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**University of Tennessee College of Law**  
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***PROFESSIONAL EMPLOYMENT***

**University of Tennessee College of Law, Knoxville, Tennessee**

- Williford Gragg Distinguished Professor of Law, January 2019 - present
- Associate Dean for Academic Affairs, January 2015 – December 2019
- Professor of Law, August 2012 - present
- Associate Professor of Law, August 2007-2012

**Oklahoma City University School of Law, Oklahoma City, Oklahoma**

- Associate Professor of Law, Fall 2005-Spring 2007
- Assistant Professor of Law, August 2002-05

**West Virginia University College of Law, Morgantown, West Virginia**

- Lecturer, August 1999-May 2002
- Director, Academic Support Program, August 2001-May 2002

**Step toe & Johnson, Clarksburg, West Virginia**

- Associate, Labor & Employment Section, 1998-99

***COURSES TAUGHT***

- |                  |                               |                          |
|------------------|-------------------------------|--------------------------|
| - Torts I & II   | - Professional Responsibility | - Employment Law         |
| - Disability Law | - Employment Discrimination   | - Employment Law Seminar |
| - Contracts II   | - Legal Research & Writing    | - Legal Analysis         |

***PUBLICATIONS***

**Books and Book Chapters**

PROFESSIONAL RESPONSIBILITY IN THE LIFE OF THE LAWYER (with Carl A. Pierce, Judy M. Cornett, Paula Schaefer, & Cassandra Burke Robertson) (West) (1<sup>st</sup> & 2<sup>nd</sup> edition).

TORTS: A MODERN APPROACH (Carolina Academic Press) (forthcoming 2020) (with Teri Baxter)

ADVANCED TORTS: A CONTEXT AND PRACTICE CASEBOOK (with Meredith Duncan) (Carolina Academic Press) (2<sup>nd</sup> edition forthcoming 2020)

Developing Professional Skills: Professional Responsibility (West) (2018) (with Paula Schaefer).

*The Troublemaker's Friend: Retaliation Against Third Parties and the Right of Association in the Workplace*, in PROCEEDINGS OF THE 60TH ANNUAL NYU LAW CONFERENCE ON LABOR: RETALIATION AND WHISTLEBLOWERS (2008).

### **Articles**

*Abolishing the Suicide Rule*, 113 NORTHWESTERN LAW REVIEW 767 (2019).

*Retaliation Backlash*, 93 WASHINGTON LAW REVIEW 716 (2018).

*The Lawyer as Public Figure for First Amendment Purposes*, 57 BOSTON COLLEGE LAW REVIEW 1543 (2016).

*Employment Discrimination in the Legal Profession: A Question of Ethics?*, 2016 UNIVERSITY OF ILLINOIS LAW REVIEW 445.

*Reasonable Accommodation as Professional Responsibility, Reasonable Accommodation as Professionalism*, 47 UC DAVIS LAW REVIEW 1753 (2014).

*The Forgotten Role of Consent in Defamation and Employment Reference Cases*, 66 FLORIDA LAW REVIEW 79 (2014).

*Lawyers Intentionally Inflicting Emotional Distress*, 42 SETON HALL LAW REVIEW 55 (2012).

*Employment Retaliation and the Accident of Text*, 90 OREGON LAW REVIEW 525 (2011).

*The Freewheelin' Judiciary: A Bob Dylan Legal Anthology*, 39 FORDHAM URBAN LAW JOURNAL 1363 (2011).

*Attorney Deceit Statutes: Promoting Professionalism Through Criminal Prosecutions and Treble Damages*, 44 UC DAVIS LAW REVIEW 413 (2010).

*Viva State Employment Law! State Law Retaliation Claims in a Post-Crawford/Burlington Northern World*, 77 TENNESSEE LAW REVIEW 253 (2010).

*Attorney-Client Fee Agreements That Offend Public Policy*, 61 SOUTH CAROLINA LAW REVIEW 287 (2009).

*Whistleblowing Attorneys and Ethical Infrastructures*, 68 MARYLAND LAW REVIEW 786 (2009).

*Retaliatory Discharge and the Ethical Rules Governing Attorneys*, 79 UNIVERSITY OF COLORADO LAW REVIEW 1045 (2008).

*The Troublemaker's Friend: Retaliation Against Third Parties and the Right of Association in the Workplace*, 59 FLORIDA LAW REVIEW 931 (2007).

*[Insert Song Lyrics Here]: The Uses And Misuses Of Popular Music Lyrics In Legal Writing*, 64 WASHINGTON & LEE LAW REVIEW 531 (2007).

*(Whatever Happened To) The ADA's "Record of" Prong(?)*, 82 WASHINGTON LAW REVIEW 669 (2006).

*"If the Train Should Jump the Track ...": Divergent Interpretations of State and Federal Employment Discrimination Statutes*, 40 GEORGIA LAW REVIEW 469 (2006).

*Attorney Liability for Tortious Interference: Interference with Contractual Relations or Interference with the Practice of Law?*, 18 GEORGETOWN JOURNAL OF LEGAL ETHICS 471 (2005).

*Tortious Interference and the Business of Law*, 36 ST. MARY'S LAW JOURNAL 925 (2005) (invited contribution to symposium).

*State Anti-Discrimination Law as a Model for Amending the Americans with Disabilities Act*, 65 UNIVERSITY OF PITTSBURGH LAW REVIEW 597 (2004).

*"Stop Me Before I Vote for this Judge Again": Judicial Conduct Organizations, Judicial Accountability, and the Disciplining of Elected Judges*, 106 WEST VIRGINIA LAW REVIEW 1 (2003).

*The ADA's Reasonable Accommodation Requirement and "Innocent Third Parties,"* 68 MISSOURI LAW REVIEW 863 (2003).

*An Historical Perspective on Judicial Selection Methods in Virginia and West Virginia*, 18 JOURNAL OF LAW & POLITICS 691 (2002).

*The Disconnect Between At-Will Employment and Tortious Interference with Business Relations: Rethinking Tortious Interference Claims in the Employment Context*, 33 ARIZONA STATE LAW JOURNAL 491 (2001).

*Tortious Interference With Contractual Relations: The Other White Meat of Employment Law*, 84 MINNESOTA LAW REVIEW 863 (2000).

*A Good Walk Spoiled: Casey Martin and the ADA's Reasonable Accommodation Requirement in Competitive Settings*, 77 OREGON LAW REVIEW 1337 (1998).

*Note, Addressing the Cloud Over Employee References: A Survey of Recently Enacted State Legislation*, 39 WILLIAM & MARY LAW REVIEW 177 (1997).

### **Essays and Shorter Works**

*Retaliation and the Unreasonable Judge: A Response to Professor Sperino*, 67 FLORIDA LAW REVIEW FORUM 202 (2016).

*Finding New Inspiration in the ADAAA*, HOUSTON LAW REVIEW: OFF THE RECORD (2015).

*What is Even More Troubling About the "Tortification" of Employment Discrimination Law*, 76 OHIO STATE LAW JOURNAL FURTHERMORE (2015).

*Diminishing Retaliation Liability*, NYU LAW REVIEW ONLINE (April 2013) (with Sandra Sperino).

*Professionalism and Matthew Shardlake*, 59 UCLA LAW REVIEW DISCOURSE 86 (2012).

Article, *Focusing Your Firm on Ethics: Responsibility for a Culture of Ethical Practice and Behavior*, Tennessee Bar Journal, December 2009.

*Introducing the New and Improved Americans with Disabilities Act: Assessing the ADA Amendments Act of 2008*, 103 NORTHWESTERN UNIVERSITY LAW REVIEW COLLOQUY 217 (2008).

## **EDUCATION**

**J.D., May 1998, William and Mary School of Law**, Williamsburg, Virginia  
Topics & Research Editor, *William & Mary Law Review*

**B.A., cum laude, May 1991, James Madison University**, Harrisonburg, Virginia  
Political Science major, History minor

## **SELECTED AWARDS, RECENT PRESENTATIONS & PROFESSIONAL ACTIVITIES**

### **Awards and Recognitions**

Bass, Berry & Simms Award for Outstanding Service to the Bench and Bar, 2014, University of Tennessee College of Law.

Carden Award for Outstanding Achievement in Scholarship, 2013, University of Tennessee College of Law.

Harold C. Warner Outstanding Teacher Award, 2011, University of Tennessee College of Law.

Carden Award for Outstanding Service to the Institution, 2009, University of Tennessee College of Law.

W. Allen Separk Faculty Scholarship Award, 2007, University of Tennessee College of Law.

Nominee, L.R. Hesler Award for Excellence in Teaching and Service (University-Wide), 2016, University of Tennessee.

Nominee, University Research & Creative Achievement Award (University-Wide), 2014, University of Tennessee.

Finalist, Chancellor's Excellence in Teaching Award (University-Wide), 2013, University of Tennessee.

Finalist, Alumni Outstanding Teacher Award (University-Wide), 2013, University of Tennessee.

### **Selected Presentations**

Tennessee Department of Environment and Conservation, Environmental Show of the South, Ethics Update 2019, Chattanooga, TN, May 15, 2019.

Y-12 National Security Complex, *The Ethics of Saul Goodman*, National Nuclear Security Administration General Counsel's Annual Training Session, Oak Ridge, TN, Oct. 10, 2018.

Law and Business Tech Conference: Cybersecurity, Blockchain and Electronic Transactions, *Legal Ethics Issues Involving Technology in the Practice of Law*, University of Tennessee College of Law, Sept. 21, 2018.

Southeastern Association of Law Schools, *Retaliation Backlash*, Trends & Developments in Anti-Retaliation Law, Boca Raton, Florida, August 2, 2017.

*The Lawyer as Public Figure for First Amendment Purposes*, International Legal Ethics Conference, Fordham Law School, July 15, 2016.

Institute for Law Teaching and Learning, *Integrating and Assessing Lawyering Skills in the 1L Curriculum*, Washburn University School of Law, June 10, 2016.

Southeastern Association of Law Schools, Panelist, *Current Issues in Whistleblower Protection*, Boca Raton, Florida, July 30, 2015.

Warns-Render Labor & Employment Law Institute, *Employment Discrimination in the Practice of Law: A Question of Ethics?*, University of Louisville, June 11, 2015.

*A Billy Joel Legal Anthology*, Billy Joel and the Law Conference, Touro Law Center, March 22, 2015.

*Reasonable Accommodation as Professional Responsibility, Reasonable Accommodation as Professionalism*, International Legal Ethics Conference, London, England, July 12, 2014.

*Diversity in the Practice of Law: A Question of Business or a Question of Ethics?*, International Legal Ethics Conference, London, England, July 12, 2014.

*Legal Ethics and Discrimination: Navigating Bias in the Practice of Law*, Lincoln Memorial University, Duncan School of Law, April 11, 2014.

### **Professional Activities**

Member, Tennessee, Virginia (inactive status) and West Virginia (inactive status) State bars.

Contributing Editor, JOTWELL, Labor & Employment Law Section.

"Schooled in Ethics," a Monthly Column in *Dicta*, the Knoxville Bar Association monthly publication (with Judy Cornett and Paula Schaefer), 2010- present.

Lecturer, BARBRI, Tennessee Professional Responsibility, June 2011- present.

Co-author (with Paula Schaefer), Amicus Curiae Brief of Law Professors Alex Long and Paula Schaefer in Support of Appellant, *Aoki v. Aoki*, in the New York Court of Appeals, APL-2015-00052.

Co-author (with Sandra Sperino), Amicus Curiae Brief of Employment Law Professors in Support of Petition for a Writ of Certiorari, *Ketterer v. Yellow Transportation Co.*, in the United States Supreme Court, No. 11-1361.

Judge and Moderator, Ethics Bowl 2010-2018, Knoxville Bar Association.

Expert Reviewer, National Conference of Board Examiners, 2005.

Member, Subcommittee of the Oklahoma Bench & Bar Committee Addressing the Ramifications, if Any, of *Minnesota v. White* On Judicial Campaign Speech in Oklahoma, 2003-05.