

# Bradley A. Areheart

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## research interests

arbitration, labor law, discrimination theory, disability law  
employment discrimination, social movements, genetics

## appointments

### UT College of Law

2020– Professor of Law  
2016–20 Associate Professor of Law (with tenure)  
2012–16 Associate Professor of Law

antidiscrimination seminar • contracts • disability law  
employment discrimination • employment law • labor law  
*Certifications:* inclusive teaching; asynchronous course design and implementation

### Harvard Law School Project on Disability

2017–18 Associated Colleague

### Stetson University College of Law

2010–12 Bruce R. Jacob Visiting Assistant Professor  
contracts • disability law • health law • intellectual property

## articles

- 2024 **The Bias Presumption**  
112 GEORGETOWN LAW JOURNAL (with Dave Hall) (forthcoming)
- 2020 **Organizational Justice and Antidiscrimination**  
104 MINNESOTA LAW REVIEW 1921
- Featured in Ifeoma Ajunwa, *Can We Trust Corporate Commitments to Racial Equity?*, FORBES, at <https://www.forbes.com/sites/ifeomaajunwa/2021/02/23/can-we-trust-corporate-commitments-to-racial-equity/?sh=41f67a4222cf> (Feb. 23, 2021)
- 2019 **GINA, Big Data, and the Future of Employee Privacy**  
128 YALE LAW JOURNAL 710 (with Jessica Roberts)
- Reviewed by Matthew Bodie, *The Unexpected Virtue of Congressional Ignorance*, JOTWELL, at <https://worklaw.jotwell.com/the-unexpected-virtue-of-congressional-ignorance> (Dec. 7, 2020)
- 2017 **The Symmetry Principle**  
58 BOSTON COLLEGE LAW REVIEW 1085

- 2016 **Accommodating Pregnancy**  
67 ALABAMA LAW REVIEW 1125
- Reviewed by Joseph Seiner, *Pregnancy, Accommodation, and the Workplace*, JOTWELL, at <https://worklaw.jotwell.com/pregnancy-accommodation-and-the-workplace> (Dec. 1, 2016)
- 2015 **The Disability-Employability Divide: Bottlenecks to Equal Opportunity**  
113 MICHIGAN LAW REVIEW 877 (with Michael Stein)
- 2015 **Integrating the Internet**  
83 GEORGE WASHINGTON LAW REVIEW 449 (with Michael Stein)
- 2014 **Accommodating Every Body**  
81 UNIVERSITY OF CHICAGO LAW REVIEW 689 (with Michael Stein, Anita Silvers, & Leslie Francis)
- 2012 **The Anticlassification Turn in Employment Discrimination Law**  
63 ALABAMA LAW REVIEW 955
- 2012 **GINA, Privacy, and Antisubordination**  
46 GEORGIA LAW REVIEW 705
- 2011 **Disability Trouble**  
29 YALE LAW & POLICY REVIEW 347
- 2008 **When Disability Isn't "Just Right": The Entrenchment of the Medical Model of Disability and the Goldilocks Dilemma**  
83 INDIANA LAW JOURNAL 181
- 2006 **Intersectionality and Identity: Revisiting a Wrinkle in Title VII**  
17 GEORGE MASON UNIVERSITY CIVIL RIGHTS LAW JOURNAL 199

## books & shorter pieces

- 2025 **Tennessee Employment Law** (Lexis/Matthew Bender & Co.) (forthcoming)
- 2024 **Labor Law: Collective Bargaining in a Free Society** (with Richard A. Bales and Rafael Gely) (8th ed. West Academic) (forthcoming)
- 2024 **Arbitral Third-Party Subpoenas**, *in* U.S. ARBITRATION LAW AT THE FEDERAL ARBITRATION ACT'S CENTENARY: SUCCESSES, FAILURES, AND A ROADMAP FOR REFORM (Jill Gross & Rick Bales eds., Cambridge University Press) (forthcoming)
- 2023 **Labor Law**, Office Hours (Study Aid), West Academic  
**Disability Law**, Office Hours (Study Aid), West Academic
- 2022 **Employment Law**, Office Hours (Study Aid), West Academic  
**Employment Discrimination**, Office Hours (Study Aid), West Academic
- 2020 **Commentary, Young v. UPS, 135 S. Ct. 1338** *in* FEMINIST JUDGMENTS: REWRITTEN EMPLOYMENT DISCRIMINATION OPINIONS (Ann McGinley & Nicole Porter eds.)
- 2012 **Becoming a Law Professor**, University of Texas School of Law, Career Services, <https://law.utexas.edu/careers/academic/advice-on-becoming-a-law-professor/>
- 2007 **Regulating Cyberbullies Through Notice-Based Liability**  
117 YALE LAW JOURNAL POCKET PART 41

## selected honors and awards

- 2024 Excellence in Teaching Award  
UT Haslam College of Business (MS in Management and Human Resources) award that “recognizes a faculty member for excellence in the classroom and commitment to academic excellence, innovation in curriculum

and delivery, and student engagement and learning.”

- 2023 Carden Award for Outstanding Achievement in Scholarship  
UT College of Law award given to a faculty member for career achievement in scholarship
- 2023 Member (by election), Labor Law Group  
An invitation-only organization of law professors dedicated to producing quality scholarship and teaching materials on labor and employment law.
- 2022, 2021, 2018 Peer Reviewer, Yale Law Journal
- 2022, 2021, 2020, 2019, 2018 Peer Review Board Member, Northwestern University Law Review
- 2021, 2020, 2019 Peer Reviewer, Stanford Law Review
- 2020 Wilkinson Junior Research Professor  
UT College of Law award given to a faculty member (in their first 10 years of teaching) who has engaged in “prolific and outstanding scholarship.”
- 2019 Top Cited Scholar for College of Law (over prior 5-year period)  
Office of Research & Engagement, University of Tennessee-Knoxville
- 2021, 2017, 2016 Peer Reviewer, Cambridge University Press
- 2017 Second Annual Michael J. Zimmer Memorial Award  
National award selected by other law professors; given to “a rising scholar who values workplace justice and community, and who has made significant contributions to labor and employment law scholarship.”
- 2016 Inaugural Wilkinson Junior Research Professor  
UT College of Law award given to a faculty member (in their first 10 years of teaching) who has engaged in “prolific and outstanding scholarship.”

## education

- 2005 JD with honors, **University of Texas School of Law**  
Texas Law Review  
Research Assistant, Professor Wendy Wagner  
Research Assistant, Professor Karen Engle  
Teaching Assistant, Dean William Powers
- 2001 BA cum laude, **Baylor University**  
Major in Philosophy

## experience

- UT Haslam College of Business**  
Knoxville, TN
- 2019– Teach Legal & Ethical Issues in Management course as part of the M.S. in Management & Human Resources program
- 2020, 2021 Taught modules on assessing legal risk in the Executive MBA for Strategic Leadership
- 2016–20 Taught modules on contracts and employment law in the Aerospace & Defense MBA program
- 2008–10 **DLA Piper**  
Associate, Austin, TX
- 2006–08 **Jenner & Block**  
Associate, Dallas, TX
- 2005–06 **Naman, Howell, Smith & Lee**

- Associate, Waco, TX
- 2004 **United States District Court for the District of South Carolina**  
Judicial Intern, Chambers of Chief Judge Joseph Anderson
- 2003 **Texas Supreme Court**  
Judicial Intern, Chambers of Chief Judge Thomas Phillips
- 2001–02 **Lake Air Middle School**  
English Teacher and Athletic Coach, Waco, TX

## professional organizations

Society of Federal Labor and Employee Relations Professionals, Knoxville Bar Association, American Bar Association, Federal Mediation and Conciliation Service, Labor and Employment Relations Association, Tennessee Employment Relations Research Association, American Arbitration Association

## national service

- American Association of Law Schools**
- 2018–19 Member, AALS Scholarly Papers Committee  
2016–17 Chair, AALS Employment Discrimination Section  
2015–16 Chair, AALS New Law Professors Section  
Executive Committee Member
- Scholarship Section (2018–2020)
  - Disability Law Section (2012–2021)
  - Labor Relations and Employment Law Section (2012–2020)
  - Employment Discrimination Section (2016–2020)
  - New Law Professors Section (2015–2018)
- Southeastern Association of Law Schools**
- 2015–19 Co-Chair, Prospective Law Teachers Workshop Committee  
2014–19 Member, SEALS Scholarly Research Committee
- 2016–20 Judge, Louis Jackson National Student Writing Competition (Labor & Employment Law)  
2015–17 Judge, Jameson Crane Writing Competition (Disability Law)

## university service

### UT College of Law

Mentor to Untenured Faculty (2016–17, 2017–18, 2019–20, 2023-24)  
Admissions Committee (2014–15, 2023-24)  
Promotion Committee for Z. Buck (2023–24)  
Co-Chair, Executive Education & Non-JD Committee (2022–23, 2023-24)  
Academic Standards (2022–23)  
Strategic Planning (2022–23)  
Faculty Development Committee (2013–14, 2015–16, 2016–17, 2017–18, 2019–20, 2020–21, 2021–22)  
Community & Inclusion (2021–22)  
Career Services and Student Professional Development (2012–13, 2013–14, 2020–21)  
Advisor, Tennessee Journal of Law & Policy (2016–17, 2017–18, 2018–19, 2019–20)  
Academic Support/Bar Passage Committee (2017–18)  
Appointments Committee (2016–17)  
Innovation Committee (2015–16)

## University of Tennessee

Intercollegiate Tenure Review Committee (2023–)

Title IX Hearing Officer (2020–)

Faculty Fellow for Technology-Enhanced Teaching (2020–21)

UTK Action Collaborative (2019–22), 3-year appointment, with monthly meetings, directed at systematically addressing sexual harassment in the academic environment.

Senator, Faculty Senate (2018–21), 3-year appointment, with monthly meetings.

University Appeals Committee (2018–19, 2019–20, 2020–21)

Junior Faculty Fellow (2014–15, 2015–16)

Accessibility Faculty Focus Group (2015–16)

## selected presentations, workshops, & media\*

\* Last 3 years shown. A full list is available upon request.

2023 Panelist, *Labor & Employment Arbitration*, Arbitration Symposium at University of Tennessee College of Law (Sept. 2023)

Panelist, *Cutting Edge Issues in Labor Arbitration*, Tennessee Labor Management Conference (Sept. 2023)

Speaker, *Introduction to the NLRA*, Tennessee Labor Management Conference (Sept. 2023)

Speaker, *Labor Law Update: Recent SCOTUS and 11th Circuit Court Cases*, Georgia Labor Management Conference (June 2023)

Panelist, *Arbitration Topics Discussion*, Labor and Employment Relations Association Annual Conference (June 2023)

2022 *The Privilege Gap*, Labor Law Group, San Diego Law School (December 8, 2022)

*The Privilege Gap*, Seventeenth Annual Colloquium on Current Scholarship in Labor and Employment Law, Vanderbilt Law School (October 21, 2022)

Panelist, *Cutting Edge Issues in Labor Arbitration*, Tennessee Labor Management Conference (Sept. 2022)

Moderator, *Best Papers: Discrimination*, Labor Employment Relations Association (LERA) Annual Conference (June 4, 2022)

*Interviewed for and quoted in:* Josh Eidelson, *Yes, You Can Still be Fired for Being Fat*, BLOOMBERG, <https://www.bloomberg.com/news/features/2022-03-15/weight-discrimination-remains-legal-in-most-of-the-u-s> (Mar. 15, 2022)

*Engagement Strategies in Asynchronous Courses*, University of Tennessee-Knoxville, Online Teaching and Leadership Series Brown Bag Fridays (Jan. 2022)

*The Privilege Gap* (with Jessica Roberts), invited talk, Faculty Workshop, University of Houston Law Center (Jan. 2022)

2021 *Interviewed for and quoted in:* Douglas Ray, *Considering a Religious Objection to Vaccination? Here's What You Need to Know*, THE GAINESVILLE SUN, <https://www.gainesville.com/story/news/2021/10/28/who-qualifies-opt-out-vaccine-mandate-over-religious-belief/6179359001/> (Oct. 28, 2021)

*Privacy Norms in an Age of Pandemics*, SEALS Annual Conference (July 2021)

## bar membership

2005 Texas