

RONALD TURNER

A.A. White Professor of Law
University of Houston Law Center
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Houston, Texas 77204
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ACADEMIC APPOINTMENTS

UNIVERSITY OF HOUSTON LAW CENTER

A.A. White Professor of Law, 2016-present
Alumnae Law Center Professor of Law, 2005-2016
Student Bar Association Outstanding Professor of Year Award, 1999
George Butler Research Professor of Law, 2002-2005
Professor of Law, promoted 2002
Associate Dean for Faculty Development, 2000-2001
Associate Professor, 1998-2000 (tenured in 2000)
Visiting Associate Professor of Law, 1997-1998

COLLEGE OF WILLIAM & MARY, MARSHALL-WYTHE SCHOOL OF LAW

Visiting Professor of Law, Fall 2005

RICE UNIVERSITY

Visiting Professor of History, Spring 2006

UNIVERSITY OF ALABAMA SCHOOL OF LAW

Student Bar Association Outstanding Faculty Member Award, 1994-95
Assistant Professor of Law, 1993-1997

EDUCATION

UNIVERSITY OF PENNSYLVANIA LAW SCHOOL, J.D. 1984

WILBERFORCE UNIVERSITY, B.A. *Magna Cum Laude* 1980 (Political Economy)

TEACHING AND RESEARCH INTERESTS

Employment Discrimination, Employment Law, Labor Law, Constitutional Law, "Race" and the Law, Critical Race Theory, Torts, Workplace Diversity, Legislation, Statutory Interpretation, Privacy, Disabilities and the Law, HIV/AIDS and the Law

SCHOLARSHIP

Books

EMPLOYMENT LAW: ISSUES, THEORIES, AND REALITIES (West Publishing, forthcoming)

EMPLOYMENT DISCRIMINATION LAW: CASES AND MATERIALS (Carolina Academic Press, 8th edition 2016) (with Arthur B. Smith, Jr. & Charles B. Craver)

EMPLOYMENT DISCRIMINATION LAW DOCUMENT SUPPLEMENT (8th edition 2016)

EMPLOYMENT DISCRIMINATION LAW: CASES AND MATERIALS (LexisNexis Publishing, 7th ed. 2011 and cumulative supplements) (with Arthur B. Smith, Jr. & Charles B. Craver)

EMPLOYMENT DISCRIMINATION LAW: CASES AND MATERIALS, 2015 SUPPLEMENT (LexisNexis Publishing) (with Arthur B. Smith, Jr. & Charles B. Craver)

EMPLOYMENT DISCRIMINATION LAW: SELECTED STATUTES AND REGULATIONS (7th ed. 2011) (with Arthur B. Smith, Jr. & Charles B. Craver)

TORTS: A CONTEMPORARY APPROACH (West Academic Publishing 3d Edition 2018) (with Meredith J. Duncan & Rory D. Bahadur) (teacher's manual and instructional materials)

TORTS: A CONTEMPORARY APPROACH (Thomson/West Second Edition 2012; First edition 2010) (with Meredith J. Duncan) (teacher's manual and instructional materials)

THE NLRB AND MANAGERIAL DISCRETION: SUBCONTRACTING, RELOCATIONS, CLOSINGS, SALES, LAYOFFS, AND TECHNOLOGICAL CHANGE (George Mason University, 2d ed. 2010) (with Philip A. Miscimarra, et al.)

THE PAST AND FUTURE OF AFFIRMATIVE ACTION (Quorum Books, 1990)

FAIR REPRESENTATION, THE NLRB, AND THE COURTS (Wharton School, University of Pennsylvania, revised edition 1984) (with Timothy J. Boyce)

Forthcoming And Published Articles

Tactical Invocation of Icons in Support of the Anti-Affirmative-Action Position: The Need for Skepticism, NORTHWESTERN UNIVERSITY LAW REVIEW ONLINE (forthcoming)

Equal Protection and Mythical and Narrativized Colorblindness in a Raced World,
UNIVERSITY OF PENNSYLVANIA JOURNAL OF CONSTITUTIONAL LAW
(forthcoming)

1. *Was Brown v. Board of Education Correctly Decided?*, 79 MARYLAND LAW REVIEW ONLINE 41 (2020)
2. *W(h)ither Glucksberg?*, 15 DUKE JOURNAL OF CONSTITUTIONAL LAW AND PUBLIC POLICY 183 (2020)
3. *Title VII and the Unenvisaged Case: Is Anti-LGBTQ Discrimination Unlawful Sex Discrimination?*, 95 INDIANA LAW JOURNAL 227 (2020)
4. *On Locs, "Race," and Title VII*, 2019 WISCONSIN LAW REVIEW 873
5. *The FAA, the NLRA, and Epic Systems' Epic Fail*, 98 TEXAS LAW REVIEW ONLINE 17 (2019)
6. *Fisher v. University of Texas at Austin and the Racegoating Dynamic of the Anti-Affirmative-Action Position*, 33 HARVARD JOURNAL ON RACIAL AND ETHNIC JUSTICE 1 (2017)
7. *Justice Antonin Scalia's Flawed Originalist Analysis of Brown v. Board of Education*, 9 WASHINGTON UNIVERSITY JURISPRUDENCE REVIEW 179 (2017)
8. *The Age Discrimination in Employment Act*, in THE AMERICAN MIDDLE CLASS: AN ECONOMIC ENCYCLOPEDIA OF PROGRESS AND POVERTY (Robert S. Rycroft ed., Greenwood) (2017)
9. *The Way to Stop Discrimination on the Basis of Race . . .*, INSTITUTION FOR INCLUSION IN THE LEGAL PROFESSION REVIEW 180 (2017)
10. *Justice Kennedy's Surprising Vote and Opinion in Fisher v. University of Texas at Austin*, WAKE FOREST LAW REVIEW ONLINE (Oct. 2016)
11. *Marriage Equality and Obergefell's Generational (Not Glucksberg's Traditional) Due Process Clause*, 23 DUKE JOURNAL OF GENDER LAW & POLICY 145 (2016)
12. *On the Obergefell Dissenters' Selective Judicial Self-Restraint*, 9 VIENNA JOURNAL ON INTERNATIONAL CONSTITUTIONAL LAW 572 (2016) (peer reviewed)

13. *When the Court Makes Title VII Law and Policy: Disparate Impact and the Journey from Griggs to Ricci*, 89 ST. JOHN'S LAW REVIEW 809 (2015) ("Title VII at 50" symposium)
14. *On Brown v. Board of Education and Discretionary Originalism*, 2015 UTAH LAW REVIEW 1143
15. *The Problematics of the Brown-is-Originalist Project*, 23 JOURNAL OF LAW AND POLICY 591 (2015)
16. *On Free, Harmful, and Hateful Speech*, 82 TENNESSEE LAW REVIEW 283 (2015)
17. "The Way to Stop Discrimination on the Basis of Race . . .," 11 STANFORD JOURNAL ON CIVIL RIGHTS AND CIVIL LIBERTIES 45 (2015)
18. *Same-Sex Marriage and Loving v. Virginia: Analogy or Disanalogy?*, 71 WASHINGTON & LEE LAW REVIEW ONLINE 264 (2015)
19. *Same-Sex Marriage and Due Process Traditionalism*, 49 UNIVERSITY OF RICHMOND LAW REVIEW 579 (2015)
--Cited in *Brandon-Thomas v. Brandon-Thomas*, 2015 WL 1874457 (Fla. Dist. Ct. of App. 2d District 2015)
20. *A Critique of Justice Antonin Scalia's Originalist Defense of Brown v. Board of Education*, 62 UCLA LAW REVIEW DISCOURSE 170 (2014)
21. *Title VII and the Roberts Court's Worldview Supremacy*, 65 LABOR LAW JOURNAL 149 (2014)
22. *Disparate Treatment: Justice Clarence Thomas's Conspicuously Nonoriginalist Affirmative Action Jurisprudence*, 19 TEXAS JOURNAL ON CIVIL RIGHTS & CIVIL LIBERTIES 251 (2014)
23. *Ideological Voting on the National Labor Relations Board (With Special Reference to Decision-Bargaining Over Relocation Decisions)*, 14 HOUSTON BUSINESS AND TAX LAW JOURNAL 24 (2014) (invited)
24. *On Neutral and Preferred Principles of Constitutional Law*, 74 UNIVERSITY OF PITTSBURGH LAW REVIEW 433 (2013)
25. *On Substantive Due Process and Discretionary Traditionalism*, 66 SMU LAW REVIEW 841 (2013)

26. *Title VII, the Third-Party Retaliation Issue, and the “Plain Language” Mirage*, 5 ALABAMA CIVIL RIGHTS AND CIVIL LIBERTIES LAW REVIEW 77 (2013)
27. *Steele and the Supreme Court’s Creation of the Union’s Duty of Fair Representation*, 5 RACE, GENDER, AND IDENTITY: A SOCIAL SCIENCE COMPARATIVE ANALYSIS OF AFRICANA CULTURE 81 (James L. Conyers, Jr. ed., 2013)
28. *Employment Law*, 64 SMU LAW REVIEW 221 (2011) (invited)
29. *Employment Law*, 63 SMU LAW REVIEW 537 (2010) (invited)
30. *On Parents Involved and the Problematic Praise of Justice Clarence Thomas*, 37 HASTINGS CONSTITUTIONAL LAW QUARTERLY 225 (2010)
31. *Plessy 2.0*, 13 LEWIS & CLARK LAW REVIEW 861 (2009)
32. *On the Authority of the Two-Member NLRB: Statutory Interpretation Approaches and Judicial Choices*, 27 HOFSTRA LABOR AND EMPLOYMENT LAW JOURNAL 13 (2009)
33. *Pliable Precedents, Plausible Policies, and Lilly Ledbetter’s Loss*, 30 BERKELEY JOURNAL OF EMPLOYMENT AND LABOR LAW 336 (2009)
34. *Employment Law*, 62 SMU LAW REVIEW 1097 (2009) (solicited)
35. *Gonzales v. Carhart and the Court’s “Women’s Regret” Rationale*, 43 WAKE FOREST LAW REVIEW 1 (2008)
36. *The Voluntary School Integration Cases and the Contextual Equal Protection Clause*, 51 HOWARD LAW JOURNAL 251 (2008)
37. Book Review, 23 JOURNAL OF LAW AND RELIGION 799 (2007-2008) (reviewing *Rhetoric, Religion, and the Civil Rights Movement 1954-1965* (Davis W. Houck & David E. Dixon eds., 2006))
38. *On Palliative, Palatable, and Paralytic Affirmative Action, Grutter-Style*, in LAW, CULTURE & AFRICANA STUDIES 103 (James L. Conyers, Jr., ed., Transaction Publishers 2008) (peer reviewed)
39. *Cross Burnings and the Harm-Valuation Analytic: A Tale of Two Cases*, 9 BERKELEY JOURNAL OF AFRICAN-AMERICAN LAW AND POLICY 3 (2007)

40. *The Juvenile Death Penalty and the Court's Consensus-Plus Eighth Amendment*, 17 GEORGE MASON CIVIL RIGHTS LAW JOURNAL 57 (2006)
41. *Ideological Voting on the National Labor Relations Board*, 8 UNIVERSITY OF PENNSYLVANIA JOURNAL OF LABOR AND EMPLOYMENT LAW 707 (2006)
42. *Making Title VII Law and Policy: The Supreme Court's Sexual Harassment Jurisprudence*, 22 HOFSTRA LABOR AND EMPLOYMENT LAW JOURNAL 575 (2005) (Title VII Symposium Issue, foreword by Justice Ruth Bader Ginsburg)
43. *Grutter and the Passion of Justice Thomas: A Response to Professor Kearney*, 13 WILLIAM AND MARY BILL OF RIGHTS JOURNAL 821 (2005)
44. *Title VII and the Inequality-Enhancing Effects of the Bisexual and Equal Opportunity Harasser Defenses*, 7 UNIVERSITY OF PENNSYLVANIA JOURNAL OF LABOR AND EMPLOYMENT LAW 341 (2005)
45. *Grutter, the Diversity Justification, and Workplace Affirmative Action*, 43 BRANDEIS LAW JOURNAL 199 (2004-05) (Carl Warns Labor & Employment Symposium Issue)
46. *Traditionalism, Majoritarian Morality, and the Homosexual Sodomy Issue: The Journey from Bowers to Lawrence*, 53 KANSAS LAW REVIEW 1 (2004)
47. *The Americans with Disabilities Act and the Workplace: A Study of the Supreme Court's Disabling Decisions*, 61 NEW YORK UNIVERSITY ANNUAL SURVEY OF AMERICAN LAW 379 (2004)
48. *The Too-Many-Minorities and Racegoating Dynamics of the Anti-Affirmative-Action Position: From Bakke to Grutter and Beyond*, 30 HASTINGS CONSTITUTIONAL LAW QUARTERLY 445 (2003)
49. *Age Discrimination in Law and Policy*, in ENCYCLOPEDIA OF RETIREMENT AND FINANCE (Lois A. Vitt editor-in-chief, Greenwood Publishing, 2003)
50. *The Family and Medical Leave Act and the Supreme Court's Surprising Hibbs Decision*, HEALTH LAW NEWS 7 (2003)
51. *Were Separate-but-Equal and Antimiscegenation Laws Constitutional?: Applying Scalia Traditionalism to Brown and Loving*, 40 SAN DIEGO LAW REVIEW 285 (2003)

52. *When the Court Makes Law and Policy (With Special Reference to the Employment Arbitration Issue)*, 19 HOFSTRA LABOR AND EMPLOYMENT LAW JOURNAL 287 (2002)
53. *Reactions of the Regulated*, 17 LABOR LAWYER 479 (2002)
54. *Review*, 4 UNIVERSITY OF PENNSYLVANIA JOURNAL OF LABOR AND EMPLOYMENT LAW 243 (2001)
55. *Employment Discrimination, Labor and Employment Arbitration, and the Case Against Union Waiver of the Individual Worker's Statutory Right to a Judicial Forum*, 49 EMORY LAW JOURNAL 135 (2000)
--Cited in *Hess v. Anheuser-Busch Companies, Inc.*, 2002 WL 483564 (S.D. Ohio 2002)
56. *The Unenvisaged Case, Interpretive Progression, and the Justiciability of Title VII Same-Sex Sexual Harassment Claims*, 7 DUKE JOURNAL OF GENDER LAW AND POLICY 57 (2000)
57. *"Membership" Obligations Under NLRA Section 8(a)(3): A Proposal for Statutory Change*, 17 HOFSTRA LABOR AND EMPLOYMENT LAW JOURNAL 323 (2000)
58. *Employer Liability for Supervisory Sexual Harassment: A Comparison of Title VII's and Section 1983's Regulatory Regimes*, 31 URBAN LAWYER 503 (1999)
59. *Physicians and Unions*, 25 ANESTHESIOLOGY NEWS 57 (1999)
60. *Bragdon v. Abbott—First Circuit Rules on Direct Threat Defense to ADA Claim*, HEALTH LAW PERSPECTIVES (April 1999)
61. *Correctable Impairments and the ADA*, 13 HEALTH LAW NEWS 6 (1999)
62. *Physicians and Unions*, HEALTH LAW PERSPECTIVES (August 1998)
63. *HIV/AIDS and African Americans*, HEALTH LAW PERSPECTIVES (August 1998)
64. *Flight Attendants and Spontaneous Abortions: A New Study*, HEALTH LAW PERSPECTIVES (April 1998)
65. *U.S. Supreme Court to Decide Whether Labor Agreement Bars Court Litigation of Employee's ADA Claim*, HEALTH LAW PERSPECTIVES (March 1998)
66. *Supreme Court to Decide Whether Asymptomatic HIV-Positive Status is Disability Under the ADA*, HEALTH LAW PERSPECTIVES (February 1998)

67. *Same-Sex Sexual Harassment: A Call for Conduct-Based and Gender-Based Applications of Title VII*, 5 VIRGINIA JOURNAL OF SOCIAL POLICY AND LAW 151 (1997)
68. *Compulsory Arbitration of Employment Discrimination Claims (With Special Reference to the Three A's—Access, Acceptability, and Adjudication)*, 31 WAKE FOREST LAW REVIEW 231 (1996)
 --Cited in *Harrison v. Eddy Potash, Inc.*, 112 F.3d 1437 (10th Cir. 1997)
69. *Age Discrimination and the Law*, in ENCYCLOPEDIA OF FINANCIAL GERONTOLOGY (Lois Vitt & Jurg K. Siegenthaler editors-in-chief, Greenwood Publishing 1996) (with Norman P. Stein)
70. *Banning the Permanent Replacement of Strikers by Executive Order: The Conflict Between Executive Order 12954 and the NLRA*, 12 JOURNAL OF LAW AND POLITICS 1 (1996)
71. *Thirty Years of Title VII's Regulatory Regime: Rights, Theories, and Realities*, 46 ALABAMA LAW REVIEW 375 (1996)
 --Excerpted in A READER ON RACE, CIVIL RIGHTS, AND AMERICAN LAW: A MULTIRACIAL APPROACH 131-37 (Timothy Davis, Kevin R. Johnson & George A. Martinez editors, Carolina Academic Press 2001))
72. *The Dangers of Misappropriation: Misusing Martin Luther King's Legacy to Prove the Colorblind Thesis*, 2 MICHIGAN JOURNAL OF RACE AND LAW 101 (1995)
73. EMPLOYEE DUTY OF LOYALTY: A STATE-BY-STATE SURVEY (Stewart S. Manela & Arnold H. Pedowitz editors-in-chief 1995) (contributing editor)
74. *Regulating Hate Speech and the First Amendment: The Attractions of, and Objections to, an Explicit Harms-Based Approach*, 29 INDIANA LAW REVIEW 257 (1995)
 --Cited in *Richardson v. Sugg*, 325 F.Supp.2d 919 (E.D. Ark. 2004)
75. *"Little Black Sambo," Images, and Perceptions: Professor Cohen on Professor Lawrence*, 12 HARVARD BLACKLETTER LAW JOURNAL 121 (1995)
76. *Was Separate-but-Equal Constitutional?: Borkian Originalism and Brown*, 4 TEMPLE POLITICAL AND CIVIL RIGHTS LAW REVIEW 229 (1995) (symposium on *Brown v. Board of Education*)
77. *Remembering Emmett Till*, 38 HOWARD LAW JOURNAL 411 (1995)
 --Cited in Judge Damon J. Keith's dissent in *Northeast Ohio Coalition for the Homeless v. Husted*, 837 F.3d 612 (6th Cir. 2016)
 --Cited in *Bonds v. Rising Star Casino Resort*, 2020 WL 564281 (S.D. Ind. 2020)

78. *The Color Complex: Intra-racial Discrimination in the Workplace*, 46 LABOR LAW JOURNAL 678 (1995)
79. *The United States-Japan FCN Treaty and Title VII: The Treaty Trumps the Statute*, 46 LABOR LAW JOURNAL 28 (1995)
80. *A Look at Title VII's Regulatory Regime*, 16 WESTERN NEW ENGLAND LAW REVIEW 219 (1994)
81. *Title VII and Hostile Environment Sexual Harassment: Mislabeling the Standards of Employer Liability*, 71 DETROIT MERCY LAW REVIEW 817 (1994)
82. *AIDS and Employment: A Case Law Update*, 9 AIDS AND PUBLIC POLICY JOURNAL 25 (1994) (peer reviewed)
83. *AIDS, the Americans with Disabilities Act, and Disability-Based Distinctions*, 8 AIDS AND PUBLIC POLICY JOURNAL 177 (1994) (peer reviewed)
84. *Hate Speech and the First Amendment: The Supreme Court's R.A.V. Decision*, 67 TENNESSEE LAW REVIEW 197 (1993)
85. *Affirmative Action and the Civil Rights Act of 1991*, 44 LABOR LAW JOURNAL 615 (1993)
86. *ERISA and Employer Capping of Medical Benefits for Treatment of AIDS and Related Illnesses*, 7 AIDS AND PUBLIC POLICY JOURNAL 89 (1992) (peer reviewed)
87. *AIDS and Employment: Asymptomatic HIV Carriers and Section 504 of the Rehabilitation Act*, 5 AIDS AND PUBLIC POLICY JOURNAL 89 (1992) (peer reviewed)
88. *AIDS and Employment*, in THE LEGAL ASPECTS OF AIDS (Callaghan and Co. 1991) (with William P. Schurgin)
89. *The Rehnquist Court and Title VII Disparate Treatment Theory: Antonio's Burden Allocation and the Retreat from Griggs*, 16 OHIO NORTHERN UNIVERSITY LAW REVIEW 139 (1990)
90. *Employer Liability Under Title VII for Hostile Environment Sexual Harassment by Supervisory Personnel: The Impact and Aftermath of Meritor Savings Bank*, 33 HOWARD LAW JOURNAL 1 (1990)
91. *Predecision Bargaining and the Core of Entrepreneurial Control: The Ups and Downs of Otis Elevator*, 39 DEPAUL LAW REVIEW 43 (1989)

92. *Mergers, Acquisitions, and Collective Bargaining Agreement Provisions, in GOVERNMENT PROTECTION OF EMPLOYEES INVOLVED IN MERGERS AND ACQUISITIONS* (Herbert R. Northrup and Philip A. Miscimarra, University of Pennsylvania Press 1989)
93. *Mergers, Acquisitions, and Collective Bargaining Agreement Provisions*, 34 LABOR AND POLICY SERVICE 353 (1989)
94. *AIDS and Employment*, 5 LABOR LAWYER 83 (1989) (with David B. Ritter)
95. *Release and Waiver of Age Discrimination Act Rights and Claims*, 5 LABOR LAWYER 739 (1989)
96. Arline, Chalk, *the Civil Rights Restoration Act, and the AIDS Handicap*, 40 LABOR LAW JOURNAL 3 (1989)
97. *Compelled Self-Publication: How Discharge Begets Defamation*, 13 EMPLOYEE RELATIONS LAW JOURNAL 19 (1988)
98. *AIDS: Employer Concerns and Options, in AIDS IN THE WORKPLACE* (Prentice Hall 1988) (with David B. Ritter)
99. *Intentional Misconduct and the Union's Duty of Fair Representation: The Seventh Circuit's Hoffman Standard*, 63 CHICAGO-KENT LAW REVIEW 43 (1987)
--Cited in *Grant v. Burlington Industries*, 832 F.2d 76 (7th Cir. 1987)
100. *AIDS: Employer Concerns and Legal Options*, 38 LABOR LAW JOURNAL 67 (1987) (with David B. Ritter)
101. *AIDS: Employment Law Update*, 2 AIDS AND PUBLIC POLICY JOURNAL 37 (1987) (with David B. Ritter) (peer reviewed)
102. *Impasse in the "Real World" of Labor Relations: Where Does the Board Stand?*, 10 EMPLOYEE RELATIONS LAW JOURNAL 468 (1984-85)

In Progress

Ideological Voting and the Trump NLRB

Anti-LGBTQ Discrimination and the Supreme Court's Sextextualism

In Development

"Race" and the Rule and Limits of Employment Discrimination Law

Regressive Originalism and “Race”

Other Writings

1. *On King and Color-Blindness*, Houston Chronicle, Nov. 27, 2012 (op-ed)
2. *To Make All Votes Count, Drop The Electoral College*, Houston Chronicle, Nov. 3, 2012 (op-ed)
3. *Abolish the Ministerial Exception*, ACSblog, <http://www.acslaw.org/acsblog/abolish-the-ministerial-exception> (Apr. 12, 2011)
4. *Sorry to disappoint, but King was not colorblind*, Houston Chronicle, Jan. 15, 2007, at B7 (op-ed)

AWARDS AND HONORS

University of Houston Law Center

A.A. White Professor of Law, 2016-present
Alumnae Law Center Professorship, 2005-2016
George Butler Research Professorship, 2002-2005
Student Bar Association Outstanding Professor of the Year Award, 1999
Class of 2018 Commencement Hooding Team (elected by students)
Class of 2000 Commencement Hooding Team (elected by students)
BLSA Favorite Professor Award, 2015
Black Law Students Association’s President Awards, 1997, 1998, 2000

University of Alabama School of Law

Student Bar Association Outstanding Faculty Member Award, 1994-1995
Black Law Students Association Outstanding Faculty Award, 1993-94
Black Law Students Association President Award, 1993, 1994

EXTERNAL PROMOTION AND TENURE REVIEW

University of South Carolina School of Law, 2013
University of Mississippi College of Law, 2007
Cornell School of Industrial and Labor Relations, 2006
University of Houston Hotel and Restaurant School, 2003

COMMITTEES

University of Houston

Law Center Dean Search Committee, 2007-2008
Provost Search Committee, 2004
Promotion and Tenure Committee, Hotel and Restaurant School, 2003
Law Center Dean Search Committee, 1999-2000
Fringe Benefits Committee, 1999-2001

Committee on Protection of Human Subjects, 2000-2001

University of Houston Law Center

Promotion and Tenure Committee, 2002-03, 2008-09, 2010-11, 2016-present

Health Law & Policy Institute Research Professor Hiring Committee, 2018

Curriculum Committee, 2018-present

Ad Hoc Committee on Evening Law Program

Appointments, Lateral Hire Subcommittee, 2011-2012

Executive Committee (elected by faculty), 2000, 2001, 2003-2005, 2009-2010,
2012-14

Honor Court (elected by students), 2009-2010, 2015-16

Faculty Liaison, Peggy Browning Fund, 2010-present

Post-Tenure Committee (elected by faculty), 2003-2006

Self-Study Committee, 2005

Admissions, 1998-1999, 2000-2002, 2006-2008

Appointments, 1999-2000, 2002-2003, 2011-12

Project Magellan Subcommittee Chair, 2004-2005

Placement Director Search Committee, 2004

Ad Hoc Committee on Teaching, 2001-2002

Committee on Faculty Research and Development, Chair, 2000-2001

Alumni and Development, 1998-1999

Ad Hoc Committee on Faculty Scholarship, 2000-2002

United States Court of Appeals for Fifth Circuit Host Committee, 1999

University of Alabama

Vulcan Scholarship Committee, 1996

University of Alabama School of Law

Curriculum

Diversity

Ad Hoc Committee on Faculty Research

Faculty Textbook

ADVISORY POSITIONS

University of Houston Law Center

University of Houston Law Review (ending 2019)

Houston Business and Tax Journal

Black Law Students Association

Faculty Liaison, Peggy Browning Fund

Labor & Employment Law Society

University of Alabama School of Law

Black Law Students Association

OTHER POSITIONS

Professor, University of Houston Pre-Law Pipeline Program, 2015-present

Members Consultative Group, Restatement of the Law: Employment Law (American Law Institute (2015)

Participant, ABA/UN Development Programme's Project On Anti-Discrimination Legislation Proposal For Jamaica (2014)

Chair, City Of Houston Grievance Review Committee, 2014-present

PRESENTATIONS/PROGRAMS

Panelist, 2019 Gun Violence Prevention Summit: Ask the Experts (September 2019, Houston, Texas, convened by United States Representative Sheila Jackson Lee and Harris County Commissioner Rodney Ellis)

Commentator, Cheryl Wade, *The Historical Significance of Black Migration, the Search for Work, and the Impact of Corporate Governance*, University of Houston Law Center (February 2018)

Discretionary Originalism, American Constitution Society, University of Houston (September 2017)

Fisher v. University of Texas at Austin and *Foster v. Chatman*, Supreme Court Update, University of Houston Law Center (July 2016)

Brown v. Board of Education, Pro-Vision Academy, Houston, Texas (April 2016)

The Racegoating Dynamics of the Anti-Affirmative-Action Position, The Civil Rights Agenda, The Roberts Court, and the Last Three Years of Challenges: What Now?, Texas Southern University Thurgood Marshall School of Law (February 2016)

Employment and Housing Discrimination Issues and Concerns, Fostering Equality: Examining the Legal Issues Facing the LGBT Community, University of Houston Law Center (Oct. 2015)

Non-Traditional Legal Careers, Rocky Mountain BLSA Academic And Career Development Retreat, Houston, Texas (Oct. 2015)

Race and the Law: Hate Crimes, Confederate Symbols, and Healing the Racial Divide: *Walker v. Texas Division, Sons of Confederate Veterans*, University of Houston Law Center (Sep. 2015)

Originalism v. Organic Approach: Exploring the Constitutional Divide, Garland Walker Inn of Court (January 2015)

Labor Unions In America, Houston Matters, Houston Public News Media (Sep. 2014)

The Declaration of Independence, Great Books Discussion (July 2014)

Northwestern University and the College Athletes Players Association: Are Scholarship Football Players Employees?, University of Houston Law Center Sports and Entertainment Law Organization (April 2014)

The Constitution: Dead or Alive?, Rice University, Suzanne M. Glasscock School of Continuing Studies (April 2013)

Race and the Constitution, Rice University, Suzanne M. Glasscock School of Continuing Studies (March 2013)

Panelist, Labor and Employment Legislation During the First 500 Days of the Obama Administration, Southeastern Association of Law Schools Annual Conference, West Palm Beach, Florida (Aug. 2010)

Moderator, Houston Law Review Fourteenth Annual Frankel Lecture: The 25th Amendment: Revisiting Constitutional Provisions for Presidential Succession (featuring Professor Akhil Reed Amar) (Nov. 2009)

Association of Women in Law, Gonzales v. Carhart, University of Houston Law Center, Houston, Texas (April 2008)

Respondent, Opening Plenary Session on Anti-discrimination Versus Non-Discrimination: Which Way Towards Racial Justice?, at the Civil Rights, Human Rights and Race: An Applied Legal Scholarship Symposium, co-sponsored by Howard Law School Constitutional Law Center, Global Rights, The Lawyers' Committee for Civil Rights Under Law, NAACP Legal Defense Fund, U.S. Human Rights Network, Washington, D.C. (December 2007)

Making Title VII Law and Policy: The Supreme Court's Sexual Harassment Jurisprudence, Alumnae Law Center Professorship Inaugural Lecture, University of Houston Law Center, Houston, Texas (January 2006)

Roundtable Discussion on Labor and Employment Law, North American Consortium on Legal Education, Halifax, Nova Scotia (May 2005)

Hiring and Firing, The People's Lawyer Goes to Work, Houston, Texas (May 2002)

Symposium on Enron, Employee Benefits Issues and Concerns, University of Houston Law Center, Houston, Texas (February 2002)

Forum on *Jones v. Clinton* sexual harassment case, University of Houston Law Center, Houston, Texas (April 1998)

Wake Forest University Business Law Symposium, Employment Arbitration (March 1996)

Moderator, “Am I My Brother’s Keeper?,” University of Alabama School of Law (February 1995)

AFFILIATIONS AND MEMBERSHIPS

American Law Institute (elected October 2008)

Fellow, American Bar Foundation (elected September 2011)

National Museum of African American History and Culture (ending 2019)

Supreme Court Historical Society

Labor and Employment Relations Association

American Economic Association

Member, African American Intellectual History Society

Member, Bars of State of Illinois, United States Courts of Appeals for Third and Ninth Circuits; United States District Court for the Northern District of Illinois, Eastern Division

American Bar Association

University of Pennsylvania Wharton School’s Industrial Research Unit, Research Associate, 1983-1990

AIDS and Public Policy Journal, Contributing Editor

Omega Delta Kappa National Honor Society, University of Alabama Circle

OTHER PROFESSIONAL POSITIONS

Schiff, Hardin & Waite, Chicago, Illinois, 1989-1993

Seyfarth, Shaw, Fairweather & Geraldson, Chicago, Illinois, 1988-1989

Murphy, Smith & Polk, Chicago, Illinois, 1985-1988

Vedder, Price, Kaufman & Kammholz, Chicago, Illinois, 1984-1985

National Labor Relations Board, Des Moines, Iowa, 1980-1981