

## CURRICULUM VITA

### MARY-KATHRYN ZACHARY

#### TEACHING

##### Teaching Experience:

1998-present	University of West Georgia Department of Management Professor
1993-1998	University of West Georgia Department of Management and Business Systems Associate Professor
1987-1993	West Georgia College Department of Management and Marketing Assistant Professor
1981-1987	Berry College Department of Business and Economics Assistant Professor

##### Courses Taught at University of West Georgia

###### Undergraduate Courses Taught:

Legal Environment of Business  
Business Law  
Government and Business

###### Graduate Courses Taught:

Government and Business

###### Undergraduate Courses Developed and Taught:

Dispute Resolution in Contemporary Organizations (initiated in 2000)  
Employment Law (initiated in 1999)  
Women and Work (cross-listed in Management and Sociology)  
(initiated in 1995)

###### Graduate Courses Developed and Taught:

Dispute Resolution in Contemporary Organizations (initiated in 2000)  
Women and Work (cross-listed in Management and Sociology)  
(initiated in 1995 as undergraduate course - under semester system is  
both an undergraduate and graduate course)  
Business and Society (course listed but not taught since 1983)

(initiated in 1997)

Note: Teaching responsibilities have included courses taught at the Dalton campus and the Newnan campus, courses taught through distance learning in Carrollton, Newnan, and Dalton, as well as several courses taught on an independent study basis

### **Courses Developed and Approved for Teaching at University of West Georgia**

Personal Law

### **Courses Taught at Other Institutions**

Undergraduate Courses:

Business Law I  
Business Law II  
Labor Relations Law  
Personnel Management  
International Business Law  
Principles of Management  
Labor Economics  
Public Economic Policy

Graduate Courses:

Legal Environment of Business  
Labor Relations Law  
Personnel Management  
Human Behavior in the Organization  
Business and Society

### **Related Work Experience**

Contributing Editor, Supervision, 1997 to present

Editorial Board, Labor Law Journal, 2002 to present

Legal consultant for area attorneys, 1985 to present (primarily human resource management law)

Articles Editor, ALSB Journal of Employment and Labor Law (formerly Employment and Labor Law Quarterly), 2001 to 2005

Editorial Board, Journal of Employment Discrimination Law, 1999 to 2001

CPA Review Instructor with Conviser-Duffy, Carrollton, Georgia (1996-1999)

Consultant for Silvey Enterprises, Carrollton, Georgia (1997) (seminar on sexual harassment)

Consultant for Sefcor, Inc., Griffin, Georgia (1997) (seminar on sexual harassment)

Special Master, Office of Fair Employment Practices, State of Georgia (appointed by Governor George Busbee in 1982 and reappointed by Governor Joe Frank Harris) (conducted hearings and researched and wrote orders on employment discrimination cases) (1982-89)

Associate, Ford & Harrison, Atlanta, Georgia (1981) (Contact: Jeff Kirby)

Law Clerk to Hon. Harold L. Murphy, United States District Judge, Northern District of Georgia, Rome, Georgia (1979-81)

Legal Intern, Governor's Law Intern Program, Georgia Department of Offender Rehabilitation, Atlanta, Georgia (Summer 1978)

Research Assistant for Professor Emily Calhoun, University of Georgia School of Law, Athens, Georgia (Winter 1978)

Legal Secretary, Elarbee, Thompson & Trapnell, Atlanta, Georgia (1973-76) (Contact: J. Lewis Sapp)

## **SERVICE**

### **Service to Institution:**

#### **Committee Membership:**

University of West Georgia

#### **System-Wide Committee Activities**

Presidential Search and Screen Committee (1993-94)

Subcommittee on Questions and Concerns for Candidates of the Presidential Search and Screen Committee (1993-94)

#### **University Committee Activities**

Honors College Committee (1992-present)

University Women's Studies Advisory Committee (2007-present)

Women's Studies Committee (1992-present)

Alternative Dispute Resolution Committee (1999-2007)

Advisory Committee of Academic Vice President (2007)

Search Committee for Dean of the Richards College of Business  
(2003-2004)

University Grievance Committee (2003)

Subcommittee on Mediation Forms of Alternative Dispute  
Resolution Committee (1999-2002)

Subcommittee on Graduation Recognition of Honors College  
Committee, chair (2001)

Subcommittee on Graduation Recognition of Honors Program  
Committee, chair (1998-99)

Program Review Committee (1998-99)

Search Committee for Vice-President (1991-92)

Faculty Senate (three year term) (1990-93)

Academic Policies and Procedures Committee (three year  
term) (1990-93) (chair, 1992-93)

Master's Degree Admissions Appeals Committee (two-year  
term) (1991-93)

Admissions Subcommittee of the Honors Program (1992-93)

Honors Thesis Subcommittee on Student Rewards/Incentives  
of the Honors Program Committee (1992-93)

Phi Kappa Phi Awards Committee (1992-93)

Undergraduate Completion Subcommittee of the Undergraduate Program Committee (part of the Self-Study for Reaffirmation of Accreditation by the Southern Association of Colleges and Schools) (1989-92)

Responsible Sexuality Committee (1989-92)

Scholarship Committee (1989-90)

### **Richards College of Business Committee Activities**

College of Business Strategic Planning Committee (appointed by dean) (2005-present)

College of Business Promotion and Tenure Committee (2007-08)

Executive Roundtable (1992-present)

College of Business Promotion and Tenure Committee (2005-06)

College of Business Creed/Vision Committee (2004-05)

College of Business Post-Tenure Review Committee (2002-03)

College of Business Promotion and Tenure Committee (2001-02)

College of Business Promotion and Tenure Committee (2000-01)

College of Business Promotion and Tenure Committee (1998-99)

College of Business Committee on Merit Evaluation (1997)

College of Business Post-Tenure Review Committee (1996-97)

College of Business MBA Comprehensive Exam Committee (1995-97) (chair, spring 1997)

College of Business Faculty Development Rewrite Committee (1995-96)

School of Business Promotion and Tenure Committee (1995-96)

School of Business Promotion and Tenure Committee (1993-94)

School of Business Committee on Travel Policy (1991-92)

### **Departmental Committee Activities**

Departmental Promotion and Tenure Committee (Anderson, Hazari)  
(2007-08)

Departmental Merit Evaluation Committee (2007-08)

Departmental (Sociology) Master's Thesis Committee (2006)

Departmental Committee to Fill Two Management Positions (2005-07)

Departmental Third Year Review Committee (Anderson, Johns, Prince)  
(2006-07)

Departmental Committee to Fill Information Systems Position (2005-06)

Departmental Third Year Review Committee (Hazari) (2005-06)

Departmental Third Year Review Committee (Clenney, Hargrave,  
Rooks) (2005-06)

Departmental Promotion and Tenure Committee (2005-06)

Thesis Committee (Sociology Department) (2005-06)

Departmental Committee to Fill Department Chair Position (2005)

Oral Exit Exams Committee (Psychology Department) (2005)

Oral Exit Exams Committee (History Department) (2004)

Departmental Pre-Tenure Review Committee for Jorge Gaytan (2003-04)

Departmental Search Committee to Fill Information Systems Position  
(2003-04)

Departmental Search Committee to Fill Management Position  
(2003-04)

Departmental Search Committee to Fill Business Education Position  
(2003)

Departmental Search Committee to Recruit Information Systems Professors (2002-03)

Departmental Management Program Review Committee (2003-04, 2002-03)

Departmental Promotion and Tenure Committee (2002-03)

Thesis Committee (Sociology Department) (2000-02)

Departmental Committee to Allocate Travel Funds (chair, 2001-02)

Departmental Search Committee to Recruit Department Chair (2000-01)

Subcommittee on Position Announcement of Departmental Chair (2000-01)

Search Committee to Recruit Department Chair (2000)

Subcommittee on Question Development of Departmental Search Committee to Recruit Department Chair (2000)

Departmental Promotion and Tenure Committee (2000-01)

Oral Exit Exams Committee (Talcott) (Psychology Department) (2000)

Oral Exit Exams Committee (Allen) (Psychology Department) (2000)

Departmental Promotion and Tenure Committee (1998-99)

Departmental Subcommittee to Recruit Human Resource Faculty Position (1998-99)

Departmental Committee to Establish Departmental Mission and Vision Statement (1997)

Search Committee for Department Chair (1996-97)

Departmental Third Year Review Committee (Miller) (1996-97)

Departmental Third Year Review Committee (Ashley)

Departmental Retirement Event Committee (Chisholm and Inman) (1995-96)

Departmental Committee on Strategic Management Candidate (1995-96)

Departmental Committee to Review Management Program for Semester Conversion (1995-96)

Departmental Committee to Review Management Major Courses (1995-96)

Departmental Promotion and Tenure Committee (1995-96)

Departmental Committee to Review Management Major (1994-95)

Departmental Promotion and Tenure Committee (1993-94)

Departmental Committee on Assessment of Management Courses (1992-93)

Departmental Committee on Promotion and Tenure (1991-92)

Women's Symposium Committee (1990-91)

Prior to University of West Georgia

Faculty Council (chair and secretary)  
Academic Council  
Executive Committee of Academic Council  
Faculty Staff Campaign (fund-raising) (chair)  
Judicial Board  
Judicial Appeals Board  
Constitution and Bylaws Committee of Faculty Council  
Academic Affairs Committee of Faculty Council  
Academic Standards Committee  
Continuing Education Committee  
Honors Program Committee  
Committee on Teaching Enhancement  
Committee on Educational Programs (part of Self-Study for Reaffirmation of Accreditation by the Southern Association of Colleges and Schools) (chair of subcommittee)  
Committee on Drug Education and Testing

### **Counseling Experience:**

University of West Georgia

Informal legal consultant to administrators, faculty, students, and staff  
(primarily on human resource management/legal issues) (ongoing)

Informal consultant to students across campus interested in  
pursuing a law-related career (ongoing)

Prior to University of West Georgia

Same as above

### **Advisement of Student Organizations:**

University of West Georgia

Advisor, UWG Triathlon Club

Participant, West Georgia Pre-Law Society

Informal and Formal Co-Advisor to Alpha Kappa Psi, business fraternity

Prior to University of West Georgia

Advisor to Berry Business Association

### **Participation in Educational Activities:**

University of West Georgia

Initiator, implementor, and administrator of the Frank R. Hunsicker Honors Day  
Award for Outstanding Management Majors through the Department, Dean,  
Honors Program Committee, and Development Office (1996-present)

Participant, Faculty Women's Caucus (ongoing)

Participant in Beta Gamma Sigma Initiation Ceremony (2005)

Honorary Volleyball Coach (2000)

Panel member in University of West Georgia Celebration of  
Scholarship session, "Speaking Women's Issues: Theory and  
Praxis" (1997)

Participation in University of West Georgia's luncheon

observance of Take Your Daughters to Work Day focusing on high school students in the area (1997)

Presentation on career practices to residents in a women's dormitory during Women's History Month (1995)

Panelist presenter on Sexual Harassment in Academia for University Chapter of American Association of University Professors (1994)

Guest speaker to Professor David Higgins' Professional Ethics class on "Legal Ethics"

Guest speaker at induction ceremony of Alpha Kappa Psi business fraternity on "Ethics in the Business World"

Participation in preparation of Women's Studies Minor, including development of proposed course

Participant, Association of Women Faculty

Participant in various business and social club activities, such as the following:

- Alpha Kappa Psi
- SHRM
- Accounting Club
- Student/Faculty breakfasts
- Marketing Association
- Phi Beta Lambda

### **Participation in Community Activity:**

University of West Georgia:

#### **Presentations to Groups**

“Legal Issues in Managing and Supervising,” Douglasville, Georgia, June 4, 2003 (through University of West Georgia Division of Continuing Education/Public Service Programs)

“Legal Issues in Managing and Supervising,” Carrollton, Georgia, February 10, 2003 (through University of West Georgia Division of Continuing Education/Public Service Programs)

“Managing Diversity,” for Freudenberg-NOK, LaGrange, Georgia, January 29, 2003 (through University of West Georgia Division

of Continuing Education/Public Service Programs) (afternoon session)

“Managing Diversity,” for Freudenberg-NOK, LaGrange, Georgia, January 29, 2003 (through University of West Georgia Division of Continuing Education/Public Service Programs) (morning session)

“Carroll County Fire Department Leadership Development Program - Legal Implications for Supervisors,” Carrollton, Georgia, November 6, 2002 (through University of West Georgia Division of Continuing Education/Public Service Programs)

“Legal Issues in Managing and Supervising,” Newnan, Georgia, November 4, 2002 (through University of West Georgia Division of Continuing Education/Public Service Programs)

“Legal Issues in Managing and Supervising,” for OFS Brightwave, Carrollton, Georgia, October 16, 2002 (through University of West Georgia Division of Continuing Education/Public Service Programs) (afternoon session)

“Legal Issues in Managing and Supervising,” for OFS Brightwave, Carrollton, Georgia, October 16, 2002 (through University of West Georgia Division of Continuing Education/Public Service Programs) (morning session)

“Carroll County Fire Department Leadership Development Program - Legal Implications for Supervisors,” Carrollton, Georgia, September 25, 2002 (through University of West Georgia Division of Continuing Education/Public Service Programs)

“Cultural Diversity Awareness,” for Wal-Mart Distribution Center, LaGrange, Georgia, August 28, 2002 (through University of West Georgia Division of Continuing Education/Public Service Programs)

“Cultural Diversity Awareness,” for Wal-Mart Distribution Center, LaGrange, Georgia, August 12, 2002 (through University of West Georgia Division of Continuing Education/Public Service Programs)

“Cultural Diversity Awareness,” for Wal-Mart Distribution Center, LaGrange, Georgia, July 10, 2002 (through University of West Georgia Division of Continuing Education/Public Service Programs)

“Cultural Diversity Awareness,” for Wal-Mart Distribution Center, LaGrange, Georgia, June 5, 2002 (through University of West Georgia Division of Continuing Education/Public Service Programs)

“Cultural Diversity Awareness,” for Wal-Mart Distribution Center, LaGrange, Georgia, May 20, 2002 (through University of West Georgia Division of Continuing Education/Public Service Programs)

“Cultural Diversity Awareness,” for Wal-Mart Distribution Center, LaGrange, Georgia, May 8, 2002 (through University of West Georgia Division of Continuing Education/Public Service Programs)

“Legal Issues in Managing and Supervising” for Federal Mogul, LaGrange, Georgia, March 21, 2002 (through University of West Georgia Division of Continuing Education/Public Service Programs)

“Legal Issues in Managing and Supervising,” for Owens Corning Roofing Plant, Atlanta, Georgia, May, 2001 (through University of West Georgia Division of Continuing Education/Public Service Programs)

“Legal Issues in Managing and Supervising,” for Andrew Corp., Newnan, Georgia, May, 2001 (through University of West Georgia Division of Continuing Education/Public Service Programs)

“Legal Issues in Managing and Supervising,” for Excel Corp., Newnan, Georgia, May, 2001 (through University of West Georgia Division of Continuing Education/Public Service Programs)

“Legal Issues in Managing and Supervising,” for Americal Corp., Carrollton, Georgia, April, 2001 (through University of West Georgia Division of Continuing Education/Public Service Programs)

“Legal Issues in Managing and Supervising” for Kendall Healthcare, Atlanta, Georgia, March, 2001 (through University of West Georgia Division of Continuing Education/Public Service Programs) (morning session)

“Legal Issues in Managing and Supervising” for Kendall Healthcare, Atlanta, Georgia, March 2001 (through University of West Georgia Division of Continuing Education/Public Service Programs) (evening session)

“Legal Issues in Managing and Supervising,” Carrollton, Georgia, March 2001 (through University of West Georgia Division of Continuing Education/Public Service Programs)

“Legal Issues in Managing and Supervising” for Kawasaki, Atlanta, Georgia, March 2001 (through University of West Georgia Division of Continuing Education/Public Service Programs)

“Legal Issues in Managing and Supervising,” Newnan, Georgia, February 2001 (through University of West Georgia Division of Continuing Education/Public Service Programs)

“Legal Issues in Managing and Supervising” for Coca-Cola, Atlanta, Georgia, December 2000 (through University of West Georgia Division of Continuing Education/Public Service Programs)

“Legal Issues in Managing and Supervising” for Raven Wire, Carrollton, Georgia, November 2000 (through University of West Georgia Division of Continuing Education/Public Service Programs)

“Legal Issues in Managing and Supervising” for EGO, Inc., Newnan, Georgia, October 2000 (through University of West Georgia Division of Continuing Education/Public Service Programs) (morning session)

“Legal Issues in Managing and Supervising” for EGO, Inc., Newnan, Georgia, October 2000 (through University of West Georgia Division of Continuing Education/Public Service Programs) (evening session)

“Legal Issues in Managing and Supervising,” Newnan, Georgia, October 2000 (through University of West Georgia Division of Continuing Education/Public Service Programs)

“Legal Issues in the Workplace” for Saddle Creek Corporation, Atlanta, Georgia, December 1999 (through University of West Georgia Division of Continuing Education/Public Service Programs)

“Advanced Leadership Development Program for Supervisors and Managers - Legal Concerns for a Supervisor,” Carrollton, Georgia, November 1999 (through University of West Georgia Division of Continuing Education/Public Service Programs)

“Southwire Company Leadership Development Program - Legal Implications for Managers,” Carrollton, Georgia, September 1999 (through University of West Georgia Division of Continuing Education/Public Service Programs)

“Advanced Leadership Development Program for Supervisors and Managers - Legal Issues for Supervisors,” Newnan, Georgia, February 1999 (through University of West Georgia Division of Continuing Education/Public Service Programs)

“Leadership Training Institute - Part One: Supervision Concepts and Management,” Newnan, Georgia, April 1997 (through University of West Georgia Division of Continuing Education/Public Service Programs)

“Advanced Leadership Development Program - Legal Issues in Supervision,” Newnan, Georgia, November 1996 (through University of West Georgia Division of Continuing Education/Public Service Programs)

"Legal Implications for Managers" for Southwire Company Executive Training Institute, Carrollton, Georgia, October 1995 (through University of West Georgia Division of Continuing Education/Public Service Programs)

"Juggling the Stresses of the '90's - Keeping All the Balls in the Air" for Tanner Medical Center's annual Women's Health Fair, Carrollton, Georgia, April 1995

"Sexual Harassment in the Workplace" workshop sponsored by the Existing Industry Committee of the Carroll County Chamber of Commerce, Carrollton, Georgia, December 1993

"International Business Law" for Spanish Business class, Foreign Languages Department, Berry College, Rome, Georgia, November 1993

"Employment Law Issues for the Small Business," as part of the Business and Biscuits Series sponsored by the Carroll County Chamber of Commerce, Carrollton, Georgia, October 1993

"Legal Implications for Managers: Review and Update" for Southwire Company, Carrollton, Georgia, September 1993 (through West Georgia College Division of Continuing Education/Public Service Programs)

"The Legal Environment of Business in the United States" to the Russian Economic Development Interns sponsored by

the Newnan/Coweta Chamber of Commerce, Carrollton, Georgia,  
March 1993

"Recent Developments in Employment Law Affecting Women"  
for the Rome Chapter of the American Association of  
University Women, Rome, Georgia, January 1993

"Legal Implications for Managers" for Southwire Company  
Executive Training Institute, Carrollton, Georgia,  
September 1992 (through West Georgia College Division  
of Continuing Education/Public Service Programs)

"Supervising People Within the Law" for Container  
Products, CPI Plastics, Inc., Supervision Development  
Program, Newnan, Georgia, April 1992 (through West  
Georgia College Division of Continuing Education/  
Public Service Programs)

"Managing People Within the Law" for Carroll County  
Employers Committee Leadership Development Seminar,  
Carrollton, Georgia, April 1992 (through West Georgia  
College Division of Continuing Education/Public Service  
Programs)

"Supervising People Within the Law" for U. S. Can Company,  
Tallapoosa, Georgia, January 1992 (two sessions) (through  
West Georgia College Division of Continuing Education/  
Public Service Programs and U. S. Can Company)

"International Business Law" for Professor Kay Gardner's  
Spanish Business class, Foreign Languages Department,  
Berry College, Rome, Georgia, Fall 1991

"Business and the Law" for Southwire Company, Carrollton,  
Georgia, January 1991 (through West Georgia College  
Division of Continuing Education/Public Service Programs)

"Legal Implications for Managers" for Southwire Company  
Engineering Executive Training Institute, Carrollton,  
Georgia, October 1990 (through West Georgia College  
Division of Continuing Education/Public Service Programs)

"Legal Implications for Managers" for Southwire Company  
Engineering Executive Training Institute, Carrollton,  
Georgia, April 1990 (through West Georgia College Division  
of Continuing Education/Public Service Programs)

"Practical Law for Managers" for Southwire Company Management Development Program, Carrollton, Georgia, March 1990 (through West Georgia College Division of Continuing Education/Public Service Programs)

"The Course of a Lawsuit" for Professor Robert Frank's Mass Communication Law class, English Department, Berry College, Rome, Georgia, Spring 1989

"Legal Implications for Managers" for Southwire Company, Carrollton, Georgia, December 1989 (through West Georgia College Division of Continuing Education/Public Service Programs)

"Legal Implications for Managers" for Royal Creations, Inc., Executive Training Institute, Villa Rica, Georgia, July 1989 (through West Georgia College Division of Continuing Education/Public Service Programs)

"Sexual Harassment" for Cherokee Business and Professional Women's Club, Rome, Georgia, Summer 1989

"Sexual Harassment on the Job" at the 18th Annual Secretarial Conference sponsored by West Georgia College, Carrollton, Georgia, April 1988

"Issues in Labor Law" for Professor Ben Kyer's Labor Economics class, Business and Economics Department, Berry College, Rome, Georgia, Fall 1987

### **Positions Held in Community Organizations**

Member, Executive Board, Thomas B. Murphy Center for Public Service (2003-present)

Member, Advisory Committee for 1993 Carroll Leadership Academy, Carroll County Chamber of Commerce

Member, 1992 Carroll Leadership Academy, sponsored by the Carroll County Chamber of Commerce

Board Member, Carroll County Chapter of American Association of University Women (1988-89)

Member, Carroll County League of Women Voters (1988-89)

## **Other Community Activities**

Participant in Executive Roundtable, composed of business, faculty, and student leaders (1992-present)

Participation in Carroll County Women Lawyers' Association

Informal legal consultant to area businesses on employment and other legal issues

Ongoing assistance to community organizations in fund-raising efforts

Participant in miscellaneous Carroll Leadership Academy functions, Carroll County Chamber of Commerce, Carrollton, Georgia (1992-2000)

Selected for and participant in the 1992 Class of the Carroll Leadership Academy sponsored by the Carroll County Chamber of Commerce (1992)

Judge for Woman of Achievement Award, sponsored by the Carrollton Business and Professional Women's Organization (1992)

Member of Employer Health Cost Containment Panel in seminar sponsored by the Carroll County Employers Committee for 150 personnel managers (1989)

Consultant to Carroll County committee working on medical care legislation (1987-88)

Prior to University of West Georgia:

## **Presentations to Groups**

Presentations on contracts and business organizations for Berry College Center for Economic Education (summers, 1985-87)

Instructor for Berry College Continuing Education Program--Management Development Series--Negotiations (1985, 1986)

Presentation on education to 150 area women in management on education for Rome Area Chamber of Commerce (1986)

Speech to Summerville Business and Professional Women's Club on comparable worth (1986)

Series of lectures to Head Start mothers on consumer issues (1986)

Lecturer for Rome Diversion Center (1985, 1986)

### **Positions Held in Community Organizations**

Member, Rome Area Chamber of Commerce Task Force on Women in Management (1985-87)

Chair, Education Sub-Committee, Rome Area Chamber of Commerce Task Force on Women in Management (1985-87)

Member, Steering Committee, Rome Women's Network (1985-86)

Member, Rome Area Council for the Arts, Chiaha Guild (1986)

### **Other Community Activities**

Local charity activities

### **ACADEMIC ACHIEVEMENT**

<b><u>Degree</u></b>	<b><u>School</u></b>	<b><u>Years</u></b>
Juris Doctor	University of Georgia	1976-79
Bachelor of Arts	West Georgia College	1968-71

### **Writing Requirement for Juris Doctor**

The University of Georgia School of Law writing requirement was satisfied by my selection for and participation on Georgia Law Review.

### **Honors**

**Post-Graduate**

Article previously published in March 2008 edition of Supervision, “Sexual Harassment Procedures and Third Party Retaliation,” is reprinted in <http://www.allbusiness.com/legal/trial-procedure-decisions-rulings> (The Gale Group) (2008 copyright)

Articles previously published were cited in the following publications:

“Typologies of Abuse Among Afro-Trinidadian Women,” Journal of Interpersonal Violence, 22 (5) (2007)

“Implications of Violence Against Women on the Development Process,” Institute for Planning, Innovative Research, Appropriate Training and Extension Report, India

National Indian Law Library Indian Law Bulletin

Articles previously published were cited in the following books:

Human Resource Management, Ninth Edition, by Wayne Mondy, et al., Prentice Hall (2004)

Assessment Manual for Medical Groups, by Darrell L. Schryver, Medical Group Management Association, Courtney H. Price.

Supervision: Concepts and Skill-Building, by Samuel C. Certo (5<sup>th</sup> ed.)

Recipient of Richards College of Business Scholar Award (awarded summer 2007) (for proposal “Managing Cultural Diversity—The British Isles”)

Recipient of Richards College of Business Service Award (awarded summer 2007)

Recipient of the NAACP Chapter Award (2007)

Article previously published in February 2007 edition of Supervision, “Labor Law: Performance Testing,” is reprinted in <http://www.allbusiness.com/human/resources> (The Gale Group) (2007 copyright)

Recipient of \$1,500 Learning Resource Grant for 2006-2007 for “Native American Gaming—The Navajo Experience as a Microcosm”; and Prior Southwestern Grant Projects

Acknowledgment by the authors and the publisher of my assistance in reviewing and commenting on Dynamic Business Law, by Kubasek, Browne, et al., (McGraw-Hill Irwin)

Acknowledgment by the author of my assistance in reviewing and commenting on Business: Its Legal, Ethical and Global Environment, by Marianne Moody Jennings, (Thomson West)

Article previously published in January 2007 edition of Supervision, “Privacy and Intrusion,” is abstracted and made available in <http://highbeam.com> (2007 copyright)

Article previously published in January 2006 Supervision, “New Source of Liability for Employee Internet Use,” cited in <http://www.duke.edu> in on-line report entitled “Digital Ethics Project: Monitoring Computer and Internet Use at Work”

Recipient of \$1,500 Faculty Research Grant for 2005-2006 for “Healers of Conflict—Navajo Peacemaker Courts As a Dispute Resolution Model”; and Prior Southwestern Grant Projects

Article previously published in June 2006 edition of Supervision, “New Source of Liability for Employee Internet Use,” is reprinted in <http://www.allbusiness.com/management>\* (The Gale Group) (2007 copyright)

Selected for inclusion in 2006/2007 Honors Edition of Empire Who’s Who of Women in Education (2006)

Recipient, Richards College of Business Teaching Award (awarded August 2005)

Selected for inclusion in 9<sup>th</sup> Ed. Of Who’s Who Among America’s Teachers (2005) (Multiple Year Honoree)

Recipient of Distinguished Service Award for outstanding efforts on behalf of people who have disabilities (received summer 2005)

Two articles previously published in Supervision in January 2004 and October 2002 were reprinted in Annual Editions: Labor-Management Relations 05/06 (McGraw Hill)

Article previously published in Supervision in July 2005 was included on the Missouri Secretary of State’s web site, Info-to-Go October 2005, [www.sos.mo.gov/library/reference/infotogo/default.asp](http://www.sos.mo.gov/library/reference/infotogo/default.asp), under Employment and Labor

Article previously published in Supervision, “Employment Law: Falling on Deaf Ears,” was abstracted and available in full in Encyclopaedia Britannica Online

Article previously published in Supervision, “Supreme Court Resolves Questions, Raises Others, With HIV Ruling,” is quoted and cited in Small Business

Encyclopedia Section on Constructive Discharge (2006 copyright) (Thomson Gale, part of Thomson Corp.)

Article previously published in Supervision, “Harassment: The Other Varieties Are On The Upswing,” was quoted and cited in Encyclopedia for Business, 2<sup>nd</sup> Ed. Section on Sexual Harassment (2006 copyright) (Thomson Gale, part of Thomson Corp.)

Articles previously published in Supervision, “Age Discrimination—Part I, The State Employee,” and “Age Discrimination in Employment—Part II, The Private Employee,” were quoted and listed for further reading in Small Business Encyclopedia Section on Age Discrimination in Employment (2006 copyright) (Thomson Gale, part of Thomson Corp.)

Article previously published in Supervision, “Second Hand—And Other—Racial Harassment,” was reprinted in Rominger Legal Reports (2006)

Article previously published in Supervision, “Precautionary Measures Curb Workplace Violence Liability,” is cited on Colorado Bar Association’s web site, <http://www.cobar.org/group/display.cfm?genid=2924&printerversion=y> in section on domestic violence

Recipient, Richards College of Business Service Award (awarded August 2004)

Two articles previously published in Supervision in July 2004 and August 2004 were included on the Missouri Secretary of State’s web site, Info-to-Go August 2004, [www.sos.mo.gov/library/reference/infotogo/2004/info0408.asp](http://www.sos.mo.gov/library/reference/infotogo/2004/info0408.asp) under Employment and Labor, and Management and Personnel

Two articles previously published in Supervision in June 2004 were included on the Missouri Secretary of State’s web site, Info-to-Go June 2004, [www.sos.mo.gov/library/reference/infotogo/2004/info0406.asp](http://www.sos.mo.gov/library/reference/infotogo/2004/info0406.asp) under Employment and Labor, and Persons with Disabilities

Article previously published in Supervision in May 2004 was included on the Missouri Secretary of State’s web site, Info-to-Go May 2004, [www.sos.mo.gov/library/reference/infotogo/2004/info0405.asp](http://www.sos.mo.gov/library/reference/infotogo/2004/info0405.asp) under Employment and Labor

Recipient of Faculty Research Grant for 2004-2005; “Preserving the Past in the Present—Challenges in a Native American Context”; Prior South-Western Grant Projects

Recipient, Richards College of Business Research Award (awarded August 2003)

Selected for inclusion in 8<sup>th</sup> Ed. Of Who’s Who Among America’s Teachers

(2004)

Recipient of \$1,500 Faculty Research Grant for 2003-2004 for “The Last Store—The Crisis in Native American Arts,” “The NPS, The Tribes, and the Southwest—An Uneasy Alliance,” and “Language, Work, and the Law—Diversity in the Native American Context”

Selected for inclusion in Who’s Who in Business Higher Education (2003)

Selected as first featured faculty member in West Georgia’s Agenda (2003)

Ethics teaching techniques cited in article by President Beheruz Sethna, “Can Business Ethics be Taught? One University’s Experience,” Goodbusiness Journal, the online journal of The Southern Institute for Business and Professional Ethics (2003)

Article previously published was reprinted in Annual Editions: Human Resources 03/04. The publication stated that articles were chosen by an advisory board from “leading business magazines . . . to provide a wide sampling of the latest thinking in the field of human resources.”

Article previously published was reprinted in Annual Editions: Human Resources 2002-2003 (12<sup>th</sup> ed., McGraw Hill)

Recipient, Richards College of Business Teaching Award (awarded August 2002)

Recipient of \$1,500 Faculty Research Grant for 2002-2003 for “Guilt, Subjugation, and Native American Employment Law,” and “Legal Issues in Southwestern National and Tribal Parks and Monuments”

Runner-Up, Outstanding Faculty Paper Award, 2000 Pacific Northwest Academy of Legal Studies in Business Annual Conference (awarded 2001, received Certificate of Achievement)

Article previously published was cited in “You Have Been Misinformed—Now What?: Attacking Dangerous Data, Carol Ebbinghouse, Library Director, Western State University College of Law, Searcher, Vol. 9, No. 4 (Apr. 2001)

Article previously published in Supervision on workplace violence was cited in The Safeguardian, 2001 spring-summer newsletter of Project Safeguard

Certificate and Award for Most Peer Reviewed Articles in Richards College of Business, presented by Dean Jack E. Johnson (2000)

Articles cited in Human Resource Management textbook (1999), Journal of

Employment Discrimination Law article (2001), and Academy of Legal Studies in Business Annual Conference paper presentation (2001)

Article cited and favorably reviewed on UCLA law school web site (1999)

Article previously published in Supervision, “Court Strikes Down One Violence Remedy, But Others Abound,” was cited on Rutgers web site as Center Library resource on Violence Against Women at Work, <http://www.rcirutgers.edu/~cwwlibraryviolence.htm>

Recipient of Alpha Kappa Psi Faculty of the Week Award (2000)

Presented Certificate by Organizational Behavior Teaching Society at annual national meeting reflecting Honor Roll selection (1999)

Selected for Organizational Behavior Teaching Society Honor Roll of professors honored for teaching accomplishments and pedagogical contributions (1999)

Recipient of Distinguished Service Awards for outstanding efforts on behalf of people who have disabilities (spring and fall 1999)

Recipient of Student Government Association Outstanding Faculty Member Award for College of Business (1998)

Recipient of Certificate of Appreciation from Dr. Beheruz Sethna and Dr. Timothy Hynes for participation in Celebration of Scholarship activities (1997)

Finalist, Outstanding Faculty Paper Award, 1995 Pacific Northwest Academy of Legal Studies in Business Annual Conference

Recipient, Honorable Mention, Southern Business Administration Association Innovative Awards Program, for innovations in teaching business law (1995)

Recipient, School of Business Annual Publication Award (1993)

Recipient, School of Business Teaching Innovation Award (1993)

Recipient of Outstanding Faculty Paper Award, 1992 Mid-Atlantic Regional Business Law Association Annual Conference

Selected to participate in Carroll County Leadership Academy (1992)  
Recipient of Outstanding Faculty Paper Award, 1990 Mid-Atlantic Regional Business Law Association Annual Conference

Recipient of Outstanding Faculty Paper Award, 1989 Mid-Atlantic Regional Business Law Association Annual Conference

Appointed Special Master under the Georgia Fair Employment Practices Act by Governor George Busbee in 1982 and reappointed by Governor Joe Frank Harris (charged with hearing employment discrimination cases under that statute)

## **Law School**

Graduated cum laude

Senior Editor, Georgia Law Review, 1978-79

Senior Editor, Georgia Journal of International and Comparative Law, 1978-79

Editorial Board, Georgia Law Review, 1977-78

Participant, Brussels Seminar on the European Community, Brussels, Belgium, 1978

Recipient, Dean Rusk Scholarship for Study Abroad, 1978

Recipient, Bryant T. Castellow Scholarship, 1976-79

Publication of Recent Decision, Hackbart v. Cincinnati Bengals, 12 Ga. L. Rev. 380 (1978).

## **Undergraduate School**

Graduated "with highest honors"

Honor Societies: Phi Alpha Theta; Alpha Lambda Delta; Accolade

Who's Who in American Colleges and Universities

Watson Award for Outstanding Juniors and Seniors

Herndon Award for Outstanding Juniors and Seniors

## **PROFESSIONAL GROWTH** **Membership and Offices in Scholastic Honoraries**

Beta Gamma Sigma, national scholastic business honor society

Omicron Delta Kappa, national leadership honor society

Phi Alpha Theta, history honor society

### **Membership and Offices in Professional Societies**

State Bar of Georgia (1980 to present)

Academy of Legal Studies in Business (formerly American Business Law Association) (1985 to present)

Employment Law Section  
Alternative Dispute Resolution Section  
Environmental Law Section

Chair of Employment Law Section of Academy of Legal Studies in Business (2003-04)

Vice-Chair of Employment Law Section of Academy of Legal Studies in Business (2002-03)

Secretary of Employment Law Section of Academy of Legal Studies in Business (2001-02)

Rocky Mountain Academy of Legal Studies in Business (1997, 1999)

Western Academy of Legal Studies in Business (1997, 1999)

Pacific Southwest Academy of Legal Studies in Business (1997)

Pacific Northwest Academy of Legal Studies in Business (1994-2002)

Mid-Atlantic Regional Business Law Association (1988 to 1992)

Southeastern Academy of Legal Studies in Business (1987 to 1993, 2001 to 2002)

Carroll County Bar Association

Georgia Association of Administrative Law Judges (charter member) (1987-89)

Carroll County Chapter of American Association of University Women (1988-89) (Board Member)

## **Publications:**

### Published Articles

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Zachary, M.-K. (March 2006). "Labor Law for Supervisors: Religion, Race, and Dress Codes," Supervision, 67(3), pp. 23-27 (as contributing editor)

Zachary, M.-K. (February 2006). "Labor Law for Supervisors: Employee Credit Reports—A One-Time Authorization," Supervision, 67(2), pp. 22-24 (as contributing editor) (reprint)

Zachary, M.-K. (January 2006). "Labor Law for Supervisors: Employment Law—Falling On Deaf Ears," Supervision, 67(1), pp. 23-26 (as contributing editor)

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Confidentiality and Employment,” Supervision, 66(12), pp. 23-26 (as contributing editor)

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Exemption,” Labor Law Journal, 53(4), pp. 191-205

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Workplace Employment Issues,” Supervision, 63(1), pp. 22-24 (as contributing editor)

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Zachary, M.-K. (April 2001), “Labor Law for Supervisors: A Tripwire for Nonunion Employers?,” Supervision, 62(4), pp. 22-25 (as contributing editor)

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editor)

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a Consideration in Discipline," Supervision, 58(10), pp. 19-20 (as contributing editor)

Zachary, M.-K. (September 1997), "Labor Law for Supervisors: When  
Welcome Conduct Becomes Unwelcome," Supervision, 58(9), pp. 16-17  
(as contributing editor)

Zachary, M.-K. (August 1997), "Labor Law for Supervisors: Weather-Related  
Discipline," Supervision, 58(8), pp. 19-20 (as contributing editor)

Zachary, M.-K. (July 1997), "Labor Law for Supervisors: Retaliation  
Lawsuits on the Rise," Supervision, 58(7), pp. 17-18 (as contributing

editor)

Zachary, M.-K. (1997). "Between a Rock and a Hard Place-- Disability Benefits and/or ADA Relief." Labor Law Journal, 48(3), pp. 115-133

Zachary, M.-K. (1997). "Case Notes: Shahar v. Bowers." Employment and Labor Law Quarterly, 2(3), pp. 31-34

Zachary, M.-K. (1996). "Is Free Speech Free in the Nursing Profession?" The Journal of Nursing Administration, 26(11), pp. 36-46

Zachary, M.-K. (December 1996). "Handling Religious Expression in the Workplace." Supervision, 57(12), pp. 5-7

Zachary, M.-K. (1996). "The Office Grapevine: A Legal Noose?" Supervisory Management (Getting Results), pp. 6-7

Zachary, M.-K. (1996). "The Office Grapevine: A Legal Noose?" Management Review (part of Executive Forum, a supplement included in that issue), 1-2. This article was originally submitted to and accepted for Supervisory Management; however, the editor requested permission to also publish it as a supplement in Management Review.

Zachary, M.-K. (1996). "From Construct to Cases: The Emergence of the Obnoxious Employee Defense." Labor Law Journal, 47(3), pp. 183-198

Zachary, M.-K. (February 1996). "Creating a Sexual Harassment Training Program." Supervision, 57(2), pp. 3-5

Zachary, M.-K. (1995). "Balancing Judicial Interests in HIV Cases: Part 2, Issues for Nurse Administrators." The Journal of Nursing Administration, 25(11), pp. 9-14

Zachary, M.-K. (1995). "Balancing Judicial Interests in HIV Cases: Part 1, Issues for Nurse Administrators." The Journal of Nursing Administration, 25(10), pp. 51-55

Zachary, M.-K. (1993). "'November Spawned a Monster': The Eleventh Circuit Wrestles With Retroactive Application of the Civil Rights Act of 1991." Journal of Legal Studies in Business, (formerly Southeastern Journal of Legal Studies in Business) (2nd ed., spring)

Zachary, M.-K. (1990). "Back Pay, Reinstatement, and Front Pay in Discrimination Discharge Cases: Do the Make Whole Statutes Make Whole?." Mid-Atlantic Business Law Journal, pp. 113-128

## Published Papers

Zachary, M.-K. (2007). "Native American Spirituality in Business Education—A Look at the Navajo Peacemaker Courts," 2006 Proceedings of the Academy of Business Disciplines.

Zachary, M.-K. (2006). "Language, Work, and the Law—A Case Teaching Tool," 2005 Proceedings of the Academy of Business Disciplines.

Zachary, M.-K. (2004). "Preserving the Past in the Present—A Trip to Hubbell Trading Post," 2004 Proceedings of the Academy of Business Disciplines.

Zachary, M.-K. (2003). "Fraud in Its Many Forms—A Business Law Teaching Demonstration Using Native American Arts," 2003 Proceedings of the Academy of Business Disciplines.

Zachary, M.-K. (2003). Abstract, "Fraud in Native American Arts—A Moving Target," 2003 Proceedings of the Academy of Business Disciplines.

Zachary, M.-K. (2002). "Mental Illness, ERISA, and the Mind/Body Connection," 2002 Proceedings of the Pacific Northwest Academy of Legal Studies in Business (published in 2003).

Zachary, M.-K. (2001). "Danger, Public Policy, and Arbitration," 2001 Proceedings of the Pacific Northwest Academy of Legal Studies in Business (published in 2002).

Zachary, M.-K. (2001). "The Unpublished, Uncitable Appellate Decision—Judicial Necessity or Path to Tyranny?," Abstract, 2001 Proceedings of the Hawaii Conference on Business.

Zachary, M.-K. (2000). "The Supreme Court—and the Law—In Conflict," 2000 Proceedings of the Pacific Northwest Academy of Legal Studies in Business, **runner-up for Outstanding Paper Award -- received Certificate of Achievement** (published in 2001).

Zachary, M.-K. (1999). "Ethics As An Issue in ADA/Disability Cases: 'Courts Dislike People Who Lie,'" 1999 Proceedings of the Western Academy of Legal Studies in Business.

Zachary, M.-K. (1999). "Ten Years Later . . . The *Valdez* and the Aftermath," 1999 Proceedings of the Rocky Mountain Academy of Legal Studies in Business.

Zachary, M.-K. (1998). "What Is A Gender-Based Crime of Violence—And Why Should Businesses Care?," 1998 Proceedings of the Pacific Northwest Academy of Legal Studies in Business (published in 1999).

Zachary, M.-K. (1997). "Halloween in a Legal Environment Class," 1997 Proceedings of the Rocky Mountain Academy of Legal Studies in Business (published in 1998).

Zachary, M.-K. (1997). "Business Law for the 21<sup>st</sup> Century: Will It Be Taught?," 1997 Proceedings of the Western Academy of Legal Studies in Business (published in 1997).

Zachary, M.-K. (1997). "Love and the Law: Valentine's Day in a Legal Environment Class," 1997 Proceedings of the Pacific Southwest Academy of Legal Studies in Business (published in 1998).

Zachary, M.-K. (1996). "Equal Opportunity Harassment--Revisited and Updated." 1996 Proceedings of the Pacific Northwest Academy of Legal Studies in Business, pp. 7-15.

Zachary, M.-K. (1995). "Women and Work: Expanding the Role of the Business Law Professor." 1995 Proceedings of the Pacific Northwest Academy of Legal Studies in Business, pp. 61-73, **finalist for Outstanding Paper Award.**

Zachary, M.-K. (1994). "Equal Opportunity Harassment." 1994 Proceedings of the Pacific Northwest Academy of Legal Studies in Business, pp. 38-50.

Zachary, M.-K. (1992). "Retroactive Application of the Civil Rights Act of 1991." 1992 Proceedings of the Mid-Atlantic Academy of Legal Studies in Business, (previously known as the Mid-Atlantic Business Law Association), recognized in Proceedings as **recipient of Outstanding Faculty Paper Award.**

Zachary, M.-K. (1989). "Use of Common Law Torts in Determining Employer Liability for Racial Slurs in the Workplace." Selected Papers of the American Business Law Association 1989 District One Proceedings, recognized in Proceedings as **recipient of Outstanding Faculty Paper Award.**

Zachary, M.-K. (1988). "Current Use of Non-Title VII Theories in Sexual Harassment Cases." Selected Papers of the American Business Law Association 1988 District One Proceedings.

Zachary, M.-K. "Native American Spirituality in Business Education—A Look at the Navajo Peacemaker Courts," presented at the Academy of Business Disciplines Annual Meeting in Ft. Myers, Florida, November 2006

Zachary, M.-K. "Language, Work, and the Law—A Case Teaching Tool," presented at the Academy of Business Disciplines Annual Meeting in Ft. Myers, Florida, November 2005

Zachary, M.-K. "Preserving the Past in the Present—A Trip to Hubbell Trading Post," presented at the Academy of Business Disciplines Annual Meeting in Ft. Myers, Florida, November 2004

Zachary, M.-K. "Fraud in Its Many Forms—A Business Law Teaching Demonstration Using Native American Arts," presented at the Academy of Business Disciplines Annual Meeting in Ft. Myers, Florida, November 2003

Zachary, M.-K. "Fraud in Native American Arts—A Moving Target," presented at the Academy of Business Disciplines Annual Meeting in Ft. Myers, Florida, November 2003

Zachary, M.-K. "Legal Issues Involving Southwestern Parks: A Teaching Tool," presented at the Academy of Legal Studies in Business Annual Meeting in Nashville, Tennessee, August 2003

Zachary, M.-K. "Guilt, Subjugation, and Native American Employment Law - Part I, Is There Hope for the Hopi?," presented at the Academy of Legal Studies in Business Annual Meeting in Las Vegas, Nevada, August 2002 (a version of this paper was published in the Labor Law Journal)

Zachary, M.-K. "Mental Illness, ERISA, and the Mind/Body Connection," presented at the Pacific Northwest Academy of Legal Studies in Business Annual Meeting in Vancouver, British Columbia, April 2002

Zachary, M.-K. "*Anastasoff v. United States*—The Ninth Circuit Responds," presented at the Southeastern Academy of Legal Studies in Business Annual Meeting in Atlanta, Georgia, October 2001

Zachary, M.-K. "The Unpublished, Uncitable Appellate Decision—Judicial Necessity or Path to Tyranny?," presented at the Hawaii Conference on Business, Honolulu, Hawaii, June 2001 (a version of this paper was published in the Journal of Employment Discrimination Law)

Zachary, M.-K. "Danger, Public Policy, and Arbitration II," presented at the Pacific Northwest Academy of Legal Studies in Business Annual Meeting in Seattle, Washington, April 2001

Zachary, M.-K. "The ADA and Professional Golf--On to the Supreme Court," presented at the Academy of Legal Studies in Business Annual Meeting in Baltimore, Maryland, August 2000 (a version of this paper was published in the Journal of Employment Discrimination Law)

Zachary, M.-K. "What Your Mama Always Told You: Emily Post and Organizational Behavior," presented at the Organizational Behavior Teaching Conference in Carrollton, Georgia, June 2000

Zachary, M.-K. "The Supreme Court--and the Law--In Conflict," presented at the Pacific Northwest Academy of Legal Studies in Business Annual Meeting in Portland, Oregon, April 2000

Zachary, M.-K. "Ethics As An Issue in ADA/Disability Cases: 'Courts Dislike People Who Lie,'" presented at the Western Academy of Legal Studies in Business Annual Meeting in Monterey/Pacific Grove, California, April 1999

Zachary, M.-K. "Ten Years Later . . . The *Valdez* and the Aftermath," presented at the Rocky Mountain Academy of Legal Studies in Business Annual Meeting in Vail, Colorado, September 1999

Zachary, M.-K. "What Is A Gender-Based Crime of Violence--And Why Should Businesses Care?," presented at the Pacific Northwest Academy of Legal Studies in Business Annual Meeting in Seattle, Washington, April 1998

Zachary, M.-K. "The VAWA Civil Rights Remedy and Business: An Update," presented at the Academy of Legal Studies in Business Annual Meeting in San Diego, California, August 1998

Zachary, M.-K. "Halloween in a Legal Environment Class," presented at the Rocky Mountain Academy of Legal Studies in Business Annual Meeting in Vail, Colorado, September 1997

Zachary, M.-K. "ADA Relief and/or Disability Benefits: An Escalating Conflict," presented at the Academy of Legal Studies in Business Annual Meeting in Atlanta, Georgia, August 1997

Zachary, M.-K. "Disability Benefits and/or ADA Relief - The Prior Inconsistent Statement Issue," presented at the Academy of Legal

Studies in Business Annual Meeting in Atlanta, Georgia, August 1997  
(Note: This paper was accepted for presentation at the 1996 annual meeting in Quebec. Due to a death in the family, I was unable to attend the conference. However, inasmuch as the paper was a predecessor to the one accepted for the 1997 conference, and contained background information, it was distributed and used as part of the 1997 presentation.)

Zachary, M.-K. "Business Law for the 21st Century: Will It Be Taught? A Georgia Experience," presented at the Western Academy of Legal Studies in Business Annual Meeting in Monterey/Pacific Grove, California, April 1997

Zachary, M.-K. "Love and the Law: Valentine's Day in a Legal Environment Class," presented at the Pacific Southwest Academy of Legal Studies in Business Annual Meeting in Newport Beach, California, February 1997

Zachary, M.-K. "Equal Opportunity Harassment - Revisited and Updated," presented at the Pacific Northwest Academy of Legal Studies in Business Annual Meeting in Vancouver, British Columbia, April 1996

Zachary, M.-K. "The Nurse and the First Amendment - An Illusion of Free Speech," presented at the Academy of Legal Studies in Business Annual Meeting in Milwaukee, Wisconsin, August 1995

Zachary, M.-K. "Women and Work: Expanding the Role of the Business Law Professor," presented at the Pacific Northwest Academy of Legal Studies in Business Annual Meeting in Seattle, Washington, April 1995  
**(finalist for Outstanding Paper Award)**

Zachary, M.-K. "The EEOC Guidelines on Harassment--One Size Fits All?," presented at the Academy of Legal Studies in Business Annual Meeting in Dallas, Texas, August 1994

Zachary, M.-K. "Equal Opportunity Harassment," presented at the Pacific Northwest Academy of Legal Studies in Business Annual Meeting in Portland, Oregon, April 1994

Zachary, M.-K. "Beauty and the Boss: Appearance Issues in Female Employment Litigation," presented at the Academy of Legal Studies in Business Annual Meeting in Colorado Springs, Colorado, August 1993

Zachary, M.-K. "'November Spawned a Monster'--And the Eleventh Circuit Wrestles With It," presented at the Southeastern Academy of Legal Studies in Business Annual Meeting in Jacksonville, Florida, November

1992

Zachary, M.-K. "The Legal System Running Amuck: An Update on Retroactivity and the Civil Rights Act of 1991, presented at the Academy of Legal Studies in Business Annual Meeting in Charleston, South Carolina, August 1992

Zachary, M.-K. "Retroactive Application of the Civil Rights Act of 1991," presented at the Mid-Atlantic Academy of Legal Studies in Business Annual Meeting in Virginia Beach, Virginia, March 1992

Zachary, M.-K. "Use of Testers in Employment Discrimination Cases," presented at the American Business Law Association Annual Meeting in Portland, Maine, August 1991

Zachary, M.-K. "Choosing to Die in Georgia: Options Available and Their Implications for Physicians," presented at the Southeastern Business Law Association Annual Meeting in Atlanta, Georgia, October 1990

Zachary, M.-K. "Discrimination and the Immigration Law," presented at the American Business Law Association Annual Meeting in Toronto, Ontario, October 1990

Zachary, M.-K. "Back Pay, Reinstatement, and Front Pay in Discrimination Discharge Cases: Do the Make Whole Statutes Make Whole?," presented at the Mid-Atlantic Business Law Association Annual Meeting in Philadelphia, Pennsylvania, March 1990 (**recipient of Outstanding Faculty Paper Award**)

Zachary, M.-K. "The Unexpected Plaintiff in Sexual Harassment Cases," presented at the American Business Law Association Annual Meeting in Honolulu, Hawaii, August 1989

Zachary, M.-K. "Use of Common Law Torts in Determining Employer Liability for Racial Slurs in the Workplace," presented at the Mid-Atlantic Business Law Association Annual Meeting in Richmond, Virginia, March 1989 (**recipient of Outstanding Faculty Paper Award**)

Zachary, M.-K. "Current Use of Non-Title VII Cases in Sexual Harassment Cases," presented at the Mid-Atlantic Business Law Association Annual Meeting in Alexandria, Virginia, March 1988

### Presentations

Zachary, M.-K. (August 2007). "Preparing College Women, and Men, for Women's

Leadership,” presented at the Oxford Round Table on Women’s Rights: Regaining the Momentum, Oxford, England, August 2007

A Demonstration of Fraud and Authenticity in the Context of Native American Jewelry, Hubbell Trading Post National Historic Site, Ganado, AZ, July 28 and 29, 2004

Hubbell Trading Post Tour Presentations, Ganado, AZ, July 28 and 29, 2004

## Reviews

### Books

Mallor, Barnes, et al. Business Law, McGraw-Hill Irwin (13<sup>th</sup> ed.) (six chapters, test bank, on-line supporting material) (2007-2008)

Informal reviewer, proposed materials for CENGAGE Learning (2008)

Reviewer, pedagogical devices from multiple legal environment/business law Texts for McGraw-Hill Irwin at Business Law Symposia (2008)

Kubasek, Nancy, et al. Dynamic Business Law in a Global Environment McGraw-Hill (11 chapters) (January 2006).

Jennings. Business: Its Legal, Ethical, and Global Environment, 6th edition. South-Western/Thomson (October 2003).

Moran, John. Employment Law, 2nd edition. Prentice-Hall (April 2003).

Mallor, Barnes, Bowers, and Langvardt. Business Law: The Ethical, Global, and E-Commerce Environment, 12th edition. McGraw-Hill (two chapters), Spring 2003.

Cross and Miller. West’s Legal Environment of Business, 4th edition. Cincinnati: West/Thompson Learning, August 2001.

Author Unknown. Chapters of a business law textbook. Legal Environment of Business. Cincinnati: South-Western Publishing Co., August 1994.

Cameron, G. Legal Environment of Business (under consideration by publisher) Chapters of a business law textbook. Cincinnati: South-Western Publishing Co., three reviews - April 1993, March 1993, December 1992.

### Articles

Author Unknown. "The Federal Court Split in Applying Discrimination Standards in the Wake of Desert Palace," Labor Law Journal, Fall 2005.

Author Unknown. "Heading Off Managerial Malpractice: Review of the New FLSA Rules," B>Quest, Summer 2005.

Author Unknown. "Expanding the Protection of Employees from Non-Compete Agreements Under State Whistleblower Laws: A Critical Analysis of *Maw v. Advanced Clinical Communications*," ALSB Journal of Employment and Labor Law, Summer 2004 (informal review).

Author Unknown. "Better to Have Tried and Failed Than Never to Have Tried at All: Implications of Mandatory Mediation in *Fisher v. GE Medical Systems*," ALSB Journal of Employment and Labor Law, January 2004.

Author Unknown. "Legal and Managerial Implications of Electronic Monitoring in the Workplace with Consideration of September 11, 2002," Labor Law Journal, Spring 2003.

Author Unknown, "Employee Use of the Internet: Where Voyage Is Forbidden," Employment and Labor Law Quarterly, Summer 2002.

Author Unknown. "Challenging Corporate Mentoring Programs: Mixed Motives and Alternative Employment Practices," Journal of Employment Discrimination Law, Fall 2000.

Author Unknown. "A Study of the Legitimate Screening Practices of the Temporary Help Industry," Employment and Labor Law Quarterly, February, 2000.

Author Unknown, "Unequal Treatment of Contingent Employees," Journal of Employment Discrimination Law, Fall 1999.

Author Unknown. "Southwest Airlines, Playboy, & Hooters: The BFOQ Connection." Employment and Labor Law Quarterly, May 1996.

#### Other Research and Writing

National Register Nomination Report prepared for Hubbell Trading Post National Historic Site (July 2005)

Miscellaneous Orders entered in Special Master cases (1985-89)

#### Editorships:

Member, Editorial Board, Labor Law Journal, 2002 to present

Contributing Editor, Supervision, 1997 to present (write monthly article on employment and labor law issues in the workplace)

Articles Editor, ALSB Journal of Employment and Labor Law (formerly the Employment and Labor Law Quarterly, 2001 to 2005

Member, Editorial Board, Journal of Employment Discrimination Law, 1999 to 2001

Member, Editorial Board, Employment and Labor Law Quarterly, 1996 to 2001

### **Miscellaneous Professional Growth and Development Activities:**

#### Offices Held in Professional/Academic Organizations

Elected Chair of Employment and Labor Law Section of Academy of Legal Studies in Business, August 2003

Elected Vice-Chair of Employment and Labor Law Section of Academy of Legal Studies in Business, August 2002 to August 2003

Elected Secretary of Employment and Labor Law Section of Academy of Legal Studies in Business, August 2001 to August 2002

#### Participation in Professional Programs

Attended, participated in, and moderated a session at the Oxford Round Table on Women's Rights: Regaining the Momentum, Oxford, England (August 5-10, 2007)

Session moderator (two sessions), Academy of Legal Studies in Business Annual Meeting, Nashville, Tennessee, August 2003

Filled in for Chair, Employment and Labor Law Section, Academy of Legal Studies in Business Annual Meeting, in running Section meeting, and attending various meetings with Chairs of other Sections and ALSB officers, Nashville, Tennessee, August 2003

Session moderator, Academy of Legal Studies in Business Annual Meeting, Las Vegas, Nevada, August 2002

Session moderator. Academy of Legal Studies in Business Annual Meeting, Albuquerque, New Mexico, August 2001

Session moderator. Hawaii Conference on Business, Honolulu, Hawaii, June 2001

Session moderator. Academy of Legal Studies in Business Annual Meeting, Baltimore, Maryland, August 2000

Session chair. Western Academy of Legal Studies in Business, Monterey/Pacific Grove, California, April 1999

Selected by leadership of Academy of Legal Studies in Business to coordinate and moderate first symposium on teaching employment law offered at the national meeting of the Academy of Legal Studies in Business, Quebec, to include award presentation. Due to death in family, forwarded materials developed for symposium to colleague who moderated session in my absence, 1996

Session moderator. Academy of Legal Studies in Business Annual Meeting, Colorado Springs, Colorado, August 1993

Session moderator. Academy of Legal Studies in Business Annual Meeting, Charleston, South Carolina, August 1992

Session moderator. American Business Law Association Annual Meeting, Honolulu, Hawaii, August 1989

Panel moderator, Mid-Atlantic Business Law Association Annual Meeting, Richmond, Virginia, March 1989

Panel moderator, Southeastern Business Law Association Annual Meeting, Biloxi, Mississippi, October 1987

#### Continuing Legal Education

Completion of at least twelve hours of continuing legal education credits each year since admission to State Bar of Georgia from 1980 to 2004

#### Other

Attendance at symposia on Business Law Symposia (spring 2008)

Attendance at Navajo Nation Bar Review course in Window Rock, Arizona (August 2003)

Reviewer for Employment and Labor Law Quarterly (now ALSB Journal of Employment and Labor Law)

Reviewer for Labor Law Journal

Reviewer for Journal of Employment Discrimination Law

Attendance at miscellaneous training workshops

Certificate on completion of mediation training in approved state training program (2000)

Instructor in CPA Review Courses for Conviser-Duffy, Carrollton, Georgia, winter 1996 to 1999

Reviewer for ALSB Journal of Employment and Labor Law

**Research Interests:**

Management/Management-Legal/Human Resource/Pedagogy:

Employment Law

Human Resource Management

Dispute Resolution

Native American Issues

National Parks Issues

Women's Issues

Teaching Techniques