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New York, New York 10021

EMPLOYMENT

2013-present **Distinguished Lecturer, Hunter College, CUNY**
Executive Director, National Center for the Study of Collective Bargaining in Higher Education and the Professions
Directs a research center on collective bargaining, labor relations, and legal developments. Organizes national and regional labor-management conferences and publishes a monthly newsletter. Teaches and lectures on labor and employment subjects.

Faculty Associate, Roosevelt House Public Policy Institute at Hunter College, CUNY

2007-2013 **New York State Public Employment Relations Board**
Deputy Chair and Counsel

1989-2007 **CSEA Local 1000, AFSCME, AFL-CIO**
Senior Counsel

1988-1989 **Karlsson & Ng, P.C.**
Associate

1984-1988 **New York City Commission on Human Rights**
Supervising Attorney and Staff Attorney

1981-1984 **District Council 37, AFSCME, AFL-CIO**
Staff Attorney.

1981 **New York State Judge Elliott Wilk**
Law Assistant

EDUCATION

J.D., Benjamin N. Cardozo School of Law
Yeshiva University, *cum laude* (June 1980)
B.A., University at Buffalo, *magna cum laude* (June 1977)

HONORS

John E. Gould Medal, American Geographical Society (2021)

ORGANIZATIONAL ACTIVITIES

American Bar Association

Labor and Employment Section, Technology in the Practice and Workplace Committee, Co-Chair (2009-2013)

Association of American Geographers Organizing Committee on Locational Information and the Public Interest (2020-2022)

College of Labor and Employment Lawyers, Fellow

Labor and Employment Relations Association

Capital District Chapter, President (2010-2012)

Higher Education Industry Council, Co-Chair (2019-present)

New York City Chapter, President (2022-23), Vice-President (2012-22) Secretary (2020-21)

Music Workers Alliance, Advisory Board

New York State Bar Association

Labor and Employment Section Executive Committee

Labor and Employment Section, Chair (2015-2016)

Labor and Employment Section, Chair-Elect (2014-2015)

PEER REVIEW ACTIVITIES

Canadian Journal of Administrative Sciences (2015)

Journal of Collective Bargaining in the Academy (2015) (2016)

Academic Labor: Research and Artistry (2017) (2019)

New Labor Forum (2018)

Labor Studies Journal (2019, 2021)

BOOKS AND CHAPTERS

Herbert, Meacham & Minkowitz, **Labor, Employment and Workers Compensation Law, 2023-24** (Co-author) (New York State Bar Association (2023)

Fure-Slocum, Eric and Claire Goldstene, (Eds.), **Contingent Faculty: A Labor History**, Chapter 12, So Many Roads, So Much at Stake: The

Composition of Faculty Bargaining Units (with Joseph van der Naald)
(University of Illinois Press 2024)

Herbert, Maier, Zuckerman and Ross, **Lefkowitz on Public Sector Labor and Employment Law, Fifth Edition** (Co-editor)
(New York State Bar Association) forthcoming 2024)

Schulze-Cleven, Tobias and Todd E. Vachon (Eds.), **Revaluing Work(ers): Toward a Democratic and Sustainable Future**, LERA Research Volume, Chapter 11, Graduate Student Employee Unionization in the Second Gilded Age (with Joseph van der Naald)
(Cornell University Press 2021)

Julius, Daniel (Ed.), **Collective Bargaining in Higher Education: Best Practices for the Promotion of Collaboration, Equity and Measurable Outcomes**, Chapter 7: A New Morning in Higher Education Collective Bargaining, 2013-2019 (Routledge 2021)

Shu, Wenzhong, Michael Goodchild, Michael Batty, Mei-Po Kwan and Anshu Zhang (Eds.), **Urban Informatics**, Chapter 32, Geoprivacy, Convenience, and the Pursuit of Anonymity in Digital Cities (with Jerome Dobson) (Springer 2021)

Herbert, William A., Jacob Apkarian, and Joseph van der Naald, **2020 Supplementary Directory of New Bargaining Agents and Contracts in Institutions of Higher Education, 2013-2019** (National Center for the Study of Collective Bargaining in Higher Education and the Professions, 2020).

Freeman, Joshua (ed.) **City of Workers, City of Struggle: How Labor Movements Changed New York**, Chapter 11, Public Workers (Columbia University Press 2019)

Lefkowitz, Herbert, Maier & Zuckerman, **Public Sector Labor and Employment Law, Third Edition, Revised** (2014)

Michael & Michael, **Ubervveillance and the Social Implications of Microchip Implants: Emerging Technologies**, Panel 14.1, Social Implications of Radio-Frequency Identification, IGI Global (2014)

Eigen & Estreicher, **Labour and Employment Initiatives and Proposals in the Obama Administration: Proceedings of New York University's 62nd Annual Conference on Labor**, Chapter 8, Kluwer Law Int'l (2011)

Morriss & Estreicher, **Global Labor and Employment Law for the Practicing Lawyer: Proceedings of New York University's 61st Annual Conference on Labor**, Chapter 8 (2010)

Nash & Estreicher, **Workplace Privacy: Proceedings of New York University's 58th Annual Conference on Labor**, Chapter 1, Kluwer Law Int'l (2009)

Public Sector Labor and Employment Law, Third Edition
(2008) (2009 Revised) (2011 Revised) (2013 Revised)
(Contributing Editor)

Public Sector Labor and Employment Law, Second Edition
2005, 2002, 2000 Supplements (Contributing Editor)

Public Sector Labor and Employment Law, Second Edition
(1998) (Contributor)

Preventing Sexual Harassment: What Works...What Doesn't
(1997) (Contributor)

ARTICLES AND PAPERS

In the Beginning, Long Time Ago: A Brief History of the National Center's Origin and Evolution, Journal of Collective Bargaining in the Academy, Vol. 14 (forthcoming 2023)

A White Paper on Locational Information and the Public Interest
Michael F. Goodchild, Richard P. Appelbaum, Jeremy Crampton, et al. (co-author) American Association of Geographers (2022)

Pandemic Puts Americans' Patience, Flexibility to the Test (with Jerome E. Dobson), St. Louis Post-Dispatch (May 6, 2020)

A Different Set of Rules? NLRB Proposed Rule Making and Student Worker Unionization Rights (with Joseph van der Naald) Journal of Collective Bargaining in the Academy, Vol. 11 (2020)

You've Been with the Professors: An Examination of Higher Education Work Stoppage Data, Past and Present (with Jacob Apkarian), 23 Employee Rights and Employment Policy Journal, (2019)

Janus v. AFSCME, Council 31: Judges Will Haunt You in the Second Gilded Age, 73-4 Relations Industrielles/Industrial Relations, (2019)

Janus's Progeny? A Supreme Court Threat to Majority Rule Looms (with Joseph McCartin), *The American Prospect* (Mar. 21, 2019)

Make N.Y. a labor leader again: It's time for Albany to usher in 21st-century employment protections, *Daily News*, Feb. 4, 2019

Jerome Lefkowitz: A Pragmatic Intellect and Major Figure in Taylor Law History 36.1 *Hofstra Lab & Emp. L.J.* 29 (Fall 2018)

Total Eclipse of the Court? Janus v. AFSCME, Council 31 in Historical, Legal, and Public Policy Contexts (with Sarah Cudahy and John Wirenius) 36.1 *Hofstra Lab & Emp. L.J.* 55 (Fall 2018)

The History Books Tell It? Collective Bargaining in Higher Education in the 1940s *Journal of Collective Bargaining in the Academy*, Vol. 9 (2017)

Everything Passes, Everything Changes: Unionization and Collective Bargaining in Higher Education (with Jacob Apkarian) *Perspectives on Work* (2017)

The Winds of Changes Shift: An Analysis of Recent Growth in Bargaining Units and Representation Efforts in Higher Education *Journal of Collective Bargaining in the Academy*, Vol. 8 (2016)

Just Cause Discipline for Social Networking in the New Gilded Age: Will the Law Look the Other Way? (with Alicia McNally) 54 *U. Louisville L. Rev.* 381 (2016)

Collective Bargaining Law in the Firing Line at the Supreme Court, *New York Law Journal*, Jan. 25, 2016

Facebook Firing: The Intersection of Social Media, Employment and Ethics Symposium 24 *Alb. L.J. Sci. & Tech.* 407 (2014)

Shelter from the Storm: Rekindling Research on Collective Bargaining and Representation Issues *Journal of Collective Bargaining in the Academy*, Vol. 5, Art. 2 (2013)

Can't Escape from the Memory: Social Media and Public Sector Labor Law 40 *N. Ky. L. Rev.* 427 (2013)

The Chill of a Wintry Light? *Borough of Duryea v. Guarnieri* and the Right to Petition for Public Employees 43 *U. Tol. L. Rev.* 583 (2012)

Some Think of the Future: Internet, Electronic and Telephonic Labor Representation Elections (with Sara Slinn)
56 St. Louis U. L.J. 171 (Fall 2011)

Public Sector Labor Law and History: The Politics of Ancient History? 28 Hofstra Lab & Emp. L.J. 335 (2011)

Workplace Consequences of Electronic Exhibitionism and Voyeurism IEEE Technology and Society Magazine Vol. 30, No. 3 (Fall 2011)

Card Check Labor Certification: Lessons from New York
74 Albany L. Rev. 93 (2010/2011)

Emerging Technologies and Workplace Privacy: Who's Watching the Man (Who's Watching Me)? (with Amelia K. Tuminaro)
25 Hofstra Lab & Emp. L.J. 355 (2008)

Workplace Electronic Privacy Protections Abroad: The Whole Wide World Is Watching 19 Florida J. L & Pub Pol'y 380 (2008)

The Electronic Workplace: To Live Outside the Law You Must Be Honest 12 Employee Rts. & Emp. Pol'y J. 49 (2008)

No Direction Home: Will the Law Keep Pace with Human Tracking Technology to Protect Individual Privacy and Stop Geoslavery? 2 I/S J. L. Pub Pol'y 409 (2006)

A Law Not Busy Born Is Busy Dying: The NLRA in the Technological Age ABA Labor & Employment Section Technology Committee Midwinter Meeting (2005)

Advanced Employment Retaliation Issues ABA Equal Employment Opportunity Committee Midwinter Meeting (2005)

The First Amendment and Public Sector Labor Relations
19 Lab Law 325 (2004)

When James Bond Enters the Workplace: Use and Abuses of Technology—A Guide for In-House Counsel and Litigators
ABA Annual Meeting (2004)

Protections for Public Employees Who 'Blow the Whistle' Appear to Be Inadequate 76 N.Y. St. B.J. 2 (2004)

Civic Duty to Commemorate King’s Legacy Albany Times Union
Op-Ed Jan. 19, 2004, p. A7

**Balancing Test and Other Factors Assess Ability of Public
Employees to Exercise Free Speech Rights** 74 N.Y. St. B.J. 7 (2002)

**Just Cause under Union Contracts and Employment
Discrimination Litigation** NELA New York Employee Advocate,
Vol. 11, No. 5 (2002)

Who Is ‘Disabled’ Under New York State Law? NYSBA Labor and
Employment Section Newsletter, Vol. 26, No. 1 (2001)

**Discrimination and Other Motivational Issues in the
Representation of Civil Service Employees** NELA New York
Employee Advocate, Vol. 10, No. 4 (2000)

Caveat Loquens: Let the Speaker Beware NYSBA Labor and
Employment Law Section Newsletter, Vo. 24, No. 2 (1999)

**Discrimination against Employees for Union Based Political
Action** NYSBA Labor and Employment Law Section Newsletter,
Vol. 21, No.4 (1996)

PRESENTATIONS AND WEBINARS

**The Impacts and Issues Surrounding the Higher Education
Workforce**, Association of College and University Housing Officers –
International State of the Professions Conference (2023) (Co-panelist)

**Unions in Higher Education—Historical and Contemporary
Realities**, 135th Annual Meeting of the American Historical
Association (Co-panelist) (2023)

Legal and Agency Update from the NLRB, PERB and OCB, NYC
Labor and Employment Association Chapter (Moderator) (2022)

Collective Bargaining for Administrators, SUNY SAIL Institute
(Co-presenter) (2022)

**Determinants in Faculty Representation Election Results,
2013-2020**, 74th Annual Meeting of the Labor and Employment
Relations Association Conference (Co-presenter) (2022)

**Organizing Successes in Higher Education 2012-2020:
What the Data Shows**, NEA Higher Education Conference (2022)

Leading in a Unionized Environment, SUNY Business Officers' Leadership Academy (Co-presenter) (2021)

Eric Adams: What to Expect from His Administration's Labor Policies, New York City LERA Meeting (2021) (Organizer and Moderator)

Just Cause Discipline for Fast Food Workers in NYC
New York City LERA Meeting (2021) (Organizer and Moderator)

Higher Ed Collective Bargaining and Shared Governance in Responding to COVID-19 Webinar (2020) (Co-presenter)

Online Learning: Policies, Practices, and its Future in the Face of COVID-19 Webinar (2020) (Organizer and moderator)

Labor and Employment Legal Issues Resulting from the Pandemic Webinar (Organizer and Moderator) (2020)

The Future of Privatization in Higher Education: Post-Pandemic Webinar (Organizer and Moderator) (2020)

Collective Bargaining and Online Technologies in the Age of a Pandemic Webinar (Organizer and Moderator) (2020)

The Gig Academy and COVID-19: Implications for the Future Webinar (Organizer and Moderator) (2020)

The State of the Unions: How Janus v. AFSCME Impacts Labor Compelled Speech and Bar Dues, St. Johns University School of Law (Co-panelist) (2020)

Growth in Union Density Among Academic Labor, 2012-2019, 47th Annual Conference of the National Center for the Study of Collective Bargaining in Higher Education (Co-presenter) (2020)

Farmworker Collective Bargaining: New Rights under New York Labor Law, New York State Bar Association Labor and Employment Section Annual Meeting (Organizer and Moderator) (2020)

CIO's State County Municipal Workers of America: Organizing and Collective Bargaining during the New Deal, Labor and Working Class History Association 2019 Conference

Student Worker Unionization 2013-2018, United Association for Labor Education 2019 Conference (Co-presenter)

Why Do Professors Unionize but Techies Do Not?

American Bar Association 12th Annual Labor and Employment Law Conference (Panelist) (2018)

Constitutional and Labor Rights: Across the Border Hedge

New York State Bar Association Labor and Employment Section Fall Meeting (Moderator) (2018)

Technology and Collective Bargaining Issues in Higher Education

CUNY IT Conference 2018 (Panelist)

Trustees' Roles and Responsibilities in Collective Bargaining

ACCT Leadership Congress (Panelist) (2018)

Precarious Employment in Higher Education

Association of Labor Relations Agencies Annual Conference (Moderator) (2018)

A Fifty-Year Retrospective on Collective Bargaining in Higher Education

Labor and Employment Relations Association 70th Annual Conference (Panelist) (2018)

Collective Bargaining, SUNY SAIL Institute (Co-presenter) (2018)

The Taylor Law at 50: Bright Spots and Pressure Points

NYS PERB, Cornell ILR, and NYSBA Labor and Employment Law Section (Moderator and Panelist) (2018)

Academic Freedom Mini-Conference

Hunter College Senate Committee on Academic Freedom and the Office of the Provost (Moderator) (2018)

The Future of Labor and Public Employment: Implications of

Janus v. AFSCME, District Council 37 Continuing Legal Education Program (Presenter) (2018)

***Janus v. AFSCME*: Potential Legal Issues for State Attorneys**

General to Consider American Constitution Society and Labor and Workplace Program, Harvard Law School Briefing (Presenter) (2018)

Back to School: Campus Organizing Revisited

LERA Boston Chapter Winter Meeting (Moderator/Panelist) (2018)

Current Labor Relations Issues in Higher Education,
NYSBA Labor and Employment Section Annual Meeting
(Moderator/Panelist) (2018)

**The Taylor Law in Perspective at 50: Public Sector Collective
Bargaining Yesterday and Today** Roosevelt House Public Policy
Institute at Hunter College (Convener/Moderator) (2017)

Organizing the Academy: Strategies and Structures
Labor and Working-Class History Association Conference (2017)

**Human Resources and Legal Issues for Department
Administrators: Contingent Labor Questions and Answers**
2016 ADE-ADFL Summer Seminar East (Presenter)

**The Future of Tenure: Implications for University Operations &
Finance** National Federation of Municipal Analysts Advanced
Seminar on Higher Education (Presenter) (2016)

**What Happens the Day After Friedrichs and What is Labor Doing
About It?** LERA 68th Annual Meeting (Panelist) (2016)

**Just Cause Discipline for Social Networking in the New Gilded
Age: Will the Law Look the Other Way?** Labor and Working-Class
History Seminar, Roosevelt House (Presenter) (2015)

Recent Developments in Higher Education Collective Bargaining,
Association of Labor Relations Agencies Annual Conference
(Moderator/Panelist) (2015)

**The NLRB Revisits Faculty Unions: The Implications of the
Pacific Lutheran Decision** Cornell Law School Labor Law Clinic and
the Worker Institute at Cornell (Panelist) (2015)

Social Media in Labor and Employment Law
NYSBA (Co-Chair) (2014)

BYOD and Social Media: The Next Generation, National
Symposium on Technology and Labor and Employment Law, New
York Law School (Moderator) (2014)

Facebook Firing: The Intersection of Social Media, Employment & Ethics Albany Law Journal of Science and Technology (Panelist) (2013)

All Atwitter About Twitter

New England Consortium of State Labor Relations Agencies
Spring Training Academy (Speaker) (2013)

Social Media and Labor Law: Can't Escape from the Memory
Annual Conference of the Association of Labor Relations Agencies
(Panelist) (2013)

NLRB and Collective Bargaining

Law + Informatics Symposium on Labor and Employment Issues
Salmon P. Chase College of Law and Law + Informatics Institute
(Presenter) (2013)

Social Media Issues for Municipalities and Municipal Lawyers
NYSBA Municipal Law Section Annual Meeting (Speaker) (2013)

Social Media and the Public Sector Workplace Maurice A. Dean
School of Law at Hofstra University (Speaker) (2012)

Public Employment Relations Board Update

2012 Annual School Law Conference (Speaker)

Social Media and the Employment Relationship

NYSBA Public Sector Labor Relations (Panelist) (2012)

Ethics and Information Gathering in the 21st Century

NYSBA Labor and Employment Section Annual Meeting
(Chair and Speaker) (2012)

**How Social Media Is Changing the Face of Labor and
Employment Law** Practicing Law Institute (Panelist) (2011)

**8-Track Players, Dot-Matrix Printers, Dial-Up Internet and Flip
Phones: Ethical Dilemmas in the World of Rapidly Changing
Technology** ABA 5th Annual Section of Labor and Employment Law
Conference (Moderator) (2011)

Constitutional Issues Involving Collective Bargaining Rights

Public Sector Labor Law at the Crossroads Symposium
University of Toledo College of Law (Panelist) (2011)

Reasonable Expectation of Privacy When Using Employer Email
28th Annual Carl A. Warns, Jr. Labor and Employment Law Institute,
University of Louisville Brandeis School of Law (Speaker) (2011)

**Public Sector Employment: Emerging Issues and Their
Potential Private Sector Impact** ABA National Symposium on
Technology in Labor and Employment Law, New York University
School of Law (Panelist) (2011)

Privacy Scholars Seminar: Employee Privacy Rights Samuelson
Law, Technology and Public Policy Clinic Boalt Hall School of Law
(Panelist) (2011)

**I Know What You Did Last Summer—Emerging Issues Raised by
the Use of Social Networking Sites** ABA 4th Annual Section of Labor
and Employment Law Conference (Panelist) (2010)

**New Technology and Representation Elections: Don't Go
Mistaking Paradise for Technology Across the Road**
Fifth Annual Colloquium on Current Scholarship in Labor and
Employment Law, Washington University Law School and St. Louis
University Law School (Presenter) (2010)

**Procedural and Substantive Issues in Employment Retaliation
Claims, “Whistleblower Jurisdiction”** 2010 Court of Claims Judges’
Association Meeting (Speaker)

Public Sector - New Technologies and the Protection of Privacy
2010 Association of Labor Relations Agencies Conference (Speaker)

**Someone to Watch Over Me: Technology, Privacy, and the 21st
Century Workplace** New England Consortium of State Labor
Relations Agencies 11th Annual Conference (Speaker) (2010)

Legal Ethics in the Electronic Age - Who is Watching Whom?
New England Consortium of State Labor Relations Agencies 11th
Annual Conference (Panelist) (2010)

The Electronic Workplace New York State Public Employer Labor
Relations Association, Inc. 36th Annual Training Conference
(Speaker) (2010)

**Workplace Consequences of Electronic Exhibitionism and
Voyeurism** Melbourne Law School (Speaker) (2010)

The Debate over Microchipping People with ICT Implants
IEEE Symposium on Technology and Society, University of
Wollongong (Moderator) (2010)

Legal Ethics: Social Networking, Blogging, and More
2010 Legal Landscape: Public Sector Labor Relations (Speaker)

Virtual and Portable Workplaces: Social Networking and Twitter
ABA Section of Labor and Employment Law Technology in the
Practice & Workplace Committee Midyear Meeting (Panelist) (2010)

**A Brave New Workplace: Issues and Potential Solutions in the
Virtual World** NYSBA Labor and Employment Section, Annual
Meeting (Moderator) (2010)

**Labor and Employment Law in Cyberspace: Navigating the
Uncharted World of Social Networking Sites, Blogs and Other
New Media**, ABA Continuing Legal Education Teleconference
(Panelist) (2010)

**Access to Employer Property—Both Real and Virtual and the
Impact on Employees and Unions in Both the Public and Private
Sector** Labor and Employment Relations Association of Western New
York (Speaker) (2009)

**Certification Without an Election in the Public Sector: The New
York Experience** Fourth Annual Colloquium on Current Scholarship
in Labor and Employment Law, Seton Hall University School of Law
(Presenter) (2009)

**How Free is Workplace Speech? A Comparison of the Public and
Private Sectors** Albany Law School Government Law Center and the
Labor and Employment Relations Association (Panelist) (2009)

**Chips Ahoy? The Legal Issues Associated with Radio Frequency
Identification Technology (RFID) in the Workplace** ABA Labor &
Employment Section, Technology in the Practice and Workplace
Committee Mid-Year Meeting (Moderator) (2009)

Free Speech in the Public Sector Workplace New York State
Continuing Legal Education Partnership (Speaker) (2009)

**Caught in the “Net”: Employment Issues Associated with the
Internet** NYSBA Labor and Employment Law Section, Fall Meeting
(Panelist) (2008)

Promises and Perils of Living in a Virtual World

ABA Labor & Employment Section, Technology in the Practice and Workplace Committee Mid-Year Meeting (Moderator) (2008)

Workplace Email and Internet Use by Employers, Employees and Unions

Albany Law School program co-sponsored by the Labor and Employment Relations Association and the Albany Law School Journal of Science & Technology (Speaker) (2008)

I'll be Watching You: Counseling Plaintiffs, Unions and Employers on Privacy in the Workplace

ABA Labor and Employment Section's Annual CLE Conference (Panelist) (2007)

The Fine Line: Employer Technology and the Impact on Employee Privacy

ABA Continuing Legal Education Teleconference (Moderator/Panelist) (2007)

Impact of Technology in the Workplace

ABA Section of Labor and Employment Law Technology in the Practice and Workplace Committee Meeting Co-sponsored by NYU School of Law (Moderator/Panelist) (2007)

Legal and Ethical Considerations in the World of the Internet

ABA Continuing Legal Education Teleconference (Panelist) (2006)

Employee Privacy Issues in the Age of High Technology

NYSBA Labor and Employment Law Section and Municipal Law Section, Fall Meeting (Panelist) (2006)

The Supreme Court Speaks: *Garcetti v. Ceballos*

Free-Speech Rights of Public Employees ABA Continuing Legal Education Teleconference (Panelist) (2006)

Orwell's Wolf Is Back: Tracking Kids, Dogs, Old People, and Everybody In Between

Annual Meeting of the American Association for the Advancement of Science (Presenter) (2006)

Managing Disabilities and Serious Health Conditions in the Workplace: ADA and FMLA Trends and Developments

ABA Annual Meeting (Panelist) (2005)

Modern Day Implications of Technology in the Workplace

ABA Continuing Legal Education Teleconference (Panelist) (2005)

Best Practices Panel: the Americans with Disabilities Act and the Family Medical Leave Act EEOC New York Technical Assistance Seminar (Panelist) (2004)

Public Sector Labor Law Meets the First Amendment
ABA/NYSBA State and Local Government Law Joint Fall Meeting (Speaker) (2003)

Constitutional and Statutory Protections for Protestors
Albany Law School Institute of Legal Studies (Speaker) (2003)

Keeping Statutory Claims Alive in a Union Environment
Albany Law School Institute of Legal Studies (Speaker) (2003)

Special Substantive Law Provisions Applied to Public Employers
NELA Upstate Regional Spring Conference, Albany Law School Institute of Legal Studies (Speaker) (2001)