

## Steven L. Willborn

### *Employment*

Current: Judge Harry A. Spencer Professor of Law, University of Nebraska, since 2009

Nebraska: Dean and Schmoker Professor of Law, University of Nebraska, 2001-2009

Interim Dean and Schmoker Professor of Law, University of Nebraska, 2000-2001

Assistant, Associate, Full and Chaired Professor of Law, University of Nebraska, 1979-2000

Associate, Squire, Sanders & Dempsey, Cleveland, Ohio, 1976-1979

Other: Visiting Lecturer, China University of Political Science and Law, 2021-2024

Interim Executive Director, Uniform Law Commission, 2018-2019

Visiting Professor of Law, Seton Hall University Law School, fall, 2009 & 2010

Visiting Scholar, Lincoln College, Oxford University, fall, 1993

Visiting Professor of Law, University of Michigan, spring, 1992

Fulbright Scholar, Institute of Advanced Legal Studies, University of London, 1985-1986

Summers: Visiting Professor, Monash University Summer Program, Prato, Italy, May, 2013

Co-Director, Summer PLUS Institute for Minority and Disadvantaged Undergraduates, 2003-2008 (primary funding from Law School Admission Council)

Obermann Research Fellow, University of Iowa, 1997 (funded by the Obermann Center for Advanced Studies)

Research Fellow, University of Toronto Center for Industrial Relations, 1991 (funded with a grant from the Canadian Embassy)

Research Fellow, Australian National University, Canberra, 1988 (funded by the Australian National University)

Co-Director, Council on Legal Education Opportunity Institute, University of Nebraska, 1984

Visiting Professor of Law, Council on Legal Education Opportunity Institute, Washburn University, Topeka, Kansas, 1983

Visiting Professor of Law, Indiana University, Bloomington, Indiana, 1982

### ***Selected Administrative Positions***

National and International: Commissioner, Uniform Law Commission, 2007-2018, 2019-present (appointed by three Nebraska Governors) (chair and member of several standing committees)(will be President from 2027-2029)

Chair, Drafting Committee for the Uniform Antitrust Pre-Merger Notification Act, Uniform Law Commission, 2022-2024

Chair, Study Committee for a Uniform Law on Pension Rights in Employment, Uniform Law Commission, 2022-2024

Reporter, Drafting Committee for the Uniform Wage Garnishment Act, Uniform Law Commission, 2013-2017

Member, United States Branch, International Society for Labor and Social Security Law (Secretary-Treasurer, 2012-2018; Chair 2006-2012; Executive Committee, 1995-present)

President, International Association of Labour Law Journals, 2011-2015

Member, Board of Directors, Law School Admission Council, 2005-2014 (Chair, 2011-2013; Chair Elect, 2010-2011; Chair of Finance & Legal Committee, 2009-2010; Chair of Test Development and Research Committee, 2007-2009)

Member, Data Analysis Research Network (DARN) Committee, National Collegiate Athletic Association, 2003-2020 (Chair, NCAA Research Review Board, 2005-2023)

Editorial Board, Comparative Labor Law & Policy Journal, 1996-present

American Bar Association Law School Site Evaluation Teams: University of Chicago-Illinois (2024); Harvard University (2022)(Chair); Brooklyn Law School (2019)(Chair); Vanderbilt University (2016)(Chair); Southwestern Law School (2015)(also AALS reporter); University of Houston (2014)(Chair); Southern Methodist University (2012)(Chair); University of Florida (2010)(Chair); University of New Mexico (2007)(Chair); University of Iowa (2007); Florida International University (2003); Case Western Reserve University (2002)

Reporter, Drafting Committee for the Uniform Management of Public Employee Retirement Systems Act, Uniform Law Commission, 1994-1997

Nebraska: Ex-Officio Member, Nebraska State Bar Association House of Delegates, 2001-2009

Member, Minority and Justice Task Force and Implementation Committee, Joint Committee sponsored by Nebraska State Bar Association and Nebraska Supreme Court, 2002-2009

Chair, NCAA Self-Study Steering Committee, University of Nebraska Athletic Department, 2005-2007

Title IX Compliance Audit, University of Nebraska Athletic Department, 2004 & 2009; University of Nebraska at Kearney Athletic Department, 2014

Future Nebraska Committee on Future of Research at the University, 1998-2000

Commissioner, Nebraska Commission on the Status of Women, 1997-2000 (appointed by Governor)

Chancellor's Task Force on Diversity, 1998-2000 (Co-Chair, 1999-2000)

Chancellor's Commission on the Status of Women, 1989-1993

Faculty Advisor, Nebraska Law Review, 1986-2000, 2021-2023

Chair, Dean Search Committee, 1997-1998

Member, Board of Directors, Nebraska Civil Liberties Union, 1980-1983, 1995-1996

## **Selected Honors**

Distinguished Faculty Award, University of Nebraska College of Law Alumni Council, 2010

Award of Special Merit (for services advancing the legal profession, the administration of justice and the public interest), Nebraska State Bar Association, 2009

Visionary Award (for founding the Prelaw Institute for Minority Students), Nebraska State Bar Association, 2006

Outstanding Teaching Award, University of Nebraska College of Law, multiple years

### ***Education***

Law: J.D., University of Wisconsin, cum laude, 1976

Honors: Member and Note Editor, Wisconsin Law Review; Order of the Coif

Graduate: M.S. (Counseling), University of Wisconsin, 1976

Undergraduate: B.A. (Philosophy), Northland College, magna cum laude, 1974

### ***Personal & Conversational Items***

Married, three daughters

Licensed Cheesemaker Emeritus, State of Wisconsin

### ***Contact Information***

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## Publications and Selected Presentations

### Books

- Author: Equ[al]ity (2025)(forthcoming)
- Employment Law: Cases and Materials, 7th ed. (Durham, N.C.: Carolina Academic Press, 2022)(with Schwab and Lester). First, second, third, fourth, fifth, and sixth editions were published in 1993, 1998, 2002, 2007, 2012, and 2017 (Burton was co-author on first six editions)
- The Statistics of Discrimination: Using Statistical Evidence in Discrimination Cases (Eagan, Minn.: West, 2017)(with Paetzold)(originally published in 1996, updated annually, my participation ended with the 2017 volume)
- A Secretary and a Cook: Challenging Women's Wages in the Courts of the United States and Great Britain (Ithaca, N.Y.: ILR Press, Cornell University, 1989)
- A Comparable Worth Primer (Lexington, Mass.: Lexington Press, 1986)
- Editor: 2014 Yearbook of Comparative Labour Law Scholarship (Toronto, Ont.: Lancaster House, 2015)(with Neal)
- Disability and Aging Discrimination: Perspectives in Law and Psychology (New York, NY: Springer, 2011)(with Wiener)
- Mental Disorder and Criminal Law: Responsibility, Punishment, and Competence (New York, NY: Springer, 2009)(with Schopp, Wiener, and Bornstein)
- Civil Juries and Civil Justice: Psychological and Legal Perspectives (New York, NY: Springer, 2008)(with Bornstein, Wiener, and Schopp)
- Social Consciousness in Legal Decision Making: Psychological Perspectives (New York, NY: Springer, 2007)(with Wiener, Bornstein, and Schopp)
- Women's Wages: Stability and Change in Six Industrialized Countries (Greenwich, Conn.: JAI Press, 1991)
- Contributor: *Models of Labour Enforcement: Necessary Indeterminacy, in Creative Labour Regulation: Indeterminacy and Protection in an Uncertain World*, eds. Deirdre McCann et al. (Geneva: Palgrave Macmillan/ILO, 2014)

*Procedural Justice and the Structure of the Age and Disability Laws, in Disability and Aging Discrimination: Perspectives in Law and Psychology*, ed. Wiener & Willborn (New York: Springer, 2011)

*The Story of Hazelwood: Employment Discrimination by the Numbers, in Employment Discrimination Stories*, ed. Joel Wm. Friedman (New York: Foundation Press, 2006)(with Schwab)

*United States, in The Evolving Employment Relationship and the New Economy*, ed. R. Blainpain (The Hague: Kluwer Law International, 2001)

*The Non-Evolution of Enforcement Under the ADA: Discharge Cases and the Hiring Problem, in Employment, Disability, and the ADA*, ed. Peter Blanck, (Evanston, Ill.: Northwestern Univ. Press, 2000)

*Social Security Law in the United States, in International Encyclopaedia of Laws*, ed. Roger Blanpain (The Hague: Kluwer Law International, 2000)

*Human Rights and Social Security in the United States, in XV World Congress of Labour Law and Social Security*, ed. Roger Blanpain (Leuven, Belgium: Peeters, 1998)

*Enforcement of Labor Statutes: Evaluating Alternative Enforcement Schemes, in New Approaches to Employee Management*, ed. David Saunders (Greenwich, Conn.: JAI Press, 1994)

*Economic and Legal Perspectives on Women's Wages in Six Countries – An Overview, in Women's Wages: Stability and Change in Six Industrialized Countries*, ed. Steven L. Willborn (Greenwich, Conn.: JAI Press, 1991)

*Vulnerable Workers in the United States – A Psychosocial and Legal Perspective, in Vulnerable Workers – Psychosocial and Legal Issues*, eds. Marilyn Davidson & Jill Earnshaw (Chichester, England: John Wiley & Sons, 1991)

#### **Articles**

*Employee Speech in the United States: The Two Regimes*, \_\_ European Labour Law Journal \_\_ (2025)(forthcoming).

*Comparative Labor Law in the United States and Canada Today: Interpreting Different But Stable Equilibria*, 44 Comparative Labor Law and Policy Journal \_\_ (2025)(with Banks)(forthcoming)

*Transparency and Reliance in Antidiscrimination Law*, 71 Catholic University Law Review 507 (2022)

*Righting the World: Sullivan on Disparate Impact*, 50 Seton Hall Law Review 1495 (2020)(festschrift issue for Charles Sullivan)

*Wage Garnishment: Efficiency, Fairness, and the Uniform Act*, 49 Seton Hall Law Review 847 (2019)

*Labour Law Beyond National Borders: Major Debates in 2016*. Published in Lavoro e Diritto (Italy), Revue de Droit Comparé du Travail et de la Sécurité Sociale (France), Revista de Derecho Internacional y Etrangero de Seguridad Social y de Derecho Laboral (Spain), and Employees & Employers: Labour Law & Social Security Review (Slovenia)(2018)(with Kasagi and De Soto)

*Reasonable Accommodation in the United States*, 93 Bulletin of Comparative Labour Relations 9 (2016)

*Notice, Consent, and Non-Consent: Employee Privacy in the Restatement*, 100 Cornell Law Review 1423 (2015)

*College Athletes as Employees: An Overflowing Quiver*, 69 Miami Law Review 65 (2014)

*Labor Law and the Race to the Bottom*, 65 Mercer Law Review 369 (2014)

*Legal Education as a Private Good*, 41 Washington University Journal of Law and Policy 89 (2013)

*Tiebout in the Country: The Inevitable Politics of Rural School Consolidation*, 33 Great Plains Research 115 (2013)

*Laval, Viking, and American Labor Law*, 32 Comparative Labor Law and Policy Journal 1079 (2011)

*Statistics is a Plural Word*, 122 Harvard Law Review Forum 48 (2009)(with Paetzold)

*Consenting Employees: Workplace Privacy and the Role of Consent*, 66 Louisiana Law Review 975 (2006)

*Onward and Upward: The Next Twenty-Five Years of Comparative Labor Law Scholarship*, 25 *Comparative Labor Law & Policy Journal* 183 (2005)

*Workers in Troubled Firms: When Are (Should) They Be Protected*, 7 *University of Pennsylvania Journal of Labor and Employment Law* 35 (2004)

*Reasonable Accommodation of Workplace Disabilities*, 44 *William & Mary Law Review* 1197 (2003)(with Schwab)

*Regulating Pensions in Europe and the United States*, 5 *Employee Rights & Employment Policy Journal* 327 (2001)

*Taking Discrimination Seriously: Oncale and the Fate of Exceptionalism in Sexual Harassment Law*, 7 *William & Mary Bill of Rights Journal* 677 (1999)

*Public Pensions and the Uniform Management of Public Employee Retirement Systems Act*, 51 *Rutgers Law Review* 141 (1998)

*The Problem with Pension Portability*, 77 *Nebraska Law Review* 344 (1998)

*Deconstructing Disparate Impact: A View of the Model Through New Lenses*, 74 *North Carolina Law Review* 325 (1996)(with Paetzold)

*The Efficiency of the Common Law Reconsidered*, 14 *George Mason Law Review* 157 (1992)(with Paetzold)

*Women's Wages in Australia and the United States*, 71 *Nebraska Law Review* 581 (1992)(with Gregory and Daly)

*Employer (Ir)rationality and the Demise of Employment References*, 30 *American Business Law Journal* 123 (1992)(with Paetzold)

*Off the Mark: The Nebraska Supreme Court and Judicial Nominating Commissions*, 70 *Nebraska Law Review* 277 (1991)

*La Protección Social Cara a Cara Con la Incapacidad la Vejez y Muerte (Social Insurance in the United States)*, 5 *Debate Laboral* 93 (1990)(Costa Rica)

*Individual Employment Rights and the Standard Economic Objection: Theory and Empiricism*, 67 *Nebraska Law Review* 101 (1988)



Excerpt reprinted in Samuel Estreicher et al., *Foundations of Labor and Employment Law* 199 (2006).

*Equal Pay for Work of Equal Value: Comparable Worth in the United Kingdom*, 34 *American Journal of Comparative Law* 415 (1986)

*Theories of Employment Discrimination in the United Kingdom and the United States*, 9 *Boston College International and Comparative Law Review* 243 (1986)

*Proof of Discrimination in the United States and the United Kingdom*, 5 *Civil Justice Quarterly* 321 (1986)(United Kingdom)

*The Disparate Impact Model: Theory and Limits*, 34 *American University Law Review* 799 (1985)

*Industrial Democracy and the National Labor Relations Act: A Preliminary Inquiry*, 25 *Boston College Law Review* 725 (1984)

*Employment Discrimination Laws in Nebraska: A Procedural Labyrinth* (Two Parts), 62 *Nebraska Law Review* 225, 708 (1983)

*Insurance, Public Policy, and Employment Discrimination*, 66 *Minnesota Law Review* 1003 (1982)

Reprinted in 1982 *NILS L. Rev. Serv. (Ins. Ed.)* 385

*A New Look at NLRB Policy on Multiemployer Bargaining*, 60 *North Carolina Law Review* 401 (1982)

*A Time for Change: A Critical Analysis of the Nebraska Administrative Procedure Act*, 60 *Nebraska Law Review* 1 (1981)

*Personal Stake, Rule 23, and the Employment Discrimination Class Action*, 22 *Boston College Law Review* 1 (1980)

*State Action in the Health Field*, 1975 *Wisconsin Law Review* 1188 (Student Note)

#### **Shorter Pieces**

*Picturing Anna Shavers*, 101 *Neb. L. Rev.* 374 (2023)(also published in the *Nebraska Transcript*, Fall, 2022)

*Picturing Marty Gardner*, 99 *Neb. L. Rev.* 1 (2020)

*"Smile That It Happened:" The Larry Berger Era, Nebraska Transcript, Fall, 2016*

*Indirect Threats to the Wages of Low-Income Workers: Garnishment and Payday Loans, 45 Stetson Law Review 35 (2015)*

*Pick and Nebraska Employment Law: Interpreting Contracts and Good Faith, 1 Nebraska Law Review Forum 7 (2009)*

*A Lawyer's View of the Statistical Expert, 4 Law, Probability & Risk 25 (2005)*

*Picturing Harvey Perlman, 79 Nebraska Law Review 739 (2000)*

*The Omaha Riot of 1919, The Nebraska Lawyer (Jan. 2000)*

*A Nested Model of Disability Discrimination, www.legalessays.com (1999)*

*Leased Workers: Vulnerability and the Need for Special Legislation, 19 Comparative Labor Law and Policy Journal 85 (1997)*

*Sex Discrimination in the Work-Place: Recent Developments in America, 1 Gender, Work and Organization 162 (1994)(United Kingdom)*

**Uniform Laws**

*Uniform Wage Garnishment Act, 7D Uniform Laws Annotated 537 (2018)(reporter)*

*Uniform Management of Public Employee Retirement Systems Act, 7A Uniform Laws Annotated 510 (Part II, 1999)(reporter)*

**Book Reviews**

*The Focus of Atlantic Crossings: Another View of Exceptionalism, 21 Comparative Labor Law and Policy Journal 423 (2000), reviewing, Rodgers, Atlantic Crossings: Social Politics in a Progressive Age (1998)*

*Book Review, 44 Industrial and Labor Relations Review 763 (1991), reviewing, Specter & Finkin, Individual Employment Law and Litigation (1989)*

*Book Review, 10 Comparative Labor Law Journal 256 (1989), reviewing, Knights & Willmott, Gender and the Labour Process (1986)*

*Labor Law Without Labor, 1988 Wisconsin Law Review 547, reviewing, Rothstein, Knapp, & Liebman, Cases and Materials on Employment Law (1987)*

## ***Selected Presentations***

Foreign: *Understanding U.S. Law Journals: Insights Into Writing, Submission, and Publication*, China University of Political Science and Law, Beijing, China, Dec., 2024

*Working From Home in the United States: The Complications of Federalism*, China University of Political Science and Law and the Friedrich Ebert-Stiftung Foundation (Germany)(via Zoom), Nov. 2022

*Who Is An Employee in the United States: Changes in Work and Law*, China University of Political Science and Law (via Zoom), May, 2022

*Covenants Not to Compete (or Restrictive Employment Agreements)*, China University of Political Science and Law (via Zoom), May, 2022

*Labor and Employment Law Scholarship: Looking Back and Forward*, China University of Political Science and Law (via Zoom), June, 2022

*Thirty Years of Labor Law Scholarship: Change and Stability in the U.S.*, Labor Law Research Network, University of Toronto, Toronto, Canada, June, 2017

*Privacy*, Labor Law Research Network, Hugo Sinzheimer Institute, Amsterdam, The Netherlands, June, 2015

*Reasonable Accommodation in the United States*, University of Leuven, Leuven, Belgium, June, 2015

Opening Address, XI European Regional Congress, International Society for Labor and Social Security Law, Dublin, Ireland, September, 2014.

Conférence Conclusive, L'Accès à la Justice Sociale en Droit International et Comparé, Centre de Droit Comparé du Travail et de la Sécurité Sociale, Université Montesquieu-Bordeaux IV, France, June, 2013 (Final Keynote Lecture).

*Labor Law and the Race to the Bottom*, Labor Law Research Network Conference, Barcelona, Spain, June, 2013

*Sexual Harassment and Mobbing at the Workplace*, XX<sup>th</sup> World Congress, International Society for Labor and Social Security Law, Santiago, Chile, September, 2012 (Chair of Plenary Session)

*Public vs. Private Enforcement of Labor Statutes: Differences Over the Economic Cycle*, Regulating for Decent Work: Regulating for a Fair Recovery, International Labor Organization, Geneva, Switzerland, July, 2011

*Settlement of Labor Disputes: Trends, Practices, and Possibilities*, VIII Regional Congress of the Americas, International Society of Labor and Social Security Law, Cartagena de Indias, Columbia, May, 2010 (Reporter for North America Region)

*The International Labor Organization: Paradox and Promise*, International Conference on Global Economic Recession vs. Deregulation: A Multi-Disciplinary Dialogue, Peking University and Shanghai Normal University, April, 2010

*The (Non)Structure of American Labor Law*, Beijing Institute of Technology Law School, April, 2010

*Globalization, Labor Law, and the Race-to-the Bottom: The Efficient Regulation Hypothesis*, Fifth International Conference in Commemoration of Marco Biagi, University of Modena and Reggio Emilia, Modena, Italy, March, 2007

*A Lawyer's View of the Statistical Expert*, Joint Statistical Meetings, Toronto, Ontario, Canada, August, 2004

*Social Protection for the Unemployed*, XVII World Congress, International Society for Labour Law and Social Security, Montevideo, Uruguay, September, 2003 (Reporter for the United States)

*Worker Protections During Corporate Reorganizations in the United States, With Special Attention to Reorganizations During Bankruptcy Proceedings*, The Club [of Labor Law Journal Editors], Madrid, Spain, April, 2003

*The Evolving Employment Relationship and the New Economy*, The Club [of Labor Law Journal Editors], Brussels, Belgium, April, 2001

*Pensions, Health Care and the Employment Relationship*, Transatlantic Perspectives Conference, University College, Dublin, Ireland, July, 2000

*Labor Federalism*, Workshop on Law & Economics and the Labour Market, University of Utrecht, Utrecht, The Netherlands, May, 1997

*Social Security in the Year 2000: Potentialities and Problems*, XIVth World Congress, International Society for Labour and Social Security Law, Seoul, South Korea, September, 1994 (Reporter for the United States)

*Labor Federalism*, University of Birmingham School of Law, Birmingham, England, Dec. 2, 1993

*Labor Federalism: Justifications for Federal Action*, London School of Economics, London, England, Dec. 1, 1993

*Labor Federalism: The Preference for Local Regulation*, Newcastle Law School, Newcastle-upon-Tyne, England, November 24, 1993

*Enforcement of Labor Statutes: Emerging Models and the Case of Women's Wages in Ontario, Canada*, Conference on Human Rights and Employment: Interdisciplinary Perspectives, McGill University, Montreal, Canada, May 10-11, 1991

*Social Insurance in the United States*, American Regional Congress, International Society of Labor and Social Security Law, San Jose, Costa Rica, March 5-9, 1990 (Reporter for the United States)

*Comparable Worth Developments in the United States*, Women's Bureau, Australian Department of Employment, Education and Training, Canberra, Australia, June 1, 1988

*Remedial Problems in Comparable Worth/Equal Value Cases: A Possible Solution*, Birmingham University, Birmingham, England, February 18, 1988

*Prevention of Anti-Union Discrimination Practices in the United States: Failed Promises*, American Regional Congress on Labour Law and Social Security, Buenos Aires, Argentina, April 28, 1987

*Equal Pay for Women: A Comparative Perspective*, Department of Law, Glasgow University, Scotland, February 24, 1986

*Equal Pay for Women*, School of Law, Leicester Polytechnic, Leicester, England, February 13, 1986

*Equal Pay for Women*, Department of Law, University of Nottingham, Nottingham, England, November 12, 1985

*Labour Relations in the United States: Taft-Hartley to the Present*, Faculty Seminar, University of London, London, England, November 8, 1985

Domestic: *The Uniform Antitrust Pre-Merger Notification Act*, American Bar Association Webinar, January, 2025

*There Ought To Be A Law: Turning Your Scholarship into Legislation Through the Uniform Laws Process*, Annual Meeting, Association of American Law Schools, San Francisco, January, 2025

*Transparency and Reliance in Antidiscrimination Law*, 15<sup>th</sup> Annual Colloquium on Current Scholarship in Labor and Employment Law, University of Louisville Brandeis School of Law, October, 2021

*Employment and Discrimination Update*, 2018 Civil Rights Conference, Lincoln Commission on Human Rights, March, 2018

*The Uniform Wage Garnishment Act*, National Association of Retail Collection Attorneys Fall Conference, Washington, D.C., October, 2017

*Indirect Threats to the Wages of Low-Income Workers: Garnishment and Payday Loans*, Stetson University School of Law, March, 2015

*Notice, Consent and Non-Consent: Employee Privacy in the Restatement*, Cornell Law School, November, 2014

*College Athletes as Employees: An Overflowing Quiver*, Elon University School of Law, October, 2014

*What are You Thinking: Law School, U.S. News, and the LSAT*, Meek School of Journalism, University of Mississippi, November, 2013

*Wage Garnishment and the Uniform Law Commission*, 8<sup>th</sup> Annual Colloquium on Current Scholarship in Labor and Employment Law, University of Nevada Las Vegas, September, 2013

*Legal Education as a Private Good*, The Law School in the New Legal Environment, Washington University Law School (St. Louis), October, 2012

*How Law School Rankings Are Made: What Students and Employers Need to Know*, 7<sup>th</sup> Annual Legal Diversity Summit, Nebraska Minority Justice Committee, Creighton University, September, 2011 (Keynote Address)

*Whistling at Work: Why Employers Undervalue Whistleblower Protections*, Center for Health and Pharmaceutical Law and Policy, Seton Hall Law School, November, 2010

*The International Labor Organization: Paradox and Promise*, 5<sup>th</sup> Annual Labor and Employment Law Colloquium, Washington University Law School (St. Louis), September, 2010

Laval, Viking and *American Labor Law and Comments on the Privacy Section of the Restatement of Employment Law*, 4<sup>th</sup> Annual Labor and Employment Law Colloquium, Seton Hall Law School, October, 2009

*Industrial Action in Confederated Systems*, Conference on Comparative and International Labor and Employment Law, United States Branch, International Society for Labor and Social Security Law, Northwestern University Law School, May 20, 2009

*Greatly Exaggerated: Globalization and the Fate of Labor Regulation*, University of Houston Law Center, April 21, 2008

*Academic Thinking About Employee Benefits: Biases, Heuristics and Values*, Employers Conference, Chicago-Kent Law School, October 19, 2005

*The International Labor Organization, the American Law Institute, and the Uniform Law Commission: Law Production by Private Groups*, Conference on Comparative and International Labor and Employment Law, Chicago, Illinois, May, 2005

*Griggs, Hazelwood, and Legal Perceptions of Fairness: The Role of Statistics on the Fairness Debate in the United States*, Sixth International Conference on Forensic Statistics, Phoenix, Arizona, March, 2005

*Trustee Time in an Imperfect World: Leave Time and Expense Reimbursement for Teacher Trustees*, National Education Association Trustee Workshop, Albuquerque, New Mexico, November 13, 2002

*The Value of Scholarship*, Faculty, Research Colloquium, Washburn University School of Law, January 12, 2002

*Regulating Pensions in Federal Systems: Lessons from Recent Attempts*, Employee Benefits Section, AALS, New Orleans, Louisiana, January 4, 2002

*Thinking About Reasonable Accommodation*, Disability & Identity Symposium, William & Mary College of Law, Oct. 27, 2001 (with Schwab)

*The Duty of Impartiality for Public Pension Trustees*, American Federation of Teachers Pension Conference, Philadelphia, Pennsylvania, July 2, 2000

*Equal Pay Matters*, Town Hall Forum, Women's Bureau, United States Department of Labor, Kansas City, Missouri, May 3, 2000

*Reasonable Accommodation in the Workplace*, ADA Conference, University of Virginia School of Law, Charlottesville, Virginia, April 8, 2000 (with Schwab)

*The Uniform Management of Public Employee Retirement Systems Act: A Legislative Update*, Public Funds Summit, San Francisco, California, December 14, 1999

*Child Labor in the Global Economy*, United Nations Working Group, Lincoln, Nebraska, September 22, 1999

*Pay Equity: The Legal Landscape*, Lincoln Women's Club/U.S. Department of Labor, Lincoln, Nebraska, August 26, 1999

*The Uniform Management of Public Employee Retirement Systems Act*, Public Funds Summit, Phoenix, Arizona, March 15, 1999

*UMPERSA: A Substantive Overview*, Benefits Conference for Public Employees, International Foundation of Employee Benefit Plans, Seattle, Washington, August 18, 1998

*Protecting the Pensions of Firefighters*, Annual Legislative Conference, International Association of Fire Fighters, Washington, D.C., March 18, 1998

*What's Age Got to Do With It?* National Conference of Christians and Jews, Lincoln, Nebraska, March 4, 1998

*The UMPERS Act: Progress and Issues*, National Association of State Auditors, Comptrollers and Treasurers, Amelia Island, Florida, February 17, 1998

*The UMPERS Act and Trustees Who Administer Retirement Programs*, Board of Trustees, Nebraska State Retirement System, Lincoln, Nebraska, January 26, 1998



*The UMPERS Act and Trustees Who Invest Funds*, State of Wisconsin Investment Board, Madison, Wisconsin, December 3, 1997

*The Management of Public Employee Retirement Systems Act*, National Education Association, Washington, D.C., October 30, 1997

*Legislative Update*, National Public Pension Funds Conference, National Association of State Auditors, Comptrollers and Treasurers, Columbus, Ohio, September 24, 1997

*Preparing Fiduciaries for the Future*, Legal Education Conference, National Association of Public Pension Attorneys, Monterey, California, June 25, 1997

*Trustees of Public Pension Systems*, Trustee Group, American Federation of Teachers, Washington, D.C., May 19, 1997

*Public Pensions*, National Conference of Public Employee Retirement Systems, San Antonio, Texas, April 29, 1997

*The Management of Public Employee Retirement Systems Act*, Joint Conference of the National Council on Teacher Retirement, National Association of State Retirement Administrators, and the Government Finance Officers' Association, Washington, D.C., January 27, 1997

*An Introduction to the Management of Public Employee Pension Funds Act*, National Public Pensions Funds Conference, National Association of State Auditors, Comptrollers, and Treasurers, Cleveland, Ohio, September 27, 1996

*Unions and State Regulation of Public Pension Plans*, American Federation of Teachers Pension Conference, Cincinnati, Ohio, July 31, 1996

*The Management of Public Employee Pension Funds Act*, Legal Education Conference, National Association of Public Pension Attorneys, Charleston, South Carolina, June 27, 1996

*Family Life in the Industrialized World*, Symposium on Families in a Changing World, Wick Alumni Center, Lincoln, Nebraska, May 20, 1994

*Employment Law*, Panhandle Education Center, Chadron and Scottsbluff, Nebraska, February 10 and 11, 1992

*Who Governs the Workplace: A Perspective on the Allocation of Authority*, Employment Policies Conference, University of Nebraska College of Law, April 19, 1991

*Drug-Testing: Law and Policy*, Panhandle Education Center, Scottsbluff and North Platte, Nebraska, October 17, 18 and 19, 1990

*Women's Wages: Lessons from Down Under*, Fifth Annual Labor and Employment Law Conference, Stetson University, Clearwater Beach, Florida, March 3, 1989

*Hayward v. Cammell Laird: Comparable Worth in the United Kingdom*, Women's Work/Women's Worth Research Conference, University of South Dakota, Vermillion, South Dakota, April 3, 1987

*Legal Perceptions of Competency*, First National Forum on Research in Aging, University of Nebraska-Lincoln, February 24, 1984