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School of Human Resources and Labor Relations  
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**Education**

**University of Pennsylvania Law School**

J.D. 1988

**Cornell University, School of Industrial and Labor Relations**

B.S. with Honors, 1985

**EMPLOYMENT HISTORY**

August 2007 – present	Associate Professor (effective October 2014) Chair, Undergraduate Committee (Oct. 2015-present) School of Human Resources & Labor Relations Michigan State University  Affiliated Faculty College of Law Michigan State University
August 2003 – July 2007	Staff Attorney Michigan Protection & Advocacy Service, Inc. Lansing, MI
July 1999 – June 2003	Visiting Assistant Professor (2002-2003) Legal Writing Instructor
May 1996 - September 1999	Private Attorney Practice, Lansing, Michigan Hankins & Flanigan, P.C. 1997 - 1999) Stuart Shafer, P.C. (1996 - 1997)
April 1991 - December 1992	Private Attorney Practice, Oak Ridge, Tennessee Mostoller & Stulberg, P.C. (1991-1992)
August 1989 – June 1991	Associate Counsel United Mine Workers of America (UMWA) Health and Retirement Funds Washington, D.C.
May - July 1989	Legal Consultant

	American-Arab Anti-Discrimination Committee Washington, D.C.
January – July 1988	Extern (January - April 1988) Weinberg Fellow (April - July 1988) American Civil Liberties Union Philadelphia, Pennsylvania
October 1985 – May 1988	Executive Board (1986-1988) Advocate National Lawyers' Guild Food Stamp Clinic Philadelphia, Pennsylvania
Fall 1985 and Fall 1987	Legal Assistant Art Read, Esq. Counsel for Migrant Farmworkers
May – August 1987	Summer Associate Ferguson, Stein, Watt, Wallas and Adkins, P.C. Charlotte, North Carolina
January – May 1987	Law Clerk Sagot and Jennings Philadelphia, Pennsylvania.
Sept. – Dec. 1987	Research Assistant University of Pennsylvania Law School Professor Clyde Summers
May – August 1986	Law Clerk Markowitz and Richman Philadelphia, Pennsylvania
January - May 1985 May – August 1984	Field Agent (Co-Op) Federal Labor Relations Authority, Washington, D.C.

## **RESEARCH**

It's Time to Rein in Employer Drug Testing, *HARVARD LAW & POLICY REVIEW* (forthcoming 2017)

Bargaining for Accommodations, 19 *UNIV. OF PENN. BUSINESS L. J.* 147 (2017)

A Call to Reform State Restrictions on Hiring of Ex-Offenders, 12 *STANFORD JOURNAL OF CIVIL RIGHTS & CIVIL LIBERTIES* 121 (2016)

The Job-Relatedness and Business Necessity of the “New and Improved” High School Diploma, 36 BERKELEY JOURNAL OF EMPLOYMENT & LABOR LAW 43 (2015)

Leave as an Accommodation: When is Enough, Enough? 62 CLEVELAND STATE LAW REVIEW 437 (2014) (With J. Guzman)

Negative Credentials: Fair and Effective Consideration of Criminal Records, 50 AMERICAN BUSINESS LAW JOURNAL 201 (2013) (With M. Roehling)

Drug Testing of Medical Marijuana Users in the Workplace: An Inaccurate Test of Impairment, 29 HOFSTRA LABOR & EMPLOYMENT LAW JOURNAL 273 (2012)

Clearing the Smoke on Medical Marijuana Users in the Workplace, 29 QUINNIPIAC LAW REVIEW 1011 (2011)

Employer Liability for Negligent Hiring of Ex-Offenders, 55 ST. LOUIS LAW REVIEW 1001 (2011)

Rights of Medical Marijuana Users in the Workplace, Arizona State Law Journal Online Articles (2011)

The Underwhelming Impact of the Americans with Disabilities Act Amendments, 40 UNIVERSITY OF BALTIMORE LAW REVIEW 421 (2011)

Ensuring Fairness in the Arbitration of Employment Disputes, 16 WIDENER LAW REVIEW 101 (2010).

Justifying Rejection of Applicants with Convictions, 8 DARTMOUTH LAW JOURNAL 39 (2010)

Transfer as an Accommodation: Standards from Discrimination Cases and Research, 62 ARKANSAS LAW REVIEW 195 (2009).

Foundations for Understanding the Legal Environment of HRM in a Global Context, THE ROUTLEDGE COMPANION TO STRATEGIC HUMAN RESOURCE MANAGEMENT with Mark Roehling (2009).

The Elusive Right to Reinstatement under the Family Medical Leave Act, 91 KENTUCKY LAW JOURNAL 477 (2003)

Reduction of Punitive Damages for Employment Discrimination: Are Courts Ignoring our Juries? 54 MERCER LAW REVIEW 1081 (2003)

A LEGAL ANALYSIS OF THE AMERICANS WITH DISABILITIES ACT (George Mason University May 2002)

Absenteeism Under FMLA and ADA, 50 DEPAUL LAW REVIEW 183 (2000)

Book Review on DRAWERS OF WATER AND HEWERS OF WOOD, 11 COMPARATIVE LABOR LAW JOURNAL 127 (1989)

Labor Market Needs and Social Policy: Guestworkers in West Germany and the Arab Gulf States, 8 COMPARATIVE LABOR LAW JOURNAL 301 (1987)

### **Contributed Papers and Book Chapters**

Hall, A.T., Hickox, S., Sung, C., & Kuan, J. Barriers to Employment: Toward an understanding (and dismantling) of individual and organizational obstacles to work. Forthcoming in RESEARCH IN PERSONNEL AND HUMAN RESOURCE MANAGEMENT

Labor Law, THE SAGE ENCYCLOPEDIA OF INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY (2nd edition 2016)

### **Conference Presentations**

Contractual & Statutory Interpretation in Arbitration of Claims for Accommodations, Academy of Legal Studies in Business National Meeting, San Juan, PR, Aug. 11, 2016

Negotiating for Accommodations, LERA/AILR Best Papers, National LERA, Minneapolis, MN, May 27, 2016

Bargaining for Reasonable Accommodations, Academy of Legal Studies in Business Tri State Meeting, Columbus, Ohio, Oct. 30, 2015

Personality Tests: Inclusive or Exclusive, Colloquium on Scholarship in Employment and Labor Law, Bloomington, IN, Sept. 11, 2015

A Fair Chance vs. Public Safety: A False Dichotomy Blocking the Hiring of Ex-Offenders, Invited talk at Academy of Legal Studies Title VII Colloquium, University of Michigan, Oct. 2014

Reconciling Social Justice vs. Public Safety in the Hiring of Ex-Offenders, Academy of Legal Studies in Business, August 2014 in Seattle, WA

Transfer as an Accommodation for Victims of Sexual Harassment, Gender and the Law, Izmir, Turkey, June 2014

20 Years of Claims for Leave as a Reasonable Accommodation under the ADA, invited talk at annual meeting of Michigan Rehabilitation Association, Traverse City, MI, Nov. 8, 2013

Title VII's Preemption of Restrictions on Employment of Ex-Offenders under State Law, Academy of Legal Studies in Business Tri State Meeting, Toledo, Ohio, Oct. 25, 2013

Leave as a reasonable accommodation under the ADA, invited talk at annual meeting of

Michigan Rehabilitation Association, Traverse City, MI, Nov. 9, 2012

Disparate impact of high school diploma requirement, invited talk at Michigan Association of Administrators of Special Education/Michigan Transition Outcomes Project, Oct. 9, 2012

Disparate impact of high school diploma requirement, at Academy of Legal Studies in Business Tri State Meeting, Central Michigan University, Sept. 21, 2012

Disparate impact of high school diploma requirement, invited talk at Michigan Rehabilitation Services Summer Transition Workshop, LCC West, Lansing, MI, Aug. 7, 2012

Webinar for Michigan Rehabilitation Services on employment of ex-offenders, June 6, 2012

Facebook, Social Media and Workplace Law, 2012 Employment Law Update Conference, East Lansing, MI, March 1, 2012

Clearing the Smoke on Medical Marijuana Users in the Workplace, invited talk at Michigan Rehabilitation Conference, Grand Rapids, MI, Oct. 26, 2011

Medical Marijuana Users in the Workplace, Moderator for webinar panel presented by Michigan's Institute for Continuing Legal Education, Sept. 28, 2011

Medical Marijuana & The Workplace, invited talk at Michigan Brain Injury Association Conference, Lansing, MI, Sept. 22, 2011

Medical Marijuana & the Workplace, invited talk at American Occupational Health Conference, Washington, D.C., March 26, 2011

Fair & Effective Use of Criminal Records, Academy of Legal Studies in Business national meeting, New Orleans, LA, Aug. 9, 2011

Michigan Employers' Decisions on Hiring Ex-Offenders, invited talk at Michigan Rehabilitation Conference, Traverse City, MI, Nov. 5, 2010.

Underwhelming Impact of the ADA Amendments, Tristate Meeting of the Academy of Legal Studies in Business, October 22, 2010

Seminar on Discrimination: What Training Directors Need to Know, National Joint Apprenticeship and Training Committee for the Electrical Industry, University of Michigan, August 2009 and 2010

Legitimizing Hiring and Promotion Decisions, Michigan Society of Human Resources Management Annual Conference, October 1, 2009

Presentation on ADA Amendments, Capital Health Care & Employment Council, Lansing, MI, March 2009

Presentation on Ethical Issues Arising under Amendments to ADA, Michigan

Association of Multicultural Rehabilitation Concerns, Annual Meeting in Farmington Hills, MI, March 2009

Seminar on Changes in Rights for Employees & Applicants with Disabilities, Lansing, MI, March 2009

Seminar on the Americans with Disabilities Act and the Family & Medical Leave Act, Michigan Rehabilitation Conference, Traverse City, MI, November 2008.

Seminar on employment discrimination claims, Michigan State University Labor Education Program, Employment Law Update, February 2008.

Seminar on meeting the needs of youth transitioning out of juvenile justice facilities, Learning Disabilities Association of America national conference, February 2007.

Presentations on the treatment of youth with disabilities in the juvenile justice and adult criminal systems; National Association of Counsel for Children national conference, October 2006, State Conference for Juvenile Justice Specialists, Traverse City, MI, August 2005, and for Health Education Network, January 2006 & October 2006.

Seminars on Litigation to Limit the Use of Restraint in Public Schools; Advocating for Successful Transition from Juvenile Justice Facilities, and Access to Public Schools; National Association of Protection and Advocacy Services national conference, Alexandria, VA, June 2005

Seminar on Advocating for the Reduction of Restraint in Schools, National Association of Protection and Advocacy Services national conference, Washington, D.C., June 2004

Developments in Employment Law, for Michigan State University Human Relations Certificate Series, East Lansing, MI, September 2002

Employment Law Update, for Bed, Bath and Beyond Human Resource Regional Managers, Chicago, IL, July 2002

Employee Rights under the Americans with Disabilities Act, for Human Resource Managers of Mid-Michigan, East Lansing, MI, and for Industrial Relations Association, Lansing, MI, November 2001

## **TEACHING EXPERIENCE**

### **Courses Taught**

Labor Law (masters in human resources & labor relations)

International Employment & Labor Law (masters in human resources & labor relations)

Legal Environment of Work (undergraduate human capital & society)

Your Rights in the Workplace (undergraduate interdisciplinary studies)

World of Work (undergraduate interdisciplinary studies capstone)

Employment Law (law and masters in human resources & labor relations)

Civil Rights seminar (law)

Disability Law (law)

Property Law (law)

Legal Writing (law)

Employee Rights and Employer Responsibilities (certification)

Certified Human Resources Specialist (certification)

Certified Worker's Compensation Professional (certification)

#### **PROFESSIONAL ACTIVITIES AND SERVICE**

President, Mid- Michigan Labor Employment Relations Association

Ad Hoc Reviewer for Employment Law Journal, Academy of Legal Studies

Ad Hoc Reviewer for Labor Studies Journal

Board Member, Haven House Homeless Shelter

#### **PROFESSIONAL AFFILIATIONS**

Academy of Legal Studies in Business

Labor Employment Relations Association

State Bars of Pennsylvania, District of Columbia, Tennessee and Michigan

Court of Appeals for the Federal Circuit and the Sixth Circuit