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**Tallahassee, FL 32303**  
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## **EDUCATION**

- Legal Florida State University College of Law, Tallahassee  
J.D., December 1984, *Cum Laude*  
Law Review, Articles and Notes Editor  
Book Award for Torts
- Undergraduate Florida State University, Tallahassee  
B.A., English, May 1982, *Cum Laude*  
English Honors Program  
Basic Studies Honors Program  
FSU Honors Scholarship  
National Merit Scholarship

## **EMPLOYMENT**

- 2000-present Clinical Professor and Co-Director of Externship Programs  
Florida State University College of Law, Tallahassee  
Develop externship placements at government agencies, public interest organizations, courts, and corporations. Counsel students in selecting placements and supervise students during externships. Design and teach prerequisite and contemporaneous classes. Collaborate with faculty and administrators to integrate externships into the curriculum. Ensure programs comply with DOL, ABA, and College regulations. Obtain and administer grants.  
Courses taught: Civil Pretrial Practice, Judicial Perspectives Seminar, Civil Practice Seminar, Local Government Practice Seminar, Poverty Law Practice Seminar.
- 1998–2000 Adjunct Professor  
Florida State University College of Law, Tallahassee  
Course Taught: Employment Law
- 1997–2000 Commissioner  
Florida Public Employees Relations Commission, Tallahassee  
Served as final decision-maker for a quasi-judicial administrative agency. The Commission, comprised of three members appointed by the Governor and confirmed by the Senate, reviewed decisions of administrative law judges in public sector labor disputes, and appeals under the Civil Service Act, Veterans Preference Act, Whistleblower Act, Drug-free Workplace Act, and Age Discrimination Act.
- 1985–1997 Staff Counsel  
Florida Education Association/United, AFT, AFL-CIO, Tallahassee  
Represented statewide school employees' union in collective bargaining, unfair labor practice cases, grievance processing, court challenges to school board action, and mediation/arbitration. Represented individual school employees before local, state and federal agencies and courts on issues of job discipline, licensure, unemployment compensation, child abuse, discrimination, workers compensation, disability and retirement benefits. Presented workshops and drafted publications on current issues for union leaders and members.

- Summer 1985      Associate Editor  
Florida Jury Verdict Reporter, Tallahassee  
Wrote newsletter summarizing damage awards in personal injury cases.
- Summer 1984      Legal Intern  
Public Employees Relations Commission, Tallahassee  
Researched and drafted orders for the Commission in public sector labor cases.
- 1983–1985      Law Clerk  
Culpepper, Turner, Manheimer, P.A., Tallahassee  
Henry, Buchanan, Mick, English, P.A., Tallahassee  
Conducted research and drafted memoranda for civil cases.
- 1983–1984      Lexis/Westlaw Instructor  
Florida State University College of Law, Tallahassee  
Taught law students to perform computerized legal research.

**PUBLICATIONS**

*Chapter 2, Legal Rights and Responsibilities: The Law of the Workplace*, in Berman, Bowman, West, Van Wart (Eds.), HUMAN RESOURCE MANAGEMENT IN PUBLIC SERVICE: PARADOXES, PROCESSES, AND PROBLEMS, 5<sup>th</sup> ed., Sage Publications (2015)

*Chapter 14, Electronic Surveillance in the Workplace: Legal, Ethical and Management Issues*, in Sims, Sauser (Eds.), LEGAL AND REGULATORY ISSUES IN HUMAN RESOURCE MANAGEMENT. Charlotte, N.C.: Information Age Publishing (2014) (with J. West and J. Bowman)

*Chapter 2, Legal Rights and Responsibilities: The Law of the Workplace*, in Berman, Bowman, West, Van Wart (Eds.), HUMAN RESOURCE MANAGEMENT IN PUBLIC SERVICE: PARADOXES, PROCESSES, AND PROBLEMS, 4<sup>th</sup> ed., Sage Publications (2012)

*Chapter 2, Legal Rights and Responsibilities: The Law of the Workplace*, in Berman, Bowman, West, Van Wart (Eds.), HUMAN RESOURCE MANAGEMENT IN PUBLIC SERVICE: PARADOXES, PROCESSES, AND PROBLEMS, 3<sup>rd</sup> ed., Sage Publications (2009)

*At Will Employment: Origins, Applications, Exceptions and Expansions in the Public Service*, INTERNATIONAL JOURNAL OF PUBLIC ADMINISTRATION (2008). Reprinted in AMERICAN PUBLIC SERVICE: RADICAL REFORM AND THE MERIT SYSTEM. N.Y., N.Y.: Taylor and Francis (2006)

*Florida’s ‘Service First’: Radical Reform in the Sunshine State*, in J. Edward Kellough and Lloyd G. Nigro, (Eds.) CIVIL SERVICE REFORM IN THE STATES: PERSONNEL POLICIES AND POLITICS AT THE SUB-NATIONAL LEVEL. Albany, N.Y.: SUNY Press (2006) (with J. Bowman and J. West)

*Civil Service Reform in Florida Sate Government: Employee Attitudes One Year Later* 23:4 REVIEW OF PUBLIC PERSONNEL ADMINISTRATION 286 (2003) (with J. Bowman, M. Gertz and R. Williams)

*Florida’s Civil Service Appeal Process: How ‘Protective’ Is It?* 22:2 THE JUSTICE SYSTEM JOURNAL 117 (2001)

*State Supervisors do a Good and Fair Job of Disciplining*, Tallahassee Democrat, p. 6A, March 26, 2001

## **PRESENTATIONS**

“Inside Out: Helping Students Manage Emotional Reactions and Learn from Corrective Feedback,” presented at Externships 8, March 2016 (with C. Brooks, R. Parambath, M. Reuter, J. Zanin).

“Supervising and Developing Young Lawyers,” presented to the Florida Government Bar Association, June 2010.

“What Terri Schiavo Taught Us about Judicial Ethics,” presented to the FSU Sophomore Honors Research Colloquium, October 2009

“File Now, Pay Later: Florida’s Switch from Waivers to Payment Plans to Provide Indigents with Access to Civil Justice,” presented to the Tallahassee Bar Association, June 2007

“The Expansion of At-Will Employment in the Public Service: Reducing the Transparency of Government by Eliminating Due Process,” presented at the First Annual Colloquium on Current Scholarship in Labor and Employment Law, October 27, 2006

“Does At-Will Employment Increase Productivity of Civil Servants?” presented to the Tallahassee Women Lawyers, February 27, 2000

“Employment at Will as Civil Service Reform in Florida,” presented at the 2002 Florida Labor Lawyers Conference, October 19, 2002 (with J. Bowman, M. Gertz, R. Williams)

Consultant to the Faculty Senate Steering Committee regarding Labor Relations in the State University System after Devolution, September 2002

“Civil Service Reform in Florida: State Employees Attitudes One Year Later,” presented at the annual meeting of the Southeastern Conference on Public Administration, October 2-5, 2002 (with J. Bowman, M. Gertz, R. Williams)

“Florida’s ‘Service First’: Radical Reform in the Sunshine State,” presented at the Annual Meeting of the American Political Science Association, August 29-September 1, 2002 (with J. Bowman, J. West)

## **GRANTS**

Florida’s Interest on Trust Accounts, Law Student Assistance Grant Program. The Florida Bar Foundation. March 21, 2011. \$12,000

Florida’s Interest on Trust Accounts, Law Student Assistance Grant Program. The Florida Bar Foundation. March 12, 2010. \$28,900

Florida’s Interest on Trust Accounts, Law Student Assistance Grant Program. The Florida Bar Foundation. March 23, 2009. \$28,900

Florida’s Interest on Trust Accounts, Law Student Assistance Grant Program. The Florida Bar Foundation. March 18, 2008. \$28,900

Florida’s Interest on Trust Accounts, Law Student Assistance Grant Program. The Florida Bar Foundation. March 23, 2007. \$23,100

Florida’s Interest on Trust Accounts Law Student Assistance Grant Program. The Florida Bar Foundation. April 3, 2006. \$19,210

Florida's Interest on Trust Accounts, Law Student Assistance Grant Program. The Florida Bar Foundation. March 18, 2005. \$13,800

Florida's Interest on Trust Accounts, Law Student Assistance Grant Program. The Florida Bar Foundation. March 22, 2004. \$13,800

Florida's Interest on Trust Accounts, Law Student Assistance Grant Program. The Florida Bar Foundation. December 17, 2002. \$13,600

Florida's Interest on Trust Accounts, Law Student Assistance Grant Program. The Florida Bar Foundation. January 3, 2002. \$23,000

Policy Project: Researched the School Board of Gadsden County's failure to provide adequate educational services to teen parents. Drafted a demand letter to the Board and developed "Teen Parent Program" brochure for Legal Services of North Florida.

Florida's Interest on Trust Accounts, Law Student Assistance Grant Program. The Florida Bar Foundation. December 20, 2000. \$27,500

Policy Project: "Children's Law: A Handbook for Parents and Guardians"

**LAW SCHOOL SERVICE**

FSU College of Law Admissions Committee, 2002-2017

FSU College of Law Clinic Committee, 2016

FSU College of Law appointed representative to Legal Services of North Florida

Florida Bar Public Service Fellowship Program, Faculty Supervisor 2000-2012

Florida Bar Legal Aid Summer Fellowship Program, Faculty Supervisor 2007-2012

FSU College of Law Waiver Committee, 2000, 2001 (Chair)

Moot Court Team Coach for the Wagner Labor and Employment Law Competition, 2001

**PROFESSIONAL SERVICE**

Florida Supreme Court Committee on Standard Jury Instructions in Civil Cases, 2007-2013

Subcommittees: Employment Law, Plain English, Technology

**COMMUNITY SERVICE**

Legal Services of North Florida

President, 2014-2016

Board Member, 2007-present

North Florida Center for Equal Justice

President, 2014-2016

Board Member, 2011-present

Temple Israel, Board Member, 2001-2011

Secretary, 2009-11

Vice President for Education, 2005-2007

Chair, Personnel Committee, 2001-2005

Chair, Rabbi Review Committee, 2002

Chair, Outreach Committee, 1999-2000

Hillel at Florida State University 2009-2010

Committee to Review Performance of Executive Director

Union for Reform Judaism

Reform Judaism Prize for Jewish Fiction Governing Committee, 2003-2006

**BAR MEMBERSHIP**

Florida

Supreme Court of the United States

United States Court of Appeals for the Eleventh Circuit

United States District Courts: Northern, Middle, and Southern Districts of Florida

**AFFILIATIONS**

The Florida Bar  
Government Lawyers Section  
Labor and Employment Law Section  
Administrative Law Section  
American Bar Association  
Government Lawyers Section  
Labor and Employment Law Section  
Clinical Legal Education Association  
Association of American Law Schools  
Section on Clinical Legal Education  
Tallahassee Women Lawyers