

JEFFREY M. HIRSCH

Geneva Yeargan Rand Distinguished Professor of Law
University of North Carolina School of Law
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ACADEMIC EXPERIENCE

University of North Carolina School of Law, Chapel Hill, NC **2011-present**

Associate Dean for Strategy (2016-2018)

Associate Dean for Academic Affairs (2013-2016)

Geneva Yeargan Rand Distinguished Professor of Law (2013-present)

Associate Professor of Law (2011-2013)

Classes: Employment Discrimination, Employment Law, Labor Law, and Contracts

Honors:

- Professor S. Elizabeth Gibson Award for Faculty Excellence (2022)
- Paul Steven Miller Memorial Award (2021)
- Frederick B. McCall Award for Teaching Excellence (2019)
- Charles E. Daye Award for Excellence in Service (2018)
- Academic Leadership Fellow, UNC Institute for the Arts & Humanities (2016)

Editorial Board Member, EMPLOYEE RIGHTS AND EMPLOYMENT POLICY JOURNAL (2013-present)

Co-Editor, Workplace Prof Blog (2006-present)

Member of Renaissance Computing Institute group that was awarded \$50,000 National Science Foundation grant for Law and Data Science workshop (2019)

Chair, The Labor Law Group Executive Committee (2020-present)

Law School Representative, Campus Faculty Council (2012-2015)

Editor, Jotwell, Work Law Section (2009-2015)

Faculty Advisor: NORTH CAROLINA JOURNAL OF LAW & TECHNOLOGY (2019-present); Labor & Employment Law Society (2011-present)

Law School Committee Service: Promotion and Tenure (co-Chair); Building Task Force; Diversity & Inclusion (former co-Chair); Leadership Curriculum (former co-Chair); Fall 2020 Teaching Task Force; Strategic Planning Task Force (former Chair); Academic Affairs (former Chair); International (former member); Dean's Review (former member)

Duke University School of Law, Durham, NC

Spring 2024

Adjunct Professor

Class: Labor Law

University of Tennessee College of Law, Knoxville, TN

2004-2011

Associate Professor with Tenure (2008-2011)

Associate Professor (2004-2008)

Classes: Employment Discrimination, Law of the Workplace, Labor Law, Labor and Employment Law Seminar, and Federal Courts

Honors:

- University of Tennessee College of Law Research Scholar (2009)
- Marilyn V. Yarbrough Faculty Award for Writing Excellence (2007)

Judicial Clerkship Advisor (2004-2011)

Coach, Robert F. Wagner National Labor & Employment Law Moot Court Team (2004-2011)

Committee Service: Academic Standards (Chair); Bylaws; Admissions; Community; Cunningham Prize; Yarbrough Prize; and *Geier* Task Force

Vanderbilt University Law School, Nashville, TN

Spring 2010

Visiting Associate Professor

Classes: Employment Discrimination Law and Labor Law

American University, Washington College of Law, Washington, DC

2001-2002

Adjunct Professor

Class: Legal Rhetoric (year-long legal writing and research course for first-year students)

LEADERSHIP EXPERIENCE

Associate Dean for Strategy, UNC School of Law

2016-2018

Held newly designed position at law school. Duties included co-chairing, with Dean, law school's strategic planning process; serving as senior policy advisor to Dean; assisting Dean or acting as Dean's designate with internal and external communications and meetings, including presentations to university administrators, alumni, and other external audiences; and overseeing annual collection and submission of information to the ABA and U.S. News & World Report. Among specific duties:

- Oversaw the law school's first strategic planning process and subsequent implementation efforts
- Served as Acting Associate Dean for Administration, supervising Facilities, Finance, Human Relations, and Information Technology (July 2017-Feb. 2018)
- Served on U.S. News & World Report Rankings Task Force, which addressed law school's recent drop in rankings and, in 2019, produced the largest increase in rankings of any of the top 50 U.S. law schools
- Co-Chaired search committees for:
 - Associate Dean for Advancement
 - Associate Dean for Administration
- Helped develop law school's fundraising goals, funding priorities, and strategy for university campaign as member of senior leadership group
- Handled communications and reporting to ABA during post-site-visit reaccreditation process
- Led working group exploring possible joint academic venture with sister institution
- Coordinated efforts to create online continuing legal education material
- Assisted Dean with campus communications and other work (e.g., responses to strategic planning process, meetings with senior campus officials, helping create presentations)
- Created and led facilities working group, which handled issues such as significant asbestos abatement work, major construction project adjacent to law school, and possible movement of staff from external location to law school building

Associate Dean for Academic Affairs, UNC School of Law

2013-2016

Senior associate dean and primary advisor to the Dean with regard to the overall internal and external operations of the law school. Responsible for law school's entire academic program, including advising students on academic matters, overseeing curricular planning and scheduling, liaising with other academic units on campus, assisting with long-range planning and curricular development, working with faculty on teaching and related responsibilities, and other duties as the Dean's representative. Administered Academic Affairs budget and co-administered budget for faculty scholarship and teaching needs. Supervised personnel in offices

for Academic Affairs, Registrar, International Programs, and Continuing Legal Education and Law School Special Events. Additional special roles included:

- Served in acting capacity for the following positions:
 - Associate Dean for Student Affairs (June 2015-Nov. 2015)
 - Associate Dean for Finance and IT (May 2015-Feb. 2016)
 - Assistant Dean for Communications (May 2015-Dec. 2015)
 - Assistant Dean for Admissions (Aug. 2015-Nov. 2015)
 - Assistant Dean for Policy and Special Assistant to the Dean (Jan. 2015-July 2016)
 - Director of Administration (Sept. 2015-Feb. 2016)
- Assisted new Dean's transition from legal practice to law school administration
- Oversaw new university review process for four law school centers
- Participated in new campus budget review process
- Served as law school liaison during campus strategic planning process
- Worked with Advancement office on presentations and new initiatives
- Chaired search committee for Library Deputy Director, and co-chaired search committee for Associate Dean for Student Affairs

Additional Leadership Roles

- Chair, The Labor Law Group—Association of invited scholars, practitioners, and policymakers dedicated to preparing students for the practice of labor and employment law (Jan. 2020-present)
- Steering Committee Member, Labour Law Research Network—International consortium of research institutes and centers dedicated to the study of labor law; holds biennial conference (Fall 2019-2023)
- Southeastern Association of Law Schools—Second largest legal academic organization in the U.S.; holds annual conference with approximately 700-800 attendees
 - President (2015-2016)
 - Board Member (2014-2017)
 - Chair, Program Formatting Committee (2012-2014)
 - Deputy Executive Director (2011-2013)
 - Chair, Latin America Program Committee (2010-2011)
 - Chair, New Scholars Committee (2008-2010)
- Chair, American Association of Law Schools, Labor Relations and Employment Law Section (2012)
- Law School Committee Leadership
 - Co-Chair, Promotion and Tenure (2019-present)
 - Co-Chair, Leadership Curriculum (2019-present)
 - Chair, Academic Affairs (2012-2013)
- Academic Leadership Fellow, UNC Institute for the Arts & Humanities (2016)

PUBLICATIONS

Articles and Essays

Labor Law's Impact on the Post-Dobbs Workplace __ EMPLOYEE RIGHTS & EMPLOYMENT POLICY JOURNAL __ (forthcoming 2024)

War Powers Abrogation, 89 GEORGE WASHINGTON LAW REVIEW 593 (2021)

Joint Employment in the United States, 13 ITALIAN LABOUR LAW E-JOURNAL 55 (2020) (invited symposium essay)

Future Work, 2020 UNIVERSITY OF ILLINOIS LAW REVIEW 889 (2020)

Introduction: #MeToo in the Workplace, 23 EMPLOYEE RIGHTS & EMPLOYMENT POLICY JOURNAL 1 (2019)

A Modern Union for the Modern Economy, 86 FORDHAM LAW REVIEW 1727 (2018) (with Joseph A. Seiner)

The "Plantation" Problem, 86 UMKC LAW REVIEW 537 (2018) (invited symposium essay)

EEOC v. Abercrombie & Fitch: Mistakes, Same-Sex Marriage, and Unintended Consequences, 94 TEXAS LAW REVIEW SEE ALSO 95 (2016)

NLRB Elections: Ambush or Anticlimax?, 64 EMORY LAW REVIEW 1647 (2015) (invited symposium article)

Worker Collective Action in the Digital Age, 117 WEST VIRGINIA LAW REVIEW 921 (2015) (invited symposium article)

The Supreme Court's 2013-2014 Labor and Employment Law Decisions: Consensus at the Court, 18 EMPLOYEE RIGHTS & EMPLOYMENT POLICY JOURNAL 159 (2014)

Comparative Wrongful Dismissal Law: Reassessing American Exceptionalism, 92 NORTH CAROLINA LAW REVIEW 343 (2014) (with Samuel Estreicher) (selected for the Seventh Annual Comparative Law Works in Progress Workshop, at Princeton University)

The Supreme Court's 2012-2013 Labor and Employment Law Decisions: The Song Remains the Same, 17 EMPLOYEE RIGHTS & EMPLOYMENT POLICY JOURNAL 157 (2013)

Introduction: Employment Rights in the Era of Global Finance, 17 EMPLOYEE RIGHTS & EMPLOYMENT POLICY JOURNAL 205 (2013)

Will the Supreme Court Duck the Recess Appointments Battle?, SCOTUSBLOG SYMPOSIUM: RECESS APPOINTMENTS (2013)

Communication Breakdown: Reviving the Role of Discourse in the Regulation of Employee Collective Action, 44 UC DAVIS LAW REVIEW 1091 (2011)

Employee or Entrepreneur?, 68 WASHINGTON & LEE LAW REVIEW 353 (2011) (invited colloquium essay)

Revolution in Pragmatist Clothing: Nationalizing Workplace Law, 61 ALABAMA LAW REVIEW 1025 (2010) (selected for the Seton Hall Third Annual Employment and Labor Law Scholars' Forum)

Nonemployee Access to Employer Property: A State or Federal Solution?, 12 TRANSACTIONS: THE TENNESSEE JOURNAL OF BUSINESS LAW 175 (2010) (invited rebuttal to article focused on my previous research in the area)

Making Globalism Work for Employees, 54 SAINT LOUIS UNIVERSITY LAW JOURNAL 427 (2010) (invited symposium article)

Defending the NLRB: Improving the Agency's Success in the Federal Courts of Appeals, 5 FLORIDA INTERNATIONAL UNIVERSITY LAW REVIEW 437 (2010) (invited symposium article)

Paper Rights or Real Rights?, 157 UNIVERSITY OF PENNSYLVANIA LAW REVIEW PENNUMBRA 47 (2008) (closing statement in *Workplace Federalism* debate with Paul M. Secunda)

The True Irony of Workplace Law: Less Is More, 157 UNIVERSITY OF PENNSYLVANIA LAW REVIEW PENNUMBRA 35 (2008) (rebuttal in *Workplace Federalism* debate with Paul M. Secunda)

The Law of Termination: Doing More With Less, 68 MARYLAND LAW REVIEW 89 (2008)

Rent-To-Own Unionism?, 94 VIRGINIA LAW REVIEW IN BRIEF 9 (2008)

Taking States Out of the Workplace, 117 YALE LAW JOURNAL POCKET PART 225 (2008)

The Silicon Bullet: Will the Internet Kill the NLRA?, 76 GEORGE WASHINGTON LAW REVIEW 262 (2008)

The Rise and Fall of Private Sector Unionism: What Next for the NLRA?, 34 FLORIDA STATE UNIVERSITY LAW REVIEW 1133 (2007) (with Barry T. Hirsch)

Taking State Property Rights Out of Federal Labor Law, 47 BOSTON COLLEGE LAW REVIEW 891 (2006)

Can Congress Use Its War Powers To Protect Military Employees from State Sovereign Immunity?, 34 SETON HALL LAW REVIEW 999 (2004)

Allowance Trading Under the Clean Air Act: A Model for Future Environmental Regulations?, 7 N.Y.U. ENVIRONMENTAL LAW JOURNAL 352 (1999) (student note)

Labor Law Obstacles to the Collective Negotiation and Implementation of Employee Stock Ownership Plans: A Response to Henry Hansmann and Other "Survivalists," 67 FORDHAM LAW REVIEW 957 (1998) (written and accepted for publication while student at NYU School of Law)

Books, Book Chapters, and Other Scholarship

Old Problems and New Technologies in the American Workplace, in THE CAMBRIDGE HANDBOOK OF TECHNOLOGICAL DISRUPTION IN EMPLOYMENT AND LABOUR LAW (Marc De Vos, Gordon Anderson, & Evert Verhulp, eds., 2024)

Age Discrimination and Faculty Retirement: The Situation in the United States, in WOHLSTANDSSICHERUNG DURCH FREIWILLIGE LÄNGERBESCHÄFTIGUNG (SECURING PROSPERITY THROUGH VOLUNTARY LONG-TERM EMPLOYMENT) (Lars P. Feld & Thomas M. J. Möllers, eds., 2023)

PUBLIC SECTOR EMPLOYMENT: CASES AND MATERIALS TEACHERS MANUAL (4th ed. 2022) (with Martin H. Malin, Ann C. Hodges, Joseph E. Slater, Michael M. Oswald & Anne Marie Lofaso) (3d ed. 2016 with Martin H. Malin, Ann C. Hodges, & Joseph E. Slater)

PUBLIC SECTOR EMPLOYMENT: CASES AND MATERIALS (4th ed. 2022) (textbook with Martin H. Malin, Ann C. Hodges, Joseph E. Slater, Michael M. Oswald & Anne Marie Lofaso) (3d ed. 2016 with Martin H. Malin, Ann C. Hodges, & Joseph E. Slater)

WORK LAW UNDER COVID-19 (2020) (Sachin S. Pandya and Jeffrey M. Hirsch, eds.) (online book), <https://worklawcovid19book.netlify.app>

Labor and Employment Law Issues in the Daimler-Chrysler Merger, in MAKING THE PIECES FIT: AN ANALYSIS OF THE DAIMLER CHRYSLER MERGER (Joan MacLeod Heminway & Maurice E. Stucke eds., 2020)

#MeToo in the Workplace, 23 EMPLOYEE RIGHTS & EMPLOYMENT POLICY JOURNAL (symposium editor) (2019)

Twenty-First Century Employers, in THE CAMBRIDGE HANDBOOK OF U.S. LABOR LAW: REVIVING AMERICAN LABOR FOR A 21ST CENTURY ECONOMY (Richard Bales & Charlotte Garden, eds., 2019)

UNDERSTANDING EMPLOYMENT LAW (3d ed. 2019) (with Richard A. Bales & Paul M. Secunda) (1st ed. 2007; 2d ed. 2013)

Amicus Brief to the Texas Supreme Court in *Torres v. Texas Department of Public Safety*, No. 19-0107 (2019)

MASTERING EMPLOYMENT DISCRIMINATION LAW (2d ed. 2018) (with Paul M. Secunda & Joseph A. Seiner) (1st ed. 2010, with Paul M. Secunda)

Amicus Curiae Brief to the NLRB in *Rio All-Suites Hotel & Casino*, Case No. 28-CA-060841 (2018)

LABOR LAW: A PROBLEM-BASED APPROACH (2d ed. 2017) (textbook with Paul M. Secunda & Michael Duff) (1st ed. 2012, with Paul M. Secunda)

LABOR LAW: A PROBLEM-BASED APPROACH TEACHERS MANUAL (2015) (with Paul M. Secunda)

MASTERING LABOR LAW (2014) (with Paul M. Secunda, Anne Marie Lofaso, & Joseph E. Slater)

Amicus Curiae Brief to the NLRB in *Purple Communications, Inc.*, Case No. 21-CA-095151 (2014)

Petitioner's Reply Brief in *Anstadt v. Board of Regents of University College of Georgia*, 303 Ga. App. 483 (2010) (co-author)

Introduction to Balls or Strikes: Are Economic Weapons Finding the Zone, in REVERSING FIELD: EXAMINING COMMERCIALIZATION, LABOR, GENDER, AND RACE IN THE 21ST CENTURY SPORTS LAW (andré douglas pond cummings & Anne Marie Lofaso eds., 2010)

Standard of Review, in A PRACTITIONER'S GUIDE TO APPELLATE ADVOCACY (Anne Marie Lofaso ed., 2010)

E-Mail and the Rip Van Winkle of Agencies: The NLRB's Register-Guard Decision, in WORKPLACE PRIVACY: HERE AND ABROAD—PROCEEDINGS OF THE NEW YORK UNIVERSITY 61ST ANNUAL CONFERENCE ON LABOR (Jonathan Nash ed., 2010)

COMPENSATION, WORK HOURS AND BENEFITS—PROCEEDINGS OF THE NEW YORK UNIVERSITY 57TH ANNUAL CONFERENCE ON LABOR (2009) (editor)

Employee Collective Action in a Global Economy, in ENCYCLOPEDIA OF LABOR AND EMPLOYMENT LAW AND ECONOMICS (Kenneth G. Dau-Schmidt, Seth D. Harris & Orly Lobel eds., 2009), reprinted in 6 ICFAI JOURNAL OF EMPLOYMENT LAW 50 (2008)

The NLRA After Seventy Years: What Next?, in PROCEEDINGS OF THE 58TH ANNUAL MEETING, LABOR & EMPLOYMENT RELATIONS ASSOCIATION SERIES (2006) (with Barry T. Hirsch)

Labor Law Obstacles to the Collective Negotiation and Implementation of Employee Stock Ownership Plans, in EMPLOYEE REPRESENTATION IN THE WORKPLACE: ALTERNATIVES/SUPPLEMENTS TO COLLECTIVE BARGAINING—PROCEEDINGS OF THE N.Y.U. 50TH ANNUAL CONFERENCE ON LABOR (Samuel Estreicher ed., 1998)

SELECTED PRESENTATIONS

The Most Important Right You've Never Heard Of, Eighteenth Annual Colloquium on Current Scholarship in Labor & Employment Law, University of Minnesota Law School, Minneapolis, MN (October 2023)

Age Discrimination and Faculty Retirement: The Situation in the United States, Symposium: Securing Prosperity Through Voluntary Long-Term Employment, University of Augsburg, Augsburg, Germany (May 2023)

College Athletes, the NCAA, and the NLRA, National Center for the Study of Collective Bargaining in Higher Education and the Professions, Hunter College, New York, NY (March 2023)

Labor Law's Impact on the Post-Dobbs Workplace, The Effect of *Dobbs* on the Workplace Symposium, Chicago-Kent School of Law, Chicago, IL (March 2023)

Technology in the Workplace, Labor Law Conference, University of San Diego, San Diego, CA (Dec. 2022)

Labor Law and Dobbs, Seventeenth Annual Colloquium on Current Scholarship in Labor & Employment Law, Vanderbilt Law School, Nashville, TN (October 2022)

Data Bargaining, Sixteenth Annual Colloquium on Current Scholarship in Labor & Employment Law, virtual (October 2021)

Can Employers Require COVID Vaccinations?, National Association of Governors (virtually, February 2021)

Unemployment Insurance Under COVID, SEATTLE JOURNAL FOR SOCIAL JUSTICE Symposium: *Worker's Rights in the Wake of a Global Pandemic* (virtually, February 2021)

Employment Work Rules Under the NLRA, NLRA Administrative Law Judge Program (virtually, April 2020)

The NLRB's Shift to Rulemaking, Texas A&M School of Law Workplace Law Program, *Administrative Law and the Workplace Impact*, Fort Worth, TX (virtually, April 2020)

The Future of Work, UNIVERSITY OF SAN FRANCISCO LAW REVIEW Symposium: *Access to Justice in The Contemporary Workplace*, San Francisco, CA (January 2020)

War Powers Abrogation, Fourteenth Annual Colloquium on Current Scholarship in Labor & Employment Law, UNLV William Boyd School of Law, Las Vegas, NV (October 2019)

Future Work, Fourth Labour Labor Research Network Conference, Valparaíso, Chile (June 2019)

Future Work, University of North Carolina School of Law Speaker Series, Chapel Hill, NC (January 2019)

Future Work, Reshaping Work Conference 2018, Amsterdam, Netherlands (October 2018)

Future Work, Twelfth Annual Colloquium on Current Scholarship in Labor & Employment Law, University of Texas A&M School of Law, Fort Worth, TX (September 2017)

A Modern Union for the Modern Economy, University of Richmond Law School's Emroch Faculty Colloquy Series, Richmond, VA (April 2017)

The Supreme Court and Labor, Past and Future, Labor Law Group Conference, UCLA School of Law, Los Angeles, CA (December 2016)

NLRB Elections: Ambush or Anticlimax?, The College of Labor and Employment Lawyers, Fifth Circuit Regional Program, New Orleans, LA (March 2016)

NLRB Elections: Ambush or Anticlimax?, The National Labor Relations Board After Eighty Years, EMORY LAW JOURNAL Symposium, Emory Law School, Atlanta, GA (April 2015)

Collective Action in the Digital Age, Zealous Advocacy for Social Change, West Virginia College of Law, Morgantown, WV (October 2014)

Comparative Unjust Dismissal Law: The Final Update, Ninth Annual Colloquium on Current Scholarship in Labor & Employment Law, University of Colorado School of Law, Boulder, CO (September 2014)

Cooperation or Conflict? Giving Employees a Voice in the Modern Economy, Labor Law Group Conference, Cornell University, Ithaca, NY (June 2014)

Cooperation or Conflict? Giving Employees a Voice in the Modern Economy, Eighth Annual Colloquium on Current Scholarship in Labor & Employment Law, University of Nevada-Las Vegas School of Law, Las Vegas, NV (September 2013)

Cooperation or Conflict? Giving Employees a Voice in the Modern Economy, Labour Law Research Network Inaugural Conference, Pompeu Fabra University, Barcelona, Spain (June 2013)

Comparative Wrongful Dismissal Law: Reassessing American Exceptionalism, Seventh Annual Colloquium on Current Scholarship in Labor & Employment Law, Loyola University Chicago School of Law and Northwestern University School of Law, Chicago, IL (September 2012)

Comparative Wrongful Dismissal Law: Reassessing American Exceptionalism. Duke University School of Law Faculty Forum, Durham, NC (June 2012)

Comparative Wrongful Dismissal Law: Reassessing American Exceptionalism (with Samuel Estreicher), Seventh Annual Comparative Law Works in Progress Workshop, Princeton University, Princeton, NJ (February 2012)

Reducing Coercion in NLRB Elections: How Low Should the Board Go?, Sixth Annual Colloquium on Current Scholarship in Labor & Employment Law, Loyola Law School, Southwestern Law School, and UCLA School of Law, Los Angeles, CA (September 2011)

Losing the Labor PR War, NLRB Attorneys Conference, Washington, DC (September 2011)

Comparative Wrongful Dismissal Law: Reassessing American Exceptionalism, NYU 64th Annual Conference on Labor, NYU School of Law, New York, NY (June 2011)

Federalism and Other Current Issues in American Labor Law, Mathews Dinsdale Speakers' Series in Labour Law, The University of Western Ontario-Western Law, London, Ontario (April 2011)

Employee or Entrepreneur?, Invited Speaker at 2010 Washington and Lee Law Review Student Notes Colloquium, Washington and Lee University School of Law, Lexington, VA (October 2010)

Unjust Dismissal Regulation and American Unexceptionalism, Fifth Annual Colloquium on Current Scholarship in Labor & Employment Law, Washington University School of Law and St. Louis University School of Law, St. Louis, MO (September 2010)

So, You've Got To Cut Labor Costs, Tennessee Municipal Attorney's Association Annual Meeting, Gatlinburg, TN (June 2010)

Defending the NLRB: Improving the Agency's Success in the Federal Courts of Appeal, Whither the Board?: The National Labor Relations Board at 75, Florida International University College of Law, Miami, FL (March 2010)

Communication Breakdown: Reviving the Role of Discourse in the Regulation of Employee Collective Action, Faculty Presenter, Vanderbilt University Law School, Nashville, TN (February 2010)

Communication Breakdown: Regulating Employee Access To Information, Fourth Annual Colloquium on Current Scholarship in Labor & Employment Law, Seton Hall University School of Law, Newark, NJ (October 2009)

Communication Breakdown: Regulating Employee Access To Information, AALS Mid-Year Meeting, Workshop on Work Law, Long Beach, CA (June 2009)

Communication Breakdown: Regulating Employee Access To Information, Faculty Presenter, University of Tennessee College of Law, Knoxville, TN (June 2009)

Collective Action in a Global Workplace, William C. Wefel Center for Employment Law Symposium: *Competition in the Global Workplace: The Role of Law in Economic Markets*, St. Louis University School of Law, St. Louis, MO (April 2009)

Collective Action in a Global Workplace, West Virginia University College of Law, Morgantown, WV (February 2009)

State or Federal Workplace Governance?, Third Annual Colloquium on Current Scholarship in Labor & Employment Law, University of San Diego School of Law, San Diego, CA (October 2008)

Regulatory Pragmatism at Work, Seton Hall Third Annual Employment and Labor Law Scholars' Forum, Newark, NJ (October 2008)

Pedagogical Methods for Teaching Labor and Employment Law in the 21st Century, Southeastern Association of Law Schools Conference, Palm Beach, FL (August 2008)

Internet Use in Workplace After the NLRB's Decision in Register-Guard, Law and Technology Committee of the ABA Labor and Employment Section, Chicago, IL (May 2008)

Regulatory Pragmatism in the Workplace, Second Annual Colloquium on Current Scholarship in Labor & Employment Law, University of Colorado Law School & University of Denver, Sturm College of Law, Marquette University Law School, Boulder & Denver, CO (September 2007)

Regulatory Pragmatism in the Workplace: The Law of Termination, Southeastern Association of Law Schools Conference, Amelia Island, FL (July 2007)

Regulatory Pragmatism in the Workplace: The Law of Termination, Faculty Presenter, University of Tennessee College of Law, Knoxville, TN (June 2007)

The Silicon Bullet: Will the Internet Kill the NLRA?, University of Kentucky College of Law, Lexington, KY (April 2007)

Taking State Property Rights Out of Federal Labor Law, First Annual Colloquium on Current Scholarship in Labor & Employment Law, Marquette University Law School, Milwaukee, WI (October 2006)

The Rise and Fall of Private Sector Unionism: What Next for the NLRA?, Faculty Presenter, University of Tennessee College of Law, Knoxville, TN (July 2006)

The Rise and Fall of Private Sector Unionism: What Comes Next? (with Barry T. Hirsch), Labor and Employment Relations Association/American Economic Association Annual Meeting, "The NLRA After Seventy Years: An Assessment," Boston, MA (January 2006)

Taking State Property Rights Out of Federal Labor Law: A New Paradigm for Union Right-To-Access Cases, Southeastern Association of Law Schools Conference, Hilton Head, SC (July 2005)

Taking State Property Rights Out of Federal Labor Law, Faculty Presenter, University of Tennessee College of Law, Knoxville, TN (July 2005)

University of Tennessee BLSA Forum on Affirmative Action, Panelist, University of Tennessee College of Law, Knoxville, TN (February 2005)

EDUCATION

New York University School of Law

Juris Doctor, *cum laude*, 1998

Honors:

- Co-Editor-in-Chief, *NYU Environmental Law Journal*
- Institute for Judicial Administration Fellow
- ABA/BNA Prize for Excellence in Labor and Employment Law
- Seymour M. Goldstein Prize for Academic Excellence in Labor Relations

College of William and Mary, Thomas Jefferson Program in Public Policy

Master of Public Policy, 1995

Honors:

- First in class (out of 15)
- Tang Fellowship (highest award given by Public Policy Program)

University of Virginia

Bachelor of Arts, *cum laude*, American Government and Economics, 1992

LEGAL EXPERIENCE

National Labor Relations Board, Office of the General Counsel

Appellate Court Branch, Washington, DC

2000-2004

Trial Attorney. Briefed and argued cases in the United States Courts of Appeal. Handled all aspects of appellate litigation, including substantive motions and mediation efforts.

Supreme Court Branch, Washington, DC

Spring 2003

Attorney, on detail. Wrote brief in opposition to petition for certiorari and memos to the National Labor Relations Board recommending whether to petition the United States Supreme Court for certiorari.

Honorable Robert R. Beezer, United States Court of Appeals for the Ninth Circuit, Seattle, WA

1999-2000

Judicial Law Clerk

Honorable Haldane R. Mayer, United States Court of Appeals for the Federal Circuit, Washington, DC

1998-1999

Judicial Law Clerk

Vladeck, Waldman, Elias & Engelhard, New York, NY

1997-1998

Clerk. Worked as student law clerk for labor and employment firm.

**American Civil Liberties Union,
Workplace Rights Project, New York, NY**

1995-1996

Volunteer

American Civil Liberties Union of Virginia, Richmond, VA

Summer 1994

Intern

ADMISSIONS

Admitted to the Bar of the State of New York

Admitted to, or appeared before, the United States Court of Appeals for the Second, Third, Fourth, Fifth, Sixth, Eighth, Ninth, DC, and Federal Circuits