV, April 2014, Las Vegas, NV

Advocating for Noncitizen Victims of Domestic Violence, SafeNest Quarterly Trainings 2009–2013, Las Vegas, NV

abUsed: The Postville Raid, Discussion Facilitator, 2nd Annual Public Interest Law Film Festival, William S. Boyd School of Law, September 2012, Las Vegas, NV

Working with Noncitizen Clients and their Families, Continuing Education Unit sponsored by Clark County School District Social Work Department, February 2013, November 2012, May 2009, Las Vegas, NV

Know Your Rights: DACA Relief, Mexican Consulate, August 2012, Las Vegas, NV

Avoiding Fraud & DACA, DREAM Big Las Vegas, July 2012, Las Vegas, NV

Immigration Reform, Panelist, College of Southern Nevada, March 2012, Henderson, NV

Noncitizen Youth, Immigration, & Education Rights, Truancy Diversion Programs at Sunrise Mountain High School, Desert Pines High School, February 2012, Las Vegas, NV

Know Your Rights: Encounters With Law Enforcement, Mexican Consulate, April 2012, October 2010, March 2009; LDS Church, April 2012; St. Peter the Apostle Church, May 2011; Unitarian Universalist Church, December 2010; Consulado General de El Salvador, August 2009; Cooperativa de Familias Unidas (Reno, NV), April 2009

An Overview of the U.S. Immigration System & the Impact of Immigration Status on Access to Services, Deaf & Hard of Hearing Advocacy Resource Center, January 2011, June, 2010, Las Vegas, NV

Citizenship Fairs, Organizer, Sponsored by City of Mesquite and U.S. Senator Harry Reid's Office, September, 2010; Sponsored by Bellagio Hotel & Casino, April 2010; Sponsored by MGM Grand Hotel & Casino, March 2009, Las Vegas, NV

An Overview of Immigrant Access to Public Benefits, Three Square SNAP team, April 2010, Las Vegas, NV

Naturalization Orientation, College of Southern Nevada Division of Workforce & Economic Development, February 2010, Las Vegas, NV

Immigration Relief for Children & Families, Training for Clark County Department of Family Services, January 2010, Las Vegas, NV

Noncitizens & Nevada Family Law, Training for Staff at the Mexican Consulate, December 2009, Las Vegas, NV

Immigration: Myths and Realities, Utah State University, Distinguished Alumni Speaker Series, April 2009, Logan, UT

The U-Visa and Developing Protocols to Address the U-Visa, Training for Henderson Police Department, February 2009, Henderson, NV

GRANTS

Texas A&M University Global Engagement Grant, *Mexican Reintegration Project*, awarded June 2018 (\$80,000) (with Sonia Hernández, Luz Herrera, Huyen Pham, Guillermo García Sánchez, and Nancy Plankey-Videla)

The Mexican Reintegration Project is a three-year, multi-disciplinary project that explores how people who have been deported to or returned to Mexico have reintegrated into Mexican society. My specific interest in the Project is Mexican returnees' re-integration into the workforce in Mexico and to what degree Mexican deportees are able to access benefits or legal remedies that flow from their work in the United States.

PROFESSIONAL SERVICE, MEMBERSHIPS, AND BAR ADMISSIONS

Co-organizer: The Precarious Workplace, Texas A&M University School of Law, January 2021

AALS Section on Employment Discrimination Paper Workshop Series, 2020

Fourth Biennial Emerging Immigration Law Scholar Conference, Texas A&M University School of Law, May 2017

Committee Chair: Works-in Progress Session & Publicity Committees, Classical Rhetoric and Contemporary Law Symposium, University of Nevada Las Vegas, September 2019

Memberships: AALS Section on Employment Discrimination

- Chair, 2021
- Chair-elect, 2020
- Secretary, 2019
- Treasurer, 2018

Barrister, American Inns of Court, Eldon B. Mahon Chapter, 2016–2019

Barrister, American Inns of Court, Patrick E. Higginbotham Chapter, 2021-2022

Bar Admission: Nevada

Court Admissions: United States District Court for the District of Nevada
United States Court of Appeals for the Ninth Circuit