

Curriculum Vitae

of

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Occupation and Address:

Associate Professor  
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Education:

B.A., University of California at Berkeley

LL.B., Stanford University School of Law

Courses Taught:

Employment Discrimination Law

Employment Law

Ethics at Work (a course on ethics for the individual)

Labor and Employment Law

Legal Writing (in the Cornell Law School)

Liberty and Justice For All (a course on ethics in society)

My Brother's Keeper: Philanthropy and Voluntarism

Union Democracy

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Publications:

"Disparate Impact Under the Age Discrimination in Employment Act of 1967," 25 BERKELEY JOURNAL OF EMPLOYMENT AND LABOR LAW 1 (2004), reprinted as chapter 11 in *20 Civil Rights Litigation and Attorney Fees Annual Handbook* (West, 2004)  
<http://digitalcommons.ilr.cornell.edu/cbpubs/12>

"Some Recent Developments in Federal and State Labor and Employment Law," L & E NEWSLETTER of the Labor and Employment Law Section of the New York State Bar Association, v. 28, No. 4 (Winter: 2003)  
<http://digitalcommons.ilr.cornell.edu/cbpubs/13>

Chapter III, "The Law of Labor Relations," in *A Guide to Sources of Information on the National Labor Relations Board*, Gordon T. Law, Jr., ed. (Routledge, New York: 2002)

Chapter IV, "Finding NLRB and Related Court Decisions," in *A Guide to Sources of Information on the National Labor Relations Board*, Gordon T. Law, Jr., ed. (Routledge, New York: 2002) (with Suzanne Cohen)

"Towards a Unified Theory of the Law of Employment Discrimination," 22 BERKELEY JOURNAL OF EMPLOYMENT AND LABOR LAW 175 (2001)  
<http://digitalcommons.ilr.cornell.edu/cbpubs/14>

*An Introduction to the Law of Employment Discrimination*, 2d ed. (ILR Press, Cornell University, Ithaca, NY: 2001)

*An Introduction to Labor Law, Revised* (ILR Press, Cornell University, Ithaca, NY: 1998)

"Employment Discrimination Law and the Assumption of Equality," *New Approaches to Employee Management*, volume 2, David M. Saunders, ed. (JAI Press, Greenwich, CN: 1994)

*An Introduction to the Law of Employment Discrimination* (ILR Press, Cornell University, Ithaca, NY: 1993)

"A Spring of Discontent," ILR REPORT, v. XXVII, No. 2 (Spring: 1990)

*An Introduction to Labor Law* (ILR Press, Cornell University, Ithaca, NY: 1989)

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"The Effect of Interests on Law Making under Title VII of the Civil Rights Act of 1964,"  
18 UNIVERSITY OF CALIFORNIA AT DAVIS LAW REVIEW 721  
(1985)

"Griggs' Folly: An Essay on the Theory, Problems and Origin of the Adverse Impact  
Definition of Employment Discrimination and a Recommendation for Reform," 7  
INDUSTRIAL RELATIONS LAW JOURNAL 429 (1985)

Chapter 34, "Judicial Review and Enforcement," in *The Developing Labor Law*, 2d ed.  
Charles J. Morris, ed. (BNA Books, Washington, DC: 1983)

*A Dialogue on Comparable Worth* (ILR Press, Cornell University, Ithaca, NY: 1983)

"A Tale of Two Amendments: The Reasons Congress Added Sex to Title VII and Their  
Implications for the Issue of Comparable Worth," 19 DUQUESNE LAW REVIEW 453 (1981)  
<http://digitalcommons.ilr.cornell.edu/cbpsubs/11>

"Of Giving and Taking: Applications and Implications of *City of Los Angeles v. Manhart*,"  
65 VIRGINIA LAW REVIEW 663 (1979)

"Equality of Opportunity in Retirement Funds," 9 LOYOLA OF LOS ANGELES LAW REVIEW 596  
(1976)

*Some Terms From Liberian Speech, Revised* (a dictionary of Liberian English and customs)  
(U.S. Peace Corps., Monrovia, Liberia: 1971)  
<http://digitalcommons.ilr.cornell.edu/cbpsubs/10>

### Works in Progress

*A Student's Introduction to Legal Reasoning*, a book

"The Origins of Disparate Impact," an article

### Awards:

Schering-Plough Award for Exemplary Teaching, 1996

MacIntyre Award for Exemplary Teaching, 2006