

NICOLE BUONOCORE PORTER
Rita Anne Rollins Professor of Law
William & Mary Law School
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EDUCATION

University of Michigan Law School, Ann Arbor, MI
Juris Doctor, *Magna Cum Laude*, Order of the Coif, May 1998
University of Michigan Journal of Law Reform, **Editor in Chief**, Volume 31

AWARDS:

Sarah Honigman Memorial Award, 1997
Edward H. Rakow Scholarship Award, 1997
ABA-BNA Award for Excellence in Labor and Employment Law, 1998
West Publishing Company Award, 1998

Michigan State University, East Lansing, MI
B.A. College of Communication Arts and Sciences, June 1992

ACADEMIC POSITIONS

William & Mary Law School, Williamsburg, VA
Rita Anne Rollins Professor of Law, July 2024–present
Courses: Employment Law, Employment Discrimination, Disability Law, Labor Law

Chicago-Kent College of Law, Chicago, IL, July 2022–June 2024
Professor of Law and Director, Martin H. Malin Institute for Law & the Workplace
Courses: Employment Discrimination, Labor Law, Writing & Editing for Workplace Law Journals
Director of Institute Administrative Duties: Editor in Chief, *Employee Rights & Employment Policy Journal*, peer-reviewed journal; organized and hosted 3–5 conferences, lectures, and symposia each year; managed certificate program; managed labor and employment alumni relations.

Washington University in St. Louis School of Law (virtual)
Visiting Professor of Law, Spring 2022
Course: Disability Law

University of Toledo College of Law, Toledo, OH
Distinguished University Professor, July 2021–June 2022
Professor of Law, June 2010–June 2022
Associate Dean for Faculty Research and Development, May 2018–May 2019
Associate Dean for Academic Affairs, July 2010–July 2012
Associate Professor of Law, August 2008–June 2010
Assistant Professor of Law, June 2007–August 2008
Courses: Employment Discrimination, Contracts I, Criminal Law, Disability Law, Professional Responsibility, Higher Education, Feminist Legal Theory, Education Law, Legal Ethics & Professional Responsibility, The Americans with Disabilities Act (undergraduate-level course)

University of Iowa College of Law, Iowa City, IA

Visiting Professor of Law, Fall 2019

Courses: Employment Discrimination, Contracts

University of Denver Sturm College of Law, Denver CO

Visiting Professor of Law, August 2012–May 2013

Courses: Employment Discrimination, Disability Law, Contracts

Saint Louis University School of Law, St. Louis, MO

Assistant Professor of Law, July 2004–June 2007

Courses: Contracts I and II, Employment Discrimination, Disability Discrimination, Feminist Legal Theory

Academic Awards and Honors:

- 2025: Awarded Engh Research Professorship by William & Mary Law School
- 2024: Named as one of the top-ten labor and employment scholars by citation count.
- 2022: Nominated and Elected as a Fellow, American Bar Foundation.
- 2021: Nominated and Elected as a Fellow, College of Labor and Employment Lawyers.
- 2021: Selected for the University of Toledo President's Award for Excellence in Creative and Scholarly Activity.
- 2020: Selected for the *Paul Steven Miller Memorial Award* for “outstanding academic and public contributions to the field of labor and employment law scholarship.” This award is given annually to one scholar at a national conference of labor and employment professors.
- 2020: Selected for the University of Toledo College of Law’s *Outstanding Faculty Scholarship* award for *Cumulative Hardship*, published in the George Mason Law Review.
- 2018: Selected for the *University of Toledo Award for Outstanding Faculty Research and Scholarship*.
- 2016: Selected for the University of Toledo *Outstanding University Woman Award*. This university-wide award is given “in recognition of exceptional contributions and achievement.”
- 2014: Elected as a member of *Labor Law Group*, an invitation-only organization of law professors dedicated to producing quality scholarship and teaching materials on labor and employment law. Elected as Secretary to the Executive Committee of the Labor Law Group, effective 2016.

SCHOLARSHIP

Books:

- EMPLOYMENT DISCRIMINATION LAW: CASES AND MATERIALS ON EQUALITY IN THE WORKPLACE (West Academic, 11th Edition), with Roberto L. Corrada, Michael Selmi, and Marcia McCormick.
- THE WORKPLACE REIMAGINED: ACCOMMODATING OUR BODIES AND OUR LIVES (Cambridge Univ. Press 2023).
- FEMINIST JUDGMENTS: REWRITTEN EMPLOYMENT DISCRIMINATION OPINIONS (Cambridge Univ. Press 2020), with Ann McGinley (UNLV).
- EMPLOYMENT DISCRIMINATION LAW: CASES AND MATERIALS ON EQUALITY IN THE WORKPLACE (West Academic, 10th Edition), with Maria L. Ontiveros, Roberto L. Corrada, Michael Selmi, and Marcia McCormick.

- Executive Editor, ABA-BNA EMPLOYMENT DISCRIMINATION TREATISE (6th Ed. 2020) (7th Ed. 2023).
- DISABILITY LAW, CASES AND MATERIALS (West Academic, 2017) and (2nd Ed. 2021), with Stephen Befort (Minnesota).

Articles/Symposia Papers/Book Reviews:

- *By Any Other Name: DEI Programs Are Not What You Think They Are*, OHIO ST. L.J. ONLINE (forthcoming 2026)
- *Troubling Trends: ADA Definition of Disability Cases 2019–2023*, 52 PEPP. L. REV. 455 (2025).
- *Textualism Wins?: The Supreme Court’s 2024 Labor & Employment Cases*, ABA LAB. & EMP. L.J. (forthcoming 2025).
- *Symposium Introduction: The Effect of Dobbs on Work Law*, 27 EMP. RTS. & EMP. POL’Y J. 56 (2024)
- *Subordination Through Schedules*, 55 ARIZ. ST. L. J. 1293 (2024)
- Symposium: *Mothers with Disabilities Post-Pandemic and Post-Dobbs*, 77 OKLA. L. REV. 151 (2024)
- *Working Through the Supreme Court’s 2021 Term*, 26 EMP. RTS. & EMP. POL’Y J. 145 (2023)
- Invited Symposium Contribution, *Disability Diversity & Identity Capitalism*, 56 NEW ENGLAND L. REV. 153 (2022) (invited response to Nancy Leong’s book, *Identity Capitalists: The Powerful Insiders Who Exploit Diversity to Maintain Inequality*).
- #MeToo and the Process That’s Due: Sexual Misconduct Where We Live, Work, and Learn, 2022 U. ILL. L. REV. 663.
- *Disclaiming Disability*, 55 UC DAVIS L. REV. 1859 (2022).
- *Special Treatment Stigma in Higher Education*, THE REGULATORY REVIEW (Oct. 27, 2021).
- *Working While Mothering During the Pandemic and Beyond*, 78 WASH. & LEE L. REV. ONLINE 1 (2021).
- *Feminist Perspectives on Bostock v. Clayton County*, 53 CONN. L. REV. ONLINE 1 (2020) (co-authored).
- Symposium: *Accommodating Pregnancy Five Years After Young v. UPS: Where We Are and Where We Should Go*, 14 ST. LOUIS J. HEALTH L. & POL’Y 73 (2020).
- *Relationships and Retaliation in the #MeToo Era*, 72 FLA. L. REV. 797 (2020).
- *Adverse Employment Actions in Failure-to-Accommodate Cases: Much Ado About Nothing*, 95 NYU L. REV. ONLINE 1 (2020).
- Symposium: *Explaining “Not Disabled” Cases Ten Years After the ADAAA: A Story of Ignorance, Incompetence, and Possibly Animus*, 26 GEO. J. ON POVERTY L. & POL’Y 383 (2019).
- *Disabling ADA Retaliation Claims*, 19 NEVADA L. J. 823 (2019).
- *A New Look at the ADA’s Undue Hardship Provision*, 84 MISSOURI L. REV. 121 (2019).
- Symposium: *Mixed Signals: What Can We Expect from the Supreme Court in this Post-ADA Amendments Act Era?*, 35 Touro L. Rev. 435 (2019).
- *Cumulative Hardship*, 25 GEORGE MASON L. REV. 753 (2018).
- *Ending Harassment by Starting with Retaliation*, 71 STAN. L. REV. ONLINE 49 (2018).
- *Mothers with Disabilities*, 33 BERKELEY J. OF GENDER, L. & JUSTICE 75 (2018).
- Solicited Book Review: *An Ambitious Approach: SUSAN BISOM-RAPP & MALCOLM SARGEANT, LIFETIME DISADVANTAGE, DISCRIMINATION AND THE GENDERED WORKFORCE* (Cambridge Univ. Press 2016), 22 EMP. RTS. & EMP. POL’Y L.J. 125 (2018).
- Symposium: *Labor Law Group’s Conference on the Restatement of Employment Law, Public Policy and Workers’ Rights: Wrongful Discipline Actions and Good Faith Beliefs*, 21 EMP. RTS. & EMP. POL’Y L. J. 511 (2017), with Ann McGinley (UNLV).
- *Accommodating Everyone*, 47 SETON HALL L. REV. 85 (2016).

- *Special Treatment Stigma After the ADA Amendments Act*, 43 PEPPERDINE L. REV. 213 (2016).
- Symposium: *The Difficulty Accommodating Healthcare Workers*, 9 ST. LOUIS J. HEALTH L. & POL'Y 1 (2016).
- *Susan Martyn: A Role Model*, 47 TOL. L. REV. 19 (2015).
- Symposium: *Withdrawn Accommodations*, 63 DRAKE L. REV. 885 (2015).
- *The New ADA Backlash*, 82 TENN. L. REV. 1 (2015).
- *What Disability Means to Me: When the Personal and Professional Collide*, 5 HLRe: OFF THE RECORD 101 (2015) (solicited for Houston Law Review's Online Companion).
- Symposium: *Caregiver Conundrum Redux: The Entrenchment of Structural Norms*, 91 DENVER L. REV. 963 (2015).
- *A Defining Moment: Book Review of DISABILITY & EQUITY AT WORK*, 18 EMP. RTS. & EMP. POL'Y J. 289 (2015) (solicited book review).
- *Mutual Marginalization: Individuals with Disabilities and Workers with Caregiving Responsibilities*, 66 FLA. L. REV. 1099 (2014).
 - Reviewed in Joseph Seiner, *Disabilities, Caregiving Responsibilities, and Employer Requirements*, JOTWELL (November 19, 2015) (reviewing Nicole Buonocore Porter, *Mutual Marginalization: Individuals with Disabilities and Workers with Caregiving Responsibilities*, 66 FLA. L. REV. 1099 (2015)), <http://worklaw.jotwell.com/disabilities-caregiving-responsibilities-and-employer-requirements/>.
- Symposium: *Finding a Fix for the FMLA: A New Perspective, A New Solution*, 31 HOFSTRA LAB. & EMP. L. J. 327 (2014).
- *Choices, Bias, and the Value of the Paycheck Fairness Act: A Response Essay*, 29 ABA J. LAB. & EMP. L. 429 (2014) (solicited).
- *Women, Unions, and Negotiation*, 14 NEV. L. J. 465 (2014).
- Symposium: Teaching Labor and Employment Law, *A Proposal to Improve the Workplace Law Curriculum from a Corporate Compliance Perspective*, 58 ST. LOUIS UNIV. L. J. 155 (2014).
- Symposium: Minding the Gap: Reflections on the Achievement Gap between Men and Women in the Workplace in 2013, *The Blame Game: How the Rhetoric of Choice Blames the Achievement Gap on Women*, 8 FIU L. REV. 447 (2013).
- *Martinizing Title I of the Americans with Disabilities Act*, 47 GA. L. REV. 527 (2013).
 - Reviewed in Alex B. Long, *What Casey Martin Has To Teach Us About Disability Discrimination In The Workplace*, JOTWELL (August 14, 2013) (reviewing Nicole Buonocore Porter, *Martinizing Title I of the Americans with Disabilities Act*, 47 GA. L. REV. 527 (2013)), <http://worklaw.jotwell.com/what-casey-martin-has-to-teach-us-about-disability-discrimination-in-the-workplace/>.
- *Embracing Caregiving and Respecting Choice: An Essay on the Debate over Changing Gender Norms*, 41 SW. L. REV. 1 (2011).
- *Debunking the Market Myth in Pay Discrimination Cases*, 12 GEORGETOWN J. GENDER & L. 159 (2011) (with Jessica Vartanian).
- *Relieving (Most of) the Tension: A Review Essay of SAMUEL R. BAGENSTOS, LAW & THE CONTRADICTIONS OF THE DISABILITY RIGHTS MOVEMENT*, 20 CORNELL J. L. & PUBLIC POL'Y 761 (2011).
- *Synergistic Solutions: An Integrated Approach to Solving the Caregiver Conundrum for "Real" Workers*, 39 STETSON L. REV. 777 (2010) (solicited).
- *Why Care About Caregivers? Using Communitarian Theory to Justify Protection of "Real" Workers*, 58 KANSAS L. REV. 355 (2010).
- *The Perfect Compromise: Bridging the Gap Between At-Will Employment and Just Cause*, 87 NEB. L. REV. 62 (2008).

- *Reasonable Burdens: Resolving the Conflict Between Employees with Disabilities and Their Co-Workers*, 34 FLA. ST. L. REV. 313 (2007).
- *Re-Defining Superwoman: An Essay on Overcoming the “Maternal Wall” in the Legal Workplace*, 13 DUKE J. GENDER L. & POL’Y 55 (2006) (solicited).
- *Victimizing the Abused? IS Termination the Solution When Domestic Violence Comes to Work?*, 12 MICH. J. GENDER & L. 275 (2006).
- *A Review of GENDER ON TRIAL: SEXUAL STEREOTYPES AND WORK/LIFE BALANCE IN THE LEGAL WORKPLACE*, 6 U. PA. J. LAB. & EMP. L. 467 (2004) (solicited book review).
- *Sex Plus Age Discrimination: Protecting Older Women Workers*, 81 DENVER L. REV. 79 (2003) (cited in *Frappied v. Affinity Gaming Black Hawk, LLC* (10th Cir. 2020)).
- *Marital Status Discrimination: A Proposal for Title VII Protection*, 46 WAYNE L. REV. 1 (2000).

SCHOLARLY PRESENTATIONS

- Southeastern Association of Law Schools Annual Conference, Amelia Island, Florida, July 2025.
 - Discussant, *Disability After the Death of Deference*, in “Agency Enforcement After Loper Bright
 - Discussant, *What’s the Harm in ADA Accommodation Cases*, in “Disability Law”
- Presenter, AALS Disability Law Section Virtual Workshop, *Disability After the Death of Deference*, June 2025.
- Selected presenter, AALS Disability Law Section, *What the Demise of Chevron Deference Means for Disability Rights in the Workplace*, San Francisco, January 2025.
- Invited plenary presenter, *Supreme Court Review*, ABA Section of Labor and Employment Law Annual Meeting, New York, Nov. 14, 2024.
- Presenter, *Troubling Trends: ADA Definition of Disability Cases 2019–2023*, Nineteenth Annual Colloquium on Scholarship in Employment and Labor Law, University of San Diego, September 2024.
- Southeastern Association of Law Schools Annual Conference, Fort Lauderdale, Florida, July 2024.
 - Discussant, Women’s Work: Addressing Obligations of Female Law Faculty
 - Panelist, Preparing Female Law Students to Face Sexism in the Legal Field
 - Discussant, Pedagogical Trends Teaching Workplace Law
 - Discussant and Moderator, All About Accommodations
- Presenter, *Troubling Trends: ADA Definition of Disability Cases 2019–2023*, Labor Law Group Biennial Meeting, Chicago-Kent College of Law, June 2024.
- Presenter, *Accommodating Everyone Redux*, Chicago-Kent College of Law, Malin Institute Symposium: “All About Accommodations” March 2024.
- Invited Workshop Presenter, *Subordination Through Schedules*, Seton Hall University Law School, January 2024.
- Presenter, AALS Section on Law Professors with Disabilities, *Best Practices for Accommodating Students with Disabilities*, Washington, D.C. January 2024.
- Presenter, *Definition of Disability Cases 2019–23: Less Ignorance But More Animus*, Eighteenth Annual Colloquium on Scholarship in Employment and Labor Law, October 2023.
- Invited Presenter, Symposium, *Mothers with Disabilities Post-Pandemic and Post-Dobbs*, University of Oklahoma College of Law, October 2023.
- Presenter, *Disability Law and Dobbs*, Chicago-Kent College of Law, Malin Institute Symposium, “The Effect of Dobbs on Work Law,” March 2023.
- Presenter, *Accommodations Everywhere*, Seventeenth Annual Colloquium on Scholarship in Employment and Labor Law, Vanderbilt Law School, October 2022.

- Southeastern Association of Law Schools Annual Conference, Miramar Beach, Florida, August 2022
 - Discussant, Discussion Group, Marginalized Groups Under-Protected by Employment Law
 - Moderator and Discussant, Discussion Group, Workplace Accommodations
 - Moderator and Discussant, Pedagogical Trends in Teaching Workplace Law
- Invited Presenter, *Disability Diversity & Identity Capitalism*, Symposium for Nancy Leong's book, *Identity Capitalists: The Powerful Insiders Who Exploit Diversity to Maintain Inequality*, New England Law School, April 2022.
- Selected Presenter, *Accommodating Structural Norms of the Workplace: Reimagining When and Where We Work*, AALS Disability Law Section, "The Future of Accommodations," AALS Annual Meeting, 2022.
- Presenter, *Accommodating Structural Norms of the Workplace: Reimagining When and Where We Work*, Sixteenth Annual Colloquium on Scholarship in Employment and Labor Law, virtual and sponsored by Vanderbilt Law School, October 2021.
- Southeastern Association of Law Schools Annual Conference, Amelia Island, Florida, July 2021
 - Discussant, Discussion Group, Trending Topics in Health Law & Health Policy
 - Discussant, Discussion Group, Contract Issues in Employment Law
 - Discussant, Discussion Group, COVID-19 and Work Law
 - Moderator & Discussant, Discussion Group, Post-Election Preview: Labor and Employment Law under a New Biden Administration
- Invited Presenter, Symposium, *Working While Mothering During the Pandemic and Beyond*, University of Idaho Critical Legal Studies Journal Symposium, The Future of Work in a Post-Pandemic America, April 2021
- Presenter, *Bostock's Coattails: Friend, Trojan Horse, or Both?*, Fifteenth Annual Colloquium on Scholarship in Employment and Labor Law, virtual and sponsored by Louis D. Brandeis School of Law, University of Louisville, October 2020 (with Ann McGinley).
- Presenter, AALS Disability Law Section's Summer Workshop Series, *Disclaiming Disability*, July 2020.
- Invited Workshop Presenter, *Disclaiming Disability*, University of Iowa College of Law, November 2019.
- Presenter, *#MeToo and the Process That's Due: Sexual Misconduct Across the Curriculum*, Fourteenth Annual Colloquium on Scholarship in Employment and Labor Law, Las Vegas, Nevada, October 2019.
- Southeastern Association of Law Schools Annual Conference, Boca Raton, Florida, August 2019:
 - Discussant, Discussion Group: Health Law and Bioethics, *Disclaiming Disability*
 - Moderator and Discussant, Discussion Group, Employment Discrimination in the Age of Kavanaugh
- Panelist, #MeToo Panel, Relationships and Retaliation in the #MeToo Era, Law and Society Annual Meeting, Washington DC, June 2019.
- Moderator and Discussant, Roundtable: Feminist Judgments: Employment Discrimination Opinions Rewritten, Law and Society Annual Meeting, Washington DC, June 2019.
- Invited Presenter, *Law and the #MeToo Movement Across the Curriculum*, Texas A & M University School of Law, April 2019.
- Invited Plenary Presenter, *Explaining "Not Disabled" Cases Ten Years After the ADAAA: A Story of Ignorance, Incompetence, and Possibly Animus*, University of the District of Columbia David A. Clarke School of Law, March 2019.

- Presenter, *Relationships and Retaliation*, Thirteenth Annual Colloquium on Scholarship in Employment and Labor Law, Columbia, South Carolina, September 2018.
- Southeastern Association of Law Schools Annual Conference, Fort Lauderdale, Florida, August 2018:
 - Discussant: Sexual Harassment Law—So Much Success, So Much Failure
 - Panelist: Emerging Issues in Workers' Compensation Law & Policy
 - Discussant: Recent Developments in Disability and Health Law
 - Discussant: New and Established Voices in Labor & Employment Law
 - Discussant: Workplace Law at the Supreme Court
 - Discussant: Faculty Development Deans: Meeting Challenges and Supporting Faculty Members
- Invited Presenter and Moderator, Dinner Panel hosted by the *Stanford Law Review*, "Law and the #MeToo Movement," Stanford Law School, May 10, 2018
- Co-host, presenter, and organizer: *Feminist Judgments Project: Rewritten Employment Discrimination Opinions*, UNLV, April 2018
- Presenter, *Disabling Retaliation Claims*, Twelfth Annual Colloquium on Scholarship in Employment and Labor Law, Fort Worth, Texas, September 2017.
- Southeastern Association of Law Schools Annual Conference, Boca Raton, Florida, August 2017:
 - Organizer, Moderator, and Discussant: Discussion Group: Trends and Developments in Anti-Retaliation Law
 - Discussant: Discussion Group: Employment Law in the Trump Era
 - Discussant: Discussion Group: New and Existing Voices in Labor and Employment Law
- Invited Presenter: Labor Law Group's Conference on the Restatement of Employment Law, presenting *Public Policy and Workers' Rights: Wrongful Discipline Actions and Good Faith Beliefs*, Maurer School of Law, Indiana University, Bloomington, Indiana, November 2016 (with Ann McGinley (UNLV)).
- Invited Presenter, *Mothers with Disabilities*, The U.S. Feminist Judgments Project: Rewriting the Law, Writing the Future, University of Akron School of Law, October 2016.
- Presenter, *Accommodating Everyone*, Eleventh Annual Colloquium on Scholarship in Employment and Labor Law, Seattle, Washington, September 2016.
- Southeastern Association of Law Schools Annual Conference, Amelia Island, Florida, August 2016, Discussant:
 - Discussion Group: Top Developments in Disability Law and Policy
 - Discussion Group: *Fisher v. University of Texas*—Implications for Labor & Employment Law
 - Discussion Group: Works in Progress Workplace Law
- Invited Guest, "This Week in Health Law" Podcast, February 19, 2016.
- Presenter, *Universal Accommodation Mandate to End Mutual Marginalization*, Central States Law Schools Association Conference, Toledo, Ohio, October 2016.
- Southeastern Association of Law Schools Annual Conference, Boca Raton, Florida, August 2015, Discussant:
 - Discussion Group: Too Hot: Appearance Discrimination
 - Discussion Group: Accommodations
 - Discussion Group: New Voices in Labor & Employment Law.
- Invited Presenter, AALS Mid-Year Meeting on "Next Generation Issues on Sex, Gender, and the Law," Plenary Panel on Employment Discrimination, Orlando, Florida, June 2015.

- Invited Presenter, *The Difficulty Accommodating Healthcare Workers*, Symposium, “The ADA at 25: Disability Rights and the Healthcare Workforce,” Saint Louis University School of Law, March 2015.
- Invited Presenter, *Withdrawn Accommodations*, Employment Discrimination Panel during the AALS Annual Meeting, January 2015, Washington, D.C.
- Presenter, *The Stigmatic Harm of Special Treatment in the Workplace After the ADAAA*, Ninth Annual Colloquium on Labor & Employment Law, Boulder, Colorado, September 2014.
- Invited Panelist, “The Meaning of Disability,” Southeastern Association of Law Schools Annual Conference, Amelia Island, Florida, August 2014.
- Invited Commentator, Workshop on Labor & Employment Law: Discussion Group, New Voices in Labor & Employment Law, Southeastern Association of Law Schools Annual Conference, Amelia Island, Florida, August 2014.
- Invited Presenter, *The New ADA Backlash & Special Treatment Stigma*, Labor Law Group Meeting, Ithaca, New York, June 2014.
- Invited Presenter, *Caregiver Conundrum Redux*, Symposium, Revisiting Sex: Gender & Sex Discrimination Fifty Years After the Civil Rights Act, University of Denver Sturm College of Law, February 2014.
- Selected Presenter from a Call for Papers, *The Exclusionary Effects of Special Treatment Stigma in the Workplace After the ADAAA*, Disability Law Panel during the 2014 AALS Annual Meeting, New York City, January 2014.
- Workshop Presenter, *The New ADA Backlash*, Ohio Northern University College of Law, December 2013.
- Invited Presenter, *Finding a Fix for the FMLA: A New Perspective, A New Solution*, Symposium, Hofstra Labor & Employment Law Journal, Hofstra Law School, November 2013.
- Presenter, *The Next Backlash?: The Reasonable Accommodation Provision after the ADA Amendments Act*, Eighth Annual Labor and Employment Law Colloquium, Las Vegas, September 2013.
- Invited Presenter, *The Blame Game: How the Rhetoric of Choice Blames the Achievement Gap on Women*, Symposium, Minding the Gap: Reflections on the Achievement Gap Between Men and Women in the Workplace in 2013, Florida International University Law School, February 2013.
- Invited Presenter, *A Proposal to Improve the Workplace Law Curriculum from a Corporate Compliance Perspective*, Teaching Labor and Employment Law Symposium, Saint Louis University School of Law, February 2013.
- Invited Presenter, *Women, Unions, Negotiation*, CRIMT 2012 International Conference, Union Futures: Innovations, Transformations, Strategies, Montreal, October 2012.
- Presenter, *Mutual Marginalization*, Seventh Annual Labor and Employment Law Colloquium, Chicago, September 2012.
- Invited Presenter, *Embracing Caregiving and Respecting Choice*, Work-Family Researchers Network Inaugural Conference, New York City, June 2012.
- Invited Presenter, *Disability and Gender: The Common Bond and Diverse Experiences of Individuals with Disabilities and Women with Children in the Workplace*, Symposium: Rebranding Disability Rights Law, Berkeley Law School, Berkeley, California, March 2012.
- Invited Presenter, *Women, Unions, and Negotiation*, Democracy and the Workplace Conference, UNLV Law School, Las Vegas, Nevada, February 2012.
- Presenter, *Martinizing Title I of the Americans with Disabilities Act*, Central States Law Schools Association Conference, Toledo, Ohio, October 2011.
- Presenter, *Martinizing Title I of the Americans with Disabilities Act*, Sixth Annual Colloquium in Labor and Employment Law, Los Angeles, September 2011.

- Invited Presenter, *Debunking the Market Myth in Pay Discrimination Cases*, AALS Workshop on Women Rethinking Equality, Washington, D.C., June 2011.
- Invited Presenter, *Debunking the Market Myth in Pay Discrimination Cases*, AALS Annual Meeting, Women in Legal Education Section, San Francisco, January 2011.
- Presenter, *Paycheck Fairness Act to the Rescue! Precluding the Market Defense and Reviving the Equal Pay Act*, Fifth Annual Labor and Employment Law Colloquium, Washington University in Saint Louis School of Law and Saint Louis University School of Law, September 2010.
- Invited Panelist, *Reconstructing Superwoman: Care and Market Work from a Non-Binary Perspective*, Motherhood: Reclaiming Our Past, Transforming Our Future, University of Denver, March 2010.
- Invited Presenter, *Synergistic Solutions: An Integrated Approach to Solving the Caregiver Conundrum for “Real” Workers*, AALS Annual Meeting New Law Professors Section, New Orleans, January 2010.
- Presenter, *Synergistic Solutions: An Integrated Approach to Solving the Caregiver Conundrum for “Real” Workers*, Fourth Annual Colloquium in Labor and Employment Law, Seton Hall Law School, September 2009.
- Workshop Presenter, *Why Care About Caregiving? Using Communitarian Theory to Justify Protection of Real Workers*, Indiana University School of Law—Indianapolis, February 2009.
- Presenter, *Why Care About Caregiving?: Using Communitarian Theory to Justify Protection of Real Workers*, Ohio Legal Scholars Workshop, The Ohio State University Moritz College of Law, January 2009.
- Presenter, *Why Care About Caregiving?: Using Communitarian Theory to Justify Protection of Real Workers*, Third Annual Colloquium in Labor and Employment Law, University of San Diego School of Law and California Western School of Law, October 2008.
- Presenter, *A Foursome of Flaws: Identifying the Four Most Common Errors Made in Proposals to Remedy Caregiver Discrimination*, Second Annual Colloquium in Labor and Employment Law, University of Denver, Sturm College of Law and University of Colorado Law School, October 2007.
- Presenter, *The Employment Termination Equity Act: Finding a Compromise Between Employment At-Will and Just Cause*, Labor and Employment Law Colloquium, Marquette University Law School, October 2006.
- Panelist, Plenary Panel: Jay Healey Teaching Session, “Clashing Perspectives in the Classroom,” 30th Annual Health Law Teachers Conference, June 2006.
- Presenter, *Reasonable Burdens: Resolving the Conflict Between Employees with Disabilities and Their Co-Workers*, Jurisgenesis: New Voices on the Law, Washington University, June 2006.
- Panelist, *Stuck in the Middle . . . Is There a Compromise Between Employment At-Will and Just Cause Terminations?*, International Contracts Conference, Texas Wesleyan University School of Law, February 2006.
- Workshop Presenter, *The Reasonableness of Equal Opportunity Under the Americans with Disabilities Act*, University of Missouri Law School, February 2006.

PRESS MENTIONS/APPEARANCES

- Commentary, *Despite Unanimous Ruling, Court Appears Split on Discrimination*, Bloomberg Law (June 10, 2025).
- Quoted in Robert Iafolla, *Harassment for Covid Mask Request Gets Review in Fifth Circuit* (Nov. 8, 2023).

- Quoted in Robert Iafolla, *Commute Accommodations for Disabilities Spur Federal Court Rift*, Bloomberg Law (Sept. 1, 2023).
- Quoted in Rob Wile, *Employment Among People with Disabilities Hits New Post-Pandemic High*, NBCNEWS.COM (July 7, 2023).
- Quoted in Robert Iafolla, *Covid's Remote Work Experience Is Slowly Changing Disability Law*, BLOOMBERG LAW (July 6, 2023).
- Quoted in Laura Casey, *Long Covid Is a Disability. Here's How to Ask for Workplace Accommodations*, WASH. POST (Feb. 20, 2023).
- Quoted in Amanda Ottaway, *Does the ADA Require Employers to Let Workers Relocate?*, LAW360 (Nov. 3, 2022).
- Quoted in Robert Iafolla, *Transgender Workers' Rights Expanded by Gender Dysphoria Ruling*, BLOOMBERG LAW, Aug. 18, 2022.
- Interviewed and quoted, Nick Blumberg, *Amazon Employees Say Company Retaliated After Charges of Racially Hostile Work Environment*, WWTW NEWS, Aug. 15, 2022.
- Quoted in Edward Segal, *Walmart is Sued for Gender and Race Discrimination by EEOC*, FORBES, Feb. 11, 2022.
- Quoted in Jennifer Kay, *Last Equal-Pay Holdout Debates Treating Men and Women the Same*, BLOOMBERG LAW, Feb. 11, 2022.
- Op-Ed, *What Does Andrew Cuomo's Resignation Mean for #MeToo?*, The Hill, Aug. 24, 2021.
- Quoted in Robert Iafolla & Louis C. LaBrecque, *Covid-19 Vaccine Mandates at Work Promise Employer Headaches*, Bloomberg Law News, Nov. 2, 2020.
- Quoted and cited in Patrick Dorrian & Robert Iafolla, Separate Adverse Action Not Needed for ADA Accommodation Claim, Bloomberg Daily Labor Report, Oct. 29, 2020.
- Quoted in Patrick Dorrian & Robert Iafolla, *Asthmatic Worker Gets Covid-Related Telework Order, For Now*, Bloomberg Law Daily Labor Report, Sept. 17, 2020
- Quoted and cited in Robert Iafolla, *6th Circuit Weighs Broader Disability Definition of ADA Amendments*, Bloomberg Law Daily Labor Report, Jan. 28, 2020.
- Quoted in several news outlets, *Many Say #MeToo is Bigger than Harvey Weinstein, Trial Outcome Doesn't Matter*, Jan. 13, 2020.
- Quoted by the Toledo Blade, *UT Program Addresses #MeToo and the Law*, February 2019.
- Interviewed regarding sexual assault panel at the University of Toledo College of Law, NBC24, November 2018.
- Interviewed regarding sexual harassment and the #metoo movement:
 - NBC 24 (Toledo), November 30, 2017 6:00 News
 - 13 ABC (Toledo), November 29, 2017 5:00 News
 - 13 ABC (Toledo), November 22, 2017 6:00 News (anchor story)
- Quoted in Matt Cullen, *GW Seeks dismissal of sex discrimination charges in athletic department*, THE GW HATCHET, November 13, 2017.
- Quoted in Jon Steingart, *Schools' Use of Salary History in Setting Pay to Get Second Look*, BLOOMBERG LAW, August 30, 2017.
- Nicole Buonocore Porter, *Room for Debate, Salary Negotiations Often Preclude Women from Equal Pay*, N.Y. TIMES, August 15, 2016.
- Porter's article, *Women, Unions, and Negotiation* quoted in Jonathan Timm, *A Labor Movement That's More About Women*, THE ATLANTIC, August 25, 2016.
- Quoted in Rebekah Mintzer, *States Look to Give Teeth to National Pay Equity Legislation*, THE NATIONAL LAW JOURNAL, October 24, 2016.

PROFESSIONAL AND COMMUNITY SERVICE

- Executive Committee Member, AALS Section on Law Professors with Disabilities and Their Allies, 2025.
- Secretary, ABA Section of Labor and Employment Law, 2024.
- Invited CLE Presenter, *Troubling Trends: ADA Definition of Disability Cases 2019–2023*, I'Anson-Hoffman America Inn of Court, William & Mary Law School, Oct. 16, 2024.
- Executive Committee Member, AALS Section on Law Professors with Disabilities and Their Allies, 2024.
- Chair, AALS Section on Law Professors with Disabilities and Their Allies, 2023.
- Secretary-Elect, ABA Section of Labor and Employment Law, 2023
- Presenter, *Marijuana, Drug Testing, and the ADA*, 38th Annual Illinois Public Sector Labor Law Conference, Chicago-Kent College of Law CLE, December 2022.
- Presenter, *Best Practices for Handling ADA Accommodations*, 40th Annual Federal Sector Labor Law Conference, Chicago-Kent College of Law CLE, September 2022.
- Secretary, AALS Section on Law Professors with Disabilities and Their Allies, 2022.
- Invited Participant, July 2021, Council of the ABA Section on Legal Education's Roundtable Discussion to discuss the collection of expanded categories of race and ethnicity data, as well as collection of data on LGBTQ+ status and disability status.
- Presenter, Toledo Women's Bar Association CLE: *Law and the #MeToo Movement Across the Curriculum*, May 2019
- Presenter, Toledo Bar Association CLE: *Law and the #MeToo Movement Across the Curriculum*, April 2019
- Organizer and Judge for Inaugural OSBA Labor and Employment Writing Competition
- Bringing Law to the #MeToo Movement, University of Toledo, February 2019
- Organizer and Moderator, Sexual Assault Panel, University of Toledo College of Law, September 2018
- Law & the #MeToo Movement CLE for the Toledo Women's Bar Association, Toledo, Ohio, March 2018
- UNLEASHequality.com: A collaboration of nationally known law professors engaged in efforts to explore the legal dimensions of the #metoo movement.
- Presenter, Lucas County Bar Association Meeting, "Disability Law After the ADA Amendments Act," September 2013.
- Panelist, "Stand Your Ground, A Feminist Perspective," Toledo, Ohio, September 2013.
- Presenter, Toledo Women's Bar Association CLE, "From Classroom to Courtroom: Keeping Current on Legal Trends with Toledo Law Faculty: Caregiver Discrimination and Hot Topics in Employment Law," May 2011.
- Member of the Sexual Harassment Task Force, University of Toledo, 2010-2012.
- Guest Speaker, Toledo Bar Association Labor & Employment Law Committee's Annual Dinner, June 2009.
- Member of Toledo Women's Bar Association
- Keynote Speaker, The First 100 Years Women at Saint Louis University Speaker Series, Work/Life Balance and Its Challenges, September 2008.
- Panelist, "The Glass Ceiling, Sticky Floor, Maternal Wall, and Other Barriers to Advancement," Midwest Regional Conference for Women in the Law, June 2006.
- Moderator, Employment Discrimination Update, Midwest Regional Conference for Women in the Law, June 2006.
- Guest Speaker, Work/Life Balance Solutions, sponsored by The Women Lawyers Association of Greater St. Louis, May 2006.

- Member of Planning Committee for the 2006 Midwest Regional Conference for Women in the Law, sponsored by the Women Lawyers Association of Greater St. Louis, 2005–2006.
- Member of the Advisory Committee for the Women Studies Program, Saint Louis University, 2005–2006.

PRACTICE EXPERIENCE

Guardian Industries, Corp., Auburn Hills, MI
Corporate Counsel, August 2002–June 2004

Butzel Long, Detroit, MI
Associate, August 1999–August 2002

Judge Ryan, U.S. Court of Appeals for the Sixth Circuit, Detroit, MI
Judicial Clerk, June 1998–August 1999