

# ROBERTO L. CORRADA

## Résumé

### PERSONAL DATA

Business Address: University of Denver Sturm College of Law  
2255 E. Evans Avenue  
Denver, Colorado 80208  
Phone: (303) 871-6273  
Email: rcorrada@law.du.edu

### PROFESSIONAL EXPERIENCE

#### Present Occupation

2013 - Present	Mulligan Burleson Chair in Modern Learning
2010 - 2012	Sturm College of Law Chair in Modern Learning
2003 - Present	Professor of Law
2004 - 2005	Associate Dean for Academic Affairs
1996 - 2003	Associate Professor of Law
1990 - 1996	Assistant Professor of Law University of Denver Sturm College of Law

Courses taught: Administrative Law, Contracts, Entertainment Law, Employment Discrimination Law, Employment Law, Labor Law, Workplace Law Writing Seminar, Contract Damages Seminar, Critical Race Theory Seminar, Affirmative Action Seminar

1995 - 2014	Bar Review Lecturer: BarBri Administrative Law Lecture (2000-2014) West Bar Review Administrative Law Lecture (1996-1997) SMH Administrative Law Lecture (1995)
-------------	--

#### Previous Professional Work

1988 - 1990	Staff Attorney General Motors Legal Staff Detroit, Michigan Specialization: Antitrust and Commercial Law
1985 - 1988	Associate Attorney Akin, Gump, Strauss, Hauer & Feld Washington, D.C. Specialization: Labor and Employment Law

### AWARDS

2018 Elected as Fellow, College of Labor and Employment Lawyers

2013 Selected as “Best Law Teacher” profiled in Schwartz, Hess, Sparrow, “*What the Best Law Teachers Do*” (Harvard University Press (2013)

2013 Appointed to Mulligan Burleson Chair in Modern Learning

2010 Appointed to Sturm College of Law Chair in Modern Learning

2010 First Annual Faculty Excellence in Public Service Award (presented by College of Law Public Interest Group)

2009 University of Denver Law Stars: Robert B. Yegge Distinguished Teaching Award

2008-09 University of Denver Sturm College of Law Research Professorship

2006 University of Denver Distinguished Teaching Award

2002 Donald & Susan Sturm Professor for Excellence in Teaching and Learning

2000 Carnegie Foundation/Pew Charitable Trust Teaching Scholar

1997 Edward Sherman Award (presented by the American Civil Liberties Union of Colorado to the Outstanding Cooperating Attorney of the Year)

1997 Community Service Award (presented by the Colorado Hispanic Bar Association for Outstanding Service to the Community)

1996 University of Denver College of Law Hughes Research Professor

### PUBLICATIONS

EMPLOYMENT DISCRIMINATION LAW: CASES AND MATERIALS ON EQUALITY IN THE WORKPLACE (and Teacher’s Manual) (Maria Ontiveros, Roberto L. Corrada, Michael Selmi, Nicole Porter, and Marcia McCormick) (10th edition, Thomson-Reuters: *forthcoming* fall 2020).

*College Athletes in Revenue-Generating Sports as Employees: A Look into the Alt-Labor Future*, 95 CHICAGO-KENT L. REV. 187 (2020).

*The Northwestern University Football Case: A Dissent*, 11 HARV. J. SPORTS & ENT. L. 15 (2020).

2019 Update for COLORADO EMPLOYMENT LAW & PRACTICE (with T. Corrada).

2019 Casebook Update for ADMINISTRATIVE LAW: A CASEBOOK (Roberto L. Corrada and Jessica West).

2019 Casebook Update for LABOR LAW IN THE CONTEMPORARY WORKPLACE (Kenneth Dau-Schmidt, Roberto L. Corrada, Christopher Cameron-Ruiz, Cesar Rosado Marzan, and Michael Oswalt).

*Reflections of a “Pitiyanqui”*: My History with *LatCrit*, 16 SEATTLE JOURNAL FOR SOCIAL JUSTICE 849 (2018).

*A Memorial to Chris Fairman, Symposium to Honor Associate Dean Christopher Fairman*, 32 OHIO ST. J. DISP. RESOL. 553 (2018).

LABOR LAW IN THE CONTEMPORARY WORKPLACE (and Teacher’s Manual) (Kenneth Dau-Schmidt, Martin Malin, Roberto L. Corrada, Christopher Cameron-Ruiz, and Catherine Fisk) (3rd edition, Thomson-West Publishing: 2018).

ADMINISTRATIVE LAW: A CASEBOOK (and Teacher’s Manual) (Bernard Schwartz, Roberto L. Corrada, Jay Brown, and Jessica West) (9th edition, Aspen Law & Business/Wolters Kluwer: 2018).

COLORADO EMPLOYMENT LAW & PRACTICE (with T. Corrada) (3rd ed., 2018: Thomson-West).

*Howard Jenkins, Jr., Race Discrimination, State Action, and the NLRA*, Lawyer’s Coordinating Council (AFL-CIO) Bulletin, November 2017.

*One of the Greatest: Howard Jenkins, Jr., Mr. NLRB*, COLORADO LAWYER (Aug. 2017).

2017 Casebook Update for LABOR LAW IN THE CONTEMPORARY WORKPLACE (Kenneth Dau-Schmidt, Martin Malin, Roberto L. Corrada, Christopher Cameron-Ruiz, and Catherine Fisk).

EMPLOYMENT DISCRIMINATION LAW: CASES AND MATERIALS ON EQUALITY IN THE WORKPLACE (and Teacher’s Manual) (Maria Ontiveros, Roberto L. Corrada, Michael Selmi, and Melissa Hart) (9th edition, Thomson-Reuters: 2016).

2016 Casebook Update for ADMINISTRATIVE LAW: A CASEBOOK (Bernard Schwartz, Roberto L. Corrada, Jay Brown, and Jessica West).

2015 Casebook Update for LABOR LAW IN THE CONTEMPORARY WORKPLACE (Kenneth Dau-Schmidt, Martin Malin, Roberto L. Corrada, Christopher Cameron-Ruiz, and Catherine Fisk).

*“Ill-Structured” Simulations in Two American Law School Classes: Labor Law and Administrative Law*,” in SIMULATION AND THE LEARNING OF THE LAW (Strevens, Grimes, and Phillips, eds.) (Ashgate UK: August 2014).

ADMINISTRATIVE LAW: A CASEBOOK (and Teacher's Manual) (Bernard Schwartz, Roberto L. Corrada, and Jay Brown) (8th edition, Aspen Law & Business/Wolters Kluwer: May 2014).

LABOR LAW IN THE CONTEMPORARY WORKPLACE (and Teacher's Manual) (Kenneth Dau-Schmidt, Martin Malin, Roberto L. Corrada, Christopher Cameron-Ruiz, and Catherine Fisk) (2nd edition, Thomson-West Publishing: February 2014).

*Formative Assessment in Law Doctrinal Classes: Rethinking Grade Appeals*, 63 JOURNAL OF LEGAL EDUCATION 317 (November, 2013).

2012 Casebook Update for EMPLOYMENT DISCRIMINATION LAW: CASES AND MATERIALS ON EQUALITY IN THE WORKPLACE (Dianne Avery, Maria Ontiveros, Roberto L. Corrada, Michael Selmi, and Melissa Hart).

2012 Casebook Update for LABOR LAW IN THE CONTEMPORARY WORKPLACE (Kenneth Dau-Schmidt, Martin Malin, Roberto L. Corrada, Christopher Cameron-Ruiz, and Catherine Fisk).

*Ricci's Dicta: Signaling A New Standard for Affirmative Action Under Title VII?* 46 WAKE FOREST L. REV. 241 (2011).

ADMINISTRATIVE LAW: A CASEBOOK (and Teacher's Manual) (Bernard Schwartz, Roberto L. Corrada, and Jay Brown) (7th edition, Aspen Law & Business/Wolters Kluwer: July 2010).

EMPLOYMENT DISCRIMINATION LAW: CASES AND MATERIALS ON EQUALITY IN THE WORKPLACE (and Teacher's Manual) (Dianne Avery, Maria Ontiveros, Roberto L. Corrada, Michael Selmi, and Melissa Hart) (8th edition, Thomson-Reuters: May 2010).

*Toward an Integrated Disparate Treatment and Accommodation Framework for Title VII Religion Cases*, 77 CINCINNATI LAW REVIEW 1411 (2009).

2009 Casebook Update for EMPLOYMENT DISCRIMINATION LAW: CASES AND MATERIALS ON EQUALITY IN THE WORKPLACE (with Dianne Avery, Maria Ontiveros, and Michael Selmi).

LABOR LAW IN THE CONTEMPORARY WORKPLACE (and Teacher's Manual)(Kenneth Dau-Schmidt, Martin Malin, Roberto L. Corrada, Christopher Cameron-Ruiz, and Catherine Fisk) (1st edition, Thomson-West Publishing: May 2009).

*United States Labor and Employment Law* (with Alvin Goldman), VOLUME 5 (590 pp.) in INTERNATIONAL ENCYCLOPEDIA OF LABOUR AND EMPLOYMENT LAW (Roger Blanpain, ed.)(Kluwer International: 2009).

Joseph R. Grodin, Paul M. Secunda, Richard A. Bales, Roberto L. Corrada, Catherine L. Fisk, & Pauline T. Kim, *Working Group on Chapter 4 of the Proposed Restatement of Employment Law: The Tort of Wrongful Discipline in Violation of Public Policy*, 13 Emp. Rts. & Empl. Pol'y J.

159 (2009).

2008 Casebook Update for EMPLOYMENT DISCRIMINATION LAW: CASES AND MATERIALS ON EQUALITY IN THE WORKPLACE (with Dianne Avery, Maria Ontiveros, and Michael Selmi).

2006 Casebook Update for EMPLOYMENT DISCRIMINATION LAW: CASES AND MATERIALS ON EQUALITY IN THE WORKPLACE (with Dianne Avery, Maria Ontiveros, and Michael Selmi) (July, 2006).

ADMINISTRATIVE LAW: A CASEBOOK (and Teacher's Manual)(Bernard Schwartz, Roberto Corrada & Jay Brown, 6th ed. 2006, Aspen Law & Business).

*Introduction: Toward an Ethic of Teaching: Class, Race, and a Pedagogy of Community Engagement*, 50 VILLANOVA LAW REVIEW 837 (2005).

*Update, Fall 2004, Administrative Law: A Casebook* (Bernard Schwartz & Roberto Corrada, 5<sup>th</sup> ed.).

EMPLOYMENT DISCRIMINATION LAW: CASES AND MATERIALS ON EQUALITY IN THE WORKPLACE (Robert Belton, Dianne Avery, Maria Ontiveros & Roberto Corrada (7th edition, West Publishing: 2004).

*Osmotic Borders: Thinking Locally, Thinking Globally About the Causes and Effects of Labor Migration*, 13 BERKELEY LA RAZA LAW JOURNAL 311 (2003).

*The Supreme Court and Title VII's Religion Provision*, Liberty Magazine (Seventh Day Adventists' Magazine) January/February 2003.

*Using Technology to Support Active Learning in a Labor Law Classroom*, in WAYFARER: CHARTING ADVANCES IN SOCIAL SCIENCES AND HUMANITIES COMPUTING (CD-Rom, University of Illinois Press: 2002).

*Comment on The Ethics of Comparison: A Statistician Wrestles with the Orthodoxy of a Control Group*, by John P. Holcomb, Jr., in ETHICS OF INQUIRY: ISSUES IN THE SCHOLARSHIP OF TEACHING AND LEARNING (Carnegie Foundation for the Advancement of Teaching: 2002).

ADMINISTRATIVE LAW: A CASEBOOK (Bernard Schwartz & Roberto Corrada, 5th edition, Aspen Law & Business: 2001) (and Teacher's Manual).

*Proceedings of the 2000 Annual Meeting of the Association of American Law Schools Section on Law and Religion: Religion in the Workplace*, 4 EMPLOYEE RIGHTS AND EMPLOYMENT POLICY JOURNAL 89 (2000).

*Familiar Connections: A Personal Re/View of Latino/a Identity, Gender and Class Issues in the Context of the Labor Dispute between Sprint and La Conexion Familiar*, 53 UNIVERSITY OF

MIAMI LAW REVIEW 1065 (1999).

*The Arbitral Imperative in Labor & Employment Law*, 47 CATHOLIC UNIVERSITY LAW REVIEW 919 (1998).

*Claiming Private Law for the Left: Exploring Gilmer's Impact and Legacy*, 73 DENVER UNIVERSITY LAW REVIEW 1048 (1996).

*A Simulation of Union Organizing in a Labor Law Class*, 46 JOURNAL OF LEGAL EDUCATION 445 (1996).

*Religious Accommodation and the National Labor Relations Act*, 17 BERKELEY JOURNAL OF EMPLOYMENT AND LABOR LAW 185 (1996).

*Justifying a Search for a Unifying Theory of Unconstitutional Conditions*, 72 DENVER UNIVERSITY LAW REVIEW 1011 (1995).

*Of Heterosexism, National Security, and Federal Preemption: Addressing the Legal Obstacles to a Free Debate about Military Recruitment at Our Nation's Law Schools*, 29 HOUSTON LAW REVIEW 301 (1992).

*Director, Office of Workers' Compensation Programs v. Perini North River Associates: Judicial Dilution of the Longshoremen's and Harbor Workers' Compensation Act's 'Status' Requirement*, 33 CATHOLIC UNIVERSITY LAW REVIEW 245 (1983), *reprinted in* 1984 NATIONAL INSURANCE LAW REVIEW 163 (Spring 1984).

### **TESTIMONY**

Expert Witness, *U.S. Senate Labor and Human Resources Committee Hearings on S. 1124 ("The Workplace Religious Freedom Act of 1997")*, Washington, D.C., October 21, 1997 (testifying regarding the constitutional and employment law impact of S. 1124, a bill to amend Title VII of the Civil Rights Act of 1964 to establish provisions for religious accommodation in the workplace).

Expert Witness, *Colorado Senate Judiciary Committee Hearings on HB 1299 ("The Equal Opportunity Act of 1997")*, Denver, CO, March 10, 1997 (testifying regarding the legal impact of HB 1299, a bill intended to eliminate affirmative action in the State system).

Expert Witness for Sprint Corporation, *NAFTA Public Forum on the Effects of Sudden Plant Closure and the Impact on the Principle of Freedom of Association and the Right of Workers to Organize*, San Francisco, CA, February 27, 1996 (testifying before the U.S. NAFTA Panel involving the first NAFTA complaint by a Mexican labor union against a U.S. corporation regarding the proper standard to be applied in labor law mixed motive cases and affirming the proper application of the law by an Administrative Law Judge and a Federal District Court Judge in *Miller v. LCF, Inc.*).

### **LITIGATION**

Co-counsel representation of Plaintiff on behalf of the ACLU of Colorado Foundation, *Reed v. Department of Transportation* (MSPB No. DE-0752-95-0637-I-1-- hearing dates: December 19-21, 1995) (Religious Freedom Restoration Act, Title VII, and NATCA collective bargaining agreement challenges to FAA failure to accommodate religious sabbath of United Church of God member).

Amicus brief on behalf of the Colorado Hispanic Bar Association, *Berry et al. v. Stevinson Chevrolet et al.*, Nos. 93-1031, 93-1055, 93-1072, 93-1127, 93-1354 (10th Cir. -- filed: December 20, 1993)(briefing issues surrounding the scope of Title VII's anti-retaliation provision: the provision's application to former employees, the provision's application to employer actions outside of the workplace, and the appropriate remedy for such violations).

### **PAPERS, SPEECHES, AND PRESENTATIONS**

*Brave New World: Student Athletes as Employees, Alt-Labor Law Symposium: The State of the Law of the New Labor Movement*, Chicago-Kent Law School, Chicago, Illinois (Nov. 14, 2019).

*Using State Constitutional Citizen Amendments to Strengthen Labor Unions, 14th Annual Colloquium on Scholarship in Labor and Employment Law, Panel on Constitutional Perspectives*, University of Nevada Las Vegas Law School, Las Vegas, Nevada (Oct. 11, 2019).

*Building Bridges Between Theory and Practice: Incorporating Lawyering Skills into Doctrinal Courses*, Panelist, Association of American Law Schools Annual Conference, New Orleans, Louisiana, January 5, 2019.

*A Proposal to Allow Collective Bargaining in College Football and Basketball, 13th Annual Colloquium on Scholarship in Labor and Employment Law, Panel on New Approaches to Bargaining*, University of South Carolina College of Law, Columbia, South Carolina (Sept. 29, 2018).

*Teaching Labor Law as an Indeterminate Simulation in Law School, 13th Annual Colloquium on Scholarship in Labor and Employment Law, Panel on New Approaches to Bargaining*, University of South Carolina College of Law, Columbia, South Carolina (Sept. 29, 2018).

*Howard Jenkins, Jr., the National Labor Relations Board and the Politics of Race*, Labor History Panel, Law and Society Annual Meeting, Toronto, Canada (June 7, 2018).

*Impossible Dream: Howard Jenkins, the National Labor Relations Board, and the Politics of Race*, CLE Panel sponsored by the DU Latino Alumni Group, Sturm College of Law, Denver, Colorado (February 28, 2018).

*A Memorial to Chris Fairman, Symposium to Honor Associate Dean Christopher Fairman*, Ohio State University Law School, Columbus, Ohio (November 4, 2016).

*Carnegie Integrated Courses and Indeterminate Simulations*, Faculty Development Pedagogy Workshop, Nova Southeastern University Law School, Fort Lauderdale, Florida (October 18, 2016).

Keynote, *The Look and Feel of the Modern Labor Law Class: The What and How of Teaching the Current Generation*, Labor and Employment Relations Association, Rocky Mountain Chapter, Denver, Colorado (September 24, 2015).

*Carnegie Integrated Courses and Indeterminate Simulations*, Elon Law School, Greensboro, North Carolina (March 30, 2015).

*Carnegie Integrated Courses and Indeterminate Simulations*, University of California Irvine Law School, Irvine, California (February 23, 2015).

*Carnegie Integrated Courses and Indeterminate Simulations*, Georgia State University Law School, Atlanta, Georgia (September 29, 2014).

*The Promise of Simulation as a Form of Experiential Education in Doctrinal Law School Classes*, Seattle University Law School Faculty Workshop, Seattle, Washington (August 21, 2014).

Moderator, *Employment Law: What You Thought You Knew*, CLE, In House Counsel Program, University of Denver Sturm College of Law, Denver, Colorado (February 25, 2014).

*'Right to Work' and the Ballot Initiative Process*, Labor & Employment Law Lecture Series, Colorado Bar Association Labor Law Section, Holland & Hart, Denver, Colorado (Nov., 2013).

*Ill-Structured Simulations in Law School*, Loyola of Chicago Law School, Chicago, Illinois (October 2013).

*Working with Groups in Law School Classes*, Whittier Law School, Orange County, California (September, 2013).

*Fisher v. University of Texas: Is Affirmative Action Dying?* Colorado Minority Bar Associations, Colorado Supreme Court, Denver, Colorado (July, 2013).

*Ill-Structured "Whole Course" Simulations for Upper Level Classes*, Institute for Law Teaching and Learning, Washburn Law School, Topeka, Kansas (June, 2013).

*The Promise of Simulation as a Form of Experiential Learning*, Loyola of New Orleans Law School, New Orleans, Louisiana (April, 2013).



*Grading and Working with Groups in Law School Classes*, Sturm College of Law, Modern Learning Series, Denver, Colorado (April, 2013).

*Teaching Whole Course Simulations in Law School*, Educating Tomorrow's Lawyers 1st Annual Conference, University of Denver Sturm College of Law, Denver, Colorado (September, 2012).

*Defending Experiential Learning*, Legal Theory Workshop, University of Maryland Francis King Carey School of Law, Baltimore, Maryland (February 16, 2012).

*Fomenting Critical Thinking Skills in Law School through the Use of Simulation*, Workshop on Critical Thinking Inside Law Schools, International Institute for the Sociology of Law, Onati, Spain (June 24, 2011).

*Central America and Caribbean Free Trade Agreement Capacity Building Project*: One of a team of law professors receiving a grant from U.S. Agency for International Development and Higher Education for Development to teach law professors from the Dominican Republic, Guatemala, and Nicaragua administrative law and progressive pedagogies in Spanish. I taught in Guatemala City at Universidad Rafael Landivar for a week in March, 2010, and due to demand of the participants was asked back to lead a three day workshop on teaching and learning in Selva Negra, Nicaragua in May, 2011.

*Experiential Learning in the Traditional/Doctrinal Classroom: The Potential in Whole-Course Simulations*, University of Denver Sturm College of Law, Modern Learning Series, Denver, Colorado (February 14, 2011).

*Speaker, Wake Forest Symposium on the Anniversary of the Civil Rights Act of 1991*, Wake Forest Law School, Winston-Salem, North Carolina (November 5, 2010).

*Speaker & Facilitator, Workshop: The Critical Elements of Effective Collaborative Learning: Foundation and Application*, Loyola Marymount University, Los Angeles, California (September 29, 2010).

*Keynote Address, Creating a 'Community of Learning' in the Classroom: One Scholar's Journey in the Scholarship of Teaching & Learning*, Loyola Marymount University, Los Angeles, California (September 28, 2010).

*Multidisciplinary and Disciplinary Approaches to the Scholarship of Teaching and Learning*, 2009 National Carnegie Academy for the Scholarship of Teaching and Learning, Creighton University, Omaha, Nebraska (June 5, 2010).

*Mentor*, 2010 National Carnegie Academy for the Scholarship of Teaching and Learning Institute, "Creativity," Creighton University, Omaha, Nebraska (June 3-6, 2010).

*Speaker, Teaching for Engaged Learning: Teaching Methods & Assessment*, Elon Law School, Greensboro, North Carolina (Conference Co-sponsored by the Institute for Teaching & Learning

(Gonzaga) and The Center for Engaged Learning in Law (Elon) (April 10, 2010).

*Speaker & Facilitator, U.S. Administrative Law and Cooperative Learning Methods*, Universidad Rafael Landivar, Guatemala City, Guatemala (March 8-11, 2010)(selected as member of team awarded grant by U.S. Agency for International Development to teach and work with teams from Dominican Republic, Guatemala, and Nicaragua regarding capacity building for CAFTA).

*Facilitator*, U.S. Air Force Academy, 1<sup>st</sup> Annual Workshop on the Scholarship of Teaching & Learning, Colorado Springs, Colorado (September 18, 2009).

Keynote Address, *Making A Path in the Scholarship of Teaching and Learning*, United States Air Force Academy, Colorado Springs, Colorado (September 17, 2009).

*Teaching Labor Law Through Simulation*, Association of American Law Schools Mid-Year Meeting Workshop on Worklaw, Long Beach, California (June 11, 2009).

*Multidisciplinary and Disciplinary Approaches to the Scholarship of Teaching and Learning*, 2009 National Carnegie Academy for the Scholarship of Teaching and Learning, Creighton University, Omaha, Nebraska (June 6, 2009).

*Mentor*, 2009 National Carnegie Academy for the Scholarship of Teaching and Learning Institute, "The Ethics of Inquiry," Creighton University, Omaha, Nebraska (June 4-7, 2009).

*Toward an Integrated Framework for Title VII Religion Cases*, AALS Section on Employment Discrimination Law, San Diego, California (January 9, 2009) (one of four papers selected through a competitive "call for papers" process).

*Does the Carnegie Report Support Humanizing Legal Education?* AALS Section on Balance in Legal Education, San Diego, California (January 8, 2009)

*A Plan for NLRB Rulemaking*, Third Annual Colloquium on Labor & Employment Law Scholarship, California Western School of Law, San Diego, California (October 25, 2008).

*An Academic's Perspective on NLRB Recent Developments*, ABA Section on Labor and Employment Law (Traditional Labor Track), 3<sup>rd</sup> Annual National CLE Conference, Denver, Colorado (September 12, 2008).

Showcase Presenter, *Bridging the Gap Between First Year and Practice: The Promise of Whole Course Simulations for Upper Class Students*, Legal Education at the Crossroads, Ideas to Accomplishments: Sharing New Ideas for an Integrated Curriculum Conference, University of Washington School of Law, Seattle, Washington (September 6, 2008).

*Whole Course Simulations in Labor and Administrative Law*, Salmon P. Chase College of Law Faculty Forum (Northern Kentucky University), Highland Heights, Kentucky (August 26, 2008).

*Toward An Integrated Disparate Treatment and Accommodation Framework for Title VII*

*Religion Cases*, Salmon P. Chase College of Law (Northern Kentucky University), Highland Heights, Kentucky (August 26, 2008).

*Multidisciplinary and Disciplinary Approaches to the Scholarship of Teaching and Learning*, 2008 National Carnegie Academy for the Scholarship of Teaching and Learning, Creighton University, Omaha, Nebraska (June 6, 2008).

*Mentor*, 2008 National Carnegie Academy for the Scholarship of Teaching and Learning Institute, "Professional Dispositions and Values," Creighton University, Omaha, Nebraska (June 4-7, 2008).

*Law School Teaching and Learning: An Applied Vision for the 21<sup>st</sup> Century*, Suffolk University School of Law, Boston, Massachusetts (January 22, 2008).

*Law School & Learning in the 21<sup>st</sup> Century: An Applied Vision*, University of Denver Sturm College of Law Annual Dinner & CLE for Adjunct Faculty, Denver, Colorado (January 10, 2008).

*The Future of Affirmative Action*, University of Colorado Diversity Summit, Beyond Diversity: Creating an Inclusive University Climate, Denver, Colorado (November 30, 2007).

U.S. Representative & Speaker, *Roundtable on Regional Perspectives on Labour Law*, VII Regional Congress on Labour and Social Security Laws, International Society of Labour and Security Laws, Santo Domingo, Dominican Republic (October 31-November 2, 2007).

*Progressive Pedagogy*, LatCrit XII Conference Junior Faculty Development Workshop (with Verna Williams, Bob Chang, and Bryan Adamson), Miami, Florida (October 5, 2007).

*Who Chooses and How: The Colorado Labor Peace Act Amendment and the Federal Employee Free Choice Act*, Labor and Employment Relations Association of the Rocky Mountains Annual Meeting, Opening Keynote Address, Denver, Colorado (October 4, 2007).

*The Great Nondebate of 2007: Union Security and the Proposed Amendment to the Colorado Labor Peace Act*, Second Annual Colloquium on Labor & Employment Law Scholarship, University of Colorado School of Law, Boulder, Colorado (September 29, 2007).

*Mentor*, 2007 National Carnegie Academy for the Scholarship of Teaching & Learning Institute, *Developing Scholars of Teaching & Learning*, Columbia College Chicago, Chicago, Illinois (June 6-9, 2007).

*Applying the Science of Learning to the Law Classroom*, Lecture and Workshop, Washburn University School of Law, Topeka, Kansas (March 15, 2007).

*Active & Collaborative Learning II: Advanced Stages*, Innovation in Law Teaching Workshop, University of Wisconsin Law School, Madison, Wisconsin (Feb. 1-3, 2007).

*The Interrelationship Between Accommodation and Nondiscrimination in Title VII Religion Cases*, First Annual Colloquium on Labor and Employment Law Scholarship, Marquette Law School, Milwaukee, Wisconsin (October 27, 2006).

*On Pedagogy: "Best Practices" for Critical Teaching*, LatCrit XI Conference Junior Faculty Development Workshop (with Mario Barnes, University of Miami Law School; Annette Appell, UNLV Boyd School of Law), Las Vegas, Nevada (October 6, 2006)

*Collaborative Exercises*, Association of American Law Schools Conference on New Ideas for Experienced Teachers, Vancouver, Canada (June 12, 2006).

*Innovations in Teaching Labor Law*, Panel on Labor Law Teaching, Labor Law Group Triennial Conference, Saratoga Springs, NY (June 28, 2006).

*Putting Cooperative Learning into Practice*, University of Denver Center for Teaching & Learning (with Julanna Gilbert, Center Director) Denver, Colorado (March, 2005).

*The Incredible, Eroding Religion Clauses*, ACLU of Colorado Annual Meeting, Denver, Colorado (February, 2005)

*Workshops on Cooperative Learning*, University of Denver Center for Teaching and Learning (with Julanna Gilbert, Center Director), Denver, Colorado (August 10, August 27, September 3, September 24, 2004).

*Making the Case: Retention, Tenure, Promotion, and the Scholarship of Teaching & Learning*, Association of American Colleges and Universities 2004 Annual Meeting (with John Holcomb, Cleveland State University; Heidi Elmendorf, Georgetown University), Washington, D.C. (January 23, 2004).

*The Employment Discrimination Law Cases of the Year*, National Employment Lawyers Association (NELA) Conference (with Richard Seymour), Vail, Colorado (June 2003).

Keynote Speaker, *Teaching & Learning: A Law School Perspective*, at University of Wyoming Conference on Teaching Learning (a half day conference sponsored by the University of Wyoming's Center for Teaching & Learning), Laramie, Wyoming (May 2003).

*Living Labor Law: Assessing Active Learning*, at Oxford College of Emory University Conference on Cross-Disciplinary Inquiries in the Scholarship of Teaching and Learning (with Jane Aiken, Washington University Law School; Hessel Bouma, Calvin College), Atlanta, Georgia (November 1, 2002).

*Technology as a Lever for the Transformation of a Simulation-Based Labor Law Course*, at the World Conference on Educational Multimedia, Hypermedia & Telecommunications (with Desiree Pointer, Carnegie Foundation), Denver, Colorado (June 27, 2002).

*The History of Religious Accommodation in the Private Workplace*, at Reconciling Obligations: Accommodating Religious Practice on the Job (sponsored by The Pew Forum on Religion & Public Life), Washington, D.C., (May 21, 2002).

Co-Leader, *Workshop on Tenure & Promotion*, at LatCrit VII Conference (with Elizabeth Iglesias, University of Miami Law School; Devon Carbado, UCLA Law School; Christopher Cameron, Southwestern Law School), Portland, Oregon (May 4, 2002).

Moderator & Presenter, *Progressive Pedagogy*, at LatCrit VII Conference (with Sam Jacobson, Willamette Law School; Margaret Montoya, University of New Mexico School of Law), Portland, Oregon (May 3, 2002).

*Active and Collaborative Learning in Law School*, at University of Colorado, Friday Forum Series with Colorado Carnegie Scholars (sponsored by University of Colorado Graduate Teacher Program), Boulder, Colorado (April 26, 2002).

*Teaching and Learning in a Labor Law Class: A Case Study in the Scholarship of Teaching & Learning*, at the University of Denver (sponsored by the DU Center for Teaching and Learning), Denver, Colorado (March 7, 2002).

*Teaching and Learning Justice, Ethics, and Morals*, at 2002 American Association for Higher Education Conference on Faculty Roles and Rewards (with Jane Aiken, Washington University Law School; Gerald Shenk, California State University-Monterey Bay), Phoenix, Arizona (January 25, 2002).

*Approaches to the Scholarship of Teaching & Learning*, at Arizona State University Conference on the Scholarship of Teaching & Learning (Plenary panel with Daniel Bernstein, University of Nebraska; Deirdre Royster, College of William & Mary; Donna Blancero, Arizona State University), Tempe, Arizona (January 24, 2002).

*Teaching about Race*, at Arizona State University Conference on the Scholarship of Teaching & Learning (with Mary Romero, Arizona State University; Jane Aiken, Washington University-St. Louis; Deirdre Royster, College of William & Mary), Tempe, Arizona (January 24, 2002).

*Teaching for Critical Thinking*, at Arizona State University Conference on the Scholarship of Teaching & Learning (with Colleen Tremonte, Michigan State University), Tempe, Arizona (January 24, 2002).

*Getting to "Us": Teaching for Group and Social Consciousness in Law School*, at New Directions in the Scholarship of Teaching & Learning Conference, Bowling Green State University, Bowling Green, Ohio (November 3, 2001).

*What is the Scholarship of Teaching and Learning?*, at New Directions in the Scholarship of Teaching & Learning Conference (Plenary panel with Ted Wagenaar, Miami University; Brian Coppola, University of Michigan; Emily Van Zee, University of Maryland), Bowling Green State

University, Bowling Green, Ohio (November 2, 2001).

*The Courage to Fade: Joining Active/Collaborative Learning Strategy With Technology to Enhance Student Learning*, at Carnegie Academy for the Scholarship of Teaching and Learning, Project Group Presentation, Menlo Park, California (June 27, 2001).

*The Carnegie Scholar Experience: Stories and Reflections*, Plenary Panel, at Carnegie Academy for the Scholarship of Teaching and Learning (with Maura Flannery, St. John's University; Jim Quirin, Fisk University; Susan Clarke, University of Colorado), Menlo Park, California (June 18, 2001).

*Using Technology to Support Active Learning in a Labor Law Classroom*, at Joint Conference on Teaching & Learning (with Vernon Burton, University of Illinois) (sponsored by The Citadel, The College of Charleston, The Medical University of South Carolina, and Trident Technical College), Charleston, South Carolina (June 2, 2001).

*Teaching and Learning Across the Disciplines: Law Teaching as a Model for Scholarship*, at Youngstown State University, Youngstown, Ohio (February 23, 2001).

*Teaching Workshop on Student Learning*, at Provost's Conference: Creative Teaching for 21<sup>st</sup> Century Learning (with Cindi Fukami, Business; Janette Benson, Psychology), Denver, Colorado (February 15, 2001).

*Recent Legal Developments in Equal Employment Opportunity*, at Equal Employment Opportunity Commission Technical Assistance Seminar, Denver, Colorado (August 17, 2000).

*Employment Law: Recent and Imminent Developments*, at Plaintiffs' Employment Lawyers Association Lunch, Denver, Colorado (March 31, 2000).

*Religion in the Private Workplace*, at Association of American Law Schools Law and Religion Section program entitled "Religion in the Workplace," Washington, D.C. (January 6, 2000).

*Employment Law: Recent and Imminent Developments*, at U.S. Court of Appeals for the Tenth Circuit "Judges-Only" Conference, Colorado Springs, Colorado (October 21, 1999) (with Erwin Chemerinsky).

*A Colorful Look Back at Pivotal Latino/a Civil Rights Cases*, at ACLU/CHBA Joint CLE Program, Denver, Colorado (June 21, 1999).

*The Future of Employment Arbitration*, at DU Student NELA Chapter First Annual Dinner (cosponsored by the Plaintiffs' Employment Law Association), Denver, Colorado (April 21, 1999).

*Affirmative Action and Race Based Scholarships*, at Colorado Bar Association Convention, Keystone, Colorado (September 12, 1998).

*DBE Impacts of Adarand and Other Court Cases*, at the National Transportation Civil Rights

Conference, Denver, Colorado (August 24, 1998).

*Race at the Intersection of Public and Private: Howard Jenkins, the National Labor Relations Board, and the Politics of Race, 1957-1977*, at Law & Society Association Conference, Snowmass, Colorado (June 5, 1998).

*Re/Viewing Latino/a Class and Identity Issues in the Context of the Labor Dispute Between Sprint and La Conexion Familiar*, at Latino Critical Theory III Conference, Miami, Florida (May 8, 1998).

*Why Mandatory Pro Bono Is Important and Workable*, at Meeting of the Thirteenth Judicial District Bar Association, Ft. Morgan, Colorado (March 14, 1998).

*A Debate on Affirmative Action*, at meeting of the Colorado Lawyers Committee, Denver, Colorado (March 10, 1998).

*Affirmative Action: Mend It or End It?*, at Minority Enterprises, Inc. Program on Growth Through Partnership, Denver, Colorado (March 5, 1998).

*Mock Oral Argument on Piscataway School District v. Taxman*, at ACLU of Colorado Annual Meeting, Denver, Colorado (February 12, 1998).

*Is It Time to Dismantle Affirmative Action?*, at Colorado Women's Bar Association Program, Denver, Colorado (January 29, 1998).

*Should Affirmative Action Be Expanded, Eliminated, Or Modified? A Point/Counterpoint Discussion*, at 13<sup>th</sup> Annual Social Science Education Consortium Conference on Educating for Citizenship, Lakewood, Colorado (December 5, 1997).

*Affirmative Action in Colorado Roundtable*, on KBDI Channel 12 Talk Show, "Colorado Inside Out Live," (with Gale Norton and Tom Tancredo) Denver, Colorado (November 19, 1997).

*The Arbitral Imperative in Labor and Employment Law*, at Catholic University of America Law School Conference on Taft Hartley: The First Fifty Years, Washington, D.C. (November 7, 1997).

*Critical Race Perspectives on Affirmative Action*, at Social Science Education Consortium's Fifth Annual Institute in Civic Education, Denver, Colorado (August 5, 1997).

*Pro Bono Representation and the Business of Law*, at University of Denver College of Law Ivory Street Luncheon, Denver, Colorado (May 7, 1997).

*Current Issues Involving Affirmative Action*, on KGNU (Boulder) radio talk show, "Hemispheres," Boulder, Colorado (March 25, 1997: 6 - 7pm).

*The Future of Affirmative Action in Colorado: A Practical Perspective*, at Panel Discussion sponsored by the Colorado Latino Law Student Association, Boulder, Colorado (March 4, 1997).

*Changing Legal Standards for Affirmative Action*, at meeting of Boulder County Bar Association Employment Law Section, Boulder, Colorado (December 18, 1996).

*What's Happening to Affirmative Action?*, at meeting of the Colorado Bar Association's Labor Law Forum Committee, Denver, Colorado (May 16, 1996).

*Recent Developments in Sexual Harassment Law*, at Continuing Legal Education of Colorado's Third Annual Employment Law Seminar, Denver, Colorado (April 19, 1996).

*Innovations in Teaching Law: A Simulation Involving the Organization of a Student Labor Union to Bargain Over the Terms and Conditions of a Labor Law Class*, at Association of American Law Schools Labor Section program entitled, "Innovations in Teaching Labor Law," San Antonio, Texas, (January 6, 1996).

*Sexual Harassment in the Workplace*, at Colorado Association of Law Libraries Legal Institute, Denver, Colorado (February 25, 1995).

*Emerging Uses of the After-Acquired Evidence Defense*, at Plaintiffs' Employment Lawyers Association Lunch, Denver, Colorado (February 25, 1994).

*St. Mary's Honor Center v. Hicks: Much Ado About Nothing?*, at Civil Rights Conference sponsored by the Colorado Minority and Women's Bar Associations, Denver, Colorado (October 9, 1993).

*Notes from Georgia, Washington, D.C. and Puerto Rico: A Response to Professor Jerome McCristal Culp*, at Symposium on the "Rodney King Verdict and its Aftermath" sponsored by the University of Denver Law Review and the Institute for Advanced Legal Studies, Denver, Colorado (April 8, 1993).

*Is Title VII Really a Tool for Achieving Equality Between Men and Women in the Professional Workplace?*, as part of program entitled "Discussions on Law and the Public Interest" sponsored by the Chancellor Scholars Committee at the University of Denver College of Law, Denver, Colorado (February 26, 1993).

*Legal Issues Regarding the Barring of Military Recruiters from Law School Campuses*, at Association of American Law Schools Convention program entitled "Excluding Lesbians and Gay Men from Military Service: Whither the Policy, Whither the AALS" sponsored by the AALS Section on Gay and Lesbian Legal Issues, San Francisco, California (January 7, 1993).

*The Issue of Retroactivity and the Civil Rights Act of 1991: Predicting the Tenth Circuit's Response*, at the Colorado Bar Association Convention program entitled "Litigating Civil Rights for Employees in the 1990's" sponsored by the Colorado Hispanic Bar Association, Snowmass,



Colorado (September 12, 1992).

*Issues and Opportunities Relating to a Career in Law Teaching*, at the American Bar Association program sponsored by the ABA's Minorities in the Profession In-House Counsel Group, San Francisco, California (August 6, 1992).

*The Supreme Court Labor and Employment Cases of the 1990 Term*, at meeting of the Colorado Bar Association's Committee on Labor and Employment Law (with Greg Eurich, Holland & Hart), Denver, Colorado (November 19, 1991).

*Legal and Ethical Recruiting Issues -- Proactive Affirmative Action Hiring*, at National Association for Law Placement Annual Conference, Keystone, Colorado (June 28, 1991).

*Supreme Court Update: Significant Labor and Employment Cases of the 1990 Term*, as part of a program entitled "*Employment Law in the 1990's: An In-depth Update*" sponsored by the Institute for Advanced Legal Studies at the University of Denver College of Law (with Dean Dennis O. Lynch), Denver, Colorado (April 30, 1991).

*The Civil Rights Act of 1990: Understanding the Quota Debate*, at a program sponsored by the Graduate School of International Studies at the University of Denver, Denver, Colorado (October 24, 1990).

### **LAW SCHOOL & UNIVERSITY SERVICE**

Associate Dean for Academic Affairs (2004-2005)

Chair, University of Denver Sturm College of Law Committee on Modern Learning (2010-Present)

Member, Office of Teaching & Learning Advisory Committee (2008-Present)

Executive Committee, DU Latino Center for Community Engagement and Scholarship (DULCCES) (2019-2021)

Executive Committee, DU Chapter, American Association of University Professors (2007-Present)

Member, Chancellor's Diversity & Inclusive Excellence Advisory Committee (2016-Present)

Member, Search Committee for University of Denver Chief Diversity Officer (appointed by Chancellor 2019)

Member, Search Committee for University of Denver Vice Provost for Faculty Affairs (2019)

Member, Search Committee for Managing Director for University of Denver Office of Teaching

& Learning (2018, 2019)

Co-Chair, University Study on the Status of Women and Minorities (appointed by Provost, 2013-2014)

Member, Search Committee for Associate Provost for Teaching & Learning (appointed by Provost, 2014)

Member, Search Committee for Associate Provost for Internationalization (appointed by Provost, 2013)

Member, University of Denver Committee on Assessment (appointed by the Provost, 2008-09, reappointed: 2010-2012)

Co-Chair, University of Denver Committee on Graduate and Professional Student Learning Outcomes (appointed by the Provost, 2008-2009)

Chair, University of Denver Sturm College of Law Committee on Assessment (2009-2012)

Chair, University of Denver Sturm College of Law Program in Workplace Law (2009-2010)

Chair, Ad Hoc Committee on Establishing a Workplace Law Program at DU (2006-2009)

Chair, Law School Policy Committee (Tenure & Promotion Committee) (2005-2006)

Member, Law School Policy Committee (Tenure & Promotion Committee) (2001-2002, 2003-2004, 2006-2007, 2008-2009, 2009-2010)

Chair, Law School Appointments Committee (2003-2004)

Member, Law School Appointments Committee (1991-1992, 1993-1994, 1996-1997, 1999-2000, 2001-2002, 2009-2010, 2011-2012)

Chair, Law School Faculty Development Committee (2007-2008)

Member, University of Denver Technology Council (2008-2009)

Member, University Planning Advisory Council (UPAC) (appointed by the Provost, 2002-2006)

Member, UPAC Learning Subcommittee (2002)

Co-Chair, Teachtech Initiative (2001-2002)

Member, Search Committee for University of Denver Associate Provost for Multicultural Affairs (2001)

Member, Curriculum Diversity Grant Committee (1995-2005)

Chair, Teaching Methods Subcommittee on Teaching & Learning, Law School Strategic Planning Committee (2001)

Member, Retreat Planning Committee (1998)

Co-Chair, Admissions Committee (1998-1999)

Chair or Co-Chair, Faculty Development Committee (1995-1999)

Faculty Advisor, D.U. Latino Law Student Association (1990-2010, 2017-present)

Faculty Advisor, Employment Law Association Student Chapter (2006-2014)

Faculty Advisor, D.U. Disability Law Society (1995-2000)

Faculty Advisor, ACLU Student Chapter (1996-1998)

Faculty Advisor, NELA Student Chapter (1998-2001)

### **COMMUNITY SERVICE & MEMBERSHIPS**

District of Columbia Bar (1985) (currently inactive)

State of Michigan Bar (1990) (currently inactive)

Bar of the United States Court of Appeals for the Fifth Circuit (1987)

Bar of the United States Court of Appeals for the Tenth Circuit (1993)

Bar of the United States District Court for the District of Columbia (1985)

American Law Institute (ALI):

Member (2007 - Present)

Members Consultative Group, Employment Law (2008-2014)

Denver Urban Debate League:

Co-Founder & Co-Chair Advisory Board, 2007 - 2015

Advisory Board Member, 2007 - Present

Association of American Law Schools (AALS):

Executive Committee, AALS Section on Civil Rights, 2018-2019

Representative, AALS, ABA & NCBE Joint Working Group on the Bar Exam, 2003-

2005

Chair, AALS Section on Labor Relations and Employment Law, 2002

Chair-Elect, AALS Section on Labor Relations and Employment Law, 2001

Secretary, AALS Section on Labor Relations and Employment Law, 2000

Member, Standing Committee on Bar Admission and Lawyer Performance, 1999-2002

Member, Planning Committee, Annual Meeting Workshop on Work, Workers  
and the 21<sup>st</sup> Century, 1998-1999

American Bar Association (ABA):

Member, Provisional Accreditation Site Inspection Team for Eugenio Maria de Hostos  
Law School, Mayaguez, Puerto Rico (October 2006)

Member (since 1985)

Society of American Law Teachers (SALT):

Board Member, 2001-2003

Co-Chair, Affirmative Action Committee, 2008-2011

Member, SALT Committee on the Bar Exam, 2003-2004

Law & Society Association (LSA):

Chair, Committee on Conditions of Work, 2003

Member, Committee on Conditions of Work, 2002, 2004

Latino/a Critical Legal Theory Conference (LatCrit):

Treasurer, Latina and Latino Critical Legal Theory, Inc., 2006-2010

Secretary, Latina and Latino Critical Legal Theory, Inc., 2000-2005

Chair, Planning Committee for LatCrit V Conference (Denver, Colorado), 1999 - 2000

Member, Planning Committee for LatCrits IV-XII, XV Conferences, 1998 - 2007, 2010

Hispanic National Bar Association:

Chair, Amicus Brief Committee Special Assignment: *Grutter* Brief, 2003

Chair, Amicus Brief Committee, 2000 - 2001

Vice-Chair, Amicus Brief Committee, 1999 - 2000

ACLU of Colorado Foundation:

Board Chairman, 1998 - 1999

Board of Directors, 1996 - 2000, 2006 - 2007

Legal Panel Chairman, 1995 - 1998

Stapleton Development Corporation:

Board of Directors, 1998 - 2002

Colorado State Personnel Board:

Vice Chair, 2008 - 2009

Member (appointed by Governor Ritter with the advice and consent of the State Senate),  
2007- 2009

Colorado Unity:

Founding Member, 1995  
Executive Committee, 2005 - 2009

Colorado Hispanic Bar Association:

Board of Directors, 1996 - 1998, 2001 - 2003  
Public Policy Committee Co-Chair, 1996 - 1998

Housing for All (The Metro Denver Fair Housing Center):

Board of Directors, 1993 - 1996  
Legal Panel Chairman, 1995 - 1997

Labor & Employment Research Association (LERA)

American Association of University Professors (AAUP)

Association of American Colleges and Universities (AAC&U)

**EDUCATIONAL DEGREES**

Catholic University of America Law School -- J.D., 1985

The George Washington University -- B.A., 1982 (Double Major: Political Science & Speech)

**EDUCATIONAL HONORS & ACTIVITIES**

Catholic University of America Law School

*Top 15% of class*

Awards:

Law School Alumni Society Award (for class rank and school activities)  
Corpus Juris Secundum Award (for student leadership)

Law Review:

*Editor-in-Chief*, 1984-1985 (Volume 34)  
Staff Member, 1983-1984

Moot Court:

Vice-Chancellor, Moot Court Board, 1983-1984  
1st Place, Mock Trial Competition, 1985  
1st Place, Labor Law Competition, 1983

Best Oralist, Labor Law Competition, 1983

The George Washington University

Isaac Davis Award for Public Speaking, 1982

George F. Henigan Debate Scholarship, 1978 - 1982

National Debate Tournament, 1981 & 1982