

# BARRAN LIEBMAN<sup>LLP</sup>

A T T O R N E Y S

Employment | Labor | Benefits | Higher Education  
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## PAULA A. BARRAN

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Paula Barran, a founding Partner at Barran Liebman LLP, has been practicing labor and employment law since 1980. She has written extensively on management law and is a national speaker and trainer. In addition to providing employer advice, Paula handles employment litigation in state and federal courts, labor disputes, and employment arbitrations. Additionally, she develops and presents “train the trainer” programs to introduce comprehensive and cost effective training programs into workplaces. Since the first publication of the *Oregon Super Lawyers Magazine* in 2006, Paula has repeatedly been named as a “Top Ten Lawyer” in Oregon. In 2008, 2010, and 2017, she was honored as the “Top Point Getter” for the year and was honored as the #2 Top Point Getter in 2016. Since 2003, Paula has been ranked #1 (with partners Ed Harnden and Rick Liebman) for Labor and Employment Law defense in the State of Oregon by *Chambers &*

*Partners USA*, America’s Leading Business Lawyers. She is also a fellow of The College of Labor and Employment Lawyers, a fellow of the American Bar Foundation, and has been named in *The Best Lawyers in America* directory since 1995. She is admitted to practice in Oregon, Washington and before the U.S. Supreme Court, U.S. Court of Appeals, Ninth Circuit, U.S. District Court, District of Oregon and U.S. District Court, Eastern and Western Districts of Washington.

Paula received her B.A. from the College of William and Mary, M.A. from Cornell University, Ph.D. from the University of British Columbia, J.D., with honors, from Osgoode Hall Law School at York University, and M.B.A. degree from the University of Oregon, Oregon Executive M.B.A. program. Paula has also earned an Association of Title IX Administrators Title IX Coordinator Certificate. In addition to her labor and employment practice, she represents colleges and universities on wide ranging compliance issues, including institutional obligations under Title VI, Title IX, and Violence Against Women Act.

### **Areas of Practice**

Affirmative Action Plans  
Americans with Disabilities Act  
Employment Law Advice  
Employment Leadership Training  
Employment Litigation  
Higher Education Compliance  
On-Site Employment Law Training  
Title IX Compliance Advice and Training

### **Litigation Experience**

Number of cases tried to a conclusion: 15-18  
Number of cases worked and settled: 300-400

**Litigation Experience (continued)**

Number of appeals argued: 7-8

The percentage of time devoted to trial and litigation matters, exclusive of mediation: 75%

The percentage of time devoted to other matters, e.g., mediation and other legal matters, trainings, charitable, community and public service, etc.: 25%

**Representative Matters**

Counsel, *Fawcett v. Willamette University*. Prevailed in a request for a preliminary injunction asserting a Title IX challenge to the decision of the university to eliminate a women's varsity sport.

Counsel, *Vejo v. Lewis and Clark*. Received a favorable ruling on summary judgment, dismissing nearly all claims of a graduate student who challenged the graduate program's decision to extend the duration of her academic program.

Counsel, *Baynton v. Port of Portland*. Represented the Port in litigation related to its 2004 reduction in force.

Counsel, *The Oregonian in Byer v. Oregonian*. Granted summary judgment on claims of wrongful termination, fraud, and retaliation and a defense verdict after a jury trial on claims of gender discrimination.

Counsel, *Rexam Graphics in AWPPW v. Rexam Graphics*. Judgment was granted in favor of our client in a suit to vacate an arbitration award under a labor agreement.

Co-counsel, *Bonnichsen et al. v. U.S. Department of Army Corps of Engineers (Kennewick Man)*. Represented eight anthropologists opposing efforts by the U.S. Army Corps of Engineers to repatriate a 9,300-year-old skeleton and seeking study rights to the remains.

Counsel, *Nike v. City of Beaverton*. Represented the City in litigation over the largest public records request known to date.

Counsel. Favorable ruling from Department of Education Office for Civil Rights on student complaint of retaliation against Title IX Coordinator.

Counsel. Favorable ruling from Department of Education Office for Civil Rights on student complaint of harassment by faculty members.

Counsel. Achieved favorable resolution on various claims of student misspelled from professional school for academic reasons.

**Honors**

America's Top 100 Attorneys: Lifetime Achievement (2016-present)

*Oregon Super Lawyers Magazine*: #1 Point Getter (2008, 2010, 2017); #2 Top Point Getter (2016); Top 10 Oregon Super Lawyers (2006-present); Top 25 Women Oregon Super Lawyers (2006-present); Super Lawyer (2006-present)

*Human Resource Executive/Lawdragon 500*: Listed in 100 Most Powerful Corporate Employment Attorneys (2011-present)

*Chambers & Partners USA*: Ranked #1 for Labor & Employment Lawyers in Oregon (2003-present)

*The Best Lawyers in America*: Listed (2001-present)

*Portland Business Journal*: Orchid Award Recipient and Woman Executive of the Year, Entrepreneur Category Winner (2009)

**Professional Experience & Affiliations**

Portland Human Resource Management Association: General Counsel (2016)

National Association of Professional Women: Member (2015-present)

**Professional Experience & Affiliations (continued)**

Association of Title IX Administrators: Northwest Chapter Board of Directors, Member (2015-present); Member (2012-present)  
*Super Lawyers*: National Advisory Board (2014-present)  
 Education Law Association: Member (2014-present)  
 National Association of College and University Attorneys: Member (2013-present)  
 American Association of University Women: Member (2012-present)  
 Children's Cancer Association: Board Member (2009-present)  
 Canadian American Bar Association: Member (2009-present)  
 Oregon Symphony: Board of Directors (1992-1999, 2009-2015)  
 Oregon Women Lawyers: Rainmaking Mentoring Circle, Member (2012)  
 Portland State University: Employee and Labor Relations Course, Instructor (2007-2011)  
 College of Labor and Employment Lawyers: Fellow of the College (Inducted 2005)  
 Oregon State Bar: Chair (2001); Chair-Elect (1999-2000); Secretary (1998-1999); Treasurer (1997-1998); Labor & Employment Law Section, Executive Committee (1981-1997);  
 Willamette University: Labor Law, Adjunct Professor (2000-2001)  
 Society for Human Resources Management: Northwest Chapter, Counsel to the Board (1998-1999)  
 American Bar Association: Labor & Employment Section, Committee on Development of the Law Under the National Labor Relations Act; Associate Editor, Primary Chapter Editor, and Contributing Editor of *The Developing Labor Law* (1972-present)  
 Litigation Counsel of America: Senior Fellow  
 American Bar Foundation: Life Fellow  
 American Bar Association: Individual Employment Rights Section  
 Defense Research Institute  
 Pacific Printing and Imaging Association  
 Oregon State Bar: Labor Section  
 U.S. District Court of Oregon Historical Society: Member

**Representative Presentations**

Local Government Personnel Institute Annual Conference: "Employment Law Update," Presenter (8/10/17)  
 2017 Oregon CUPA-HR Spring Conference: "Recent Legal Developments," Presenter (3/31/17)  
 BOLI's 30th Annual Employment Law Conference: "Preparing for the Next Civil Rights Regulation: Transgender Rights in the Workplace," Presenter (11/23/16)  
 Athledify Webinar: "FLSA 2016: Changes for Athletics Departments," Presenter (10/25/16)  
 Barran Liebman Annual Seminar: "The Transcontinental Journey: Transgender Rights in the Workplace," Presenter (10/6/16)  
 2016 LGPI Annual Conference: "Annual Legal Update," Presenter (8/18/16)  
 SEAK 2016 National Worker's Compensation and Occupational Medicine Conference: "Marijuana in the Workplace: What Workers' Compensation and Occupational Health Professionals Need to Know," Presenter (7/22/16)  
 Northwest Association Title IX Administrators Webinar: "Lessons From the Doe Cases," Presenter (6/21/16)  
 Northwest Association of Title IX Administrators See Something Say Something- Preparing Your Campus for Title IX Conference: "Title VII, Title IX, FERPA, Legal Mandates," Presenter (5/23/16)

**Representative Presentations (continued)**

- American Association of Occupational Health Nurses (AAOHN) 2016 National Conference: “Medical/Recreational Marijuana and Workplace Issues: The Conflict Between Cannabis Use and Employee Safety,” Presenter (4/4/16)
- Associated Writing Programs (AWP) Conference & Book Fair: “We Have Your Interests at Heart: Teaching Memoir in the Era of Mandatory Reporting,” Panelist (3/31/16)
- 2016 Oregon CUPA-HR Spring Conference: “Recent Legal Developments,” Presenter (3/25/16)
- 2016 Oregon CUPA-HR Spring Conference: “Oregon Paid Sick Leave,” Presenter (3/25/16)
- Northwest Association of Title IX Administrators Fall 2015 Annual Conference: “Legal Mandates for K-12 through Higher Education,” Presenter (10/23/15)
- Athledify Masterminds Live Online: “A New Paradigm for Paying Part-Time Coaches: FLSA Law and Small College Athletics,” Presenter (10/20/15)
- 2015 Southern Oregon Occupational Safety & Health Conference: “Medical & Recreational Marijuana: A ‘Budding’ Workplace Safety Issue,” Presenter (10/14/15)
- Barran Liebman LLP Annual Seminar: “The Empire Strikes Back: Five Rebels, Five Stories, Five Lessons,” Presenter (9/24/15)
- Oregon State University Alumni Association: “Recreational Marijuana and the Workplace,” Presenter (8/5/15)
- Oregon State Bar Professional Liability Funds: “Employment Practices CLE,” Presenter (5/28/15)
- University of Oregon Professional Development Center: “Legal Triage,” Presenter (4/8/15)
- NW EEO/Affirmative Action Association: “Religion, Disability & Accommodation,” Presenter (2/12/15)
- CUPA-HR Fall Conference: “Hot Topics: Legal Updates for HR Professionals in Higher Ed,” Presenter (10/24/14)
- Barran Liebman LLP Annual Seminar: “Stairway to Heaven: Keeping the Faith at Work,” Presenter (9/25/14)
- Oregon Community Colleges Professional Development Conference: “Title IX,” Presenter (7/8/14)
- Barran Liebman Seminar: “Meeting the Training Obligations of the VEVRAA (Veterans) & 503 (Disability) Regulations: A New Train the Trainer Program for Federal Contractors,” Presenter (6/19/14)
- Portland Business Journal: “Bizwomen Mentoring Event,” Mentor (4/7/14)
- Rotary Club of Vancouver: “Why Sports Fans Everywhere Should Care About Title IX,” Presenter (11/13/13)
- Southwest Washington Society for Human Resource Management Annual Conference: “Leadership Lessons: Bridging the Gap,” Presenter (10/22/13)
- National Scholarship Providers Association Annual Conference: “Panel Presentation: Legal Whack-A-Mole Panel on Student Privacy and FERPA,” Presenter (10/16/13)
- National Human Resource Management Association 2013 Conference & Tradeshow: “Drugs In The Workplace: What Every Employer Needs To Know,” Presenter (10/11/13)
- Barran Liebman LLP Annual Seminar: “Managing Telework,” Presenter (9/26/13)
- Barran Liebman Breakfast Seminar: “Staying Out of the Tangled Web: The Internet’s Role in Recruitment and Hiring,” Presenter (7/9/13)
- Strategic HR Peer Groups Roundtable Discussion: “Misconduct Caused by Disabilities and Settling Disputes,” Presenter (6/11/13)
- Oregon Law Institute of Lewis & Clark 2013 Annual Employment Law Update: “Workplace Violence,” Presenter (5/31/13)

**Representative Presentations (continued)**

- Barran Liebman HR Roundtable: “Don’t Shoot the Messenger: When You Need to Deliver Difficult News,” Moderator (5/22/13)
- Portland Human Resource Management Association 2013 Strategic HR Management Conference: “Leadership Lessons: Bridging the Gap,” Presenter (5/15/13)
- Symantec Webinar: “eDiscovery,” Presenter (5/15/13)
- College and University Professional Association for Human Resources Oregon Chapter Spring Conference: “Keynote Presentation: HR’s Role within Title IX,” Presenter (4/5/13)
- United States Marshals Service Judicial Security Section: “Workplace Violence: Legal Issues,” Presenter (1/11/13)
- Willamette Valley Higher Education HR Consortium: “Discipline, Discharge & Documentation,” Presenter (11/2/12)
- Willamette Valley Higher Education HR Consortium: “How to Settle Cases & Complaints and Still Come Out Ahead,” Presenter (11/2/12)
- Portland Employer Drug-Free Initiative Breakfast Forum: “Marijuana: A Workplace Perspective,” Presenter (10/26/12)
- Annual Business Health Services Workplace Health & Safety Conference: “Bullying in the Workplace,” Presenter (10/17/12)
- Barran Liebman LLP Annual Seminar: “Bad Conduct Caused By a Disability,” Presenter (9/27/12)
- Local Government Personnel Institute’s 37<sup>th</sup> Annual Conference: “Recent Court Decisions for Public Employers,” Presenter (8/22/12)
- Southwest Washington Human Resource Management Association: “Settlement Strategies and Agreements,” Presenter (3/13/12, 3/21/12)
- Barran Liebman Breakfast Seminar: “How to Settle and Still Come Out Ahead,” Presenter (3/6/12)
- The Mark & Dave Show on KEX 1190: “Sexual Harassment in the Workplace,” Presenter (11/7/11)
- OARP Fall Conference: “Venturing Outside the Norm: Medicinal Marijuana in Oregon,” Presenter (10/14/11)
- Associated Oregon Industries Oregon Business Policy Forum: “Regulatory Reform,” Presenter (10/6/11)
- Barran Liebman LLP Annual Seminar: “Policies That Don’t Belong in Your Handbook,” Presenter (9/22/11)
- 36<sup>th</sup> Annual Local Government Personnel Institute Conference: “Everything I Know About Employment Law I Learned in Kindergarten: Lessons from the Supreme Court and Courts of Appeals,” Presenter (8/24/11)
- OPB’s Think Out Loud: “Whither Women of Wal-Mart,” Presenter (6/24/11)
- The Southwest Washington Human Resource Management Association (SWHRMA) Meeting: “Train the Trainer: Bullying in the Workplace,” Presenter (6/15/11)
- Public Risk Management Association Conference: “Genetic Information Nondiscrimination Act: An Employer’s Guide to Compliance,” Presenter (6/6/11)
- RIMS Education Day: “Medical Marijuana – Abuse and Key Legal Issues,” Presenter (6/1/11)
- Metro East Employer Council - Oregon Employment Department: “Workplace Bullying,” Presenter (4/5/11)
- The Oregon Governor’s Occupational Safety & Health (GOSH) Conference: “Drugs, Alcohol, and Medication in the Workplace, Workplace Violence, and Bullying in the Workplace,” Presenter (3/7/11-3/8/11)

**Representative Presentations (continued)**

- Southwest Washington Human Resources Management Association Luncheon Seminar: "Bullying In the Workplace," Presenter (1/11/11)
- Barran Liebman LLP 2010 Food For Thought Breakfast Seminar: "Train the Trainer Program: Bullying in the Workplace," Presenter (12/7/10)
- SAIF Webinar: "Back to Basics: An Update on HR & Employment Law Issues," Presenter (12/2/10)
- Oregon Employer Council Annual State Conference for Business: "Substance Abuse in the Workplace," Presenter (4/13/10)
- Barran Liebman LLP Food For Thought Breakfast Seminar: "Understanding the New Limitations of the Genetic Information Nondiscrimination Act," Presenter (12/1/09)
- Medford Chamber: "Workplace Substance Abuse," Presenter (11/9/09)
- Barran Liebman LLP Food For Thought Breakfast Seminar: "Train the Trainer: Training Supervisors About Leave Laws," Presenter (11/3/09)
- National Federation of Paralegal Associations: "Privacy and Security Issues for Employers," Presenter (10/29/09)
- Webinar with PPI: "Drugs, Alcohol & Medication - A Roadmap to a Clean & Sober Workplace," Presenter (10/22/09)
- NHRMA Conference: "Planning for Flu Season," Presenter (9/30/09)
- Barran Liebman LLP Annual Employment and Labor Law Seminar: "Avoidance and Early Resolution," Presenter (9/17/09)
- Gresham Chamber of Commerce: "Drugs, Crime & Medical Marijuana," Presenter (8/19/09)
- Northwest Workplace Violence Conference: "Drugs & Alcohol in the Workplace," Presenter (6/15/09)
- Professional Liability Fund Continuing Legal Education: "Mistakes to Avoid When Firing an Employee," Presenter (5/1/09)
- Oregon Employer Drug Free: "Managing Prescription Drugs & Medical Marijuana in the Workplace," Presenter (4/2/09)
- Central Oregon Breakfast Seminar: "Sexual Harassment in the Workplace," Presenter (1/13/09)
- Multnomah Bar Association YLS CLE: "Privacy and Confidentiality in the Workplace," Presenter (10/16/08)
- TOC Employers Conference: "Drugs, Alcohol, & Medications: A Roadmap to a Clean & Sober Workforce," Presenter (9/12/08)
- PNNA Conference: "How to Reduce Liability with Employee-Related Matters & Drugs and Alcohol in the Workplace," Presenter (9/11/08)
- Center for Research on Occupational and Environmental Toxicology (CROET) and Portland State University Substance Use and Safety in the Workplace: "Cooperative Programs: Legal Issues for Labor and Management," Presenter (11/2/07)
- National Restaurant Association Human Resources Executive Study Group Meeting: "Keep Drug and Alcohol Abuse off the Menu," Presenter (10/18/07)
- Local Government Personnel Institute: "A Supreme Court and Ninth Circuit Update," Presenter (10/4/07)
- Barran Liebman LLP Annual Employment and Labor Law Seminar: "How to Accommodate When Your Employee Has a Disability," Presenter (9/27/07)
- Oregon Self-Insured Employer Association: "Employment Legal Issues," Presenter (9/21/07)
- Associated General Contractors Summer Conference (with Judy Clark): "Update On 2007 Legislation," Presenter (8/17/07)

**Representative Presentations (continued)**

- Bend Chamber of Commerce Workdrugfree Employer Task Group: “Oregon Business Plan Drugfree Workforce Initiative,” Presenter (7/10/07)
- McMinnville Chamber of Commerce: “Drug and Alcohol Policies and Interactive Workshop,” Presenter (5/15/07)
- Classroom Law Project: “Sexual Harassment: From School to the Workplace,” Presenter (5/2/7)
- Bend Chamber of Commerce Workdrugfree Employer Task Group: “Workdrugfree Seminar for Manufacturing Businesses,” Presenter (4/26/07)
- SAIF Corporation (with Judi Croft) Workers’ Compensation Insurance Seminar - Salem, Oregon: “10(+) Reasons a Drug and Alcohol Policy Makes Good Business Sense,” Presenter (4/11/07)
- Kaiser On-The-Job, Work-Drug Free/Oregon Nurses Foundation; Portland Drug Safe Workplace: “Medical Marijuana and Other Employer’s Substance Abuse Legislative Initiatives: A Mid-Session Update,” Presenter (3/29/07)
- Prineville and Crook County Working Partners: “Developing or Strengthening a Drug Free Workplace Policy,” Presenter (3/16/07)

**Representative Publications**

- “Don’t Change Your Gender Neutral Bathroom Signs,” Barran Liebman Electronic Alert, February 23, 2017
- “Overtime Rule Put on Hold: What’s Next?,” *HR.com*, November 24, 2016
- “Breaking News: Judge Blocks New Overtime Rule,” Barran Liebman Electronic Alert, November 22, 2016
- Featured in “If I Knew Then...,” *Crain’s Seattle*, September 20, 2016
- Featured in “Q&A: What U.S. Department of Labor’s overtime-pay rule means for you,” *The Oregonian*, May 19, 2016
- “New Overtime Rules: Special Provisions for Employers in Higher Education,” Barran Liebman Electronic Alert, May 18, 2016
- “Employers May Need to Adjust Their EEOC Responses,” Barran Liebman Electronic Alert, March 1, 2016
- “Marijuana, Law, and the Workplace,” *Healthy Business Journal*, January/February 2016
- Featured in “Profiles in the Law: A Lifelong Love of Learning,” *Oregon State Bar Bulletin*, October 2015
- Featured in “National Association of Professional Women Inducts Paula Barran, Attorney, Barran Liebman LLP, Into its VIP Professional Woman of the Year Circle,” September 8, 2015
- Featured in “Setting Precedents: A Legal Odyssey,” *Mammoth Trumpet*, A Publication of Texas A&M University, Department of Anthropology
- “The Precedent-Setting Case of Kennewick Man,” *Kennewick Man: The Scientific Investigation of an Ancient American Skeleton*, Texas A&M University Press 2014
- “Be Careful With Your Releases,” Barran Liebman Electronic Alert, May 12, 2014; Republished by *Lexology*, May 12, 2014
- “What Today’s New Compensation Standards Mean For Employers,” Barran Liebman Electronic Alert, April 8, 2014; Reprinted in the *Governor’s Office of Diversity & Inclusion/Affirmative Action News*, April 15, 2014; Republished by *Lexology*, April 8, 2014
- “Boost Your Affirmative Action Compliance,” Barran Liebman Electronic Alert, March 26, 2014
- “Using the OFCCP for Outreach,” Barran Liebman Electronic Alert, March 24, 2014; Republished by *Lexology*, March 24, 2014

**Representative Publications (continued)**

- “EEOC Issues New Religion Guidance,” Barran Liebman Electronic Alert, March 10, 2014;  
 Republished by *Lexology*, March 10, 2014
- Quoted in “EEOC Steps Up Prosecution of Genetic Information,” *BenefitsProcom*, June 12, 2013
- “Off-Campus Harassment: Identifying the Geographic Reach of Title IX Compliance,” *URMLA Journal*, 2013
- Quoted in “How to Survive the eDiscovery Process,” *eCampus News*, April 29, 2013
- “Higher Ed Homework: Complying with VAWA,” Barran Liebman Electronic Alert, March 1, 2013
- Quoted in “Did a Baker Break the Law When He Denied Service to Same Sex Couple?,” *KATU News*, February 2, 2013
- “DOJ Issues Report on Campus Sex Crime Investigations,” Barran Liebman Electronic Alert, January 8, 2013
- “The EEOC's Uniform Guidelines on Employee Selection Procedures are Alive and Well (But What Does That Mean for Us?),” Barran Liebman Electronic Alert, December 10, 2012
- “Oregon Supreme Court Says Employees Have the Right to Pursue Grievances and Discrimination Complaints at the Same Time,” Barran Liebman Electronic Alert, November 30, 2012
- “New College & University Child Abuse Reporting Law Takes Effect January 1,” Barran Liebman Electronic Alert, November 26, 2012
- “Discrimination Claims in Oregon,” *Torts* Published by the Oregon State Bar, Chapter Co-Author, 2012 Revision
- “Recreational Marijuana in Washington: Now What?,” Barran Liebman Electronic Alert, November 7, 2012
- “NLRB Launches Webpage to Educate Employees About Protected Concerted Activity,” Barran Liebman Electronic Alert, June 21, 2012
- “Retaliation Can Happen on the Friends and Family Plan,” *Portland Business Journal*, February 3, 2012
- “NLRB Throws Employers Curveball regarding Arbitration Agreements,” Barran Liebman Electronic Alert, January 9, 2012
- “Ninth Circuit Rules That Employers are Not Required to Accommodate Employees to Help Them Become Qualified for Their Jobs,” Barran Liebman Electronic Alert, December 9, 2011
- Quoted in “Black Friday Midnight Sales Might Be Outlandish, But Not Illegal,” *BrieflyLegalPDX*, November 25, 2011
- “Update Your Offer Letters to Include Mandatory Procedures and Notices for Employee Arbitration Agreements,” Barran Liebman Electronic Alert, August 31, 2011
- “Washington Supreme Court Rejects Appeal of Medical Marijuana Ruling: Employers are Not Obligated to Accommodate Users,” Barran Liebman Electronic Alert, June 9, 2011
- “Testing & Medical Marijuana,” *Healthy Business Journal*, January 2011-February 2011
- “Medical Marijuana Laws: Obstructing Congress?,” *The Journal of Global Drug Policy and Practice*, Spring/Summer 2010
- Monthly Column “Compliance Corner,” *Daily Journal of Commerce*, Rotating Months 2007-present
- “Medical Marijuana: Friend or Foe?,” *The Gresham Outlook*, September 2009
- “Taking Leave and Still Working?,” *Daily Journal of Commerce*, September 26, 2008
- “Companies Can Take Steps to Reduce the Cost of Litigation,” *Portland Business Journal*, September 26, 2008
- “Inside The Minds: Founding a Law Firm,” published by Aspatore Books, Contributing Author, 2008
- “Proceedings of the International Science Conference: Science in Archaeology,” published by Lulucom, Contributing Author, 2007



**Representative Publications (continued)**

- “Motions for Summary Judgment,” *2006 Trial Tactics Defense Litigation Manual*, 2006
- “Public Policy Challenges to Labor Arbitration Awards: Still a Safe Harbor for Silly Fact Finding?,” *Willamette Law Review*, Volume 38, Co-author, Spring 2002
- “Managing Reentry: Returning to the Interrupted Practice,” *The Professional Lawyer*, February 1996
- “Individual Rights in a Collective Bargaining Environment,” *LERC Monograph*, No 12, 1993
- “The Glass Ceiling: Do You Need to Worry? And Can You at Least Worry Constructively?,” *Arbitration Quarterly of The Northwest*, Vol XIII, Spring 1993
- “Employees,” *The Oregon Health Law Manual*, Co-author (Oregon State Bar Health Law Section, 1992, 1994)
- “Employment Actions in Tort,” *Labor and Employment Law: Private Sector*, Chapter Co-author, Published by the Oregon State Bar in 1989, with 1994, 1997 supplements, and editions in 2002 and 2010; Recipient of “The Association for Continuing Legal Education’s (ACLEA) Best” Award of Outstanding Achievement
- “Sexual Harassment in the Workplace: Eliminating the Offensive Working Environment,” *LERC Monograph No 7*, University of Oregon, 1988

**Admitted to Practice**

Oregon  
 U.S. Court of Appeals, Ninth Circuit  
 U.S. District Court, District of Eastern Washington  
 U.S. District Court, District of Oregon  
 U.S. District Court, District of Western Washington  
 U.S. Supreme Court  
 Washington

**Academics**

Association of Title IX Administrators (Title IX Coordinator and Administrator Certificate, 2013)  
 University of Oregon (M.B.A., Oregon Executive MBA Program, Valedictorian, 1991)  
 Osgoode Hall, York University (J.D., with honors, Silver Medal, 1979)  
 University of British Columbia (Ph.D., 1976)  
 Cornell University (M.A., 1973)  
 College of William and Mary (B.A., *summa cum laude*, 1971): Phi Beta Kappa