

Stacy A. Hickox

Associate Professor & Associate Director, Undergraduate Programs
School of Human Resources and Labor Relations

Michigan State University

East Lansing, MI 48824

Work telephone: 517-432-7402

Cell telephone: 517-303-6343

hickoxs@msu.edu

Linked In: <https://www.linkedin.com/in/stacy-hickox-1b4b758/>

EDUCATION

University of Pennsylvania Law School, J.D.

Cornell University, School of Industrial and Labor Relations
B.S. with Honors

EMPLOYMENT HISTORY

August 2007 – present	Associate Director, Undergraduate Programs (Oct. 2019) Associate Professor (Oct. 2014) Chair, Undergraduate Committee (2015-2019) School of Human Resources & Labor Relations Michigan State University Affiliated Faculty Michigan State University College of Law
August 2003 – July 2007	Staff Attorney Michigan Protection & Advocacy Service, Inc.
July 1999 – June 2003	Visiting Assistant Professor (2002-2003) Legal Writing Instructor (1999-2003) Michigan State University College of Law
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.
August 1989 – June 1991	Associate Counsel United Mine Workers of America (UMWA) Health and Retirement Funds, Washington, D.C.

RESEARCH

Arbitrators' Review of Bullying in the Workplace (with Michelle Kaminski), ABA LABOR & EMPLOYMENT JOURNAL (forthcoming 2021)

Remote Work as an Accommodation for Employees with Disabilities (with Chenwei Liao) HOFSTRA LABOR & EMPLOYMENT LAW JOURNAL (2021)

Risking Stigmatization to Gain Accommodation (with Keenan Case), 22 UNIV. OF PENN. BUSINESS L. J. 533 (2020)

Measuring Arbitration's Effectiveness in Addressing Workplace Harassment (with Michelle Kaminski), 36.2 HOFSTRA LABOR & EMPLOYMENT LAW JOURNAL 293 (2019)

Atypical Accommodations for Employees with Psychiatric Disabilities (with Angela Hall, J.D., Ph.D.), 55 AMERICAN BUSINESS LAW JOURNAL 537 (2018)

Arbitration of Just Cause Claims Benefits Employees with Disabilities, 20 UNIV. OF PENN. BUSINESS L. J. 247 (2017)

Arbitration of Claims for Accommodations: A Fair Resolution? (with Angela Hall, J.D., Ph.D.), UNIV. OF SAN FRANCISCO L. REV. (2017)

It's Time to Rein in Employer Drug Testing, 11 HARVARD LAW & POLICY REVIEW 419 (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).

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 Books

Hall, A.T., Hickox, S., Sung, C., & Kuan, J. Barriers to Employment: Toward an understanding (and dismantling) of individual and organizational obstacles to work.

RESEARCH IN PERSONNEL AND HUMAN RESOURCE MANAGEMENT

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

Roehling, Posthuma, and Hickox, book chapter: Foundations for Understanding the Legal Environment of HRM in a Global Context (2009)

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

Conference Presentations

Proving Causation after a Disability is Revealed, Mid-West Academy of Legal Studies in Business, March 2021

Remote Work: Good for Pandemics, Good for Employees with Disabilities, Academy of Legal Studies in Business, Aug. 2020

Arbitrators' Review of Bullying in the Workplace, Academy of Legal Studies in Business, Aug. 2020

Assessing the Effective Strategies in Achieving Accommodations for People with Hidden Disabilities, Great Lakes Academy of Legal Studies in Business, Indianapolis, IN, Oct. 2019 (with student Keenan Case)

How Courts & Arbitrators Address Bullying in the Workplace, Academy of Legal Studies in Business, Montreal, Canada, Aug. 2019

Risking Stigmatization to Gain Accommodation, Academy of Legal Studies in Business, Montreal, Canada, Aug. 2019

Weed in the Workplace, Mid-Michigan LERA, invited talk, Jan. 2019

How Arbitrators Address Harassment & Bulling in the Workplace, Labor Employment Relations Association (LERA) National Meeting, Baltimore, MD, June 2018

Harassment in the Workplace, LERA Ph.D. Consortium, June 2018

To Reveal or Not Reveal: Facilitating Requests for Accommodations for Employees with Psychiatric Disabilities, Mid-West Academy of Legal Studies in Business, Chicago, IL, April 2018

Accommodation as a Means to Address Harassment & Bullying in the Workplace, Tri-State Academy of Legal Studies in Business, Cincinnati, OH, Oct. 20, 2017

Employer Accommodation of Employees with Mental Impairments, Academy of Legal Studies in Business National Meeting, Savannah, GA, Aug. 2017

Addressing Barriers to Employment for Military Veterans, Academy of Legal Studies in Business National Meeting, Savannah, GA, Aug. 2017

Bargaining & Arbitration to Address Barriers to Employment: Why Just Cause is Better than ADA, Labor Employment Relations Association National Meeting, Anaheim, CA, June 3, 2017

Employer Accommodation of Psycho-Social Impairments, Midwest Academy of Legal Studies in Business, Chicago, IL, March 24, 2017

Addressing Employer Bias against Applicants with Disabilities, Tri-State Academy of Legal Studies in Business, Oakland, MI, Oct. 21, 2016

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)

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

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

Legal Environment of Work (undergraduate human capital & society)

Legal Standards in a Global Workplace (undergraduate human capital & society)

Social Science Approaches to Law (undergraduate interdisciplinary studies)

Your Rights in the Workplace (undergraduate interdisciplinary studies)

World of Work (undergraduate interdisciplinary studies capstone)

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 & Board Member, Haven House of East Lansing (Homeless Shelter), East Lansing, MI

Past President, Secretary, Mid- Michigan Labor Employment Relations Association

Reviewer, American Business Law Journal

Reviewer, Midwest Law Journal

Reviewer, Employment Law Journal, Academy of Legal Studies in Business

Reviewer, Labor Studies Journal

PROFESSIONAL AFFILIATIONS

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

Court of Appeals for the Federal Circuit and the Sixth Circuit

Academy of Legal Studies in Business; Secretary, Employment Law Section