

Marcia L. McCormick

Saint Louis University School of Law
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CURRENT ACADEMIC APPOINTMENT

Saint Louis University School of Law	St. Louis, Missouri
<i>Professor of Law</i>	July 2013-present
<i>Professor of Women's & Gender Studies (secondary)</i>	July 2014-June 2023
<i>Associate Professor of Law (tenure 2011)</i>	July 2009-June 2013

Courses: Constitutional Law (I, II), Criminal Law, Employment Discrimination, Employment Law, Labor Law, Sexuality and the Law, Civil Rights, Federal Courts, International and Comparative Employment Law, Ferguson, Feminist Theories (WGS grad class)

Awards: SLU Law Faculty Member of the Year, 2020, 2025
Eileen H. Searls Service Award, 2021
Paul Steven Miller Memorial Award for Outstanding Academic and Public Contributions to the Field of Labor and Employment Law Scholarship, 2017
Presidential Research Grant – People Analytics, 2014
Saint Louis University SGA Faculty Excellence Award, 2013

Administrative Appointments:

<i>Associate Dean for Academic Affairs</i>	July 2025-present July 2017-June 2020
<i>Director of the Wefel Center for Employment Law</i>	June 2023-June 2025 July 2014-June 2016
<i>Co-Director of the Wefel Center for Employment Law</i>	July 2022-June 2023 July 2013-June 2014

PUBLICATIONS

Harassment and the Social Model of Discrimination (in progress).

Diffusing Enforcement: City of Eunice v. Torrez, and the Zombie Preemption Strategy (in progress)

Religious Freedom of For-Profit Business Employers to Discriminate (in progress)

EXAMPLES & EXPLANATIONS: EMPLOYMENT LAW (forthcoming 2027)

EMPLOYMENT LAW [hornbook] (7th ed. forthcoming 2027) (with Mark Rothstein, Orly Lobel, S. Elizabeth Malloy, Rafael Gély, Susan Cancelosi & Michael C. Duff)

Comstock Preemption Against Abortion Protections in Blue States: A Litigation-Strategy Case Study (with Sachin S. Pandya), 103 DENVER U. L. REV. ____ (forthcoming 2026)

Judicial Jujitsu in the “New Originalism,” 69 ST. LOUIS U. L.J. 759 (2025)

Foreword: Revisiting Religion in the Struggle for Workplace Justice, 69 ST. LOUIS U. L.J. 253 (2025)

CASES AND MATERIALS ON EQUALITY IN THE WORKPLACE (11th ed. 2025) (with Roberto Corrada, Nicole Buonocore Porter & Michael Selmi)

EMPLOYMENT LAW [treatise] (7th ed. 2024) (with Mark Rothstein, Orly Lobel, S. Elizabeth Malloy, Rafael Gély, Susan Cancelosi & Michael C. Duff)

Dobbs and Exit in Antidiscrimination Law, 27 EMP. RTS. & EMP. POL’Y J. 217 (2024).

The Braidwood Exploit: On the RFRA Declaratory-Judgment Class-Action and Title VII Employer Liability (with Sachin S. Pandya), 58 RICHMOND L. REV. 411 (2024)

Promoting Change in the Face of Retrenchment, 17 FLA. INT’L U. L. REV. 807 (2023)

QUESTIONS & ANSWERS: EMPLOYMENT DISCRIMINATION (2023)

Discrimination on the Basis of Race, Sex, and Age, Conditions of Employment, and Discharge, in EMPLOYMENT LAW (2022) (treatise chapters–annual supp.)

Conditions of Employment and Discharge, in EMPLOYMENT LAW (2021) (treatise chapters–annual supp.)

“Sex” and Religion after Bostock, ACS SUPREME COURT REVIEW 2019-20 TERM (with Sachin S. Pandya) (2020)

The World Turned Upside Down: Employment Discrimination, Race, and Authenticity in Hamilton, in THE LAW OF HAMILTON: AN AMERICAN MUSICAL (Lisa A. Tucker ed., 2020).

United Auto Workers v. Johnson Controls, in FEMINIST JUDGMENTS: EMPLOYMENT DISCRIMINATION OPINIONS REWRITTEN (Ann McGinley & Nicole Porter eds., 2020)

Sex and the Supreme Court: Testing the Textualists' Commitments in R.G. & G.R. Harris Funeral Homes v. EEOC, 32 J. AM. ACAD. MATRIMONIAL LAWYERS 343 (2020)

Conditions of Employment and Discharge, in EMPLOYMENT LAW (2020) (treatise chapters–annual supp.)

UPDATES AND COMMENTARY ON EMPLOYMENT DISCRIMINATION LAW 2020 (Wolters Kluwer 2019)

Discharge, in EMPLOYMENT LAW (6th ed. 2019) (treatise chapter)

Discharge, in EMPLOYMENT LAW (6th ed. 2019) (hornbook chapter)

Changing what they Cannot Accept: Teachers Unions Fighting Education "Reform" from Chicago to Oklahoma, 22 EMP. RTS. & EMP. POL'Y J. 409 (2018) (book review)

The Growing Gender/Religion Divide, 19 MARQUETTE BEN. & SOC. WELFARE L. REV. 197 (2018)

Religious Privilege to Discriminate as Religious Freedom: From Charitable Choice to Faith Based Initiatives to RFRA and FADA, 56 WASHBURN L.J. 229 (2017).

Stereotypes as Channels and the Social Model of Discrimination, 36 ST. LOUIS UNIV. PUB. L. REV. 19 (2017)

People Analytics (with Matthew Bodie, Miriam Cherry & Jintong Tang), 88 UNIV. COLORADO L. REV. 961 (2017).

Our Uneasiness with Police Unions: Power and Voice for the Powerful? 35 ST. LOUIS UNIV. PUB. L. REV 47 (2015).

Let's Pretend that Federal Courts Aren't Hostile to Discrimination Claims, 75 OHIO ST. L.J. FURTHERMORE 22 (2015)

To Count and Be Counted, 58 ST. LOUIS UNIV. L.J. 999 (2014).

From Podcasts to Treasure Hunts – Using Technology to Promote Student Engagement, 58 ST. LOUIS UNIV. L.J. 127 (2013).

Gender, Family, and Work, 30 HOFSTRA LAB. & EMP. L. J. 309 (2013).

Constitutional Limitations on Closing the Gender Gap in Employment, 8 FLA. INT'L UNIV. L. REV. 405 (2013).

Implausible Injuries: Wal-Mart v. Dukes and the Future of Class Actions and Employment Discrimination Cases, 62 DEPAUL L. REV. 711 (2013).

Workplace Reform in a Jobless Recovery, 81 UMKC L. REV. 347 (2012) (essay).

Disparate Impact and Equal Protection after Ricci v. DeStefano, 27 WIS. J. LAW, GENDER & SOC'Y 100 (2012).

Decoupling Employment, 16 LEWIS & CLARK L. REV. 499 (2012).

Federal Regulation and the Problem of Adjudication, 56 ST. LOUIS U. L.J. 39 (2011).

Consensus, Dissensus, and Enforcement: Legal Protection of Working Women from the Time of the Triangle Shirtwaist Factory Fire to Today, 14 N.Y.U. J. LEG. & PUB. POL'Y 645 (2011).

Implausible Wrongs and Dissimilarities: The Supreme Court Continues Its Anti-Litigation Trend, This Time With a Class Action Focus in Wal-Mart v. Dukes, 8 ANTITRUST CHRON. (online), <https://www.competitionpolicyinternational.com/aug-11/> (2011).

Back to Color-Blindness: Recent Developments in Discrimination Law in the United States, 16 REVUE DES AFFAIRES EUROPÉENNES 203 (2010).

BECOMING A LAW PROFESSOR (2010) (with Brannon P. Denning and Jeffrey Lipshaw).

The Truth Is Out There: Revamping Federal Antidiscrimination Enforcement for the 21st Century 30 BERKELEY J. EMP. & LAB. L. 193 (2009).

Solving the Mystery of How Ex Parte Young Escaped the Federalism Revolution, 40 U. TOLEDO L. REV. 909 (2009).

The Equality Paradise: Paradoxes of the Law's Ability to Promote Equality, 13 TEX. WESLEYAN L. REV. 515 (2007).

When Worlds Collide: Federal Court Construction of State Institutional Competence, 9 U. PENN. J. CON. L. 1167 (2007).

The Allure and Danger of Practicing Law as Taxonomy, 58 ARK. L. REV. 159 (2005).

Federalism Re-Constructed: The Eleventh Amendment's Illogical Impact on Congress' Power, 37 IND. L. REV. 345 (2004).

Truth or Consequences: Why the Rejection of the Pretext Plus Approach to Employment Discrimination Cases in Reeves v. Sanderson Plumbing Establishes the Better Legal Rule, 21 N. ILL. U. L. REV. 355 (2001).

M. Cherif Bassiouni & Marcia McCormick, *Sexual Violence: An Invisible Weapon of War* (John D. & Catherine T. MacArthur Foundation 1996).

RECENT SPEECHES, PRESENTATIONS, AND PANELS

Women's Rights and Issues that Impact Women in the Workspace

DEI Symposium, Missouri Asian American Bar Association, Bar Association of Metropolitan St. Louis & Mound City Bar Association, February 2026

Developing Legal Issues in the LGBT Community

Women Lawyers Association of Greater St. Louis, June 2025

Diffusing Enforcement: Embedding the Signals for RICO and False Claims Act Enforcement in Unlikely Vehicles

Half-Baked Workshop, SLU Law, June 2025

Author Meets Reader Discussion of Fair Shake: Women & the Fight to Build a Just Economy

Law & Society Annual Meeting, May 2025

Judicial Jujitsu in the "New Originalism"

The Future of Constitutional Interpretation, Richard J. Childress Memorial Symposium, SLU Law Journal, October 2024

Judicial Jujitsu in Anti-Discrimination Law After Bostock

19th Annual Colloquium on Employment and Labor Law Scholarship, University of San Diego Law School, Sept. 2024

Rights in History and Tradition: From Bruen to Dobbs

Half-Baked workshop, SLU Law, June 2024

Introduction (and moderator)

Revisiting Religion Symposium, William C. Wefel Center for Employment Law & SLU Law Journal Symposium, Mar. 2024

Supreme Court Term in Review, United States District Court for the Eastern District of Missouri, Northern Division Bench and Bar Seminar, June 2023

Dobbs and Exit in Antidiscrimination Law

The Effect of Dobbs on Work Law, Symposium at the Martin Malin Institute for Law and the Workplace, Chicago-Kent College of Law, Illinois Inst. of Tech., Mar. 2023

The New Wave of Religious Resistance: The Culture War by Other Means

University of Iowa College of Law, Feb. 2023

Promoting Change in the Face of Retrenchment
Panes of the Glass Ceiling Microsymposium, Florida International University
School of Law, Jan. 2023

*Religious Freedom to Discriminate: Title VII Developments, and the State Law
Landscape*
Labor Law Group, Dec. 2022

Constitution Day Supreme Court Preview
SLU Am. Const. Soc’y & Fed. Soc., Sept. 2022

Dobbs: The Reality Today and the Implications for Tomorrow
Bar Ass’n of Metro. St. Louis, Aug. 2022

Marginalized Groups Under-Protected by Employment Law
Southeastern Association of Law Schools Annual Meeting, Aug. 2022

Workplace Accommodations
Southeastern Association of Law Schools Annual Meeting, Aug. 2022

Pedagogical Trends in Teaching Workplace Law
Southeastern Association of Law Schools Annual Meeting, Aug. 2022

Hot Topics in Labor & Employment Law
Wefel Center for Employment Law Continuing Legal Education, June 2022

Connecting Employment Practices and Health Inequities
SLU Law, Wefel Center for Employment Law, Saint Louis University Law
Journal & Institute for Healing Justice & Equity, Symposium: Health Inequities
and Employment: The Continued Struggle for Justice, April 2022

RECENT MEDIA APPEARANCES

Alli Hebel, Justina Coronel & Sam Clancy, *Victims’ and Suspect’s Families in Tears
After Judge’s Decision on Bond in St. Louis Fatal Concert Crash*, KSDK (July 8,
2025, 5:48 CDT), [https://www.ksdk.com/article/news/crime/suspect-drake-
concert-crash-killed-chicago-mother-daughter-pleads-guilty/63-2ae7d447-2c09-
4311-8dec-cdc32e3c1970](https://www.ksdk.com/article/news/crime/suspect-drake-concert-crash-killed-chicago-mother-daughter-pleads-guilty/63-2ae7d447-2c09-4311-8dec-cdc32e3c1970)

Alex Cox, *Professor Marcia McCormick Shares How Trump’s Executive Orders Could
Affect Universities*, KBIA (Feb. 14, 2025, 3:04 PM CST),
<https://www.kbia.org/2025-03-14/0221titleix>

Mili Mansaray, *Voter-Approved Minimum Wage and Sick Leave Measure Under Fire in
Courts and the Capitol*, MISSOURI BEACON (Dec. 26, 2024),

<https://thebeaconnews.org/stories/2024/12/26/new-missouri-minimum-wage-and-sick-leave-rules-under-attack>

Jennifer Somers, Justina Coronel & Diamond Palmer, *Missouri Voters Pass Abortion-Rights Amendment. What Comes Next?*, KSDK (Nov. 6, 2024, 6:53 PM CST), <https://www.ksdk.com/article/news/politics/elections/missouri-voters-pass-abortion-rights-amendment-3-what-comes-next/63-4aa7fc4f-310d-4d7e-ba31-37770ab13051>

Christine Fernando, *Opponents Use Parental Rights and Anti-Trans Messages to Fight Abortion Ballot Measures*, APNEWS (Oct. 31, 2024, 10:06 AM), <https://apnews.com/article/abortion-ballot-election-2024-transgender-e07e91d436744ad1634fe676dfbda687>

Cameron Bopp, *What Does Amendment 3 Really Mean for Reproductive Rights in Missouri? Analysis Weigh in for First Alert 4 Fact Check*, KMOV (Oct. 29, 2024, 7:14 PM CDT), <https://www.firstalert4.com/2024/10/30/what-does-amendment-3-really-mean-reproductive-rights-missouri-analysts-weigh-first-alert-4-fact-check>

Annie Gowen, *Missouri Voters May Overturn One of Nation's Strictest Abortion Bans*, WASH. POST (Oct. 29, 2024, 12:25 PM EDT), <https://www.washingtonpost.com/elections/2024/10/29/abortion-missouri-ballot-amendment-election>

Grace Abels, *Would MO Abortion Amendment 3 Legalize Surgery for Trans Kids? It's Highly Unlikely, Experts Say*, POLITIFACT (Oct. 25, 2024), <https://www.politifact.com/article/2024/oct/25/would-mo-abortion-amendment-legalize-trans-health>

Jeremy Kohler, *Opponents of Missouri Abortion Rights Amendment Turn to Anti-Trans Messaging and Misinformation*, PROPUBLICA (Oct. 18, 5:00 AM EDT), <https://www.propublica.org/article/missouri-abortion-rights-amendment-anti-transgender-campaign-messaging>

Anna Spoerre, *Legal Experts Dismiss Attempt to Link Missouri Abortion Amendment to Transgender Health Care*, MO. INDEPENDENT (Oct. 16, 2024, 5:55 AM), <https://missouriindependent.com/2024/10/16/missouri-abortion-gender-affirming-health-care-amendment-3/>

Tyler Jett, *John Deere Has Conflicting Requirements to Fill Jobs. Agreements with Union, Labor Department at Odds*, DES MOINES REGISTER, Sept. 27, 2024, at A3.

Tyler Jett, *As Deere Backs off DEI, It's Facing Potential Clash Between Federal and Union Mandates*, DES MOINES REGISTER (Sept. 19, 2024, 7:04 AM), <https://www.usatoday.com/story/money/business/2024/09/19/deere-applicant-test->

flagged-in-discrimination-investigation-us-labor-department-dei-uaw/75253783007/?gnt-cfr=1&gca-cat=p

Anna Spidel, *New ID Policy Could Hurt Transgender and Gender Non-Conforming Missourians, Experts and Residents Say*, KBIA (Sept. 3, 2024, 4:54 PM CDT), <https://www.kbia.org/health-wealth/2024-09-03/new-id-policy-could-hurt-transgender-and-gender-non-conforming-missourians-experts-and-residents-say>

Avalon Zoppo, *“Legal Version of Flopping”*: Judges Spar Over Standing in Blocking Fund for Black Business Women, NAT’L LAW J. (June 4, 2024, 2:34 PM), <https://www.law.com/nationallawjournal/2024/06/04/legal-version-of-flopping-judges-spar-over-standing-in-blocking-fund-for-black-business-women>

Sydney Stallworth, *SCOTUS Ruling in St. Louis Workplace Discrimination Case Affects Workers Nationwide*, KSDK (Apr. 29, 2024, 7:57 AM CDT), <https://www.ksdk.com/article/news/politics/supreme-court-ruling-st-louis-workplace-discrimination-case/63-dae17085-3725-497b-b2f2-5a96775dc358>

Khorri Atkinson, *Pfizer Ruling Threatens Legal Tactic Behind Diversity Challenges*, BLOOMBERG L.: DAILY LAB. REP. (Mar. 15, 2024, 4:10 AM CDT), <https://news.bloomberglaw.com/daily-labor-report/pfizer-ruling-threatens-legal-tactic-behind-diversity-challenges>

Kallie Cox, *“It’s Brutal Out Here”*: Olivia Rodrigo Will Stop Plan B Handouts at Her Concerts, RIVERFRONT TIMES (Mar. 15, 2024)

Grace Abels, *Missouri Bill Would Make It a Felony for Teachers to “Support” Trans Students’ “Social Transition,”* POLITIFACT (Mar. 11, 2024), <https://www.politifact.com/factchecks/2024/mar/11/instagram-posts/missouri-bill-would-make-it-a-felony-for-teachers/>

Riddhi Setty & Khorri Atkinson, *Mark Cuban’s Clash with EEOC Official Shows Bias Proof Confusion*, BLOOMBERG L.: DAILY LAB. REP. (Feb. 12, 2024, 4:05 AM CST), <https://www.bloomberglaw.com/product/blaw/bloomberglawnews/daily-labor-report/X35TP998000000>

Riddhi Setty, *High Court Religious Bias Decision Paves Way for EEOC Vax Suits*, BLOOMBERG L.: DAILY LAB. REP. (Sept. 26, 2023, 4:15 AM), <https://news.bloomberglaw.com/daily-labor-report/high-court-religious-bias-decision-paves-way-for-eec-vax-suits>

Anna Colletto, *University of Missouri Claims Immunity in Transgender Lawsuit*, COLUMBIA MISSOURIAN (Feb. 6, 2024), https://www.columbiamissourian.com/news/higher_education/university-of-missouri-claims-immunity-in-transgender-lawsuit/article_8ceaa0b0-c527-11ee-972f-bfe464523eb6.html

Rasmus S. Jorgensen & Pat Murphy, *New Accommodations Rights for Pregnant Workers Offer Broad Protections*, MO. LAWYERS MEDIA (Sept. 20, 2023), <https://molawyersmedia.com/2023/09/20/new-accommodation-rights-for-pregnant-workers-offer-broad-protections>

Ryan Krull & Monica Obradovic, *Could Missouri Prosecute Abortion Patients? GOP AG Candidates Won't Say*, RIVERFRONT TIMES (Apr. 13, 2023), <https://www.riverfronttimes.com/news/could-missouri-prosecute-abortion-patients-gop-ag-candidates-wont-say-39853458>

Jonathan Shorman, *How a Dysfunctional Missouri Human Rights Commission Slows Discrimination Lawsuits*, K.C. STAR (Apr. 5, 2023), [kansascity.com](https://www.kansascity.com/story/news/politics/2023/04/05/missouri-human-rights-commission-slows-discrimination-lawsuits/7000000000) (behind a paywall)

Jeff Tollefson, *Exclusive: Documents Raise Questions About UCLA's Suspension of Ecologist*, NATURE (Feb. 24, 2023), <https://www.nature.com/articles/d41586-023-00473-8>

Lauren Sausser, *Hospitals' Use of Volunteer Staff Runs Risk of Skirting Labor Laws, Experts Say*, KAISER HEALTH NEWS (Jan. 10, 2023), <https://khn.org/news/article/hospital-volunteers-labor-laws>

Monica Obradovic, *Updated: Abortions Could Be Considered Murder Under New Missouri Bill*, RIVERFRONT TIMES (Dec. 23, 2022, 10:13 AM), <https://www.riverfronttimes.com/news/abortions-plan-b-considered-murder-under-new-missouri-bill-39134071>

Annika Merrilees, *Legal Pot Raises Questions About the Future of Workplace Drug Policies in Missouri*, ST. LOUIS POST-DISPATCH (Nov. 13, 2022), https://www.stltoday.com/business/local/legal-pot-raises-questions-about-the-future-of-workplace-drug-policies-in-missouri/article_036974f1-8e7d-5563-a4c7-d1f155451b2e.html

Tessa Weinberg, *Abortion-Rights Groups Alarmed by St. Louis Moving Missouri AG Lawsuit to Federal Court*, ST. LOUIS PUB. RADIO (Sept. 2, 2022, 5:11 AM CDT), <https://news.stlpublicradio.org/law-order/2022-09-02/abortion-rights-groups-alarmed-by-st-louis-moving-missouri-ag-lawsuit-to-federal-court>

Marcia McCormick & Chad Flanders, *Opinion, Think Women Can't Be Prosecuted for Having an Abortion Here? Think Again*, ST. LOUIS POST DISPATCH (June 28, 2022), https://www.stltoday.com/opinion/columnists/mccormick-and-flanders-think-women-cant-be-prosecuted-for-having-an-abortion-here-think-again/article_2c0c8594-c7c9-5357-bb0f-be38cb7e5d00.html

News at 6, KMOV4 (June 24, 2022) (live interview about *Dobbs* opinion and Missouri's trigger law/abortion ban)

Manon Jacob, *Missouri Did Not Ban Emergency Contraception*, AFT FACT CHECK (May 17, 2022), <https://factcheck.afp.com/doc.afp.com.32A97TY>

Kayla Drake, *Missouri's Trigger Law Is Ready for Roe's Demise. What Happens Then?*, ST. LOUIS ON THE AIR (STLPR) (May 6, 2022), <https://news.stlpublicradio.org/show/st-louis-on-the-air/2022-05-06/missouris-trigger-law-is-ready-for-roes-demise-what-happens-then>

Teghan Simonton, *Experts Expect Wide Impact if Supreme Court Overturns Roe v. Wade*, COLUMBIA MISSOURIAN (May 3, 2022), https://www.columbiamissourian.com/news/state_news/experts-expect-wide-impact-if-supreme-court-overturns-roe-v-wade/article_e9984806-cb2f-11ec-8622-57625b559226.html

Jenna Rae, *Hundreds Rally Outside St. Louis' Federal Courthouse over Abortion Rights and Implications if Roe v. Wade is Overturned*, KMOV4 (May 3, 2022), <https://www.kmov.com/2022/05/04/hundreds-rally-outside-st-louis-federal-courthouse-over-abortion-rights-implications-if-roe-v-wade-is-overturned>

Danielle Duclos, *Conservative Lawmakers Push the Bounds to Restrict Abortion*, COLUMBIA MISSOURIAN (Apr. 10, 2022), https://www.columbiamissourian.com/conservative-lawmakers-push-the-bounds-to-restrict-abortion/article_b66e31e0-b4df-11ec-9f79-d7e194da3d27.html

Josh Marcus, *Covid Is Leading Cause of Death for Police, so Why Are Police Unions Still Resisting the Vaccine?*, INDEPENDENT (Jan. 31, 2022, 18:45 GMT), <https://www.independent.co.uk/news/world/americas/covid-police-unions-vaccine-mandate-b1998412.html>

RECENT PROFESSIONAL RECOGNITION, MEMBERSHIP, AND SERVICE ACTIVITIES

Fellow, American Bar Foundation, 2023-present

Fellow, American Law Institute, 2023-present

Fellow, College of Labor and Employment Lawyers, 2023-present

Member, Labor Law Group, 2018-present

Faculty Co-Editor, ABA JOURNAL OF LABOR & EMPLOYMENT LAW, 2018-present

Managing Editor, EMPLOYEE RIGHTS & EMPLOYMENT POLICY JOURNAL, 2004-2025

Co-editor, Workplace Prof Blog, http://lawprofessors.typepad.com/laborprof_blog/, 2008-2020

Contributing Editor, Jotwell (Journal of Things We Like (Lots)), Work Law Section, <http://worklaw.jotwell.com/>, 2010-2020

Annual Colloquium on Current Scholarship in Labor and Employment Law, 2009-present

American Association of Law Schools

Membership Review Committee, 2021-present (3-year term)
Sabbatical Membership Reporter, 2013-present

American Bar Association

Accreditation Site Team Member, 2013-present
Section of Legal Education and Admissions to the Bar, Member 2001-present,
Section of Labor and Employment Law, Member 2001-present

Southeastern Association of Law Schools

Inclusiveness Committee Co-Chair, 2023-25
Board of Directors Member, 2015-2018
Deputy Executive Director, 2013-15
Newer Scholars Committee Chair, 2009-13
Newer Scholars Committee Member, 2006-09

Saint Louis University

General Counsel Search Committee, 2021
Women's & Gender Studies Advisory Board, 2012-present

Saint Louis University College of Law

Outcomes and Assessment committee, 2023-24
Workload Policy committee, Fall 2022
Pipeline Programs ad hoc committee, 2021-22
LRW appointments, 2021
ACS Advisor, 2019-present
Curriculum Committee, 2009-11, 2012-13, 2019-20
Self-Assessment/Site Visit Committee Chair, 2017-20
Employment Law Association Advisor, 2014-16, 2021-present
Center for International & Comparative Law, Member 2010-present
William C. Wefel Center for Employment Law, Member 2009-present

RECENT LITIGATION/CONSULTING/POLICY ADVOCACY

Consulted pro bono with various groups or individuals on matters related to workplace law and federal courts expertise, for example consulting on diversity issues and discrimination, helping to draft legislation for state legislature seeking to ban confidential settlements by government actors, providing expert opinion on same sex harassment, and conferring on civil service and labor protections for city workers, 2010-present

MO Education Association v. MO Department of Labor & Industrial Relations, Case No. SC 98412 (Mo. Supreme Court), Amicus Curiae Brief (Oct. 26, 2020)

AFCSME Council 61 v. Missouri, Case No. 18AC-CC00407 (Cole County Circuit Court), expert witness

SEIU v. NLRB & Preferred Bldg. Servs., United States Court of Appeals for the Ninth Circuit No. 19-70334, Brief of Amicus Curiae Labor Law Professors in Support of Appellant (Aug. 26, 2019)

Comcast Corp. v. Nat’l Ass’n of African Am.-Owned Media, United States Supreme Court No. 18-1171, Brief of Amici Curiae Employment Law Professors in Support of Respondents, October term 2019

Allen v. Cooper, United States Supreme Court No. 18-877, Brief for Law Professors as Amicus Curiae Supporting Petitioners, October term 2019

Bostock v. Clayton County, United States Supreme Court Nos. 17-1618, 17-1623, 18-107, Brief of Employment Discrimination Law Scholars as Amici Curiae in Support of the Employees, October term 2019

PAST ACADEMIC APPOINTMENTS AND OTHER PROFESSIONAL EXPERIENCE

University of Iowa College of Law <i>Visiting Professor of Law</i>	Iowa City, Iowa January-May 2023
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Cumberland School of Law, Samford University <i>Associate Professor of Law (without tenure)</i> <i>Assistant Professor of Law</i>	Birmingham, Alabama July 2008-June 2009 July 2005-June 2008
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Courses: Federal Courts, Employment Law, Civil Rights, Criminal Law, Property
 Honors: Lightfoot, Franklin & White Scholarship Award, 2008
 Harvey S. Jackson Excellence in Teaching Award, 2007

Chicago-Kent College of Law <i>Visiting Assistant Professor of Law</i>	Chicago, Illinois July 2001-June 2005
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Courses: Labor Law, Federal Courts, Legal Research and Writing I and II
 Honors: Nudelman Award for Outstanding Faculty Support to Moot Court, 2004

Office of the Illinois Attorney General <i>Assistant Attorney General</i> <i>Civil Appeals Division</i>	Chicago, Illinois Sept. 1995-June 2001
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International Human Rights Law Institute, DePaul University <i>Staff Attorney</i>	Chicago, Illinois July 1993-Sept. 1995
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EDUCATION

University of Iowa College of Law

Iowa City, Iowa

Juris Doctor, 1993, *with distinction*

Managing Editor, IOWA LAW REVIEW, Outstanding Woman Law Graduate

Grinnell College

Grinnell, Iowa

Bachelor of Arts, Philosophy, 1989