

**Ann C. McGinley**  
**William S. Boyd Professor of Law**  
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**Employment:**

6/99-Present

William S. Boyd Professor of Law (since 2005)  
Co-Director, Workplace Law Program (since its inception in 2016)  
Professor of Law (since 1999)  
Associate Dean for Faculty Development and Research (2007-08)  
William S. Boyd School of Law, UNLV  
Las Vegas, Nevada

**Law School Teaching:** Employment Discrimination, Torts, Disability Law, Employment Law, Dress and Appearance Regulation in the Casino Industry, Masculinity, Law, and Popular Culture, Advanced Problems in Employment Law Seminar, Masculinity and Law Seminar, Civil Procedure, Pretrial Litigation, Externship Program, Society of Advocates

**University Teaching:** Lecturer in Executive MBA program; Guest Lecturer in Engineering Department; Guest Lecturer in Dental School

Summers 2010-2013

Visiting Professor of Law, University of Insubria, Como, Italy. (Introduction to American Tort Law - Italian and other European law students; A Comparative Analysis of the Responses to Climate Change)

Summers 2012-Present

Visiting Foreign Professor of Law, Universidad Adolfo Ibañez, Master's Program in Labor Law, Santiago, Chile (2012-2022); Academic Board of the Master's Degree Program in Labor and Social Security Law, Universidad Adolfo Ibañez (2013-2014; 2021-2022)

8/98-6/99

Associate Professor of Law (with tenure) & Director of Skills Training Florida State University College of Law, Tallahassee, Florida  
Employment Discrimination, Skills Practicum in Employment Discrimination, Labor Law, Disability Law. Coordinated clinic and legal writing programs.

6/95-8/98

Assistant Professor of Law & Director of Skills Training

Florida State University College of Law (same responsibilities as above).

- 9/89-6/95 Assistant Professor of Legal Writing (1993-1995)  
Instructor of Law (1989-1993)  
Brooklyn Law School, Brooklyn, New York  
Civil Procedure, Legal Analysis, Research & Writing
- 10/88-8/89 Litigation Associate, Smith, Mullin & Kiernan  
West Orange, New Jersey  
Civil rights and employment litigation.
- 6/87-10/88 Litigation Associate, Reinhardt & Schachter  
Newark, New Jersey  
Civil rights and employment litigation.
- 10/84-5/86 Litigation Associate, Leonard, Street and Deinard  
Minneapolis, Minnesota  
Commercial, employment and civil rights litigation.
- 8/82-9/84 Law Clerk  
Honorable Joseph S. Lord, III (E.D.P.A.)  
Philadelphia, Pennsylvania
- 9/81-12/81 Legal Intern  
A.C.L.U. Legislative Office  
Washington, D.C.
- 6/81-9/81 Law Clerk  
United States Attorney for the District of Columbia  
Washington, D.C.

**Education:**

- 1982 J.D. University of Pennsylvania Law School  
*Cum laude*  
Editor, University of Pennsylvania Law Review
- 1974 M.A. University of Delaware  
Recipient, Andelot Research Fellowship in Spanish  
Grade Point Average: 4.0
- 1973 B.A. Rosemont College, Rosemont, Pennsylvania  
Dean's List; Graduated with Honors  
Major: Spanish Literature and Language
- 1971-72 New York University at the University of Madrid  
Madrid, Spain

## **Lifetime Excellence Award in Scholarship**

*Paul Steven Miller Award, 2016*, awarded by the community of Labor and Employment Law Legal Scholars at the Colloquium on Scholarship of Employment and Labor Law, University of Washington School of Law, Seattle, Washington, for excellence in Employment and Labor Law Scholarship. The award states: “This award recognizes your contributions to the scholarly community as well as to the public at large for your work in gender/masculinities law, disability law, sex discrimination law, and other areas in which you have been a frequent and important contributor.” (September 2016).

## **Academic and Editorial Positions**

Academic Committee (Advisory Board), Universidad Adolfo Ibañez, Master’s Degree Program in Labor and Social Security Law, Santiago, Chile (2021-Present).

Academic Advisory Board, Universidad Adolfo Ibañez, Master’s Degree Program in Labor and Social Security Law, Santiago, Chile (2013-2014).

Editorial Board, *LAWS* (peer-reviewed international scholarly open access journal of legal systems, theory, and institutions. Published quarterly online by MDPI. (2016-2018).

UNLEASHEQUALITY, [www.UNLEASHEQUALITY.com](http://www.UNLEASHEQUALITY.com). (founding member).

## **Key Advisory Roles & Board Memberships**

Nevada Governor’s Task Force on Sexual Harassment and Discrimination and Policy (January 2019 – June 2019).

Member, Board of Advisors, Silver State Equality (SSEQ), an organization that uses law to promote interests of LGBTQI+ individuals (Spring 2019 – present); Member, Subcommittee on Legislative Endorsements, SSEQ (Spring 2020 – present).

Planning Committee, Women on Boards, an organization that seeks to place more women on corporate boards. (2020, 2021).

## **Current Research Project**

*Gender, Masculinity, and Lawyers’ Professional Relationships: U.S. and Abroad* Empirical project in which I am interviewing lawyers in all types of legal work in the U.S. and abroad to consider the effect of gender on working conditions of lawyers. I am exploring how law and culture affect gendered work relations “on the ground,” and comparing the results in different countries. Interviews for the first phase of this project, which occurred January 2017 – June 2017, in Chile and Spain are completed. I interviewed lawyers in Denmark in fall 2019, and I am currently interviewing lawyers in various U.S. cities.

## Publications (published or accepted for publication)

### Books

FEMINIST JUDGMENTS SERIES: REWRITTEN EMPLOYMENT DISCRIMINATION OPINIONS (Editor, with Nicole Porter) (Cambridge University Press) (2020).

DISABILITY LAW: CASES, MATERIALS, PROBLEMS, Fifth Edition (LexisNexis) (with Laura Rothstein) (2010); Sixth Edition (Carolina Academic Press) (2017).

Teachers' Manual for DISABILITY LAW: CASES, MATERIALS, PROBLEMS, Fifth Edition (LexisNexis) (with Laura Rothstein) (2010), Sixth Edition (Carolina Academic Press) (2017).

*Disability Law: Cases, Materials, Problems* (2011 through 2016 annual Letter Supplements) LexisNexis (with Laura Rothstein).

MASCULINITY AT WORK: EMPLOYMENT DISCRIMINATION THROUGH A DIFFERENT LENS (New York University Press) (2016).

DISABILITY LAW: STATUTORY APPENDIX: FEDERAL STATUTES AND REGULATIONS (LexisNexis) (with Laura Rothstein) (2013).

MASCULINITIES AND THE LAW: A MULTIDIMENSIONAL APPROACH (edited with Frank Rudy Cooper) (New York University Press) (2012).

### Book Chapters

*Masculinities Theory as Impetus for Change in Legal Theory and Doctrine*, in THE OXFORD HANDBOOK OF FEMINISM AND LAW IN THE UNITED STATES (Deborah L. Brake, Martha Chamallas, and Verna L. Williams, eds.) (Oxford University Press) (forthcoming 2022).

*We Are All Contingent: Institutionalizing Vulnerability in the U.S. Workplace* in VULNERABILITY AND THE LEGAL ORGANIZATION OF WORK (Martha Albertson Fineman and Jonathan W. Fineman, eds.) (Routledge 2017) (with David McClure).

*Tendencias actuales en el derecho de daños estadounidense* (Contemporary Trends in U.S. Tort Law) in DAÑO, RESPONSABILIDAD Y SEGURO, Lefebvre-El Derecho, Madrid, Spain (2016).

*Oncle v. Sundowner*, in FEMINIST JUDGMENTS: REWRITTEN OPINIONS OF THE UNITED STATES SUPREME COURT (Kathryn Stanchi, Linda Berger, and Bridget Crawford, eds.) (Cambridge University Press 2016).

*Masculinities and Disparate Impacts*, in EXPLORING MASCULINITIES: FEMINIST LEGAL THEORY REFLECTIONS (Martha Albertson Fineman and Michael Thompson, eds., Ashgate) (2014).

*Hillary Clinton, Sarah Palin, and Michelle Obama: Performing Gender, Race, and Class on the Campaign Trail*, THE GENDERED SOCIETY (Michael Kimmel, ed., Oxford) (2013).

*Work, Care Giving and Masculinities*, GENDER AND EQUALITY LAW (Julie Goldscheid, ed., Ashgate) (2013).

*Masculinities, Multidimensionality, and Law: Why They Need One Another*, in MASCULINITIES AND THE LAW: A MULTIDIMENSIONAL APPROACH (Frank Rudy Cooper and Ann C. McGinley, eds., New York University Press) (2012) (with Frank Rudy Cooper).

*Feminist Legal Theory Meets Masculinities Theory*, in MASCULINITIES AND THE LAW: A MULTIDIMENSIONAL APPROACH (Frank Rudy Cooper and Ann C. McGinley, eds., New York University Press) (2012) (with Nancy E. Dowd and Nancy Levit).

*Meritor Savings Bank v. Vinson*, in LINDA H. EDWARDS, READINGS IN PERSUASION: BRIEFS THAT CHANGED THE WORLD (Wolters Kluwer Law and Business) (2012).

### Articles

*Never Equals: Slavery, White Masculinities and the Legacy of Law in Today's Workplaces* \_\_ CREIGHTON L. REV. \_\_ (forthcoming 2023) (symposium).

*Laboratories of Democracy: State Law as Partial Solution to Workplace Harassment*, 30 AMER. U. J. GENDER, SOC. POL'Y & L. 245 (forthcoming 2022) (symposium).

*Misogyny and Murder*, 45 HARV. J. L. & GENDER 177 (2022).

*Introduction: A Symposium on Enhancing Civil and Constitutional Rights through State and Local Action*, 22 NEV. L. J. 1 (forthcoming 2022).

*Looking South: Toward Principled Protection of U.S. Workers*, 16 FLORIDA INT'L U. L. REV. 741 (2022).

*Enough!: Eliminating Police Abuse of Individuals of Color with Disabilities*, 21 NEV. L. J. 1081 (2021) (symposium) *reprinted in* CIVIL RIGHTS LITIGATION AND ATTORNEYS FEES ANNUAL HANDBOOK (Steven Saltzman, et al, eds. 2022).

*Feminist Perspectives on Bostock v. Clay County, Georgia*, 53 CONN. L. REV. ONLINE 1(2020) (with Nicole Porter, Danielle Weatherby, Ryan Nelson, Pamela Wilkins, and Catherine Archibald).

*Intersectional Cohorts, Dis/ability, and Class Actions*, 47 FORD. URB. L. J. 293 (2020) (with Frank Rudy Cooper) (symposium).

*#MeToo Backlash or Common Sense?* 50 SETON HALL L. REV. 1397 (2020) (symposium honoring Professor Charles Sullivan).

*Sex- and Gender-Based Harassment in the Gaming Industry*, 9 UNLV GAMING L. J. 147 (2019) (symposium).

*Schools as Training Grounds for Sexual Harassment*, 2019 U. CHI. LEG. FORUM 171 (symposium).

*The Masculinity Mandate: #MeToo, Brett Kavanaugh, and Christine Blasey Ford*, 23 EMPLOYEE RIGHTS & EMP. POL'Y J. 59 (2019) (symposium).

*Venture Bearding*, 52 U.C. DAVIS L. REV. 1873 (2019) (with Benjamin Edwards).

*Gender, Law, and Culture in the Legal Workplace: A Chilean Case Study*, 60 ARIZ. L. REV. 675 (2018).

*Genero, derecho y cultura en los lugares de trabajo jurídicos: Un caso chileno de estudio*, 3 LATIN AMER. LEG. STUD. (2018), <http://lals.uai.cl/index.php/rld/article/view/38> (can be downloaded in English or Spanish).

*The Masculinity Motivation*, STANFORD LAW REVIEW (Online) (June 2018), <https://www.stanfordlawreview.org/online/the-masculinity-motivation/>, reprinted in WOMEN AND THE LAW, 2019 EDITION (Tracey A. Thomas, ed.).

*Public Policy and Workers' Rights: Wrongful Discharge Discipline Actions and Reasonable Good Faith Beliefs* (with Nicole Porter), 21 EMPLOYEE RIGHTS & EMP. POL'Y J. 511 (2017) (symposium).

*Subsidized Egg Freezing in Employment: Autonomy, Coercion, or Discrimination?*, 20 EMPLOYEE RIGHTS & EMP. POL'Y J. 331 (2017) (symposium).

*Employment Law Considerations for Law Schools Hiring Legal Writing Professors*, 66 J. LEGAL EDUC. 585 (2017) (solicited).

*Comparative Labor Law Dossier: Equality, Non-Discrimination and Work-Life Balance [United States]*, IUSLABOR, [www.iuslabor.es](http://www.iuslabor.es). [https://www.upf.edu/iuslabor/pdf/2016-2/CLLD\\_EQUALITYx\\_NON-DISCRIMINATION\\_AND\\_WORK-LIFE\\_BALANCE.pdf](https://www.upf.edu/iuslabor/pdf/2016-2/CLLD_EQUALITYx_NON-DISCRIMINATION_AND_WORK-LIFE_BALANCE.pdf) (2016) (solicited).

*Policing and the Clash of Masculinities*, 39 TAU L. REV. 497 (2017) (solicited lead article for symposium on masculinities published in Hebrew); to be republished in MASCULINIDAD HEGEMÓNICA: POLICÍA Y FUERZAS DE SEGURIDAD (eds., Laura Saldivia & Christian Greenberg) (UNAM (Autonomous University of México) Press and UNGS (National University of General Sarmiento, Argentina) Press) (forthcoming 2022).

*Policing and the Clash of Masculinities* 59 HOWARD L.J. 221 (2016) (published in English).

*Reconsidering Legal Regulation of Race, Sex, and Sexual Orientation*, 50 TULSA L. REV. 341 (2014) (solicited review of four books).

*Title VII at Fifty Years: A Symposium*, 14 NEV. L.J. 661 (2014).

*How Masculinities Distribute Power: The Influence of Ann Scales*, 91 DENV. U. L. REV. 187 (2014) (symposium) (with Frank Rudy Cooper).

*Masculinity, Labor and Sexual Power*, 93 BOSTON U. L. REV. 795 (2013) (symposium).

*Masculine Law Firms*, 8 FLORIDA INT'L U. L. REV. 423 (2013) (symposium).

*Introduction: Men, Masculinities, and Law: A Symposium on Multidimensional Masculinities Theory*, 13 NEV. L.J. 315 (2013).

*Identities Cubed: Perspectives on Multidimensional Masculinities Theory*, 13 NEV. L.J. 326 (2013) (with Frank Rudy Cooper) (symposium).

*Guaranteeing the Rights of Public Employees*, 16 EMPLOYEE RIGHTS & EMP. POL'Y J. 523 (2012) (with Kenneth G. Dau-Schmidt) (symposium).

*Beyond the Water Cooler: Speech in the Workplace in an Era of Social Media*, 30 HOFSTRA LAB. & EMP. L.J. 75 (2012) (with Ryan McGinley-Stempel).

*Reasonable Men*, 45 U. CONN. L. REV. 1 (2012).

*Cognitive Illiberalism, Summary Judgment and Title VII*, 57 N.Y.L.S. L. REV. 865 (2012/2013) (symposium).

*Trouble in Sin City: Protecting Sexy Workers' Civil Rights*, 23 STANFORD L. & POL'Y REV. 253 (2012) (symposium).

*Ricci v. DeStefano: Diluting Disparate Impact and Redefining Disparate Treatment*, 12 NEV. L.J. 626 (2012) (symposium).

*Work, Care Giving and Masculinities*, 34 SEATTLE U. L. REV. 703 (2011) (solicited for symposium on Joan Williams' book) reprinted in GENDER AND EQUALITY LAW (Julie Goldscheid, ed., 2013) (Ashgate).

*The New Old Legal Realism*, 105 NW. L. REV. 689 (2011) (with Tracey George and Mitu Gulati).

*Ricci v. DeStefano: A Masculinities Theory Analysis*, 33 HARV. J. LAW & GENDER 581 (2010) (symposium).

*Discrimination Redefined*, 75 MO. L. REV. 441 (2010) (symposium).

*Erasing Boundaries: Masculinities, Sexual Minorities, and Employment Discrimination*, 43 U. MICH. J. LAW REFORM 1 (2010).

*Reproducing Gender on Law School Faculties*, 2009 BYU L. REV. 99 (2009).

*Hillary Clinton, Sarah Palin, and Michelle Obama: Performing Gender, Race, and Class on the Campaign Trail*, 86 DENV. U. L. REV. 709 (2009) (solicited for symposium) available at <http://www.law.du.edu/index.php/denver-university-law-review/special-issues/obama-phenomena-a-special-issue-on-the-election-of-president-barack-obama>, reprinted in WOMEN

AND THE LAW (Jane C. Moriarty, ed., 2009) (ThomsonReuters/West); reprinted in THE GENDERED SOCIETY READER (Michael Kimmel, ed., 2013) (Oxford Univ. Press).

*Creating Masculine Identities: Bullying and Harassment "Because of Sex,"* 79 U. COLO. L. REV. 1151 (2008).

*Harassing "Girls" at the Hard Rock: Masculinities in Sexualized Environments,* 2007 U. ILL. L. REV. 1229 (2007).

*Babes and Beefcake: Exclusive Hiring Arrangements and Sexy Dress Codes,* 14 DUKE J. GENDER, L. & POL'Y 257 (2007) (symposium).

*Harassment of Sex(y) Workers: Applying Title VII to Sexualized Industries,* 18 YALE J. L. & FEMINISM 65 (2006) (solicited for symposium), reprinted in WOMEN AND THE LAW (Jane C. Moriarty, ed., 2008) (Thomson/West).

*Discrimination In Our Midst: Law Schools' Potential Liability for Employment Practices,* 14 UCLA WOMEN'S L.J. 1 (2005).

*Masculinities at Work,* 83 ORE. L. REV. 359 (2004).

*Functionality or Formalism? Partners and Shareholders as "Employees" Under the Anti-Discrimination Laws,* 57 SMU L. REV. 3 (2004).

Symposium: The Law and Politics of Tort Reform: Justice and Democracy Forum, *Advocating Enterprise Liability for Medical Malpractice,* 4 NEV. L.J. 377 (2003).

*Casey at the Tee: Increased ADA Protections for Workers?* 2 EMP. RIGHTS QUART. 47 (Winter 2002) (solicited).

*Viva la Evolución! Recognizing Unconscious Motive in Title VII,* 9 CORNELL J. L. & PUB. POL'Y 415 (2000).

*Affirmative Action Awash in Confusion: Backward-Looking-Future-Oriented Justifications for Race-Conscious Measures,* 4 ROGER WILL. L. REV. 209 (1998) (solicited for symposium).

*Board of Education v. Taxman: The Unpublished Opinions,* 4 ROGER WILL. L. REV. 205, 233-256 (1998) (symposium).

*The Emerging Cronyism Defense and Affirmative Action: A Critical Perspective on Race-Conscious and Color-Blind Decision Making Under Title VII,* 39 ARIZ. L. REV. 1003 (1997), reprinted in 14 CIVIL RIGHTS LITIGATION AND ATTORNEY'S FEES ANNUAL HANDBOOK, Ch. 12 (Steven Saltzman, ed., 1999).

*Rethinking Civil Rights and Employment at Will: Toward a Coherent National Discharge Policy,* 57 OHIO ST. L.J. 1444 (1996).



*Condescending Contradictions: Richard Posner's Pragmatism and Pregnancy Discrimination*, 46 FLA. L. REV. 193 (1994) (with Jeffrey W. Stempel).

*Aspirations and Reality in the Law and Politics of Health Care Reform: Examining a Symposium on (E)qual(ity) Care for the Poor*, 60 BROOK. L. REV. 7 (1994) (symposium).

*Reinventing Reality: The Impermissible Intrusion of After-Acquired Evidence in Title VII Litigation*, 26 CONN. L. REV. 203 (1993).

*Credulous Courts and the Tortured Trilogy: The Improper Use of Summary Judgment in Title VII and ADEA Cases*, 34 B.C. L. REV. 203 (1993), reprinted in SELECTED ISSUES IN PLAINTIFF'S EMPLOYMENT LAW: ALTERNATIVE DISPUTE RESOLUTION & SUMMARY JUDGMENT IN EMPLOYMENT CASES (NELA 1996).

### **Selected Online Articles and Blogposts**

*Venture Bearding*, THE CLS BLUE SKY BLOG (Columbia Law School's Blog on Corporations and Capital Markets), <http://clsbluesky.law.columbia.edu/2019/06/06/venture-bearding/> (June 6, 2019) (with Benjamin Edwards).

*'Venture bearding' masks Silicon Valley's big gender problem*, <https://thehill.com/opinion/finance/415165-venture-bearding-masks-silicon-valleys-big-gender-problem> (Nov. 6, 2018) (with Benjamin Edwards).

*Wynn Allegations Are the Tip of the Iceberg*, <https://thenevadaindependent.com/article/wynn-allegations-are-the-tip-of-the-iceberg>, (February 2, 2018).

*Why I Wrote this Book, Masculinity at Work: Employment Discrimination through a Different Lens*, <http://hamilton-griffin.com/ann-c-mcginley-masculinity-at-work-employment-discrimination-through-a-different-lens/>

*Hillary Clinton's campaign: will gender matter?* Theconversation.com, April 17, 2015.

Guest Blog: Hamilton-Griffin.com, *City and County of San Francisco, California, et al., v. Sheehan*: Title II of the ADA and Reasonable Accommodations in Police Arrests of Citizens with Disabilities <http://hamilton-griffin.com/guest-blog-ann-mcginley-city-and-county-of-san-francisco-california-et-al-v-sheehan-title-ii-of-the-ada-and-reasonable-accommodations-in-police-arrests-of-citizens-with-disabilities/> linked to <http://www.scotusblog.com/2015/03/tuesday-round-up-267/> (March 31, 2015).

Guest Blog: Hamilton-Griffin.com, *Young v. UPS, Inc.: A Victory for Pregnant Employees?* <http://hamilton-griffin.com/guest-blog-ann-mcginley-young-v-ups-inc-a-victory-for-pregnant-employees/> linked to <http://www.scotusblog.com> (March 30, 2015).

*What Happened in Las Vegas?* Slate.com [http://www.slate.com/articles/double\\_x/doublex/2013/03/las\\_vegas\\_bartender\\_went\\_from\\_a\\_male\\_to\\_a\\_female\\_job.html](http://www.slate.com/articles/double_x/doublex/2013/03/las_vegas_bartender_went_from_a_male_to_a_female_job.html) (March 26, 2013).

*Free Havana (Club)-----and Santiago de Cuba Too!* (with Jeffrey W. Stempel)  
[http://unlvlawblog.blogspot.com/2012\\_11\\_01\\_archive.html](http://unlvlawblog.blogspot.com/2012_11_01_archive.html) (November 30, 2012).

### **Selected Media Stories and Recordings**

KNPR State of Nevada, Interview, *Nevada Gaming Industry Updates Workplace Harassment and Discrimination Policies*, <https://knpr.org/programs/knprs-state-nevada> (Dec. 4, 2019).

Brenna Goth, *Nevada Casino Regulators Set to Vote on #MeToo Policy Changes*,  
<https://news.bloomberglaw.com/daily-labor-report/nevada-casino-regulators-set-to-vote-on-metoo-policy-changes> (Nov. 20, 2019).

Katherine Sayre, *Nevada Casino Regulator Proposes New Sexual Harassment Rules*, WALL ST. J. (Nov. 19, 2019).

Lizzy Francis, *When So-Called Work Ethic Replaces Productivity, American Families Suffer*,  
<https://www.fatherly.com/love-money/work-money/work-ethic-productivity-american-families-suffer/> (Nov. 19, 2019).

Anjeannette Damon, *City Demands List of Workplace Lovers from Woman Suing for Sexual Harassment*,  
<http://www.rgi.com/story/news/2018/02/15/city-demands-list-workplace-lovers-woman-suing-sexual-harassment/343019002/>

Brittany Bronson, *Money, Sex and Las Vegas Pool Parties*,  
<http://www.nytimes.com/2015/07/12/opinion/sunday/money-sex-and-las-vegas-pool-parties.html>

*Sex Sells in Las Vegas Day Club Culture*, <http://knpr.org/knpr/2015-07/sex-sells-las-vegas-day-club-culture>

### **Bar Publications**

*Harassment in Hotel Casinos: Legal Liability, Prevention, and Remediation*, NEVADA LAWYER (2019).

*Disability Discrimination Law in Employment*, 24 NEVADA LAWYER 8 (2016).

*Protecting Basic Rights of Citizens*, 72 FLA. BAR. J. 48 (October 1998) (with Ellen Catsman Freidin).

*Reinforcing the Merit Principle in Employment Discrimination Litigation*, FSU LAW 21 (Summer 1998).

*Civil Rights and Employment at Will: Time for a Federal Statute*, FSU LAW 31 (Winter 1997).

### **Academic Conferences/Symposia Organized**

Co-Chair (with Ruben Garcia), the 14<sup>th</sup> Annual Colloquium on Scholarship in Employment and Labor Law, sponsored by the Workplace Law Program (October 2019).

Co-Chair (with Nicole Porter) *Feminist Judgment Series: Rewritten Employment Discrimination Opinions*, Workshop, UNLV Boyd School of Law, Las Vegas, NV (April 2018).

Co-Chair (with Ruben Garcia), *Title VII at 50 Years Old*, a symposium in the NEVADA LAW JOURNAL (2014).

Co-Chair (with Ruben Garcia), Eighth Annual Labor and Employment Law Scholars' Colloquium, UNLV Boyd School of Law, Las Vegas, NV (September 2013).

*Men, Masculinities, and the Law: A Symposium on Multidimensional Masculinities Theory*, published in the NEVADA LAW JOURNAL (2013) (Worked with student editors to: Organize symposium; Invite authors; Edit authors' articles; Wrote Introduction to Symposium; Co-authored an article with Frank Rudy Cooper).

*Multidimensional Masculinities and Law: A Colloquium*, William S. Boyd School of Law, Las Vegas, NV (February 2011) (Organized Conference; Served as Panelist, Presenter and Lunch Speaker).

Chair, AALS Section on Labor Relations and Employment Law, *Public Employees: Labor Issues in an Era of Economic Recession*, AALS Annual Meeting (2012) (Organized panel and moderated program).

Chair, Edward V. Sparer Public Interest Symposium (co-sponsored by the Brooklyn Law Review) - "*Ensuring (E)qual(ity) Health Care for Poor Americans.*" (December 3 & 4, 1993) (Organized Conference, Moderated and published article introducing conference).

## **Selected Academic Presentations and Positions**

Presenter, *Intersectionality on the Ground*, Colloquium of Scholars in Employment and Labor Law, Vanderbilt University, Nashville, TN (September 2022).

Presenter, *Feminist Judgments: Rewritten Employment Discrimination Cases*, U.S. Feminist Judgments Summer Feminist Legal Theory Series (with Nicole Buonocore Porter) (July 2022)(Zoom workshop with interested national law faculty).

*Gender and Work: A Workshop*, UNLV Scientista Foundation, University of Nevada, Las Vegas, NV (November 2021) (Zoom workshop).

Panelist, *Severe or Pervasive: Empowering Workers*, American University Washington College of Law Journal for Gender, Social Policy and the Law and the National Institute for Workers' Rights symposium on *Enhancing Anti-Discrimination Laws in Employment & Education*, (November 2021) (Zoom symposium).

Speaker, *Laboratories of Democracy: State Law as Partial Solution to Workplace Harassment*, Colloquium of Scholars in Employment and Labor Law, Vanderbilt University, Nashville, TN (October 2021) (Zoom lecture).

Panelist, *New Books in Employment Law Panel, Feminist Judgments: Rewritten Employment Discrimination Opinions*, Law & Society Annual Meeting (Zoom lecture, May 2021).

Visiting Foreign Professor of Law, *La teoría de masculinidades y la interpretación de la ley de anti-discriminación en EEUU*, (“Masculinities Theory and the Interpretation of U.S. Anti-Discrimination Law,”) Universidad Adolfo Ibañez, Santiago de Chile, S.A. (October 2021; December 2020) (3-hour Zoom lecture in Spanish with break-out groups, discussion, and questions).

Speaker, *Feminist Judgments: Rewritten Employment Discrimination Cases: Whither Bostock?* (with Nicole B. Porter), Colloquium of Scholars in Employment and Labor Law, University of Louisville, Brandeis School of Law, Louisville, KY (September 2020).

Speaker, *Financial and Emotional Wellness in Retirement: Vulnerable Populations*, Association of American Law Schools Annual Meeting, Washington, D.C. (January 2020).

Speaker, *#MeToo Backlash or Common Sense?*, Seton Hall University School of Law, Newark, NJ (symposium honoring Professor Charles Sullivan) (October 2019).

Speaker, *#MeToo Backlash or Common Sense?*, Colloquium of Scholars in Employment and Labor Law, UNLV Boyd School of Law, Las Vegas, NV (October 2019).

Speaker, *Reflections on Masculinities and Law* (with Nancy E. Dowd), Aalborg University, Aalborg, Denmark, Gender Research Centre, Department of Politics and Society (FREIA) and The Center for Masculinities Studies (CeMAS), Department of Sociology and Social Work (October 2019) (2-hour seminar).

Moderator, Program on *2019 Legislative Update: Worker’s Compensation Law in Nevada*, sponsored by the Workplace Law Program, UNLV, Las Vegas, NV (August 2019).

Speaker, *La Ley del Acoso Sexual en los EEUU: Historia, Problemas de Interpretación y una Teoría Nueva* (“Sexual Harassment Law in the United States: History, Interpretive Problems and a New Theory”), Universidad Adolfo Ibañez, Santiago de Chile, S.A. (August 2012, June 2013, August 2014, August 2015, August 2016, August 2017, August 2018, June 2019) (3-4 hour lecture in Spanish with discussion and questions).

*Principled Labor Law & U.S. Anti-Discrimination Law*, panel on publication of Sergio Gamonal C. & César Rosado Marzán, *Principled Labor Law: U.S. Labor Law through a Latin American Method*, Universidad Adolfo Ibañez, Santiago, Chile (June 2019).

*Gender and Culture in Legal Workplaces: A Chilean Case Study*, Labor Law Research Network 4<sup>th</sup> Conference (LLRN4), Facultad de Derecho, Pontificia Universidad Católica de Valparaíso, Valparaíso, Chile (June 2019).

Discussant, *Civil Rights, Queer Critique and Feminist Perspectives*, Labor Law Research Network 4<sup>th</sup> Conference (LLRN4), Facultad de Derecho, Pontificia Universidad Católica de Valparaíso, Valparaíso, Chile (June 2019).

*Schools as Training Grounds for Harassment*, panel on *Sexual Harassment and the #MeToo Era*, Law & Society Annual Meeting, Washington, D.C. (May 2019).

Discussant, *Cutting Edge Issues on Gender Discrimination in the #MeToo Era*, Law & Society Annual Meeting, Washington, D.C. (May 2019).

Chair and Discussant, Roundtable, *Feminist Judgments: Rewritten Employment Discrimination Opinions*, Law & Society Annual Meeting, Washington, D.C. (May 2019).

Chair, Author Meets Reader, Nancy E. Dowd, *Reimagining Equality: A New Deal for Children of Color*, Law & Society Annual Meeting, Washington, D.C. (May 2019).

*Implicit Bias in the Legal Profession*, ABA Labor and Employment Law Conference, Panel on Diversity and Inclusion, Las Vegas, NV (March 2019).

*Gender Identity, Sexual Orientation, and Employment Discrimination Law: Hot Topics*, Ninth Circuit Judicial Conference, UNLV Boyd School of Law, Las Vegas, NV (March 2019).

*The Future of Harassment*, Discussion Group, Association of American Law Schools Annual Meeting, New Orleans, LA (January 2019).

*Inequality in the Legal Academy*, Discussion Group, Association of American Law Schools Annual Meeting, New Orleans, LA (January 2019).

*Schools as Training Grounds for Sexual Harassment*, University of Chicago Law School Legal Forum, Chicago, IL (November 2018).

*The Masculinity Motivation*, Colloquium of Scholars in Employment and Labor Law, University of South Carolina Law School (September 2018).

Guest Lecturer, *Gender and Culture in Legal Workplaces: A Chilean Case Study*, UNLV Boyd Law Course on *The Global Workplace* (September 2018).

Panelist, *Sexual Harassment in the Workplace: Lessons from Hollywood*, UNLV College of Fine Arts, Fall 2018 Symposium (September 2018).

Panelist, *Gender and Culture in Legal Workplaces: A Chilean Case Study*, Law & Society Annual Meeting, Toronto, Canada (June 2018).

Moderator and Commentator, Feminist CRN, Law & Society Annual Meeting, Toronto, Canada (June 2018).

*Gender and Masculinity in Professional Relationships in Law Offices: U.S. and Abroad*, Twelfth Annual Colloquium on Scholarship in Employment and Labor Law, Texas A. & M. University (September 2017).

*Policing and the Clash of Masculinities*, Lead Speaker, Symposium on Masculinities and the Law, Tel Aviv University Law School, Tel Aviv, Israel (May 2017).

*Masculinity at Work*, Faculty symposium, Tel Aviv University Law School, Tel Aviv, Israel (May 2017).

*Protecting the States' Public Policy: Recognizing Employee Good Faith Beliefs and Broadening the Cause of Action to Wrongful Discipline* (with Nicole Porter), Labor Law Group Conference on the ALI's Restatement of Employment Law, University of Indiana, Bloomington (November 2016).

*Egg Freezing as Employment Benefit: Autonomy, Coercion, or Discrimination?*: Symposium Honoring the Work and Life of Michael Zimmer, Seton Hall Law School, Newark, NJ (October 2016).

*Masculinity at Work: Employment Discrimination through a Different Lens*, Colloquium of Scholars in Employment and Labor Law, University of Washington, Seattle, WA (September 2016).

Presenter, *Policing and the Clash of Masculinities*, Law & Society Association Annual Meeting, New Orleans, LA (June 2016).

Moderator and Discussant, *Discrimination at Work*, Law & Society Association Annual Meeting, New Orleans, LA (June 2016).

Moderator and Discussant, *Hostile Institutions? Gendered Violence in Prisons, Education, Housing, and the Military*, Law & Society Association Annual Meeting, New Orleans, LA (June 2016).

Moderator and Presenter, *The ADA: Possible Remedy to Police Use of Force against Persons with Mental Disabilities?*, *Beating Mental Illness: A Dialogue on Race, Gender and Disability Stereotypes in Use of Force Cases*, University of Southern California Saks Institute for Mental Health Law, Policy, and Ethics, USC School of Social Work, USC Dornslife Gender Studies, Jesse M. Unruh Institute of Politics and Prism, USC Initiative for the Study of Race, Gender, Sexuality and the Law, at USC Gould School of Law (April 2016).

Presenter, *Tendencias actuales en el derecho de daños estadounidense* ("Contemporary Trends in American Tort Law"), Congreso Internacional sobre el Derecho de Daños, *Daño, Responsabilidad y Seguro*, (March 2016, Madrid, Spain).

Presenter, *Borgata Babes: Gender Neutrality in Sexualized Employment?* AALS Joint Program of Employment Discrimination Law, Islamic Law, Minority Groups, and Women in Legal Education Sections, AALS Annual Meeting, New York, NY (January 2016).

Presenter, Closing Plenary, *The U.S. Feminist Judgments Project: Collaboration as a Feminist Model for Creative Scholarship*, Joint Scholars & Scholarship Workshop on Feminist Jurisprudence, Fordham University School of Law, New York, NY (January 2016).

Presenter, *Policing and the Clash of Masculinities*, Drexel University Thomas R. Kline School of Law, Philadelphia, PA (November 2015).

Presenter, *Policing and the Clash of Masculinities*, UNLV Boyd School of Law Faculty Enrichment Series, Las Vegas, NV (October 2015).

Moderator, Conference on Magistrate Judges and the Transformation of the Federal Judiciary, Panel: *Article I Judges in an Article III World: The Background and Attributes of U.S. Magistrate Judges*, Las Vegas, NV (September 2015).

Presenter, Disability Law Obligations of Health Care Providers and Medical Institutions, Touro Medical School, Las Vegas, NV (September 2015).

Presenter and Moderator, *Through a Different Lens: Perspectives on Masculinity and Title VII—Bullying Masculinities*, AALS Midyear Meeting: Workshop on Next Generation Issues of Sex, Gender, and the Law, Orlando, FL (June 2015).

Presenter, The ADA: Twenty-Five Years at Work, 32<sup>nd</sup> Annual Warns-Render Labor and Employment Law Institute, University of Louisville Brandeis School of Law, Louisville, KY (June 2015).

Discussant, Gender Violence and Institutions, Law & Society Association Annual Meeting, Seattle, WA (May 2015).

Presenter, Feminist Judgments Project – *Oncale* revised opinion, Law & Society Association Annual Meeting, Seattle, WA (May 2015).

Presenter, *We Are All Contingent: Defeating Vulnerability of Low-Wage Workers*, Law & Society Association Annual Meeting, Seattle, WA (May 2015).

Presenter, *Disability Law Governing Medical Institutions: Employment: Accommodations and Education*, Continuing Medical Education, University of Nevada School of Medicine, Las Vegas, NV (May 2015).

Presenter, *Bullying Masculinities*, University of Baltimore Eighth Annual Feminist Legal Theory Conference: Applied Feminism and Work, Baltimore, MD (March 2015).

Invited Participant, Northwestern University Searle Center on Law, Regulation and Economic Growth, Chicago, IL (*Research Roundtable on Women in the Workplace – Perspectives from the Academy and the Corporate World* – March 2015).

Presenter, *We Are All Contingent: Defeating Vulnerability of Low-Wage Workers*, Class Crits Conference, *Poverty, Precarity, & Work: Struggle & Solidarity in an Era of Permanent(?) Crisis*, University of California, Davis, Davis, CA (November 2014).

Presenter, *We Are All Contingent: Defeating Vulnerability in the U.S. Workforce*, Tulane University Law School Forum on the Future of Law and Inequality, Tulane University Law School, New Orleans, LA (November 2014).

Presenter, *Teaching Disability Law for Social Justice*, Society of American Law Teachers' Teaching Conference, University of Nevada, Las Vegas Boyd School of Law, Las Vegas, NV (October 2014).

Commentator, Society of American Law Teachers' Teaching Conference, University of Nevada, Las Vegas Boyd School of Law, Las Vegas, NV (October 2014).

Presenter, *We Are All Contingent: Defeating Vulnerability of Low-Wage Workers*, Colloquium of Scholars in Employment and Labor Law, University of Colorado Law School, Boulder, CO (September 2014).

Presenter, *We Are All Contingent: Institutionalizing Vulnerability of Low-Wage Workers*, Martha Fineman's Workshop on Vulnerability and Work, Emory University Law School, Atlanta, GA (April 2014).

Presenter, *Masculinity, Labor and Sexual Power*, Panel on Gender, Class, Poverty and Power, Law & Society Annual Meeting, Boston, MA (May 2013).

Chair and Discussant, Panel on Learning from Men's Experiences and Representations of Masculinity, Law & Society Annual Meeting, Boston, MA (May 2013).

Author, Author Meets Reader Session on *Masculinities and the Law: A Multidimensional Approach* (with Frank Rudy Cooper), Law & Society Annual Meeting, Boston, MA (May 2013).

Lecturer, *The End of Men: Myth or Reality?*, UNLV University Forum Lecture Series, Las Vegas, NV (March 2013).

Presenter, *Ann Scales and Masculinities Theory*, On Having Fun & Raising Hell: Symposium Honoring the Work of Professor Ann Scales, University of Denver Sturm College of Law, Denver, CO (March 2013) (with Frank Rudy Cooper).

Presenter, *Masculine Law Firms*, Symposium on Minding the Gap, Florida International Law School, Miami, FL (March 2013).

Presenter, *What's Masculinity Got to Do with It?: Gender, Pop Culture, and Law*, UNLV Boyd School of Law, Las Vegas, NV (January 2013) (with Frank Rudy Cooper).

Presenter, Association of American Law Schools, Section on Labor Relations and Employment Law, *Contingent Work in the Global Era*, New Orleans, LA (January 2013).

Presenter, Association of American Law Schools, Section on Socio-Economics, Panel on The End of Men? A Socio-Economic Examination of Women's Advances in Education,



Employment and Family, *Masculinity, Labor and Sexual Power*, New Orleans, LA (January 2013).

Presenter, *Masculinity, Labor and Sexual Power*, Boston University Law School, Conference on Evaluating Claims of the End of Men, Boston, MA (October 2012).

Presenter, *What's Masculinity Got to Do with It?: Gender, Pop Culture, and Law*, Seattle University Law School, Influential Voices Speakers Series, Seattle, WA (October 2012) (with Frank Rudy Cooper).

Presenter, *Because of Sex*, Seventh Annual Labor and Employment Scholars' Colloquium, Northwestern University School of Law, Chicago, IL (September 2012).

Visiting Professor of Law, *La Ley del Acoso Sexual en Los Estados Unidos*, Universidad Adolfo Ibañez, Santiago de Chile (August 2012).

Panelist, Panel on Law and Manliness, *Feminist Theory Meets Masculinities Theory*, Southeastern Association of Law Schools, Amelia Island, FL (August 2012) (with Nancy E. Dowd and Nancy Levit).

Discussant, Discussion Group on *Contemporary Issues on Gender and the Law*, Southeastern Association of Law Schools, Amelia Island, FL (August 2012).

Visiting Professor of Law, University of Insubria, Como, Italy (July 2010, 2011, 2012, 2013).

Commentator, Author Meets Reader, RUBEN J. GARCIA, MARGINAL WORKERS: HOW LEGAL FAULT LINES DIVIDE WORKERS AND LEAVE THEM WITHOUT PROTECTION, Law and Society Association Annual Meeting, Honolulu, HI (June 2012).

Commentator, Feminist Legal Theory CRN, Law and Society Association Annual Meeting, Susan Stiritz, *Hooking Up as a Neoliberal Practice* (June 2012).

Presenter, *Because of Sex*, Law and Society Association Annual Meeting, Panel on *Gender from a Multidimensional Perspective: Masculinities Theories and Law*, Honolulu, HI (June 2012).

Presenter, *Cognitive Illiberalism, Summary Judgment and Title VII*, *New York Law School Law Review* and The Employee Rights Advocacy Institute For Law & Policy: Trial by Jury or Trial by Motion? Summary Judgment, *Iqbal* and Employment Discrimination, New York Law School, New York, NY (April 2012).

Presenter, *Trouble in Sin City: Protecting Sexy Workers' Civil Rights*, Symposium of STANFORD LAW AND POLICY REVIEW, Palo Alto, CA (April 2012).

Presenter, *Reasonable Men*, University of San Diego Law School Faculty Colloquium, San Diego, CA (March 2012).

Presenter, *Beyond the Water Cooler: Speech and the Workplace in an Era of Social Media*, Symposium on Democracy and the Workplace, William S. Boyd School of Law, UNLV, Las Vegas, NV (February 2012) (with Ryan P. McGinley-Stempel).

Presenter, *Reasonable Men*, Feminist Legal Theory Collaborative Research Network, AALS 2012 Annual Meeting, Panel on Deconstructing Masculinities (January 2012).

Presenter, *Reasonable Men*, Asking “The Man Question:” A Workshop on Contemporary Masculinities, University of Florida Levin College of Law, Gainesville, FL (November 2011).

Presenter, Faculty Enrichment Colloquium, *Reasonable Men*, Suffolk University Law School, Boston, MA (October 2011).

Presenter, *Reasonable Men*, Sixth Annual Employment and Labor Law Scholars’ Colloquium, Los Angeles, CA (September 2011).

Presenter, *Reasonable Men*, Law & Society Annual Meeting, San Francisco, CA (June 2011).

Chair, Panelist and Discussant, Association for the Study of Law, Culture and the Humanities, *Shifting Lenses*, William S. Boyd School of Law, Las Vegas, NV (March 2011).

Panelist, American Men’s Studies Association, Panel on *Feminist Theory Meets Masculinities Theory*, University of Missouri-Kansas City, Kansas City, MO (March 2011).

Panelist, *Multidimensional Masculinities and Law: A Colloquium*, Panel on *Feminist Theory Meets Masculinities Theory*, William S. Boyd School of Law, Las Vegas, NV (February 2011).

Lunch speaker, *Multidimensional Masculinities and Law: A Colloquium. Where Does the Emerging Discipline Go from Here?* William S. Boyd School of Law, Las Vegas, NV (February 2011) (with Frank Rudy Cooper).

Senior Scholar, Employment Law Forum Seton Hall School of Law, Newark, NJ (October 2010).

Presenter and Panelist, *Ricci v. DeStefano: A Masculinities Analysis*, Fifth Annual Labor and Employment Law Scholars’ Colloquium, Panel on *Separate Silos: Feminist Theory, Masculinity Theory and Sex Segregation in Employment*, Washington University School of Law/St. Louis University School of Law, MO (September 2010).

Presenter and Panelist, *Gender, Race and Class on the Campaign Trail and Beyond*, Third National People of Color Conference, Panel on *Post-Racialism Pre & Post-Obama Election*, Seton Hall Law School, Newark, NJ (September 2010).

Presenter, *Ricci v. DeStefano: A Masculinities Analysis*, Panel on Masculinities, Law, and the Workplace, HARVARD JOURNAL OF LAW AND GENDER, Symposium on “Reconstructing Masculinities,” Harvard Law School, Cambridge, MA (March 2010).

Presenter, *What's the Score, Girls, Women, Sexuality and Sports*, UNLV Women's History Month, UNLV Law, Women's Studies, History and Physical Education Departments Interdisciplinary Panel, Las Vegas, NV (March 2010).

Presenter, Ricci v. DeStefano: *A Masculinities Analysis*, UCLA, Critical Race Theory Conference on Intersectionality, Los Angeles, CA (March 2010).

Presenter, Ricci v. DeStefano: *A Masculinities Analysis*, Panel on Masculinities Theory and Feminism, University of Baltimore School of Law Center on Applied Feminism Conference, Baltimore, MD (March 2010).

Presenter, *The (Relative) Unimportance of Caselaw* (with Tracey George and Mitu Gulati), UNLV Boyd School of Law, Faculty Forum, Las Vegas, NV (February 2010).

Presenter, *Masculinities and Disparate Impacts*, Fourteenth Annual LatCrit Conference, Washington, D.C. (October 2009).

Presenter and Participant, *The (Relative) Unimportance of Caselaw* (with Mitu Gulati), Searle Center on Law Regulation and Economic Events and Northwestern Law School Conference on Political Science and Law, Chicago, IL (September 2009).

Presenter, *Masculinities and Disparate Impacts*, Fourth Annual Labor and Employment Law Scholars' Colloquium, Seton Hall Law School, Newark, NJ (September 2009).

Presenter and Participant, *Masculinities and Disparate Impacts*, Feminism and Legal Theory Project on Masculinities and the Law, Emory University, Atlanta, GA (September 2009).

Presenter, *ADA Amendments Act of 2008*, 26<sup>th</sup> Annual Carl A. Warns, Jr. Labor and Employment Law Institute, University of Louisville, Brandeis School of Law, Louisville, KY (June 2009).

Panelist and Presenter, *The Content of Employment Law Courses*, AALS Midyear Workshop on Employment and Labor Law, Long Beach, CA (June 2009).

Presenter, *Erasing Boundaries: Masculinities, Sexual Minorities and Employment Discrimination*, Law & Society Annual Meeting, Denver, CO (May 2009).

Presenter, Third Annual Labor and Employment Law Scholars' Colloquium, *Reproducing Gender on Law School Faculties*, San Diego, CA (October 2008).

Panel Chair & Moderator, Workshop on Cutting Edge Legal Theory: Jurisprudence in Context, *Masculinities Theory and Legal Interpretation*, Southeastern Association of Law Schools Annual Meeting, Palm Beach, FL (August 2008).

Presenter, *Creating Masculine Identities: Bullying and Harassment Because of Sex*, Workshop on Cutting Edge Legal Theory: Jurisprudence in Context, *Masculinities Theory and Legal Interpretation*, Southeastern Association of Law Schools Annual Meeting, Palm Beach, FL (August 2008).

Presenter, Washington University School of Law Faculty Forum, *Reproducing Gender on Law School Faculties*, St. Louis, MO (April 2008).

Presenter, Washington University, Association of Women Faculty, *Reproducing Gender in Academia: A Discussion about Inequalities*, St. Louis, MO (April 2008).

Visiting Scholar, The 2008 Littler Mendelson Employment and Labor Law Speaker Series, Cleveland-Marshall College of Law, *Masculinities, Gender Identity and Harassment at Work*, Cleveland OH (March 2008).

Presenter, Panel “*Rise of the Pink Collars: Women in the Legal Academy*,” *Reproducing Gender on Law School Faculties*, 2008 AALS Annual Meeting, New York, NY (January 2008).

Moderator, Women and the Law Workshop, 2008 AALS Annual Meeting, Plenary Session, New York, NY (January 2008).

Moderator, Women and Law Workshop, 2008 AALS Annual Meeting, Panel on Criminalization, New York, NY (January 2008).

Presenter, William S. Boyd School of Law Faculty Forum, *Reproducing Gender on Law School Faculties*, Las Vegas, NV (October 2007).

Presenter, Second Annual Labor and Employment Law Scholars’ Colloquium, *Creating Masculine Identities: Bullying and Harassment “Because of Sex,”* Denver, CO (September 2007).

Discussant, Panel, *The Decline of Public Adjudication*, Law and Society International Conference, Berlin, Germany (July 2007).

Presenter, Panel, *Normative Constructions at Work, Creating Masculine Identities: Bullying and Harassment “Because of Sex,”* Law and Society International Conference, Berlin, Germany (July 2007).

Keynote Speaker, *Gender Theory, Legal Writing and Subordination*, Rocky Mountain Legal Writing Conference, Las Vegas, NV (March 2007).

Presenter, *Selling Sex and Employment in Las Vegas*, LATCRIT XI Annual Conference, Las Vegas, NV (October 2006).

Presenter, *Babes and Beefcake: Exclusive Hiring Arrangements and Sexy Dress Codes*, Symposium on *Makeup, Identity Performance and Discrimination*, DUKE JOURNAL OF GENDER, LAW AND POLICY, Durham, NC (October 2006).

Presenter, *The Sex Industry in Nevada*, American Association of Law Libraries, 2006 Western Pacific Annual Meeting, Las Vegas, NV (September 2006).

Presenter, *Customer Harassment of Sex(y) Workers*, Women’s Research Institute of Nevada, Forum Series, Las Vegas, NV (April 2006).

Presenter, *Sexual Harassment of Sex(y) Workers*, YALE JOURNAL OF LAW & FEMINISM, Symposium on Sex for Sale, New Haven, CT (February 2006).

Presenter: *Customer Harassment: Masculinities in Highly Sexualized Environments*, The Pennsylvania State University Dickenson School of Law, Carlisle, PA (December 2005).

Presenter: *Customer Harassment: Masculinities in Highly Sexualized Environments*, University of Goettingen, Germany (November 2005).

Commentator, Roundtable: *Integrating Gender into Legal Education: Transforming Women's Status*, Law & Society Annual Conference, Las Vegas, NV (June 2005).

Commentator, Roundtable: *New Perspectives on Summary Judgment*, Law & Society Annual Conference, Las Vegas, NV (June 2005).

Presenter and Session Chair: The Gendered Workplace: Dreams, Dangers, Stakes, *Customer Harassment: Masculinities in a Sexualized Environment*, Law & Society Annual Conference, Las Vegas, NV (June 2005).

Presenter, *Masculinities at Work*, University of Nevada, Las Vegas, William S. Boyd School of Law, Faculty Forum, Las Vegas, NV (February 2005).

Moderator, Symposium on Civil Rights and the West, Panel on Gender Issues, UNLV Boyd School of Law, Las Vegas, NV (February 2004).

Lecturer, *Agency, Employment and Employment Discrimination Law*, LAW, REGULATION AND ETHICS, University of Nevada, Las Vegas, Executive MBA Program (August 2004; August 2003).

Presenter, *Advocating Enterprise Liability for Medical Malpractice*, Symposium on Medical Malpractice and Construction Defect Litigation, William S. Boyd School of Law, Las Vegas, NV (April 2003).

Presenter, *Toward A Universal Harassment Law*, William S. Boyd School of Law, Las Vegas, NV (April 2001).

Presenter, *Democracy at Work*, University of Missouri Law School, Columbia, MO (October 2000).

Presenter, *Democracy at Work*, William S. Boyd School of Law, Las Vegas, NV (October 2000).

Presenter, *Panel on the Impact of Procedures on Women*, Law and Society Association, Miami, FL (May 2000).

Presenter, "Emerging Issues in Sexual Harassment Law," sponsored by Women's Studies Department, University of Nevada, Las Vegas, NV (March 2000).

Presenter, *“The Future of Affirmative Action,”* Law and Society Annual Conference, Chicago, IL (May 1999).

Presenter, *“The Future of Affirmative Action,”* Florida State University Law and Sociology Forum, Tallahassee, FL (October 1998).

Presenter, *“Lies and Stereotypes: Conflicting Notions of Intent in Employment Discrimination Law,”* Florida State University Law and Sociology Forum, Tallahassee, FL (April 1998).

Presenter, *“The Meaning of Intent in Employment Discrimination Law,”* Faculty Presentation to Florida State College of Law Faculty, Tallahassee, FL (October 1996).

Panelist, Association of American Law Schools Conference on Clinical Education, Miami, FL (May 1996).

### **Selected Other Presentations**

Presenter, *Nevada and Federal Employment Law*, State of Nevada District Court Judges, Las Vegas, NV (August 2020) (Zoom).

Panelist, Zoom Panel on *Bostock: History and Effects*, UNLV William S. Boyd School of Law, Las Vegas, NV (June 2020).

Panelist, Town Hall on Judges, Law Clerks, and Harassment, ABA National Conference of State Trial Judges, San Francisco, CA (August 2019).

*#MeToo and the Ethical Workplace: Harassment Myths and Reality*, State of Nevada Attorney General’s Office, Las Vegas, NV (May 2019).

*#MeToo and the Ethical Workplace: Recognizing, Preventing, and Correcting Harassment*, 2019, United States District Court, District of Nevada, 2019 District Conference, Las Vegas, NV (May 2019).

Faculty Speaker, 2019 Graduation of Boyd School of Law, University of Nevada, Las Vegas (May 2019).

*#MeToo: A Discussion about Gender*, Federal Defender’s Office, Las Vegas, NV (October 10, 2018).

Panelist, WAVE (Women Attorneys Valued and Empowered), Las Vegas, NV (October 5, 2018).

Moderator, *Gender Equity*, sponsored by OUTLAWS, UNLV, Boyd School of Law (April 2018).

*Sexual Harassment in the Era of #MeToo*, Northern Nevada Women Lawyers’ Organization, Reno, NV (February 2018).

*Sexual Harassment and U.S. Law*, The United Conversations Network, UNLV, Las Vegas, NV (February 2018).

Lecturer, *Gender Inequality*, Osher Lifelong Learning Institute (OLLI), University of Nevada, Las Vegas, (November 2015) (one hour and 45 minute lecture on the inequalities of gender in the workplace and society for group of elder learners).

Lecturer, *The End of Men: Myth or Reality*, Osher Lifelong Learning Institute (OLLI), University of Nevada, Las Vegas, (November 2014) (two and one-half hour lecture on law, men, and masculinity for group of elder learners).

*How Notions of Masculinity Affect Law and Black Culture*, UNLV Boyd School of Law, Black Law Students' Association, Black History Month (February 2014).

*Richie Incognito, Jonathan Martin and the Miami Dolphins*, UNLV Boyd School of Law, "Whaddup Wednesday" (October 2013).

Faculty Climate Workshop on Employment Issues, UNLV College of Science, Department of Mathematics, Las Vegas, NV (three hour workshop) (March 2013).

Presenter, Student Conference of the American Bar Association, Panel on Sexual Minorities, *Employment Law and Sexual Minorities*, William S. Boyd School of Law, University of Nevada, Las Vegas, NV (February 2013).

Faculty Climate Workshop on Employment Issues, UNLV College of Science, Department of Life Sciences, Las Vegas, NV (three hour workshop) (November 2012).

*Hot Topics in Employment Law*, State Bar of Nevada CLE Seminar, William S. Boyd School of Law, University of Nevada, Las Vegas, NV (October 2010).

*What Stays in Vegas: Does it Lead to Sexual Harassment?* United States Equal Employment Opportunity Commission 2009 Technical Assistance Program Seminar, Las Vegas, NV (November 2009).

*Employment Law 2008 Update* El Paso Bar Association, , Las Vegas, NV (February 2008).

Presenter, State Bar of Nevada, CLE Labor and Employment Law Seminar, 2006-2007 Federal and State Update, Las Vegas, NV (October 2007).

*The Roberts' Court and 2005-06 Ninth Circuit Update*, State Bar of Nevada CLE Labor & Employment Law Seminar, Las Vegas, NV (October 2006).

*The State of Employment Discrimination in Nevada*, United States Commission on Civil Rights, Nevada Advisory Committee Hearing (May 2006).

Moderator: Panel on Employment Law: "*I'll Meet You in Court*," Southern Nevada Human Resource Association, Las Vegas, NV (December 2005).

*Hot Topics and Issues in Employment Law*, State Bar of Nevada CLE Seminar on *Working the Employment Case: Intake to Judgment*, Las Vegas, NV (October 2005).

Commentator, Panel on Legal Issues in Employment, Southern Nevada Human Resource Association (SNHRA), Las Vegas, NV (January 2004).

Presenter and Moderator, *Sexual Harassment and the Schools*, Lorman Education Institute, Las Vegas, NV (February 2003).

Moderator, *Panel on Gaming and Employment Relationships*, American Gaming Institute, Las Vegas, NV (January 2003).

Presenter, *Issues in Employment Law*, Employment Law Roundtable, Las Vegas, NV, (August 2002).

*First Amendment Issues and Employment Law*, panel on *Cyberspace and First Amendment Law*, State Bar of Nevada, San Francisco, CA (June 2000).

*Hot Topics in Sexual Harassment Law*, Clark County Bar Association, Labor and Employment Law Section, Las Vegas, NV (April 2000).

*Emerging Issues in Sexual Harassment Law*, sponsored by the Organization of Women Law Students, William S. Boyd School of Law, University of Nevada, Las Vegas, NV (April 2000).

*Current Developments in Employment Discrimination Law*, Florida Bar Association Annual Meeting (June 1999).

*Sexual Harassment Law*, Tallahassee Women Lawyers' Conference, Tallahassee, FL (May 1999).

*Title I of the Americans with Disabilities Act: Has It Fulfilled Its Promise?* Florida Disability Rights Conference, Tallahassee, FL (February 1998).

Participant, The Medical Institute for Law Faculty, Cleveland Marshall College of Law, in conjunction with the Cleveland Clinic, Cleveland, OH (June 1994). (Intensive 10-day course on medicine, health care law, and bioethics. Participants selected by application.)

## **Law Related Activities, National, State, University, and Law School Service**

Member, Advisory Board, Silver State Equality (an organization dedicated to improved legal status for LGBTQ individuals) (August 2019 – present).

Member, Advisory Committee, Women on Boards (an organization dedicated to improve the representation of women on corporate boards) (2020-2021).



Member, Nevada Governor's Task Force on Sexual Harassment and Discrimination and Policy (January 2019 – July 2020).

Advisory Council, Regional Policy Disability Research Initiative (2015).

Consultant to the United States Equal Employment Opportunity Commission, 2006—2011. (Monitored for compliance with consent decrees and created policies and practices for employers and trained management and employees).

Judge, "We the People" Regional and State Competitions, (2012—2013).

Consultant to Kathleen J. England, Esq., Las Vegas, NV (2012 – present).

Expert Witness, Clark County Public Defender's Office, *State v. Hampton* (September 2010).

Chair, Labor Relations and Employment Law Section, American Association of Law Schools (2011—2012).

Chair-Elect, Labor Relations and Employment Law Section, American Association of Law Schools (2010-2011).

Secretary, Labor Relations and Employment Law Section, American Association of Law Schools (2009-2010).

Executive Committee, Labor Relations and Employment Law Section, American Association of Law Schools (2008-2009).

Executive Committee, Employment Discrimination Law Section, American Association of Law Schools (2008-2009; 2009-2010; 2010-2011).

Executive Committee, Women and the Law Section, American Association of Law Schools (2008-2009).

Delegate, People to People Ambassador Program, Delegation of Employment Lawyers, to China (October 2004).

Consultant, National Judicial College, Reno, Nevada, Creating a Skills Training Program for Judges (June 2000).

Special Consultant, State of Florida Constitution Revision Commission, Committee on Individual Rights (1997-1998).

Member, Planning Committee, AALS Women and the Law Workshop, 2008 AALS Annual Meeting, New York, NY (January 2008).

Group Leader, AALS Workshop on Women in Legal Academia, New York, NY, (October 1999).

## **University Teaching**

Lecturer, Executive MBA Program, University of Nevada, Las Vegas.

Lecturer, UNLV Engineering and Ethics class, "Employment Law," Las Vegas, NV (2006, 2007, 2008).

Lecturer, UNLV School of Dentistry, "Informed Consent," Las Vegas, NV (2007, 2008, 2009, 2010, 2011, 2012).

Member of Graduate Committee for Crystal Jackson, Dept. of Sociology, UNLV, MS degree (May 2006-Spring 2007).

## **University Service**

Member, The Women's Council, University of Nevada, Las Vegas (2011-2016).

Steering Committee Member, Women's Studies Department/Program/Gender and Sexuality Studies Program, University of Nevada, Las Vegas (2010-present).

Member, Women's Studies Department Personnel Committee, University of Nevada, Las Vegas (Promotion and Tenure Committee) (2010-2012).

Affiliate, Women's Research Institute of Nevada (Summer 2000-present).

Associate, Women's Study Department, University of Nevada, Las Vegas (1999-2010).

Member, University Promotion and Tenure Committee, University of Nevada, Las Vegas (2011-2012)

Member, University Sabbatical Leave Committee, University of Nevada, Las Vegas (2007-2008).

Member, University-Wide Committee on the Status of Women, University of Nevada, Las Vegas, (2001-2003).

Member, University Appeals Committee, University of Nevada, Las Vegas, (Spring 2002).

Member, University Committee to Reform University of Nevada, Las Vegas Bylaws, (2000-2001).

## **Law School Service**

Chair, Ad Hoc Committee on Nevada Bar Examination (2022).

Chair, Reappointment, Promotion & Tenure Committee, William S. Boyd School of Law, University of Nevada, Las Vegas, (2004-2007, 2009-2010, Spring, Summer, 2013, 2014-2015;

co-chair, 2015-2016); Member, Reappointment, Promotion & Tenure Committee (1999-2003, 2010-2011; 2013-2014; Fall 2018).

Chair, Ad Hoc Standards Committee on Faculty Long-Term Contracts (2010-2012).

Faculty, UNLV Boyd School of Law Program on Health Law, Bioethics and Human Rights (Fall 2014-present).

Chair, Visiting Professor Appointments Committee, William S. Boyd School of Law, University of Nevada, Las Vegas (2007-2008).

Chair, Faculty Academic Enrichment Committee, William S. Boyd School of Law, University of Nevada, Las Vegas (2007-2008).

Chair, Faculty Workload Policy Committee, William S. Boyd School of Law, University of Nevada, Las Vegas (2004-2005).

Chair, Committee for Diversity Hiring, William S. Boyd School of Law, University of Nevada, Las Vegas (Spring 2001).

Chair, Subcommittee on Appointment of Library Director, William S. Boyd School of Law, University of Nevada, Las Vegas (2001).

Co-Chair, Library Director Appointments Committee, William S. Boyd School of Law, University of Nevada, Las Vegas (December 2007-May 2008).

Vice Chair, Dean Search Committee, William S. Boyd School of Law, University of Nevada, Las Vegas (2006-2007).

Chair, Dean's Advisory Committee (2012-2013); Member, Dean's Advisory Committee, William S. Boyd School of Law, University of Nevada, Las Vegas (1999-2000; 2002-2007; 2015-2016).

Member, Library Search Committee, William S. Boyd School of Law, University of Nevada, Las Vegas (2021).

Member, Technology Committee, William S. Boyd School of Law, University of Nevada, Las Vegas (Spring 2021).

Graduation Speaker, UNLV Boyd School of Law Class of 2019 (May 2019).

Speaker, UNLV Boyd School of Law Class of 2004 Reunion (Fall 2009; Fall 2014).

Member, Student Wellness Committee (2017-2018).

Member, Adjunct Faculty Committee (2014).

Member, Technology Working Group, William S. Boyd School of Law, University of Nevada, Las Vegas (2007-2008).

Member, Curriculum Committee, William S. Boyd School of Law, University of Nevada, Las Vegas (2006-2007).

Member, Planning Committee for Symposium on Civil Rights and the West, William S. Boyd School of Law, University of Nevada, Las Vegas (2002-2003).

Member, Appointments Committee, William S. Boyd School of Law, University of Nevada, Las Vegas (1999-2001).

Member, Clinic Committee, William S. Boyd School of Law, University of Nevada, Las Vegas (1999-2001).

Member, Subcommittee on Institute For Children and Families, William S. Boyd School of Law, University of Nevada, Las Vegas (1999).

Member, Academic Support Committee, William S. Boyd School of Law, University of Nevada, Las Vegas (1999-2000).

Lecturer, William S. Boyd School of Law, Externship Program (2001-2007).

Member, Curriculum Committee, Florida State University College of Law (1995-1996; 1997-1998).

Member, Admissions Committee, Florida State University College of Law (1995-1999).

Chair, Edward V. Sparer Public Interest Symposium (co-sponsored by the Brooklyn Law Review) - *"Ensuring (E)qual(ity) Health Care for Poor Americans."* (December 3 & 4, 1993).

Participant, the Aspen Institute Justice and Society Seminar (July 1993).

Member, Florida State University Law and Sociology Forum (1998-1999).

Affiliate, The Pepper Institute on Aging and Public Policy, Florida State University, College of Social Sciences (1998-1999).

### **Administrative Responsibilities**

Co-Director, Workplace Law Program, William S. Boyd School of Law, University of Nevada, Las Vegas (2016-present).

Associate Dean for Research, William S. Boyd School of Law, University of Nevada, Las Vegas (2008-2009).

Faculty Advisor, Society of Advocates, William S. Boyd School of Law, University of Nevada, Las Vegas (2004-2005).

Faculty Coach, National Appellate Advocacy Competition (2004-2005; 2002-2003).

Director, Externship Program, William S. Boyd School of Law, University of Nevada Las Vegas (Summer 2001).

Director of Skills Training, Florida State University College of Law (1995-1999).

Coordinator, Florida State University College of Law JD/MSW Joint Degree Program (1997-1999).

### **Reviewer/Judge**

Reviewer, Oxford University Press, Book (2016); Cambridge University Press, Book Proposal (2017), New York University Press, Book Proposals, Book Chapters and Books (2015, 2014, 2012, 2010, 2009, 2008, 2005, 2004, 2003).

Judge, Jameson Crane III Disability and the Law Writing Competition, Thomas Jefferson University Law School (2015, 2016).

Reviewer, *Equality, diversity and inclusion: An international journal* (2011).

Outside Reviewer for Tenure Candidates' Scholarship (2022, 2021, 2016, 2014, 2012, 2011, 2010, 2009, 2004, 2003, 2002).

Peer Reviewer, Potchefstroom Electronic Law Journal, North-West University, South Africa (2015).

### **Bar Memberships**

Member, Bars of Pennsylvania (1983)(currently inactive); New Jersey (1987)(currently inactive); and Minnesota (1984)(currently inactive).