

THEODORE M. SHAW

The University of North Carolina at Chapel Hill, School of Law
Julius L. Chambers Distinguished Professor of Law
and Director of the UNC Center for Civil Rights
July 2014 - Present

PAST EMPLOYMENT:

Columbia Law School

New York, NY

Professor of Professional Practice, 2008 - 2014

Courses Taught: Civil Procedure, Advanced Constitutional Law, Civil Rights, Roma Rights

Norton Rose Fulbright (formerly Fulbright & Jaworski, L.L.P.)

New York, NY

Of Counsel, 2008 - 2014

Advised Colleges and Universities, and Corporations on Diversity Issues

Represented Sea World as Lead Counsel in *Tilikum v. Sea World*

NAACP Legal Defense & Educational Fund, Inc.

New York, NY

Director-Counsel and President, 2004 – 2008

Responsibilities include management and administration of all Legal Defense Fund programs and operations, hiring and supervision of staff, oversight of briefing and oral argument in United States Supreme Court, litigation of civil rights cases (including voting rights, education discrimination, employment discrimination, housing discrimination, affirmative action, criminal justice, and other civil rights claims).

Associate Director-Counsel, 1993 – 2004

Worked with Director-Counsel and President Elaine R. Jones as second in command of all Legal Defense Fund operations; argued *Missouri v. Jenkins* in U.S. Supreme Court in 1995; supervised litigation of higher education “reverse discrimination cases” and litigated and argued *Gratz v. Bollinger* as Lead Counsel for Black and Latino Students.

Held the Phyllis Beck Chair at Temple Law School, 2003

Held the Haywood Burns Chair in Civil Rights at CUNY Law School, 1997 - 1998

University of Michigan Law School

Ann Arbor, MI

Assistant Professor of Law, 1990 - 1993

Courses Taught: Civil Procedure, Constitutional Law, Civil Rights Law

Played key role in initiating review of admissions policies; served on the committee that revised admissions policies and adapted admissions program that was ultimately upheld by U.S. Supreme Court in *Grutter v. Bollinger*.

NAACP Legal Defense & Educational Fund, Inc.

Los Angeles, CA

Western Regional Counsel, October 1987 - November 1990

Established and co-directed West Coast Regional Office of the Legal Defense Fund. Responsibilities included the management and operation of Legal Defense Fund operations for the Western Region, which provides representation to civil rights claimants in the areas of education, employment, housing, voting rights, administration of criminal justice, and poverty and justice.

NAACP Legal Defense and Educational Fund, Inc.

New York, NY

Assistant Counsel/Director of Education Docket, March 1982 - October 1987

Responsibilities included supervision and conduct of equal educational opportunity litigation, including federal district court trials, preparation of briefs and oral arguments in United States Court of Appeals, and briefs in the United States Supreme Court; state and federal court representation of client in capital punishment litigation, specifically, state and federal habeas corpus proceedings; educational related employment discrimination and other civil rights litigation.

United States Department of Justice, Civil Rights Division

Washington, D.C.

Trial Attorney, September 1979 - March 1982

Honors Program.

Responsibilities included investigative and trial work in school, housing and credit discrimination cases. Argued stay in U.S. Court of Appeals. Participated in Attorney General's Civil Trial Institute Program. Received Special Commendation for Outstanding Service to the Civil Rights Division.

BAR MEMBERSHIP:

New York State Supreme Court, Appellate Division, First Department

Supreme Court of the State of California

U.S. District Court for the Southern, Central, and Northern Districts of California

U.S. District Court for the District of Arizona

United States Court of Appeals for the Fifth, Sixth, Eighth, Ninth, Tenth, and Eleventh Circuits

United States Supreme Court

CURRENT AFFILIATIONS AND ACTIVITIES:

Abyssinian Baptist Church Board of Deacons
American Constitutional Society Advisory Board
First Baptist Church of Chapel Hill, NC “Walking” Deacon
American Bar Association, Section on Individual Rights and Responsibilities
International Center for Transitional Justice Board of Directors
Wesleyan University - Trustee Emeritus
Poverty and Race Research Action Council Board of Directors
Practicing Law Institute Faculty
The New Press Board of Directors
Sigma Pi Phi Fraternity (Zeta Boule)

PAST AFFILIATIONS AND ACTIVITIES:

Obama Transition Team; Team leader for Civil Rights Division of the Justice Department
American Constitution Society Board of Directors
National Constitution Society Visiting Scholar, 2007 - 2008
Adjunct Professor of Law, Columbia University, 1994 - 2007
Columbia University Law School Board of Visitors
Common Sense Board of Directors (San Francisco, CA)
European Roma Rights Center, Advisory Board Member
Equal Rights Trust Board of Directors (London, England)
International Human Rights Law Group: Affirmative Action Affinity Group (Brazil)
Institute on Race and Poverty, University of Minnesota Law School, Advisory Board
Wesleyan University Board of Trustees, Alumni Elected Trustee, 1986-1989; Charter Trustee, 1991- 2003
Wesleyan University Center for Prison Education
Archbishop's Leadership Project, New York, NY (develops personal and leadership potential in black high school students)
Washtenaw County Fair Housing Council Board of Directors, 1992 - 1993
Langston Bar Association, Los Angeles, CA Board of Directors, 1989
Association of the Bar, City of New York, Committee on Education, 1987
Federal Commission on the Fiftieth Anniversary of *Brown v. Board of Education*

OTHER PROFESSIONAL EXPERIENCES:

- Testified on numerous occasions before U.S. Congress and state legislatures on civil rights issues and judicial nominations
- Frequent guest on national and local television and radio, published numerous articles and op-ed pieces on civil rights and related issues
- Traveled to Rio de Janeiro, Brasilia, and Sao Paulo with the International Human Rights Group as a participant at the Affirmative Action Affinity Group conference, July 2003
- Traveled to Montevideo, Uruguay with the International Human Rights Group as a participant at the Affirmative Action Affinity Group Conference, May 2003
- Participated in the inaugural meeting of African-Descendants and Afro Brazilian Lawyers, with African-American, South African, Angolan, Cape Verdean, and Jamaican lawyers, held in Rio de Janeiro, Brazil, December 2002
- Participated in a conference held by the European Roma Rights Council in Budapest, Hungary, May 2002
- Participated in the U.S. World Conference on Racism held in Durban, South Africa, August 2001
- Spoke at Geneva, Switzerland conference on debates over group litigation in comparative perspective, July 2000
- Spoke at conference on the rise of racism in Europe, Budapest, Hungary, July 2000
- Spoke at Roma Political Leadership Training Program in Blagoevgrad, Bulgaria, July 2000
- Led the Legal Defense Fund delegations to conduct seminars on Constitutional Litigation, co-sponsored with the South African Black Lawyers' Association in Johannesburg, South Africa, 1994, 1995 and 1999
- Spoke at the National Employment Law Association Delegate to joint symposium on employment in Tokyo and Osaka, Japan, February 1998
- Consulted with and advised the senate judiciary committee of Spanish Parliament and a select group of Spanish judges concerning the American jury system and the adoption of jury systems for civil trials in Madrid, Spain, 1994
- Participated in conference on Affirmative Action in Post-Apartheid South Africa, in East London, South Africa, June 1993
- Salzburg Seminar Fellow, Salzburg Austria, Summer 1991
- 21st Century Trust Fellow, Workshop on Global Interdependence at Great Windsor Park, Great Britain, July 1989
- Aspen Institute Fellow, Seminar on Justice and Society in Aspen, Colorado, Summer 1987
- Co-taught clinical law seminar on education law at Columbia University Law School, Fall 1986

EDUCATIONAL BACKGROUND:

Columbia University School of Law, New York, NY
J.D., Charles Evans Hughes Fellow, 1979

Activities:

National Board Member and Northeast Regional Director of the Black American Law Students Association

Wesleyan University, Middletown, CT
B.A. with Honors, College of Social Studies, 1976

Activities:

Basketball (4 yrs., Letterman); Crew (2 yrs.); Black Student Union (co-chairman 1 yr., Central Committee 3 yrs.); President's Committee for the Creation of a Center for Afro-American Studies; Summer Student Program in East Africa (1975)

SELECTED AWARDS AND HONORS:

2014 Wesleyan University Honorary Doctorate of Laws Degree and Commencement Speaker

2012 Neighborhood Defenders Office's W. Haywood Burns Humanitarian Award

2012 Office of the Appellate Defender's Milton S. Gould Award for Outstanding Advocacy

2011 Wesleyan University's Distinguished Alumnus Award

2011 Connecticut Fair Housing Center's Mildred and Richard Loving Award

2011 Shirley Chisholm Legacy Award

2008 Faith and Humanity Award presented by The National Council of Jewish Women

2008 National Bar Association Judicial Council Civil Liberties Award

2008 Groundwork Impact Award

2006 Pierre Toussaint Medallion presented by the Office of Black Ministry, Archdiocese of New York

2006 Mexican American Legal Defense and Educational Fund's Excellence in Legal Service Award

2006 Center for Urban Leadership's Whitney M. Young, Jr. Leadership Award

2005 Honoree of New York County Lawyers Association at the 91st Annual Dinner

2003 Columbia University School of Law - Lawrence A. Wien Prize for Social Responsibility

2003 Black Enterprise Magazine's America's Top Black Lawyers

2003 National Bar Association Young Lawyers Division's A. Leon Higginbotham Memorial Award

2003 Speaker's Award Presented by the Washington Bar Association on the Occasion of the Ollie Mae

Cooper Award Ceremony

SELECTED AWARDS AND HONORS (CONT'D):

2003 Wesleyan University's Raymond E. Baldwin Medal

1998 New York Metropolitan Black Bar Association Outstanding Attorney of the Year

1997 Columbia Law School Black American Law Students Association Distinguished Alumni Award

1996 Wesleyan University Black Alumni Council's Alumni Recognition Award

1991 Wesleyan University's Distinguished Service Award

1990 Langston Bar Association Los Angeles' Civil Trial Lawyer of the Year Award

COMMENCEMENT SPEECHES:

2014 Wesleyan University, Middletown, CT

2009 North Carolina Central Law School, Durham, NC

2004 Howard University Law School, Washington, D.C.

2004 University of Pittsburgh School of Law, Pittsburgh, PA