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PROFESSIONAL AND ACADEMIC ACTIVITIES

Publications

Law Journal Articles

-"(A)Woke Workplaces," 2023 WISCONSIN LAW REVIEW 811 (2023)

-"Black and Blue Police Arbitration Reforms," 84 OHIO STATE LAW JOURNAL 243 (2023)

-Symposium Introduction: "What Matters for Black Workers After 2020?," 25 EMPLOYEE RIGHTS AND EMPLOYMENT POLICY JOURNAL 1 (2021)

-"Arbitrarily Selecting Black Arbitrators," 88 FORDHAM LAW REVIEW 2255 (2020)

-"Mediating Mental Illness Accommodations in the Workplace," 30 SETON HALL LAW REVIEW 1351 (2020)

-"A New #MeToo Result: Rejecting Notions of Romantic Consent with Executives," 23 EMPLOYEE RIGHTS AND EMPLOYMENT POLICY JOURNAL 115 (2019)

-"Negotiating Race in the Workplace After Trump," 35 HARVARD NEGOTIATION JOURNAL 195 (Jan. 2019), https://onlinelibrary.wiley.com/doi/pdf/10.1111/nejo.12285

-"ADR and Access to Justice: Current Perspectives," 33 OHIO STATE JOURNAL ON DISPUTE RESOLUTION 333 (2018) (co-authored transcript of panel discussion with Ellen Deason, Donna Shestowsky, Rory Van Loo, and Ellen Waldman)

-"Developing Workplace Law Programming: A Labor of Love," 86 UNIVERSITY OF MISSOURI-KANSAS CITY LAW REVIEW 521 (2018) (Southeastern Association of Law Schools Symposium Seventieth Anniversary Story) (Invited Essay)

-"Reconsidering Prejudice in Alternative Dispute Resolution for Black Work Matters," 70 SOUTHERN METHODIST UNIVERSITY LAW REVIEW 639 (2017)

-"The Audacity of Protecting Racist Speech Under the National Labor Relations Act," 2017 UNIVERSITY CHICAGO LEGAL FORUM 235 (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 NYU JOURNAL OF LEGISLATION AND PUBLIC POLICY 403 (2017) (co-author with Kyle Carney), cited by federal Judge Katherine Polk Failla in *Nat'l Football League Mgmt. Council v. Nat'l Football League Players Ass'n*, 296 F.Supp.3d 614, 623 (S.D. N,Y. 2017)

-"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 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 EMPLOYMENT 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)

-"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

-LABOR LAW IN A NUTSHELL (6th Ed. West 2022) (co-author)

-LABOR LAW: GILBERT'S LAW SUMMARIES (13th Ed. West 2022)

-Chapter, Edited Excerpt of Reprint, "Reconsidering Prejudice in Alternative Dispute Resolution for Black Workers, 70 SMU Law Review 639," Chapter 38, in A GUIDE TO CIVIL PROCEDURE: INTEGRATING CRITICAL LEGAL PERSPECTIVES (Eds. Brooke Coleman, Suzette Malveaux, Portia Pedro & Elizabeth Porter, NYU Press, 2022)

-"Framing the Debate to Show How Big Guys Insist that Little Guys Arbitrate as a 'Corporate Tool,'" Chapter Arbitration 3.3 in DISCUSSIONS IN DISPUTE RESOLUTION (Eds. Art Hinshaw, Andrea Schneider, & Sarah Cole, Oxford University Press, 2021)

- ADR IN THE WORKPLACE (West 4th Ed. 2020) (co-author) and TEACHER'S MANUAL WITH SIMULATIONS (West 4th Ed. 2020) (co-author)

-"Retaliation: Rewritten Opinion of *Clark County School District v. Breeden*, 532 U.S. 268 (2001)," Chapter 8 in FEMINIST JUDGMENTS: REWRITTEN EMPLOYMENT DISCRIMINATION OPINIONS (Eds. Ann C. McGinley & Nicole Buonocore Porter, Cambridge University Press, 2020)

-"Union Commitment to Racial Diversity," Chapter 33 in THE CAMBRIDGE HANDBOOK OF U.S. LABOR LAW: REVIVING AMERICAN LABOR FOR A 21ST CENTURY ECONOMY (Eds. Richard Bales & Charlotte Garden, Cambridge University Press, 2019)

-"Reflecting on Negotiating While Black," Chapter 5 in NEGOTIATION ESSENTIALS *FOR* LAWYERS (Eds. Andrea Kupfer Schneider & Chris Honeyman ABA Press 2019)

-Reprint, "No Strict Evidence Rules in Labor and Employment Arbitration," 15 Texas Wesleyan Law Review 533 (2009), Chapter 18: "Evidence in Arbitration," Michael Nolan & Frederic G. Sourgens, EXPERIENCING ARBITRATION 531-32 (West 2019)

-"Negotiating While Black," Chapter 41 in THE NEGOTIATOR'S DESK REFERENCE Volume 1 (Eds. Chris Honeyman & Andrea Kupfer Schneider DRI Press 2017)

-"Employer-Provided Legal Services for Employment Claims," Chapter 20 in BEYOND ELITE LAW: ACCESS TO CIVIL JUSTICE IN AMERICA (Eds. Samuel Estreicher & Joy Radice 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 (Eds. Anne Lofaso & Samuel Estreicher LexisNexis 2015)

-THE CHALLENGE FOR COLLECTIVE BARGAINING: PROCEEDINGS OF THE NEW YORK UNIVERSITY 65TH ANNUAL CONFERENCE ON LABOR (Ed. M. Green & Samuel Estreicher 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 65TH ANNUAL CONFERENCE ON LABOR (Eds. M. Green & S. Estreicher 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. 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: 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); "Small Business ADR 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 Promise to Permanently Replace Strikers" (July 1996); "Requiring Arbitration of Employment Disputes" (Mar. 1996)

Works-in-Progress Publication Projects

-"Arbitration's Racial Two-Step Around Sex," (TBD 2023)

-"Black Police Officers and a Union's Duty of Fair Representation," (TBD 2023)

-"Reversing Arbitrators' Evidentiary Rulings in Federal Court," (TBD 2023)

-"Unifying Labor and Racial Protest Efforts in the Workplace" (TBD 2024)

Media Commentaries and Appearances

-KXAN, NBC Television Station, Austin, Texas, interviewed by Tahera Rahman, "Ascension Seton Medical Center nurses on strike Tuesday," **(**June 26, 2023**)** (discussing announced strike for the next day by nurses union and subsequent lockout by the employer for three more days in light of filed NLRB unfair labor practice charge)

-**Fort Worth Star-Telegram**, quoted in Abby Church, Tarrant County split as it removes employee mandate on bias, security training (Feb. 24, 2023) (reviewing county decision to make bias training optional instead of mandatory)

-**WalletHub**, quoted in Adam McCann, 2023's Hardest-Working Cities in America (Feb. 20, 2023) (commenting on questions posed about why American workers seem to be working more hours and what can be done to address this phenomenon)

-**Fort Worth Star-Telegram**, quoted in Eleanor Dearman, Texas Democrats decry Abbott memo warning against diversity, equity, inclusion in hiring (Feb. 15, 2023) (discussing responses to memo written by Texas Governor's chief of staff asserting state agencies should stop using diversity, equity, and inclusion initiatives)

-**Worklaw Jotwell**, discussed publication in Joseph Slater, Critiquing the Critiques of Police Labor Arbitrations, (Feb. 13, 2023) (reviewing and recommending Michael Z. Green, Black and Blue Police Arbitration Reforms, 84 Ohio St. L.J. (forthcoming 2023))

-**SHRM State and Local Developments**, quoted in Leah Shepherd, Texas Bans DE&I Efforts in Hiring State Workers, (Feb. 10, 2023) (reviewing Texas Governor's chief of staff memo asserting that state agencies should remove diversity, equity, and inclusion initiatives as being illegal and discussing the basis for any illegality)

-**Austin American-Statesman**, quoted in Addie Costello, Texas Gov. Greg Abbott calls for end to diversity hiring practices at state agencies (Feb. 9, 2023) (reviewing Feb. 4, 2023 memo written by Texas Governor's chief of staff asserting state agencies should stop using diversity, equity, and inclusion initiatives and questioning their legality)

-Axios, quoted in Nicole Cobler and Asher Price, "Ascension Seton nurses vote to unionize," (Sep. 24, 2022) (discussing overall successful efforts in union recruiting in Texas after historic union win to organize largest private-sector hospital to date in Texas)

-Dallas Observer, quoted in Lauren Drewes Daniels, "The Starbucks at Mockingbird Station is the First in Dallas to Unionize," (Aug. 3, 2022) (reviewing results from first labor union victory at a Starbucks in Dallas, Texas area)

-KVUE, ABC Television Station, Austin, Texas, interviewed by Daranesha Herron, Alamo Drafthouse workers say management is union-busting after worker was fired a day after protest, (July 11, 2022) **(**discussing difficulties in obtaining a labor agreement)

-KVUE, ABC Television Station, Austin, Texas, interviewed by Daranesha Herron, "Why Unionizing is an uphill battle for so many Central Texas workers," (May 10, 2022) (discussing union organizing activity in Central Texas area)

- **Fort Worth Star-Telegram**, quoted in Silas Allen, "Three years after Georgia Clark was fired, Fort Worth schools face another racist incident," (May 9, 2022) (discussing efforts to terminate a teacher after a student used racial epithets in a class presentation)

-**KERA News**, **KUT 90.5FM, National Public Radio, Austin, Texas,** quoted in Danielle Lopez, "How do employees unionize in a right to work state?," (May 6, 2022)

-**Worklaw Jotwell, The Journal of Things We Like (Lots), "**Employer Accountability for Diversity Measures in a Time of Racial Reckoning," (April 28, 2022) (discussing Veronica Root Martinez & Gina Gail S. Flecther, "Equality Metrics," and Katrina Lee, "Discrimination as Anti-Ethical: Achieving Systemic Change in Large Law Firms")

-**Fort Worth Report**, quoted in Rachel Berndt, "Amount of nepotism at Tarrant water district falls 'somewhere between curious'," (March 21, 2022)

-Law360, quoted in Kevin Stawicki, "Labor Has Poor Record On Diversity, But That's Changing," (February 18, 2022)

-**Law360,** quoted in Kevin Stawicki, "BLM Cases Offer NLRB A Way to Promote Racial Justice**,"** (February 16, 2022)

-The Conversation, Essay Contributor, Michael Z. Green, "Andrew Cuomo's initial refusal to resign echoes executive harassment dilemmas for employers," (September 19, 2021)

-Fort Worth Report, quoted in Jessica Priest, "Former Tarrant water district manager hired girlfriend despite past nepotism criticism," (September 16, 2021)

-**WalletHub**, quoted in Adam McCann, "Labor Day Survey: Almost 1 in 3 Americans Worry about Job Security," (August 30, 2021)

-Texas Standard, quoted in Laura Rice, Michael Marks & Shelly Brisbin, "What Happens When Paychecks Stop at the Capitol," (August 5, 2021)

-The Hill, Opinion Contributor, Michael Z. Green, "Arbitrator diversity matters for justice perceptions and realities," (June 28, 2021)

-Reuters, quoted in Hassan Kanu, "Arbitration's access-to-justice problems run wide and deep" JUSTICE MATTERS BLOG (June 10, 2021**)**

-Texas Lawyer, quoted in Angela Morris, "Houston Real Estate Developer Alleges Opponent, AAA Discriminated in Arbitrator Selections," (June 3, 2021**)**

-American Association for Justice, cited Research Report, "Where White Men Rule: How Secretive System of Forced Arbitration Hurts Women and Minorities," (June 2021)

-Market Watch, quoted in Andrew Keshner, "Walmart, Disney, Target and Trader Joe's relax mask policies 'unless required by local or state regulations," (May 18, 2021) and Andrew Keshner, "Despite new CDC guidelines vaccinated people may still need to mask up when shopping or going to work," (May 14, 2021)

-Daily Labor Rep. Bloomberg, quoted in Robert Iafolla, "Punching In: What Marty Walsh Didn't Say About Gig-Worker Status," (May 3, 2021)

-Worklaw Jotwell, The Journal of Things We Like (Lots), "Confronting Workplace Discrimination from Automated Algorithms in Times of Racial Unrest," (March 17, 2021) (discussing Jason R. Bent's "Is Algorithmic Affirmative Action Legal?," and Ifeoma Ajunwa's, "Race, Labor, and the Future of Work")

-Daily Labor Rep. Bloomberg, quoted in Robert Iafolla, "Las Vegas Union Gambles With Lawsuit for Fast Virus Protections," (July 20, 2020) (discussing comments about litigation from reverse Boys Market injunctions under labor law aimed at addressing Covid-19 pandemic protections for returning workers)

-Arbitration.Com, interviewed by Professor Amy Schmitz, The Arbitration Conversation: Amy Schmitz Interviews the Leading Minds in Arbitration, (July 16, 2020), Arbitration Conversation Episode #16 (discussing workplace race and arbitration)

-The Conversation, embedded interview in Elizabeth Tippett, "Covid-19: As offices reopen, here's what to expect if you're worried about getting sick on the job," (July 7, 2020) (linking to interview by Professor Tippet, "Worker Safety in a Pandemic"| University of Oregon Law Lab," (June 14, 2020) (review of employee legal protections in returning to work as businesses reopen in a global pandemic))

-**Dallas Morning News**, quoted in Kevin Krause, "For nearly two dozen nurses, leaving Parkland early comes at a cost," (July 3, 2020) (discussing hospital lawsuit seeking payment by former nurses for training costs under covenants signed at time of hire requiring reimbursement if nurses' employment ended)

-**Washington Post**, citing publication in Jean Hyams & Hilary Hammelll, "Black workers matter, so end forced arbitration," (June 30, 2020) (discussing "An Essay Challenging the Racially Biased Selection of Arbitrators for Employment Discrimination Claims," 4 Journal of American Arbitration 1 (2005))

-**Marketwatch**, quoted in Andrew Keshner, "A lawyer's job hangs in the balance after charges in Molotov cocktail attack – but it can take less to get fired during off hours, (June 1, 2020) (discussing how employees may be terminated by their employer for any misconduct arising from off–duty conduct related to protests)

-**Texas Tribune**, quoted in Raga Justin, "It's a bizarre time to be job searching": College graduates looking for first jobs face catastrophic economic conditions," (May19, 2020) (discussing challenges facing new graduates seeking employment opportunities in the midst of a global pandemic)

-**Texas Tribune**, quoted in Mitchell Ferman, Anna Novak and Clare Proctor, "More Texans filed for unemployment in the last 4 weeks than all of 2019," (April 9, 2020) (discussing Covid-19's impact on unemployment matters) and published by these other media outlets: KCBD-TV Online, The Paris News Online, KRGV-TV Online, Fort Worth Business Online, Victoria Advocate Online, Huntsville Item Online, CNHI News Service Online, and KPRC-TV Online, Telemundo, Midland/Odessa, CBS 7 - Your Eye on West Texas, The Sealy News, Gainesville Daily Register, News 4 San Antonio, San Antonio Current, The Eagle, KSAT.com, and Click2Houston)

-Marketwatch, quoted in Andrew Keshner, "Amazon allegedly threatened to fire employees for criticizing the company–why this matters for all U.S. workers," (January 5, 2020) (updated story from November 2018 describing legal concerns when employers respond to group actions of protest by employees)

-CNN, quoted in Ivana Kottasakova, "While the #MeToo backlash raged on in 2019, the movement notched up big gains," (December 29, 2019) (discussing application of #MeToo to top level executives in European cases)

-Texas A&M Today, "Law School Professor Elected to National Academy of Arbitrators, (September 25, 2019) (discussing selection to be a member of prestigious group, National Academy of Arbitrator, a collection of some of the most experienced and respected labor arbitrators in the United States and Canada)

-**Fort Worth Star-Telegram**, quoted in Mitch Mitchell, "Don't get lost in the weeds. Using Legal cbd products in Texas could cost you a job," (September 19, 2019) (discussing Texas legal use of cannibadiol as an issue for employee drug use bans)

-Dallas Business Journal, quoted in Evan Hoopfer, "American wants mechanics to pay for flight cancellations. Will it work?," (August 20, 2019) (commenting on prospects after issuance of federal court permanent injunction order in airline labor dispute)

-Texas Lawyer Law.Com, quoted in Angela Morris, "American Airlines Lands Permanent Injunction Against Mechanics Union," (August 13, 2019) (discussing federal court permanent injunction issued in labor dispute)

-Fort Worth Star Telegram, quoted in Mitch Mitchell, "Reata squeezes business costs out of workers making below minimum wage, lawsuit says," (July 29, 2019) (discussing employee wage and hour suit against restaurant and overall wage theft in the industry)

-**University of Oregon Law Lab**, interview by Oregon Law Professors Elizabeth Tippett and Jennifer Reynolds, "When executives use consent as cover for harassment," (July 20, 2019) (discussing upcoming publication about rejecting consent arguments by executives to defend relationships with employees as a response to sexual harassment claims)

-Dallas Morning News, quoted in Kyle Arnold, "Judge orders union to fine and discipline American Airlines mechanics who cause delays and cancellations," (July 11, 2019) (discussing results from federal court hearing on enforcement of temporary restraining order for American Airlines and mechanics union in slowdown labor dispute)

-Dallas Morning News, quoted in Kyle Arnold, "American Airlines says mechanics are causing delays. Now, a judge could force the union to pay for it," (June 30, 2019) (discussing American Airlines request to enforce a temporary restraining order against mechanics union for alleged slowdown in labor dispute) and published by these other media outlets: Miami Herald, Bradenton Herald, The Tribune, Idaho Statesman, Sun Herald, Lexington Herald-Leader, The Sacramento Bee, Belleville News-Democrat, The News & Observer, The Bellingham Herald, The State, The Kansas City Star, Missoulian, The Virginian-Pilot, The Fresno Bee, The Charlotte Observer, and ArkansasOnline.com

-Worklaw Jotwell, The Journal of Things We Like (Lots), "Intersecting Race Within #MeToo Movement as #UsToo," (June 27, 2019) (discussing Dean Angela Onwuachi Willig's "What About #UsToo? The Invisibility of Race in the #MeToo Movement")

-**The Observer**, highlighting 2005 article, "Essay Challenging the Racially Biased Selection of Arbitrators for Employment Discrimination Suits," in Helen Holmes, "Jay-Z Halting His $204M Lawsuit Over a Lack of Black Arbitrators Could Be Historic," (November 29, 2018) (regarding entertainment mogul's initial challenge of American Arbitration Association arbitrator panel for lacking diversity to handle lawsuit)

-**MarketWatch**, quoted in Andrew Keshner, "Want to stage a protest like Google workers, read this first," (November 2, 2018) (discussing legal protections for worker protests like Google's mass worker protest)

-**Indiana Minority Business Magazine**, quoted in Marcia Reed-Woodard, "Affirmative Action Feature," (October 6, 2018) (discussing President Trump's administration action through the Department of Education and Department of Justice to repeal affirmative action policy guidelines used by colleges and universities in the admissions process)

-**KUAF National Public Radio 91.3 HD** (University of Arkansas, Fayetteville), Interview by Kyle Kellam on "Race, Gender and Negotiations," (April 23, 2018) (discussing presentation at Arkansas law school and matters on race and negotiations)

-**Worklaw Jotwell, The Journal of Things We Like (Lots),** "Employer Catering to Discriminatory Harassment and Preferences by Influential Outsiders," (March 20, 2018) (discussing Dallan F. Flake's "Employer Liability for Non-Employee Discrimination")

-**KPLT East Texas Radio, 1490 AM, 96.3 FM**, "Interview by Steven Johnston," (November 7, 2017) (discussing federal court of appeals case filed by Dallas Cowboys football player Ezekiel Elliott challenging suspension issued in labor arbitration decision)

-**Fort Worth Star-Telegram**, quoted in Drew Davison, "Is Jerry Jones' anthem stance legal? Here's what labor lawyers say," (October 11, 2017) (discussing legality of position taken by Dallas Cowboys owner that he would discipline players who refused to stand during the playing of the national anthem by not playing them)

-**Worklaw Jotwell, The Journal of Things We Like (Lots),** "Protecting Unhappy Worker Outbursts From Discriminatory Treatment," (February 15, 2017) (discussing Susan D. Carle's "Angry Employees: Revisiting Insubordination in Title VII Cases")

-**Bloomberg la Republica R.it Italian Economia & Finanza News**, quoted in Tom Korosec, "Retirement Advisers' Duty to Clients May Be Shortlived," (February 9, 2017) (same story from February 8, 2017 in Bloomberg News Politics)

-**Bloomberg News Politics**, quoted in Tom Korosec, "Retirement Advisers' Duty to Clients May Be Shortlived," (February 8, 2017) (discussing Dallas federal court decision validating Department of Labor rule that retirement account managers put client interests ahead of their own profits and likelihood rule will be rescinded by Trump administration)

-**El Paso Times**, quoted in Lindsey Anderson, "Judge: Don't Punish YISD teacher for Colorado high," (January 27, 2017) (discussing an administrative law judge's decision finding that an El Paso, Texas teacher should not lose her license or be disciplined for legally consuming marijuana in Colorado)

-**Poverty Law Blog**, highlighting article, "Just Another Little Black Boy from the South Side of Chicago: Overcoming Obstacles and Breaking Down Barriers to Improve Diversity in the Law Professoriate," (December 8, 2016) (providing continual postings on matters of interest to the Poverty Law community and referring to titled article published in 31 COLUMBIA JOURNAL OF GENDER & LAW 135 (2015))

-**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/workplace and dispute resolution options)

-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 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 whistleblower case where federal employee informed media of decision to reduce number of marshals on airplanes)

-Texas Lawyer, "Newsmakers: Week of August 4," (Aug. 4, 2014) (identifying "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 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) (reviewing Supreme Court decision on Department of Labor's process in deciding how 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 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, EFCA Support," (Sep. 14, 2009) (discussing Obama Administration support for pro-labor Employee Free Choice Act bill pending in Congress and Secretary of Labor comments)

-**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 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) (workplace law panel discussing various bills as potential 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 & Employment Research Association

-Member, American Bar Association Labor & Employment, Dispute Resolution Sections

-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, City of Fort Worth Police Arbitration Hearing Office Panel since 2022

-Member, City of Chicago, Board of Education Hearing Officer Panel since 2022

-Member, City of Houston Police Arbitration Hearing Officer Panel since 2017

-Member, Dallas Area Rapid Transit Trial Board Panel since 2007

-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 Fellow, *American Bar Foundation* (ABF), global honorary society that recognizes attorneys, judges, law faculty and legal scholars whose public and private careers have demonstrated outstanding dedication to the highest principles of the legal profession and to the welfare of their communities. Membership is limited to just one percent of lawyers licensed to practice in each jurisdiction. ABF Fellows hail from nearly 40 countries and hold a wide variety of influential roles (selected March 31, 2023)

-Invited Member, *National Academy of Arbitrators* (NAA) (elected Sep. 20, 2019). The NAA admits individual arbitrators who have attained general recognition through scholarly publication or other activities as an important authority on labor-management relations or is a recognized, prominent authority in the field of labor-management relations; Strategic Planning Committee (2022-present); Ray Corollary Initiative Committee on Diversity in Arbitration (2021-present); State of Profession Committee (2020-present); Virtual Task Force, Co-Chair, Training Subcommittee (2019-2021); Research Education Foundation Committee (2019-2020); and Southwest Rockies Region Annual Program Planning Committee (2021-present)

- Neutral Co-Chair, American Bar Association Section of Labor and Employment Law ADR Committee (2019-21)

-Invited Member, *Labor Law Group*, an esteemed assemblage of labor and employment law faculty members engaged in group meetings and projects aimed at publishing materials and books for students in labor and employment law (August 2018)

-Invited Presenter, University of San Francisco Law School's 14th Annual Jack Pemberton Lecturer on Workplace Justice (March 22, 2018)

-Invited Contributing Editor, JOTWELL, The Journal of Things We Like (Lots), Work Law Section (June 29, 2016-Present)

-Co-Chair, American Bar Association Section of Dispute Resolution, Employment Committee (2016-18)

-Chair (2016-17) and Chair-Elect (2015-16), Association of American Law Schools (AALS) Section on Labor Relations and Employment Law

-Recipient, Paul Stephen Miller Memorial Award (for outstanding academic and public contributions in the field of labor and employment law) (September 11, 2015)

-Secretary (2014-2015) and Secretary-Elect (2013-2014), American Bar Association Section of Labor and Employment

-Board of Trustees, Southeastern Association of Law Schools (2014-17) (elected August 7, 2014 and term ended August 6, 2017)

-Fellow, The College of Labor and Employment Lawyers (elected June 21, 2014)

-Recipient, Frederic White Scholarship Annual Award for law school's most outstanding tenured scholar (May 11, 2013)

-Appointed Member, AALS Reporter/ABA accreditation site teams (Spring 2018, 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 (2012-19) 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)

-Co-Chair, ABA Dispute Resolution Section Advocacy Committee (2008-10)

-Nominated Participant, Labor Law Group Arbitrator Training Workshop, Trainers: Laura Cooper and Dennis Nolan, Chicago, Illinois (December 7-9, 2012)

-Member, Executive Board of the Labor and Employment Law Interest Section, Labor Employment Relations Association, Labor and Employment Law Section (2008-11)

-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)

-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, Trainers Margaret Brogan, Jack Clarke, Homer LaRue, David Weinberg, and Barry Winograd (May 2006)

-Recipient, Shirley Zabel Outstanding Faculty Alumni Award (May 2006)

-Neutral Co-Chair, Subcommittee on ADR, ABA Section on Labor and Employment Law, Committee on Ethics & Professionalism (2004-08)

-Planning Committee Member, 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 Sands) (December 2002)

Appearances/Presentations

-Keynote Speaker, "Organizing Black Labor Matters," Carl A. Warns, Jr. & Edward Render Labor and Employment Law Institute, Brandeis School of Law, Louisville, Kentucky (June 15, 2023)

-Presenter, National Bar Association ADR Section Speaker Series, "Arbitrator Responses to Evidentiary Objections," via Zoom platform (May 18, 2023)

-Presenter, "(A)Woke Workplaces," UC Irvine School of Law Intellectual Life Workshop, Irvine, California (March 15, 2023)

-Presenter, "Arbitration's Racial Two-Step Around Sex," 5th Annual Berkeley Consumer Law Scholars' Conference, Berkeley, California (March 6, 2023)

-Presenter, "Arbitration's Racial Two-Step Around Sex," AALS Annual Meeting, Employment Discrimination Law Section Program: "Challenging Forced Employee Arbitration Agreements," San Diego, California (January 5, 2023)

-Presenter, "Arbitration's Racial Two-Step Around Sex," Labor Law Group, San Diego, California (December 8, 2022)

-Presenter, "Arbitration's Racial Two-Step Around Sex," Texas A&M Scholarly Retreat, Fort Worth, Texas (December 1, 2022)

-Presenter, "Dismantling Anti-Anti-Racism Narratives in (A)Woke Workplaces," Seventeenth Annual Colloquium on Scholarship in Employment and Labor Law (COSELL), Vanderbilt School of Law, Nashville, Tennessee (October 21, 2022)

-Presenter, "Arbitration's Racial Two-Step Around Sex," Fifteenth Annual AALS Dispute Resolution Section Scholarly Works in Progress Conference, University of Oregon School of Law, Eugene, Oregon (October 14, 2022)

-Presenter, "(A)Woke Workplaces," Law and Society Annual Meeting, Precarity of Work: Antiracist Strategies for Social Change Program, Lisbon, Portugal (July 16, 2022)

-Presenter, "Black and Blue Police Arbitration Reforms," John Mercer Langston Writing Workshop, Emory Law School, Atlanta, Georgia (July 7, 2022)

-Presenter, "Diversity Workplace Training and Critical Race Challenges," Forth Worth Human Resources, Employment Law Update Conference Panel: "Are We Diverse Enough Yet?" North Richland Hills, Texas (April 22, 2022)

-Presenter, “Black Workers’ 2022 Resolution Options,” Pepperdine Dispute Resolution Journal Symposium: “Lessons Learned-Dispute Resolution and the Pandemic, Panel on Approaches to Policy Challenges” Malibu, California, Zoom platform (April 1, 2022)

-Presenter, “Black Police Officer Unions,” Case Western Reserve University Law Review Symposium: “Black Transcends Blue: The Intractable Presence of Race in American Policing,” Cleveland, Ohio via Zoom platform (March 16, 2022)

-Presenter, “The Racial Rhythm & Blues of Reforming Police Arbitrations,” Quinnipiac-Yale Dispute Resolution Workshop, via Zoom platform (February 18, 2022)

-Presenter, “Racial Prejudice in Dispute Resolution,” Association of American Law Schools Annual Conference, Civil Procedure Section Program on “Marginalized Procedure,” via Zoom platform (January 8, 2022)

-Presenter, “(A)woke Workplaces,” John Mercer Langston African-American Male Law Professors Nascent Ideas Workshop, via Zoom platform (December 10, 2021)

-Presenter, “(A)woke Workplaces,” Texas A&M Scholarly Retreat Workshop, via Zoom platform (December 9, 2021)

-Presenter, “Recognizing Racial Narratives/Tropes in Workplace Dispute Resolution Advocacy,” Fifteenth Annual ABA Section of Labor and Employment Law, Panel: “Using ‘The Danger of a Single Story’ to Inform and Shape Ethical Conduct,” Los Angeles, California (November 13, 2021)

-Presenter, “Steps to Leverage Arbitrator Diversity,” Improving Diversity in Arbitration: An Online Colloquium -US Domestic Arbitration, Arbitration.Com and Texas A&M University School of Law, Fort Worth, Texas, held via Zoom (November 3, 2021)

-Moderator, “Leveraging Opportunities,” 7th Circuit College of Labor and Employment Lawyers Program for Law Students, virtual program held via Zoom (October 29, 2021)

-Presenter, “Anti-Critical Race Workplace Training,” Sixteenth Annual Colloquium on Scholarship in Employment and Labor Law (COSELL), Vanderbilt University School of Law, Nashville, Tennessee, virtual program held via Zoom (October 16, 2021)

-Presenter, “Reforming Police Arbitration as Racial Justice,” Fourteenth Annual AALS ADR Works in Progress Conference, Pepperdine Law School Straus Institute for Dispute Resolution, Malibu, California, hybrid/virtual program held via Zoom (October 8, 2021)

-Presenter, “Alpha Legal Scholars on Critical Race Theory,” Wake Forest Law School, Winston-Salem, North Carolina, virtual program held via Zoom (September 11, 2021)

-Presenter, "Legal Ramifications Being Raised in Challenges to 'Critical Race Theory' in Diversity Trainings," Fort Worth HR August Legal Update Hour, Fort Worth, Texas (August 18, 2021)

-Presenter, Southwest Region of the National Academy of Arbitrators, "Arbitrator Training on Evidence Rulings," Fort Worth, Texas, held via Zoom (July 15, 2021)

-Presenter, Diversity, Equity and Inclusion Training and the "Critical Race" Legal Challenges, Fort Worth Human Resources Professional Emphasis Group, Diversity, Equity & Inclusion, Fort Worth, Texas, virtual program held via Zoom (June 25, 2021)

-Presenter/Commentator, "Arbitrator Diversity," Labor Employment Relations Association (LERA) 73rd Annual Program, "A Transformational Moment? Work, Worker Power, and the Workplace in an Era of Division and Disruption," Panel 4.2: Tips for Embracing Diversity in Selecting Neutrals for Labor and Employment Disputes, Champaign, Illinois, virtual program held via Zoom (June 5, 2021)

-Presenter, "Negotiating Covid Workplace Safety," 2021 Idaho Critical Legal Studies Journal Spring Symposium: "The Future of Work in a Post-Pandemic America," Panel: "Essential Worker Law and Future Prospects for Organized Labor," University of Idaho College of Law, Moscow, Idaho, virtual program held via Zoom (April 16, 2021)

-Presenter, "When Negotiating Workplace Safety in a Pandemic: America Works Best If You Say Union Yes," Seattle Journal for Social Justice Symposium: "Workers' Rights in the Wake of a Global Pandemic," Panel: "Worker Responses," Seattle University School of Law, Seattle, Washington, virtual program held via Zoom (March 5, 2021)

-Presenter/Commentator, Berkeley Center for Consumer Law & Economic Justice, Third Annual Consumer Law Scholars Conference 2021, Invited Discussant on the forthcoming work of Andrea Chandrasekher (UC Davis School of Law), "*From Spotlight to Empirical Investigation: Exploring the Relationship Between Arbitration and Arbitrator Demographic Characteristics*," UC Berkeley College of Law, Berkeley, California, virtual program held via Zoom (March 4, 2021)

-Presenter/Moderator, Policing Today–Management & Collective Bargaining Agreements, Labor and Employment Law Society & American Civil Liberties Union Event, Chicago-Kent School of Law, Chicago, Illinois, virtual program held via Zoom (February 25, 2021)

-Presenter, "Race in the Workplace Due to the Trump Effects," Association of American Law Schools, Employment Discrimination Section, 2021 Annual Meeting Program: "The Trump Administration's Divisive & Derogatory Rhetoric and How it Has Affected Anti-Discrimination and Anti-Harassment Enforcement in the Workplace," Washington, DC, virtual program held via Zoom (January 7, 2021)

-Moderator/Speaker, "Police Officer Discipline: Suggested 2020 Best Practices," American Bar Association Section of Labor and Employment Law, Plenary Session, Chicago, Illinois, virtual program held via Zoom (November 13, 2020)

-Presenter, "Selecting Diverse Arbitrators for Employment Discrimination Disputes," Tarrant County Bar Association Labor and Employment Section meeting, Fort Worth, Texas, virtual program held via Zoom (October 22, 2020)

-Presenter, "Seeking Activist Police Arbitrators?," Fifteenth Annual Colloquium on Scholarship in Employment and Labor Law (COSELL), Brandeis School of Law, Louisville, Kentucky, virtual program held via Zoom (October 10, 2020)

-Presenter, "Post-Bostock Implications," TAMU OutLaw, Fort Worth, Texas, virtual program held via Zoom (October 2, 2020)

-Presenter, Southeastern Association of Law Schools (SEALS) Employment Law Workshop Discussion Group: LGBT Rights in the Workplace, "How *Bostock* Expands Intersectionality Employment Discrimination Law Jurisprudence," Fort Lauderdale, Florida, virtual program held via Zoom (August 4, 2020)

-Presenter, Southeastern Association of Law Schools (SEALS) Labor and Employment Law Discussion Group: Pedagogical Trends and Techniques in Employment Law, Employment Discrimination, and Labor Law, "Transitions to Virtual Teaching," virtual program held via Zoom, Fort Lauderdale, Florida (August 4, 2020)

-Presenter, Fort Worth Society Human Resources Webinar, "Selecting Diverse Arbitrators for Employment Discrimination Disputes," virtual program held via Zoom, Fort Worth, Texas (June 25, 2020)

-Moderator, TAMU Law Answers Webinar Series: Legal Issues in the Age of the Coronavirus, "Workplace Implications after the Covid-19 Crisis," Fort Worth, Texas, via Zoom virtual platform (May 12, 2020)

-Invited Presenter (cancelled due to Covid-19), "Leveraging Arbitrator Diversity for Employees Arbitrating While Black," 22nd Annual Spring Conference, American Bar Association Dispute Resolution Section, "Session 187: Removing Barriers to the Selection of Racially Diverse Neutrals–Yes We Can," New Orleans, LA (April 13, 2020)

-Presenter, "OSHA at 50: Will They Come for You?," Panel: "Administrative Law and the Department of Labor," Workplace Law Conference: "Administrative Law and the Workplace Impact," and overall moderator of program sponsored by Texas A&M University School of Law, Fort Worth, TX, via Zoom virtual platform (April 3, 2020)

-Presenter, "A Law Scholar's Recent Perspective on Social Movements and Alternative Dispute Resolution in the Workplace," Texas A&M University Industrial and Organizational Psychology Program, College Station, Texas (February 28, 2020)

-Co-Presenter, "Ethics for Advocates and Arbitrators," National Academy of Arbitrators (NAA) Southwest Rockies Region, 43rd Annual Labor-Management and Employment Conference on "The Evolving Workplace," Dallas, Texas (February 21, 2020)

-Presenter, "An Evidence Professor's Take on the Rules of Evidence in Labor Arbitration," National Academy of Arbitrators (NAA) Southwest Rockies Region, 43rd Annual Labor-Management and Employment Conference, Advocate and Arbitrator Training, Dallas, Texas (February 20, 2020)

-Co-Presenter, "2019 Supreme Court and Circuit Court Update: Labor and Employment Law Arbitration Decisions," ABA Labor and Employment Section, ADR Committee Midwinter Meeting, Playa Del Carmen, Mexico (January 26, 2020)

-Presenter, "Harassment Claims in the Wake of the #MeToo Movement: To Arbitrate or Not to Arbitrate?," American Bar Association Labor and Employment Section, Thirteenth Annual Conference, New Orleans, Louisiana (November 9, 2019)

-Presenter, "Arbitrarily Selecting Black Arbitrators," Fordham Law Review and Fordham Law School Conflict Resolution and ADR Program Symposium: "Achieving Access to Justice Through ADR: Fact of Fiction?," New York, New York (November 1, 2019)

-Presenter, "Mediating Mental Illness as a Workplace Accommodation," Seton Hall University Law Review Symposium: "Honoring Senior Associate Dean and Professor of Law Charles A. Sullivan," Newark, New Jersey (November 1, 2019)

-Presenter, "The Future of Disparate Impact/Affirmative Action Under Title VII," Fourteenth Annual Colloquium on Scholarship in Employment and Labor Law (COSELL), UNLV William Boyd School of Law, Las Vegas, Nevada (October 12, 2019)

-Presenter, "Arbitrarily Selecting Black Arbitrators," Thirteenth Annual AALS Dispute Resolution Section Works in Progress Conference, UNLV William Boyd School of Law, Las Vegas, Nevada (October 5, 2019)

-Co-Presenter, "Update: U.S. Supreme Court Arbitration Decisions," National Academy of Arbitrators Fall Educational Conference, Savannah, Georgia (September 21, 2019)

-Presenter, "Taking Up Justice Scalia's Call for Limitations on Title VII Discrimination," Southeastern Association of Law Schools (SEALS) Labor and Employment Law Discussion Group: Employment Discrimination Law in the Age of Kavanaugh, Boca Raton, Florida (August 3, 2019)

-Presenter/Moderator, "Union Good Faith Responses to Defeat Member Fee Suits after *Janus*," Southeastern Association of Law Schools (SEALS) Labor Law Discussion Group: Post-*Janus* Alternatives/Consequences, Boca Raton, Florida (August 2, 2019)

-Presenter, "Forced Arbitration and Arbitrator Diversity," Conference: Appreciating our Legacy and Engaging the Future: An International Conference for Dispute Resolution Teachers, Scholars, and Leaders, Plenary 2: "Engaging Our Future: Opportunities and Challenges," Pepperdine Law School Straus Dispute Resolution Institute, Malibu, California (June 18, 2019)

-Presenter, "A New #MeToo Result: Rejecting Notions of Romantic Consent With Executives," Labor Rights Collaborative Research Network Program, "Sexual Harassment and the #MeToo Movement," Law and Society Annual Program, Washington, DC (June 1, 2019)

-Discussant, "Rewriting *Clark County School District v. Breeden*," Roundtable Session: "Feminist Judgments: Rewritten Employment Discrimination Opinions," Law and Society Annual Program, Washington, DC (June 1, 2019)

-Presenter, "A New #MeToo Result: Rejecting Notions of Romantic Consent With Executives," Panel: "#MeToo Exploring Dispute Resolution Angles," 21st Annual Spring Conference American Bar Association, Section of Dispute Resolution "Legal Educators' Colloquium, Minneapolis, Minnesota (April 13, 2019)

-Presenter, "Social Movements: Black Police and Their Union Matters," Workplace Law Conference: Modern Social Movements and Their Workplace Impact, Panel: "Unions and Social Movement Disputes," Texas A&M University School of Law, Fort Worth, Texas (April 5, 2019)

-Presenter, "Rejecting Notions of Romantic Consent With Executives," 4th National People of Color Legal Scholarship Conference, Panel: "#MeToo and its Impact in the Workplace for People of Color," American University Washington College of Law, Washington, DC (March 22, 2019)

-Presenter, "Black Lives Matters to Some Black Police: But What About Their Unions?" 4th National People of Color Legal Scholarship Conference, Panel: "Critical Topics Concerning Police and Policing", American University Washington College of Law, Washington, DC (March 22, 2019)

-Presenter, "Did Jay-Z Get it Right? The Dearth of Black Arbitrators and its Workplace Impact," 4th National People of Color Legal Scholarship Conference, Panel: "Did Jay-Z Get it Right?: Lack of Diversity in Dispute Resolution Professionals is a Problem," American University Washington College of Law, Washington, DC (March 22, 2019)

-Presenter (with Norman Bennett), "Police Labor Arbitration in Texas," for the "Legal Issues in Law Enforcement Management Course," by Department of Criminal Justice Professor Michele Meitl, Texas Christian University, Fort Worth, Texas (March 6, 2019)

-Presenter (with Lynne Gomez), "Ethics for Advocates and Arbitrators," National Academy of Arbitrators (NAA) Southwest Rockies Region, 42nd Annual Labor-Management and Employment Conference, Houston, Texas (March 1, 2019)

-Presenter, Tenth Annual Energy Symposium, "The Intersection of Energy and Employment Law" on "Panel: Energy Law & Policy in Cross-Disciplinary Context," Texas A&M University School of Law, Fort Worth, Texas (February 22, 2019)

-Presenter, "Negotiating Race in the Workplace after Trump," as part of a program on "Negotiation in the Age of Trump, A Dialogue with Affiliated Faculty and Friends" discussing papers published in the January 2019 Issue of the Negotiation Journal published by the Program on Negotiation at Harvard Law School, Brandeis University Heller School, Waltham, Massachusetts, via Zoom (February 15, 2019)

-Presenter, "Accommodating Mental Illness in the Workplace," Twelfth Annual AALS Dispute Resolution Section Works in Progress Conference, University of Maryland School of Law, Baltimore, Maryland (October 5, 2018)

-Presenter, "Statutory Harassment With No Consent and #MeToo," Thirteenth Annual Colloquium on Scholarship in Employment and Labor Law (COSELL), Charleston, South Carolina (September 28, 2018)

-Moderator, Commentator, and Organizer, Southeastern Association of Law Schools, Discussion Group: "New and Established Voices in Labor and Employment Law," Fort Lauderdale, Florida (August 10, 2018)

-Commentator, "Mediating Disability Accommodations," Southeastern Association of Law Schools, Labor and Employment Law Workshop, Discussion Group: "Recent Development in Disability and Health Law," Fort Lauderdale, Florida (August 9, 2018)

-Commentator, "Black Lives Matter Protest and Speech Protection," Southeastern Association of Law Schools, First Amendment Discussion Group: "The NFL Protests: Protest and Free Speech in Modern America," Fort Lauderdale, Florida (August 9, 2018)

-Commentator, "#MeToo, Arbitration, and Non-Disclosure," Southeastern Association of Law Schools, Workshop Labor & Employment Discussion Group: "Sexual Harassment Law: So Much Success, So Much Failure," Fort Lauderdale, Florida (August 8, 2018)

-Presenter, "Black Lives Matter and Workplace Speech Protections," Labor Law Group, Denver, Colorado (June 22, 2018)

-Presenter, "Retaliating Against Black Worker Protest With Incendiary Speech," Labor Rights Collaborative Research Network Program, "Intersection of Civil Rights and Labor Rights," Law and Society Annual Meeting, Toronto, Canada (June 7, 2018)

-Presenter and Discussant, "Rewriting *Clark County School District v. Breeden*," Feminist Judgments Workshop: Rewritten Employment Discrimination Opinions, UNLV Law School, Las Vegas, Nevada (April 20, 2018)

-Presenter, "Retaliating Against Black Lives Matter in the Workplace," University of Arkansas School of Law Speaker Series, Fayetteville, Arkansas (April 17, 2018)

-Presenter, "Employment ADR and Race," Prejudice in ADR: Still a Problem in These Complex Times Program, American Bar Association Dispute Resolution Section Spring Conference, Washington, DC (April 6, 2018)

-Keynote Speaker, University of San Francisco Law School 14th Annual Jack Pemberton Lecture on Workplace Justice, "Protecting Speech in Black Work Matters," United States Court of Appeals for the Ninth Circuit, San Francisco, California (March 22, 2018)

-Presenter, "Black Worker Protests and the Employment Discrimination Implications," Fort Worth Human Resources Management Association, Monthly Legal Hour and Luncheon, Fort Worth, Texas (March 15, 2018)

-Presenter, "Speech Protections and Black Lives Matter in the Workplace," The College of Labor and Employment Lawyers 5th and 11th Circuit Regional Annual Program, New Orleans, Louisiana (February 17, 2018)

-Keynote Speaker, "Assuming the Existence of Implicit Bias, Then What Do We Do About It?," Texas A&M University School of Law Black Law Students Association Program: "Implicit Bias: What's Next?," Fort Worth, Texas (February 11, 2018)

-Presenter, "Collective Voice in Dispute Resolution," Association of American Law Schools Alternative Dispute Resolution Section Panel: "Alternative Dispute Resolution and Access to Justice Perspectives," San Diego, California (January 4, 2018)

-Presenter, "Black Lives Matter Worker Protests and the Speech Implications," and Moderator, Panel: "Arbitration of Statutory Discrimination Claims," American Bar Association, Labor and Employment Section Eleventh Annual Conference, Chicago, Illinois (November 10, 2017)

-Presenter, "Black Worker and Post-Racial? Dispute Resolution Obstacles in Reconciling Unions With Black Lives Matter," as part of panel on "Civil Rights and Anti-Discrimination in the Workplace," LatCrit Twenty-First Biennial Conference, Orlando, Florida (September 29, 2017)

-Presenter, “Retaliating Even With Just One Single Unreasonable Opposition,” Twelfth Annual Colloquium on Scholarship in Employment and Labor Law (COSELL), Fort Worth, Texas (September 16, 2017)

-Commentator, “Difficulties in Showing Employer Intent to Discriminate,” Workshop on Labor and Employment Law Discussion Group: “Intentionally Disparate ? A Reflection on Recent Developments in Individual Disparate Treatment Law,” Southeastern Association of Law Schools, Boca Raton, Florida (August 5, 2017)

-Moderator, Commentator and Organizer, Workshop on Labor and Employment Law Discussion Group: “New and Established Voices in Labor and Employment Law,” Southeastern Association of Law Schools, Boca Raton, Florida (August 4, 2017)

-Commentator, “Why College Football Players Cannot Be Employees Under the NLRA After Northwestern,” at the Workshop on Labor and Employment Discussion Group: “Students as Employees,” Southeastern Association of Law Schools, Boca Raton, Florida (August 3, 2017).

-Commentator, “Plans for the NLRB and the EEOC” at the Workshop on Labor and Employment Law Discussion Group: “Employment Law in the Trump Area,” Southeastern Association of Law Schools, Boca Raton, Florida (August 3, 2017)

-Presenter, “Reconciling Invalid Workplace Harassment Claims with Viable Retaliation Claims Under Title VII,” Fort Worth Human Resources Management Association, Monthly Legal Hour and Luncheon, Fort Worth, Texas (July 20, 2017)

-Presenter, “The Promise of Mediation in Accommodating Psychiatric Disabilities Versus Workplace Hostilities,” Law and Society Annual Meeting, Labor Rights Panel on Healthy Workplaces: Improving Access, Mexico City, Mexico (June 22, 2017)

-Presenter, “Are My Employees Always Where the Technology Allows Them to Be?,” Thirty-Fourth Warns-Render Labor and Employment Law Institute University of Louisville Law School Program: “Big Data and the Gig Economy,” Louisville, Kentucky (June 16, 2017)

-Presenter, “What I am Reading” discussing DAVID AND GOLIATH: UNDERDOGS, MISFITS, AND THE ART OF BATTLING GIANTS (2013), by Malcolm Gladwell, and THE WISEST ONE IN THE ROOM: HOW CAN YOU BENEFIT FROM SOCIAL PSYCHOLOGY’S MOST POWERFUL INSIGHTS (2016), by Thomas Gilovich & Lee Ross, at the ABA Nineteenth Annual Section of Dispute Resolution Spring Conference (April 21, 2017)

-Presenter, “Negotiation of Collective Bargaining Agreements,” 55th Annual Course on Labor Law and Labor Arbitration, The Center for American and International Law, Plano, Texas (April 11, 2017)

-Presenter, “Bipolar Disorder and Other Psychiatric Disabilities Versus Workplace Hostilities,” Mid-Cities Human Resources Association, Euless, Texas (April 5, 2017)

-Moderator,” Employment Law Practitioners in the DFW Metroplex,” Texas A&M Law School Career Services Program, Fort Worth, Texas (March 6, 2017)

-Presenter,”Merging Mediation and Arbitration at Work While Black,” Panel: Prejudice in Arbitration,” 2017 Alternative Dispute Resolution Law Review Symposium, SMU Dedman School of Law, Dallas, Texas (February 17, 2017)

-Scholar-in-Residence, American Bar Association Labor and Employment Section Alternative Dispute Resolution Committee Midwinter Meeting, Opening Presenter, “Reconsidering Prejudice in ADR for Black Work Matters," Puerto Vallarta, Mexico (January 27, 2017) and Closing Presenter, “The Promise of Mediation in Accommodating Bipolar Disorder and Other Psychiatric Disabilities Versus Workplace Hostilities,” Puerto Vallarta, Mexico (January 29, 2017)

-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,” 6th 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 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 Mediation of 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 53rd 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, Florida (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 52nd 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 20th 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 AALS 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 67th 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 52nd 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 52nd 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," Panel: "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, “When Does Attorney-Client Privilege/Work Product Doctrine Apply to Internal Corporate Communications,” American Bar Association Labor and Employment Section 7th 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 7th 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 51st 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 21st Century, American Bar Association Labor and Employment Section 6th Annual Conference, Atlanta, Georgia (November 2, 2012)

-Moderator, "Electronic Dumpster Diving: The Legal Ethics of TMI, American Bar Association of Labor and Employment Section 6th 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 65th Annual Conference on Labor, NYU Law School, New York, New York (June 7, 2012)

-Presenter, "The Negotiation of Collective Bargaining Agreements," the 50th 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," for "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 5th 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 & 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 AALS 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, 47th Annual Course on Labor Law and Labor Arbitration, “Negotiation of Collective Bargaining Agreements,” Plano, Texas (April 23, 2009)

-Presenter, ABA Dispute Resolution Section 11th 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)

-Keynote Speaker, 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, 60th 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, 2nd 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, 3rd National Conference, Minority Professionals in Alternative Dispute Resolution, "Leveraging Opportunities for Minority Arbitrators through Mandatory Arbitration Agreements," Columbus, Ohio (May 17, 2007)

-Invited 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 13th 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, 2nd 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, 12th 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, 11th 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, 10th 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, 9th 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)

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 Fort Worth, Texas
Professor of Law and Tenured 2013-present

Teach law students in Employment Discrimination, Employment Law, Labor Law, Evidence, ADR in the Workplace, and Arbitration-related courses. Author law review articles, book chapters, books and other legal, workplace, and dispute resolution scholarship. Perform service as: **Director**, Workplace Law Program, 2016-present; **Faculty Advisor**, Employment Labor Law Student Association (ELLSA), 2017-present; Admissions Committee, 2022-23; Chair, Publications Committee, 2021-22; Faculty Appointments Committee, 2018-19; Library Director Search Committee, 2018-19; Dean Search Committee, 2017-18 and 2013-14; Chair, Student Advocacy Committee, 2016-17; **Interim Director**, Aggie Dispute Resolution Program, 2016-17; Spring 2015, ad hoc Academic Affairs Committee on Faculty Advising of Students; Subcommittee, Promotion and Tenure, Fall 2014; Faculty Development Committee, 2013-16, 2017-20; **Faculty Co-Advisor**, Black Law Students Association, 2013-17; and in other community and organizational capacities.

Texas Wesleyan University School of Law Fort Worth, Texas
Professor of Law and Tenured 2005-2013

Taught law students in Employment Law, Employment Discrimination, Labor Law, Evidence and ADR in the Workplace courses. Prepared and authored various articles and scholarship. Performed service: Chair Student Affairs Committee, Fall 2007; Drafter, Faculty Section 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; Wesleyan/A&M Transition Committee, 2002-03; and in other community and organizational capacities. Unanimously promoted and granted tenure for 2005-06. Received Spring 2006 Shirley Zabel Outstanding Faculty Alumni Award and Spring 2012 Frederic White Outstanding Tenured Faculty Publications and Scholarship Award.

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 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.

Chicago-Kent College of Law Chicago, Illinois (virtually)
Visiting Professor (offered tenured full professor position) Spring 2021
Taught Students in Employment Relationships course.

University of Georgia School of Law Athens, Georgia
Visiting Professor 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 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) 2000-2003
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 mentored students.

University of Wisconsin Law School Madison, Wisconsin
Hastie Teaching Fellow August 1998- December 1999
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 1994-95
Taught course in Labor Law to students seeking a master's degree.

Legal

Franczek Sullivan P.C. (now Franczek) Chicago, Illinois
OF Counsel
Represented employers in all employment aspects under labor, employment and school law and served as chief legal counsel for a school district and a private health organization.

Associate
Performed labor and employment litigation and dispute resolution lawyer functions, advised employers in all aspects of federal and state law, including matters with the National Labor Relations Board, the Equal Employment Opportunity Commission, the Illinois Human Rights Commission, the Illinois Public and Educational Labor Relations Boards, and in arbitration, mediation, and in federal and state 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/preparing witnesses for depositions, hearings, arbitrations and trial and for factfinding, mediation, arbitration and settlement conferences.

Lord, Bissell & Brook (now Locke Lord) Chicago, Illinois
Associate
Performed general labor/ employment litigation and dispute resolution lawyer functions, and advised employers in all aspects under federal and state law, including matters with the National Labor Relations Board, Equal Employment Opportunity Commission and Illinois Human Rights Commission and in labor arbitration and collective bargaining matters.

Brown, Todd & Heyburn (now Frost, Brown, Todd) Louisville, Kentucky
Associate
Performed general litigation/dispute resolution lawyer functions, advised employers in all aspects of private/ public sector labor and employment litigation under state and federal law, including matters with the National Labor Relations Board, the Equal Employment Opportunity Commission, the Kentucky Commission on Human Rights and collective bargaining issues including drafting 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/public sector labor and employment, and employee benefits under state and federal law, including matters with the Illinois Public Labor Relations Board, the Equal Employment Opportunity Commission, the Illinois Human Rights Commission, and labor arbitration and collective bargaining matters.

Navistar Corporation Chicago, Illinois

Law Clerk

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 Oxnard, California

Manufacturing Manager

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 business and technical questions, and resolved all day-to-day operational, personnel, human resources and labor relations issues and disputes.

REFERENCES

Available on Request