

## 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
- First Year Seminar
- Managing Cultural Differences (cross-listed in Management and Sociology)

###### 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)
- Employment Law for Business in the United States (mini-course initiated  
In 2013 for visiting France Business School students)

###### 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 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)

Murphy Center for Public Service, Advisory Board member (2009-present)

Women's Studies Committee (1992-present)

Provost/VPAA Search Committee (August 2013-January 2014)

Short Ad Subcommittee, Provost/VPAA Search Committee (August 2013-December 2013)

Expanded Ad Subcommittee, Provost/VPAA Search Committee (August 2013-December 2013)

Evaluation Instrument Subcommittee, Provost/VPAA Search Committee (August 2013-December 2013)

University Study Abroad/International Programs Committee (2012-2013)

University-Wide Appeals Committee for Post-Tenure Review. (2012-2013)

Advisory Board Member, Murphy Center for Public Service. (2009 to present)

University Post-Tenure Review Appeals Committee (2011-2012)

University General Counsel Committee (2008-09)

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**

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

Subcommittee on Quality Standards, RCOB Strategic Planning Committee  
(2014-Present)

International Programs Subcommittee, RCOB Strategic Planning  
Committee. (2012-Present)

RCOB Strategic Planning Committee Liaison to DAC. (January 2013-July 2013)

Richards College of Business Promotion and Tenure Committee (2013-2014)

WGTC Articulation & Assessment Committee - BUSA 2106 (2013-2014)

International Services Program Committee (2012-2013)

Richards College of Business Promotion and Tenure Committee (2012-2013)

Technical College Law Curriculum Review (2012-2013)

Richards College of Business Promotion and Tenure Committee (2011-2012)

Executive Roundtable (1992-present as available)

College of Business Promotion and Tenure Committee (2010-11)

College of Business Promotion and Tenure Committee (2008-09)

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

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 Search Committee for Lecturer Position (2013- 2014)

Departmental Promotion and Tenure Committee and Three Year Review  
Committee (Chair) (2013-2014)

Thesis Committee (Sociology Department) (2013-2014)

Departmental Promotion & Tenure Committee & Three Year Review  
Committee (2012-2013)

Departmental Search Committee for Limited-Term Lecturer Position  
(2012-2013)

Departmental Promotion and Tenure Committee and Three-Year Review  
(Chair) (2011-2012)

Departmental Ad Hoc Task Force on Strategic Management Position  
(2010-2011)

Member, Departmental Promotion and Tenure Committee and Three-Year  
Review Committee (2011-2011)

Departmental Search Committee for Management Lecturer Position  
(2010-2011)

Departmental Search Committee for Two Strategic Management Positions  
(2010-2011)

Departmental Promotion and Tenure Committee (2009-10)

Departmental Third Year Review Committee (2009-10)

Departmental Committee to Fill Two Strategic Management Positions

(2010-11)

Departmental Committee to Fill Management Lecturer Position (2010-2011)

Departmental Ad Hoc Task Force on Strategic Management Position (2010)

Departmental Promotion and Tenure Committee (2008-09)

Departmental Third Year Review Committee (2008-09)

Departmental Merit Evaluation Committee (2007-09)

Departmental Promotion and Tenure Committee (2007-08)

Departmental Merit Evaluation Committee (2007-2008)

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

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

Departmental Third Year Review Committee (2006-07)

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

Departmental Third Year Review Committee (2005-06)

Departmental Third Year Review Committee (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 (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 (Psychology Department)  
(2000)

Oral Exit Exams Committee (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 (1996-97)

Departmental Third Year Review Committee

Departmental Retirement Event Committee (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

Participant, West Georgia Pre-Law Society

Formerly 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

Assessment Review, Department of Management - BUSA 2106. (2009-Present)

MGT-MIS Candidate Review - Management Department. (January 2011 - April 2011).

Co-Director, Barcelona Study Abroad Program, Department of Management. (August  
2011 - March 2012).

Reviewer, MIS Candidate Review - Management Department. (January 2012).

Faculty Mentor for Dr. Kimberly Green, Management Department. (2011-2013).

Presenter, Brown Bag Research Presentation (2013)

Presenter, Employment Law for Small Businesses in the United States to the University of Tours law students, Tours France. (November 15, 2012).

Presenter, SIFT Chinese Graduate Students - American Legal System Presentation. (June 22, 2012).

Participant in Costa Rica Study Abroad Program (August 2011 - December 2011)

Participant in Recruiting Initiatives - International Programs (2011-2013)

Participant in International Initiatives in France – France Business School and University of Tours (2012-2013)

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)

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, as available)

Participant in West Georgia Trial Lawyers Association activities

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**

Oral presentation of written submission "Use of 1960's Literacy tests in Teaching Law Concepts," at Cengage Business Educators Seminar selected as one of three overall best practices by peers (2013)

Recipient of Faculty Development Grant Award, Richards College of Business, University of West Georgia. (2013)

Recipient of Research Award, Richards College of Business, University of West Georgia. (2013)

Recipient of Research Scholar Award, Richards College of Business. (2012)

Recipient of Service Award, Richards College of Business, University of West

Georgia. (2012)

Recipient of Stone Grant, Richards College of Business. (2012)

Recipient of Faculty Development Award, RCOB, Richards College of Business, University of West Georgia. (2011)

Recipient of Research Scholar Award, RCOB, Richards College of Business, University of West Georgia. (2011)

Selection for inclusion in Who's Who in North American Education, National Association of Professional Women, Cambridge. (2011)

Recipient of Teaching Award, Richards College of Business, University of West Georgia. (August 2011)

Recipient of Beta Gamma Sigma Faculty Member of the Year Award (awarded spring 2011)

Recipient of Richards College of Business Faculty Development Award (awarded fall 2010)

Recipient of Richards College of Business Scholar Award (awarded spring 2010)

Selected for inclusion in professional and academic registries Who's Who in North American Education, National Association of Professional Women, Cambridge Who's Who (2010-2011)

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

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

Recipient of the NAACP Chapter Award (2007)

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

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

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)

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

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)

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)

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

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)

publications cited in numerous venues

## **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  
Ethics Section  
Environmental Law and Sustainability Section  
International Section  
Marketing and Sports 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

Zachary, M.-K. (March 2014). "Labor Law for Supervisors: Religious Accommodation in the 21st Century," Supervision, 75(3), pp. 19-22 (as contributing editor)

Zachary, M.-K. (February 2014). "Labor Law for Supervisors: Restrictions May Apply to FMLA Leave," Supervision, 75(2), pp. 23-26 (as contributing editor)

Zachary, M.-K. (January 2014). "Labor Law for Supervisors: Circumstantial Evidence and Age Discrimination," Supervision, 75(1), pp. 20-24 (as contributing editor)

Zachary, M.-K. (December 2013). "Labor Law for Supervisors: The Interactive Process in ADA Cases," Supervision, 74(12), pp. 18-22 (as contributing editor)

Zachary, M.-K. (November 2013). "Labor Law for Supervisors: Employees and Drugs," Supervision, 74(11), pp. 19-23 (as contributing editor)

Zachary, M.-K. (October 2013). "Labor Law for Supervisors: Expanding Liability for Racially Offensive Language," Supervision, 74(10), pp. 18-21 (as contributing editor)

Zachary, M.-K. (September 2013). "Labor Law for Supervisors: Worker's Compensation Versus Tort Liability," Supervision, 74(9), pp. 18-22 (as contributing editor)

Zachary, M.-K. (August 2013). "Labor Law for Supervisors: Welcome Versus Unwelcome Sexual Advances," Supervision, 74(8), pp. 19-22 (as contributing editor)

Zachary, M.-K. (July 2013). "Labor Law for Supervisors: The Manager Rule in Title VII Retaliation Cases," Supervision, 74(7), pp. 20-24 (as contributing editor)

Zachary, M.-K. (June 2013). "Labor Law for Supervisors: Navigating Affinity Orientation and Related Issues in Employment Law," Supervision, 74(6), pp. 21-25 (as contributing editor)

Zachary, M.-K. (May 2013). "Labor Law for Supervisors: The Role of Seniority In Just Cause Disciplinary Cases," Supervision, 74(5), pp. 19-23 (as contributing editor)

Zachary, M.-K. (April 2013). "Labor Law for Supervisors: Differentiating Workplace Scenarios Involving Sexually Based Conduct," Supervision, 74(4), pp. 20-24 (as contributing editor)

Zachary, M.-K. (March 2013). "Labor Law for Supervisors: A Litigation Scenario," Supervision, 74(3), pp. 19-23 (as contributing editor)

Zachary, M.-K. (February 2013). "Labor Law for Supervisors: Investigation Gone Too Far," Supervision, 74(2), pp. 18-22 (as contributing editor)

Zachary, M.-K. (January 2013). "Labor Law for Supervisors: Invasion of Privacy--The Moment of Intrusion," Supervision, 74(1), pp. 18-22 (as contributing editor)

Zachary, M.-K. (December 2012). "Labor Law for Supervisors: Employer Duties to Employees -- An Evolution," Supervision, 73(12), pp. 18-22 (as contributing editor)

Zachary, M.-K. (November 2012). "Labor Law for Supervisors: Employment At Will and Public Policy," Supervision, 73(11), pp. 21-26 (as contributing editor)

Zachary, M.-K. (October 2012). "Labor Law for Supervisors: Dangers of Damage Control," Supervision, 73(10), pp. 22-26 (as contributing editor)

Zachary, M.-K. (September 2012). "Labor Law for Supervisors: The Subtleties of a Racially Hostile Environment," Supervision, 73(9), pp. 23-26 (as contributing editor)

Zachary, M.-K. (August 2012). "Labor Law for Supervisors: Lessons in Unfair Labor Practices," Supervision, 73(8), pp. 22-26 (as contributing editor)

Zachary, M.-K. (July 2012). "Labor Law for Supervisors: A Just Cause Discharge." Supervision, 73(7), pp. 18-22 (as contributing editor)

Zachary, M.-K. (June 2012). Labor Law for Supervisors: Gender and Salary issues in Discrimination Law," Supervision, 73(6), pp. 21-24 (as contributing editor)

Zachary, M.-K. (May 2012). "Labor Law for Supervisors: Non-Fraternization Policies," Supervision, 73(5), pp. 18-22 (as contributing editor)

Zachary, M.-K. (April 2012). "Labor Law for Supervisors: Weight as a Disability," Supervision, 73(4), pp. 22-26 (as contributing editor)

Zachary, M.-K. (March 2012). "Labor Law for Supervisors: "Consensual Relationships" and Sexual Harassment," Supervision, 73(3), pp. 20-24 (as contributing editor)

Zachary, M.-K. (February 2012). "Labor Law for Supervisors: The Aggrieved Sympathetic Employee--Law and Reality," Supervision, 73(2), pp. 19-23 (as contributing editor)

Zachary, M.-K. (January 2012). "Labor Law for Supervisors: Reverse Gender Discrimination," Supervision, 73(1), pp. 23-26 (as contributing editor)

Zachary, M.-K. (December 2011). "Labor Law for Supervisors: Age-Based Harassment," Supervision, 72(12), pp. 20-24 (as contributing editor)

Zachary, M.-K. (November 2011). "Labor Law for Supervisors: Clothing and Religious Discrimination Issues," Supervision, 72(11), pp. 19-23 (as contributing editor)

Zachary, M.-K. (October 2011). "Labor Law for Supervisors: The ADA and Confidentiality," Supervision, 72(10), pp. 20-24 (as contributing editor)

Zachary, M.-K. (September 2011). "Labor Law for Supervisors: The Dilemma of Multi-Faceted Employment Law Scenarios," Supervision, 72(9), pp. 20-24 (as contributing editor)

Zachary, M.-K. (August 2011). "Labor Law for Supervisors: Tangling and Untangling of Title VII," Supervision, 72(8), pp. 20-24 (as contributing editor)

Zachary, M.-K. (July 2011). "Labor Law for Supervisors: Discrimination Laws Provide Protection to Job Applicants," Supervision, 72(7), pp. 20-24 (as contributing editor)

Zachary, M.-K. (June 2011). "Labor Law for Supervisors: Sexual Harassment by Non-Employees—Liability for 'Hear No Evil, See No Evil,'" Supervision, 72(6), pp. 20-24 (as contributing editor)

Zachary, M.-K. (May 2011). "Labor Law for Supervisors: Alcohol Use and Work -- Part II," Supervision, 72(5), pp. 21-25 (as contributing editor)

Zachary, M.-K. (April 2011) "Labor Law for Supervisors: Alcohol Use and Work—Part I," Supervision 72(4), pp. 21-25 (as contributing editor)

Zachary, M.-K. (March 2011) "Labor Law for Supervisors: Social Networking Sites in a Union Setting—Part II," Supervision 72(3), pp. 19-23 (as contributing editor)

Zachary, M.-K. (February 2011). "Labor Law for Supervisors: Social Networking Sites in a Union Setting—Part I," Supervision, 72(2), pp. 20-23 (as contributing editor)

Zachary, M.-K. (January 2011). "Labor Law for Supervisors: "Supreme Court Clarifies ADA Issues," Supervision, 72 (1), pp. 23-26 (as contributing editor)

Zachary, M.-K. (December 2010). "Labor Law for Supervisors: Reputation & Sex Discrimination," Supervision, 71(12), pp. 21-24 (as contributing editor)

Zachary, M.-K. (November 2010). "Labor Law for Supervisors: "Social Networking Sites in Employment Cases," Supervision, 71 (11), pp. 21-24 (as contributing editor)

Zachary, M.-K. (October 2010). "Labor Law for Supervisors: "Context is critical in Social Environment Cases," Supervision, 71 (10), pp. 22-26 (as contributing editor)

Zachary, M.-K. (September 2010). "Labor Law for Supervisors: "Applicants with Disabilities Qualifications, Accommodations, Threats," Supervision, 71 (9), pp. 22-26 (as

contributing editor)

Zachary, M.-K. (August 2010). "Labor Law for Supervisors: Pregnancy Discrimination Avoiding and Defending Lawsuits," Supervision, 71(8), pp. 23-26 (as contributing editor)

Zachary, M.-K. (July 2010). "Labor Law for Supervisors: Giving Reasons for Discharge," Supervision, 71(7), pp. 21-24 (as contributing editor)

Zachary, M.-K. (June 2010). "Labor Law for Supervisors: "Proving Incapacitation in FMLA Cases," Supervision, 71(6), pp. 21-24 (as contributing editor)

Zachary, M.-K. (May 2010). "Labor Law for Supervisors: "Resignation and Discharge in a Worker's Compensation Scenario," Supervision, 71 (5), pp. 22-25 (as contributing editor)

Zachary, M.-K. (April 2010). "Labor Law for Supervisors: "medical Inquiries & Job Applications," Supervision, 71 (4), pp. 20-23 (as contributing editor)

Zachary, M.-K. (March 2010). "Labor Law for Supervisors: The Blurred Line Between Work Life & Personal Life," Supervision, 71(3), pp. 20-25 (as contributing editor)

Zachary, M.-K. (February 2010). "Labor Law for Supervisors: Relatives and Retaliation," Supervision, 71(2), pp. 22-25 (as contributing editor)

Zachary, M.-K. (January 2010). "Labor Law for Supervisors: Flu Season and the Law," Supervision, 71(1), pp. 19-24 (as contributing editor)

Zachary, M.-K. (December 2009). "Labor Law for Supervisors: Sorting out Sexual Harassment Culpability—Part II, Tort Liability," Supervision, 70(6), pp. 19-24 (as contributing editor)

Zachary, M.-K. (November 2009). "Labor Law for Supervisors: Sorting Out Sexual Harassment Culpability – Part I, Statutory Liability," Supervision, 70(11), pp. 21-25 (as contributing editor)

Zachary, M.-K. (October 2009). "Labor Law for Supervisors: The Multiplier Effect of Harassment," Supervision, 70(10), pp. 21-24 (as contributing editor)

Zachary, M.-K. (September 2009). "Labor Law for Supervisors: "Guilty Until Proven Innocent" Unacceptable in Harassment Cases," Supervision, 70(9), pp. 21-24 (as contributing editor)

Zachary, M.-K. (August 2009). "Labor Law for Supervisors: Terminating FMLA Benefits," Supervision, 70(8), pp. 22-24 (as contributing editor)

Zachary, M.-K. (July 2009). "Labor Law for Supervisors: Lateral Transfers and

promotions – Defining the Differences,” Supervision, 70(7), pp. 22-25 (as contributing editor)

Zachary, M.-K. (June 2009). “Labor Law for Supervisors: Evaluating Equal Pay,” Supervision, 70(6), pp. 22-25 (as contributing editor)

Zachary, M.-K. (May 2009). “Labor Law for Supervisors: Threats and Retaliation,” Supervision, 70(5), pp. 22-25 (as contributing editor)

Zachary, M.-K. (April 2009). “Labor Law for Supervisors: Discrimination Without Intent,” Supervision, 70(4), pp. 23-26 (as contributing editor)

Zachary, M.-K. (March 2009). “Labor Law for Supervisors: Cat’s Paw Liability,” Supervision, 70(3), pp. 23-26 (as contributing editor)

Zachary, M.-K. (February 2009). “Labor Law for Supervisors: Mental and Physical Illness-Telling One From the Other,” Supervision, 70(2), pp. 23-26 (as contributing editor)

Zachary, M.-K. (January 2009). “Labor Law for Supervisors: Accommodating the Aging, and Other Employees with Disabilities,” Supervision, 70(1), pp. 22-25 (as contributing editor)

Zachary, M.-K. (December 2008). “Labor Law for Supervisors: Losing an Accommodation,” Supervision, 69(13), pp. 22-25 (as contributing editor)

Zachary, M.-K. (November 2008). “Labor Law for Supervisors: Retaliation Banned by FMLA,” Supervision, 69(11), pp. \_\_\_-\_\_\_ (as contributing editor)

Zachary, M.-K. (October 2008). “Labor Law for Supervisors: The Real World of Work and Aggrieved Employees,” Supervision, 69(10), pp. 21-25 (as contributing editor)

Zachary, M.-K. (September 2008). “Labor Law for Supervisors: A Legal Termination,” Supervision, 69(9), pp. 22-25 (as contributing editor)

Zachary, M.-K. (August 2008). “Labor Law for Supervisors: Pregnancy Discrimination and Abortion,” Supervision, 69(8), pp. 23-26 (as contributing editor)

Zachary, M.-K. (July 2008). “Labor Law for Supervisors: Interracial Relationships and Title VII,” Supervision, 69(7), pp. 23-26 (as contributing editor)

Zachary, M.-K. (June 2008). “Labor Law for Supervisors: When is a Dinosaur Just a Dinosaur Ambiguity and Employment Law,” Supervision, 69(6), pp. 22-26 (as contributing editor)

Zachary, M.-K. (May 2008). “Labor Law for Supervisors: Balancing Interests in Religion Cases: total Accommodation Not Required,” Supervision, 69(5), pp. \_\_\_-\_\_\_ (as

contributing editor)

Zachary, M.-K. (April 2008). "Labor Law for Supervisors: Reverse Religious Discrimination," Supervision, 69(4), pp. 22-25 (as contributing editor)

Zachary, M.-K. (March 2008). "Labor Law for Supervisors: Sexual Harassment Procedures and Third Party Retaliation," Supervision, 69(3), pp. 23-26 (as contributing editor)

Zachary, M.-K. (February 2008). "Labor Law for Supervisors: Supervisor-Initiated Retaliation Charges," Supervision, 69(2), pp. 23-26 (as contributing editor)

Zachary, M.-K. (January 2008). "Labor Law for Supervisors: Sorting Out Discrimination Claims in a Unionized Setting," Supervision, 69(1), pp. 23-25 (as contributing editor)

Zachary, M.-K. (December 2007). "Labor Law for Supervisors: Fraternization Policies: Inconsistency v. Unlawfulness," Supervision, 68(12), pp. 22-25 (as contributing editor)

Zachary, M.-K. (November 2007). "Labor Law for Supervisors: The Returning Veteran," Supervision, 68(11), pp. 21-24 (as contributing editor)

Zachary, M.-K. (October 2007). "Labor Law for Supervisors: Degrees of Dishonesty," Supervision, 68(10), pp. 22-26 (as contributing editor)

Zachary, M.-K. (September 2007). "Labor Law for Supervisors: Workplace Misconduct Is No Laughing Matter," Supervision, 68(9), pp. 23-25 (as contributing editor)

Zachary, M.-K. (August 2007). "Labor Law for Supervisors: The ADA and Deteriorating Medical Conditions," Supervision, 68(8), pp. 24-26 (as contributing editor)

Zachary, M.-K. (July 2007). "Labor Law for Supervisors: Arbitration Agreements for Non-Union Employees," Supervision, 68(7), pp. 23-25 (as contributing editor)

Zachary, M.-K. (June 2007). "Labor Law for Supervisors: Gender-Based Stereotyping—Law and Reality," Supervision, 68(6), pp. 22-26 (as contributing editor)

Zachary, M.-K. (May 2007). "Labor Law for Supervisors: Technology and Sexual Harassment Cases," Supervision, 68(5), pp. 21-25 (as contributing editor)

Zachary, M.-K. (April 2007). "Labor Law for Supervisors: Union Organizing Efforts Fraught with Legal Pitfalls," Supervision, 68(4), pp. 22-25 (as contributing editor)

Zachary, M.-K. (March 2007). "Labor Law for Supervisors: Accommodations for Disabilities—What Is Reasonable?" Supervision, 68(3), pp. 22-25 (as contributing editor)



- Zachary, M.-K. (February 2007). "Labor Law for Supervisors: Performance Testing," Supervision, 68(2), pp. 22-25 (as contributing editor)
- Zachary, M.-K. (January 2007). "Labor Law for Supervisors: Privacy and Intrusion," Supervision, 68(1), pp. 23-26 (as contributing editor)
- Zachary, M.-K. (December 2006). "Labor Law for Supervisors: Obesity and the ADA--The Reason Matters," Supervision, 67(12), pp. 23-26 (as contributing editor)
- Zachary, M.-K. (November 2006). "Labor Law for Supervisors: Opposition Liability," Supervision, 67(11), pp. 23-26 (as contributing editor)
- Zachary, M.-K. (October 2006). "Labor Law for Supervisors: Subordinate Bias Liability – Cat's paw, Rubber Stamps, and Other Theories," Supervision, 67(10), pp. 22-26 (as contributing editor)
- Zachary, M.-K. (September 2006). "Labor Law for Supervisors: Broader Reach for Retaliation Cases," Supervision, 67(9), pp. 21-25 (as contributing editor)
- Zachary, M.-K. (August 2006). "Labor Law for Supervisors: One Manager—Many Sources of Liability," Supervision, 67(8), pp. 23-26 (as contributing editor)
- Zachary, M.-K. (July 2006). "Labor Law for Supervisors: After Love Dies—Post Relationship Law," Supervision, 67(7), pp. 23-25 (as contributing editor)
- Zachary, M.-K. (June 2006). "Labor Law for Supervisors: New Source of Liability for Employee Internet Use," Supervision, 67(6), pp. 21-26 (as contributing editor)
- Zachary, M.-K. (May 2006). "Labor Law for Supervisors: The Supreme Courts Speaks," Supervision, 67(5), pp. 23-26 (as contributing editor)
- Zachary, M.-K. (April 2006). "Labor Law for Supervisors: The Enforceable/Unenforceable Arbitration Agreement," Supervision, 67(4), pp. 22-25 (as contributing editor)
- 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)
- Zachary, M.-K. (December 2005). Labor Law for Supervisors: Competition,

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

Zachary, M.-K. (November 2005). “Labor Law for Supervisors: Communication, FMLA, and Title VII,” Supervision, 66(11), pp. 23-26 (as contributing editor)

Zachary, M.-K. (October 2005). “Labor Law for Supervisors: Saying Too Much,” Supervision, 66(10), pp. 21-24 (as contributing editor)

Zachary, M.-K. (September 2005). “Labor Law for Supervisors: Employee Credit Reports—A One Time Authorization?,” 66(9), Supervision, pp. 23-25 (as contributing editor)

Zachary, M.-K. (August 2005). “Labor Law for Supervisors: Insurance Issues in Sexual Harassment Cases,” Supervision, 66(8), pp. 23-25 (as contributing editor)

Zachary, M.-K. (July 2005). “Labor Law for Supervisors: Supreme Court Rules FMLA Applies to States,” Supervision, 66(7), pp. 223-26 (as contributing editor) (reprint)

Zachary, M.-K. (June 2005). “Labor Law for Supervisors: Playing Favorites At Work, Part II - The Down Side,” Supervision, 66(6), pp. 23-26 (as contributing editor)

Zachary, M.-K. (2005). “Individual ‘Concerted’ Activity Under Federal Labor Laws,” Annual Editions Labor Management Relations 05/06 (McGraw Hill), originally published in Supervision, January 2004, and reprinted in this publication, published in U.S. March 2005, U.K. September 2005)

Zachary, M.-K. (2005). “Union Liability in Discrimination Cases,” Annual Editions Labor Management Relations 05/06 (McGraw Hill), originally published in Supervision, October 2002, and reprinted in this publication, published in U.S. March 2005, U.K. September 2005)

Zachary, M.-K. (May 2005). “Labor Law for Supervisors: Playing Favorites At Work,” Supervision, 66(5), pp. 23-25 (as contributing editor)

Zachary, M.-K. (April 2005). “Labor Law for Supervisors: Regional National Origin Discrimination—Confederate Southern-Americans (And Others) Not Covered,” Supervision, 66(4), pp. 23-26 (as contributing editor)

Zachary, M.-K. (2005). “Labor Law for Supervisors: Recent Developments in Employment Testing,” Powerweb: Human Resource Management, by Fred H. Maidment, (McGraw Hill), originally published in Supervision, March 2001, and reprinted in this publication

Zachary, M.-K. (2005). “More than the Law—Perspectives on an English-Only Case in Navajo Country,” Labor Law Journal, 56(1), pp. 5-29

- Zachary, M.-K. (March 2005). "Labor Law for Supervisors: Body Piercings and Religious Discrimination," Supervision, 66(3), pp. 23-26 (as contributing editor)
- Zachary, M.-K. (February 2005). "Labor Law for Supervisors: Courts Not Super-Personnel Departments," Supervision, 66(2), pp. 22-25 (as contributing editor)
- Zachary, M.-K. (January 2004). "Labor Law for Supervisors: Second Hand—And Other—Racial Harassment," Supervision, 66(1), pp. 23-26 (as contributing editor)
- Zachary, M.-K. (December 2004). "Labor Law for Supervisors: Religious Accommodation and Voluntary Work," Supervision, 65(12), pp. 23-25 (as contributing editor)
- Zachary, M.-K. (November 2004). "Labor Law for Supervisors: Restrictions May Apply to FMLA Leave," Supervision, 65(11), pp. 22-25 (as contributing editor)
- Zachary, M.-K. (October 2004). "Labor Law for Supervisors: Favoritism for Older Employees Allowed Under the ADEA," Supervision, 65(10), pp. 21-24 (as contributing editor)
- Zachary, M.-K. (September 2004). "Labor Law for Supervisors: When the Employee Quits—Constructive Discharge Sexual Harassment Claims," Supervision, 65(9), pp. 23-26 (as contributing editor)
- Zachary, M.-K. (August 2004). "Labor Law for Supervisors: Gender-Based Stereotyping—Law and Reality," Supervision, 65(8), pp. 22-26 (as contributing editor)
- Zachary, M.-K. (June 2004). "Labor Law for Supervisors: The Complexity of Language in a Seminal EEOC Case," Supervision, 65(6), pp. 22-25 (as contributing editor)
- Zachary, M.-K. (April 2004). "Labor Law for Supervisors: EEOC Addresses National Origin/Language Issues in Revised Compliance Manual," Supervision, 65(4) pp. 23-26 (as contributing editor)
- Zachary, M.-K. (March 2004). "Labor Law for Supervisors: ADA Guidelines in Action—A Diabetes Example," Supervision, 65(3), pp. 23-26 (as contributing editor)
- Zachary, M.-K. (February 2004). "Labor Law for Supervisors: Diabetes and the ADA," Supervision, 65(2), pp. 23-26 (as contributing editor)
- Zachary, M.-K. (January 2004). "Labor Law for Supervisors: Individual 'Concerted' Activity Under Federal Labor Laws," Supervision, 65(1), pp. 23-26 (as contributing editor)
- Zachary, M.-K. (December 2003). "Labor Law for Supervisors: Color Discrimination Under Title VII," Supervision, 64(12), pp. 23-26 (as contributing editor)

Zachary, M.-K. (November 2003). "Labor Law for Supervisors: Another Blonde, Another Situation, Another Outcome," Supervision, 64(11), pp. 21-24 (as contributing editor)

Zachary, M.-K. (October 2003). "Labor Law for Supervisors: Court Rules Blondes Not a Protected Class," Supervision, 64(10), pp. 23-26 (as contributing editor)

Zachary, M.-K. (September 2003). "Labor Law for Supervisors: Supreme Court Resolves Conflicts In Mixed-Motive Cases," Supervision, 64(9), pp. 23-25 (as contributing editor)

Zachary, M.-K. (August 2003). "Labor Law for Supervisors: Supreme Court Rules FMLA Applies to States," Supervision, 64(8), pp. 23-26 (as contributing editor)

Zachary, M.-K. (July 2003). "Labor Law for Supervisors: The Other Civil Rights Laws - Part II, the Civil Rights Act of 1871," Supervision, 64(7), pp. 34-35 (as contributing editor)

Zachary, M.-K. (June 2003). "Labor Law for Supervisors: The Other Civil Rights Laws - Part I, the Civil Rights Act of 1866," Supervision, 64(6), pp. 23-25 (as contributing editor)

Zachary, M.-K. (May 2003). "Labor Law for Supervisors: Discrimination Without Intent," Supervision, 64(5), pp. 23-26 (as contributing editor)

Zachary, M.-K. (April 2003), "Labor Law for Supervisors: Who Is An 'Employee' and Why Does It Matter?," Supervision, 64(4), pp. 23-26 (as contributing editor)

Zachary, M.-K. (2003), "Labor Law for Supervisors: Recent Developments in Employment Testing," Annual Editions: Human Resources 03/04, pp. 156-158. This article was originally published in the March 2001 issue of Supervision, and was reprinted in this publication.

Zachary, M.-K. (March 2003), "Labor Law for Supervisors: Off-Site Liability for Sexual Harassment," Supervision, 64(3), pp. 22-26 (as contributing editor)

Zachary, M.-K. (February 2003), "Labor Law for Supervisors: Developing Issues in Native American Employment Law," Supervision, 64(2), pp. 23-26 (as contributing editor)

Zachary, M.-K. (January 2003), "Labor Law for Supervisors: Mental and Physical Illnesses—Telling One From the Other," Supervision, 64(1), pp. 23-26 (as contributing editor)

Zachary, M.-K. (2002), "Guilt, Subjugation, and the American Indian Preferences

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

Zachary, M.-K. (December 2002), “Labor Law for Supervisors: When Does Liability End in Discrimination Suits?,” Supervision, 63(12), pp. 23-26 (as contributing editor)

Zachary, M.-K. (2002). “Labor Law for Supervisors: Recent Developments in Employment Testing—Part II,” Annual Editions: Human Resources 2002-2003, pp. 37-40. This article was originally published in Supervision and was reprinted in this publication.

Zachary, M.-K. (November 2002), “Labor Law for Supervisors: The At-Risk Worker and the ADA,” Supervision, 63(11), pp. 22-25 (as contributing editor)

Zachary, M.-K. (October 2002), “Labor Law for Supervisors: Union Liability in Discrimination Cases,” Supervision, 63(10), pp. 23-26 (as contributing editor)

Zachary, M.-K. (September 2002), “Labor Law for Supervisors: The ADA Meets the Seniority System in the Supreme Court,” Supervision, 63(9), pp. 22-26 (as contributing editor)

Zachary, M.-K. (August 2002), “Labor Law for Supervisors: Supreme Court Leaves FMLA Law Unclear,” Supervision, 63(8), pp. 23-26 (as contributing editor)

Zachary, M.-K. (July 2002), “Labor Law for Supervisors: Protection for the Ethical Employee - Part III, Whistleblower Statutes,” Supervision, 63(7), pp. 23-26 (as contributing editor)

Zachary, M.-K. (June 2002), “Labor Law for Supervisors: Protection for the Ethical Employee - Part II, The Constitution,” Supervision, 63(6), pp. 21-26 (as contributing editor)

Zachary, M.-K. (May 2002). “Labor Law for Supervisors: Protection for the Ethical Employee - Part I, Common Law Wrongful Discharge Claims,” Supervision, 63(5), pp. 23-26 (as contributing editor)

Zachary, M.-K. (April 2002), “Labor Law for Supervisors: Supreme Court Clarifies ADA Manual Tasks Guidelines,” Supervision, 63(4), pp. 22-25 (as contributing editor)

Zachary, M.-K. (March 2002), “Labor Law for Supervisors: Competition, Confidentiality, and Employment,” Supervision, 63(3), pp. 23-26 (as contributing editor)

Zachary, M.-K. (February 2002), “Labor Law for Supervisors: Government Guidance Post 9/11,” Supervision, 63(2), pp. 22-24 (as contributing editor)

Zachary, M.-K. (January 2002), “Labor Law for Supervisors: Terrorism Incidents Trigger

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

Zachary, M.-K. (December 2001), “Labor Law for Supervisors: Company Related Internet Postings and Anonymity,” Supervision, 62(12), pp. 23-26 (as contributing editor)

Zachary, M.-K. (November 2001), “Labor Law for Supervisors: Training for the Disabled,” Supervision, 62(11), pp. 23-26 (as contributing editor)

Zachary, M.-K. (October 2001), “Labor Law for Supervisors: Defenses in Sexual Harassment Cases,” Supervision, 62(10), pp. 22-26 (as contributing editor)

Zachary, M.-K. (August 2001), “Labor Law for Supervisors: Context Is Critical in Hostile Environment Cases,” Supervision, 62(8), pp. 22-26 (as contributing editor)

Zachary, M.-K. (July 2001), “Labor Law for Supervisors: ‘Consensual Relationships’ and Sexual Harassment,” Supervision, 62(7), pp. 23-26 (as contributing editor)

Zachary, M.-K. (June 2001), “Labor Law for Supervisors: Supreme Court Issues Key Rulings on Employee Arbitration,” Supervision, pp. 62(6), pp. 22-25 (as contributing editor)

Zachary, M.-K. (May 2001), “Labor Law for Supervisors: Supreme Court Prohibits State Employee ADA Damages,” Supervision, 62(5), pp. 23-26 (as contributing editor)

Zachary, M.-K. (2001), “Danger, Public Policy, and Arbitration,” Journal of Employment Discrimination Law, 3(2), pp. 79-87

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

Zachary, M.-K. (March 2001), “Labor Law for Supervisors: Recent Developments in Employment Testing - Part II,” Supervision, 62(3), pp. 23-26 (as contributing editor)

Zachary, M.-K. (2001), “Underground Body of Law to Surface?,” Journal of Employment Discrimination Law 3(1), pp. 13-26

Zachary, M.-K. (February 2001), “Labor Law for Supervisors: Recent Developments in Employment Testing - Part I - Genetic Testing,” Supervision, 62(2), pp. 22-26 (as contributing editor)

Zachary, M.-K. (January 2001). “Labor Law for Supervisors: Supreme Court Spells Out Proof Required in Age Cases,” Supervision, 62(1), pp. 22-25 (as contributing

editor)

Zachary, M.-K. (December 2000). "Labor Law for Supervisors: The Dissident Employee, the Union, and the Company," Supervision, 61(12), pp. 23-26 (as contributing editor)

Zachary, M.-K. (November 2000). "Labor Law for Supervisors: Court Strikes Down One Remedy, But Others Abound," Supervision, 61(11), pp. 22-26 (as contributing editor)

Zachary, M.-K. (2000). "My Brother's Keeper?," Journal of Employment Discrimination Law, 2(4), pp. 278-285

Zachary, M.-K. (October 2000). "Labor Law for Supervisors: Employers Walk Fine Line With Religion and Training Programs," Supervision, 61(10), pp. 23-26 (as contributing editor)

Zachary, M.-K. (September 2000). "Labor Law for Supervisors: Age Discrimination - Part II - The Private Employee," Supervision, 61(9), pp. 22-26 (as contributing editor)

Zachary, M.-K. (August 2000). "Labor Law for Supervisors: Performance Evaluations Trigger Many Lawsuits," Supervision, 61(8), pp. 23-26 (as contributing editor)

Zachary, M.-K. (2000). "The ADA and Professional Sports—Golfer's Drive May Land in Supreme Court," Journal of Employment Discrimination Law 2(3), pp. 209-216

Zachary, M.-K. (July 2000). "Labor Law for Supervisors: Age Discrimination -Part I - The State Employee," Supervision, 61(7), pp. 23-26 (as contributing editor)

Zachary, M.-K. (May 2000). "Labor Law for Supervisors: Union Campaigns Prove Sensitive for Supervisory Employees," Supervision, 61(5), pp. 23-26 (as contributing editor)

Zachary, M.-K. (April 2000). "Labor Law for Supervisors: Domestic Violence As a Workplace Issue," Supervision, 61(4), pp. 23-26 (as contributing editor)

Zachary, M.-K. (2000). "Battling a Class Action In the Year 2000: The Coca-Cola Scenario," Journal of Employment Discrimination Law 2(2), pp. 167-173

Zachary, M.-K. (March 2000). "Labor Law for Supervisors: Technology and Employment Law," Supervision, 61(3), pp. 19-26 (as contributing editor)

Zachary, M.-K. (February 2000). "Labor Law for Supervisors: In Harm's Way," Supervision, 61(2), pp. 23-26 (as contributing editor)

Zachary, M.-K. (2000). "Judicial Activism or Constitutional Interpretation—Today's Civil Rights Legislation," Journal of Employment Discrimination Law, pp. 89-92

Zachary, M.-K. (January 2000). "Labor Law for Supervisors: Because of Sex—Part II, The Traditional Cases," Supervision, 61(1), pp. 22-26 (as contributing editor)

Zachary, M.-K. (December 1999). "Labor Law for Supervisors: Because of Sex—The Non-Traditional Cases," Supervision, 60(12), pp. 20-23 (as contributing editor)

Zachary, M.-K. (November 1999). "Labor Law for Supervisors: Supreme Court Clarifies ADA Issues," Supervision, 60(11), pp. 23-26 (as contributing editor)

Zachary, M.-K. (October 1999). "Labor Law for Supervisors: EEOC Issues New Guidance on Supervisors Harassment," Supervision, 60(10), pp. 20-23 (as contributing editor)

Zachary, M.-K. (1999). "Bogan and Roderick v. Janet Scott-Harris: Absolute Immunity," case note, Employment and Labor Law Quarterly

Zachary, M.-K. (1999). "A Trio of Employment Cases Under the Violence Against Women Act," case note, Employment and Labor Law Quarterly

Zachary, M.-K. (1999). "The ADA and Disability Benefits—What Now?," Journal of Employment Discrimination Law, pp. 48-56

Zachary, M.-K. (1999). "Law in Collision—The Exxon Case," Journal of Employment Discrimination Law, pp. 17-20

Zachary, M.-K. (September 1999). "Labor Law for Supervisors: Pitfalls May Thwart Company Arbitration Procedures," Supervision, 60(9), pp. 24-26 (as contributing editor)

Zachary, M.-K. (August 1999). "Labor Law for Supervisors: Discrimination Laws Provide Protection for Job Applicants," Supervision, 60(8), pp. 21-23 (as contributing editor)

Zachary, M.-K. (July 1999). "Labor Law for Supervisors: FMLA Poses Many Issues for Companies," Supervision, 60(7), pp. 23-25 (as contributing editor)

Zachary, M.-K. (June 1999). "Labor Law for Supervisors: Supreme Court Rules Employees Are Protected From Third Party Interference," Supervision, 60(6), pp. 21-23 (as contributing editor)



Zachary, M.-K. (May 1999). "Labor Law for Supervisors: Illegal Drug Use and the ADA," Supervision, 60(5) (as contributing editor)

Zachary, M.-K. (1999). "Supreme Court Expands Remedies for At-Will Employees," Employment and Labor Law Newsletter, 1(2), pp. 1-2

Zachary, M.-K. (April 1999). "Labor Law for Supervisors: Can Statutory Antidiscrimination Suits Be Waived by the Union?," Supervision, 60(4), (as contributing editor)

Zachary, M.-K. (1999). "At-Will Employees and the Civil Rights Act of 1871: An Expansion of Remedies," Labor Law Journal, pp. 130-137

Zachary, M.-K. (March 1999). "Labor Law for Supervisors: Retaliation Lawsuits Convenient In Many Contexts," Supervision, 60(3), pp. 22-24 (as contributing editor)

Zachary, M.-K. (February 1999). "Labor Law for Supervisors: Regulating Appearance Poses Legal Risk," Supervision, 60(2), pp. 21-23 (as contributing editor)

Zachary, M.-K. (January 1999). "Labor Law for Supervisors: Harassment—The Other Varieties Are On the Upswing," Supervision, 60(1), pp. 21-23 (as contributing editor)

Zachary, M.-K. (December 1998). "Labor Law for Supervisors: Ostrich Approach May Mean Liability in Sexual Harassment Cases," Supervision, 59(11), pp. 21-23 (as contributing editor)

Zachary, M.-K. (1998). "Same-Sex Harassment," Management Review, 87(9) (HR/OD supplement 1(6), pp. 6-7)

Zachary, M.-K. (October 1998). "Labor Law for Supervisors: EEOC Issues Guidance on Retaliation," Supervision, 59(10), pp. 21-23 (as contributing editor)

Zachary, M.-K. (September 1998). "Labor Law for Supervisors: Precautionary Measures Curb Workplace Violence Liability," Supervision, 59(9), pp. 20-21, 15 (as contributing editor)

Zachary, M.-K. (August 1998). "Labor Law for Supervisors: OSHA Provides Interpretations of Its Bathroom Break Standards," Supervision, 59(8), pp. 20-21, 16 (as contributing editor)

Zachary, M.-K. (1998). "Violence: Gender-Related," Management Review, 87(7) (HR/OD supplement, 1(4), pp. 7-8)

Zachary, M.-K. (July 1998). "Labor Law for Supervisors: Supreme Court

Clarifies Same-Sex Harassment," Supervision, 59(7), pp. 20-21, 16  
(as contributing editor)

Zachary, M.-K. (June 1998). "Labor Law for Supervisors: Taping Without  
Consent Involves Many Variables," Supervision, 59(6), pp. 20-21, 19  
(as contributing editor)

Zachary, M.-K. (May 1998). "Labor Law for Supervisors: Companies Have  
Liability to Temporary Workers," Supervision, 59(5), pp. 20-21  
(as contributing editor)

Zachary, M.-K. (1998). "The Violence Against Women Act—An  
Emerging Workplace Remedy," Labor Law Journal, 49(3), pp. 888-896

Zachary, M.-K. (April 1998). "Labor Law for Supervisors: Resources and  
Examples Plentiful on Employment Law Issues," Supervision, 59(4),  
pp. 17-18 (as contributing editor)

Zachary, M.-K. (March 1998). "Labor Law for Supervisors: Whistleblowers  
Protected In Varied Settings," Supervision, 59(3), pp. 17-18 (as  
contributing editor)

Zachary, M.-K. (February 1998). "Labor Law for Supervisors: Free Speech Isn't  
Free," Supervision, 59(2), pp. 19-20 (as contributing editor)

Zachary, M.-K. (January 1998). "Labor Law for Supervisors: Between a Rock  
and a Hard Place," Supervision, 59(1), pp. 20-21 (as contributing editor)

Zachary, M.-K. (December 1998). "Labor Law for Supervisors: Rulings in Age  
Cases Call for Caution," Supervision, 58(12), pp. 19-29 (as contributing editor)

Zachary, M.-K. (November 1997). "Labor Law for Supervisors: Employee Screening  
Devices—Use With Caution," Supervision, 58(11), pp. 16-17 (as contributing editor)

Zachary, M.-K. (October 1997), "Labor Law for Supervisors: Provocation  
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. DeFoor, L.(2013). “Appearance Policies—Litigation Lessons.” (Abstract), 2014 Proceedings of Clute Institute International Academic Conference.

Zachary, M.-K. (2012). “Travel In Place As a Teaching Tool -- Implementation.” 2012 Proceedings of EDULEARN 12, International Conference on Education and New Learning Technologies.

Zachary, M.-K. (2011). “Using Travel to Teach -- A Model for the U.S.” 2011 Proceedings of EDULEARN 11, International Conference on Education and New Learning Technologies.

DeFoor, L., Zachary, M.-K. (2011). “Employment Law and Education in the U.S. -- Recent Trends.” 2011 Proceedings of EDULEARN 11, International Conference on Education and New Learning Technologies.

Zachary, M.-K. (2009). “Cultural Differences—Using Travel to Teach, Stage One, Making the Case?” 2009 Proceedings of the Academy of Business Disciplines Annual Conference.

Zachary, M.-K. (2009). “Managing Flu Season--Governmental Guidance,” 2009 Proceedings of the Academy of Business Disciplines Annual Conference. (Note: A variation of this paper was published in Supervision as “Labor Law for Supervisors: Flu Season and the Law.” This paper was expanded to include sections on academic guidance and response.)

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.

### Papers Read

Zachary, M.-K. DeFoor, L. "Appearance Policies—Litigation Lessons" (Abstract), presented at the Clute Institute International Academic Conference in San Antonio, Texas, March 2013

Zachary, M.-K. "Travel In Place As a Teaching Tool – Implementation," presented at EDULEARN 12, International Conference on Education and New Learning Technologies in Barcelona, Spain, July 2012

Zachary, M.-K. "Using Travel to Teach -- A Model for the U.S.," presented at EDULEARN 11, International Conference on Education and New Learning Technologies in Barcelona, Spain, July 2011

DeFoor, L., Zachary, M.-K. "Employment Law and Education in the U.S. --Recent Trends," presented at EDULEARN 11, International Conference on Education and New Learning Technologies in Barcelona, Spain, July 2011

Zachary, M.-K. "Cultural Differences—Using Travel to Teach, Stage One, Making the Case?," presented at the Academy of Business Disciplines Annual Meeting in Ft. Myers, Florida, November 2009

Zachary, M.-K. "Managing Flu Season—Governmental Guidance," presented at the Academy of Business Disciplines Annual Meeting in Ft. Myers, Florida, November, 2009

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. (October 2013). “United States Employment Law and Small Business Management (theories and updates), presented at the RCOB Research Brown Bag Presentation (Colloquium/Seminar), Carrollton, Georgia

Zachary, M.-K. (November 2012). “Employment Law for Small Business (and other research issues),” presented at the France Business School Research Colloquium, Tours, France

DeFoor, L., Zachary, M.-K. (November 2011). “Employment Law and Education in the U. S.—Recent Trends (updated), presented at the ESCEM/RCOB Research Colloquium, Carrollton, Georgia

Zachary, M.-K. (January 2011). “Workplace Violence Exercise,” presented at the Refreshing Your Teaching Tools in the Changing UWG Classroom Workshop, Carrollton, Georgia

Upson, John (primary author), and Zachary, M.-K. (November 2010). “Department of Management Research Overview,” presented at the ESCEM Research Colloquium, Tours, France

Zachary, M.-K. (November 2010). “Zachary Research Interests—Three Areas,” presented at the ESCEM Research Colloquium, Tours, France

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

Zachary, M.-K. (July 28 and 29, 2004). “A Demonstration of Fraud and Authenticity in the Context of Native American Jewelry,” presented at Hubbell Trading Post National Historic Site, Ganado, Arizona

Zachary, M.-K. (July 28 and 29, 2004). “Hubbell Trading Post Tour Presentations,” Ganado, Arizona

## Reviews

### Books

Textbook reviews for South-Western Legal Studies in Business, McGraw-Hill, Cengage Learning, South-Western/Thomson, Prentice-Hall, West Thomson Learning

### Articles

Reviews for Labor Law Journal, ALSB Journal of Employment and Labor Law, B-Quest, Employment and Labor Law Quarterly, Journal of Employment Law

## Abstracts

Comprehensive reviews of ten abstracts for ICERI 13, International Conference of Education, Research, and Innovation Conference, Seville Spain, November 18-20, 2013

## 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 (1985-1989)

## **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

Member, International Advisory Board for ICERI 13, International Conference of Education, Research, and Innovation Conference, Seville, Spain, November 18-20, 2013

Session co-chair, EDULEARN 11 International Conference on Education and New Learning Technologies, Barcelona, Spain (July 2-4, 2011)

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

Invited Attendance and participation in “Cengage Business Educators Forum: Engaging  
the Student in the Digital Age” conference, San Diego, California (March 2013)

Attendance and participation in Dirk Mateer Teaching Faculty Development Workshop,  
Carrollton, Georgia (March 2013)

Attendance and participation in Southeast Consortium Study Abroad Workshop, Atlanta,  
Georgia (February 2012)

Attendance at two-part workshop entitled “Refreshing Your Teaching Tools in  
the Changing UWG Classroom,” Carrollton, Georgia (August 2010 and  
January 2011)

Attendance at weeklong conference entitled “Civic Engagement in Action: The  
Stewardship of Public Lands, Politics and the Yellowstone Ecosystem,” Yellowstone  
National Park (August 2010)

Attendance at three day symposium entitled “The Modern Classroom—Technology  
For Teaching and Learning in the Business Law Course,” Amelia Island, Florida  
(November 2011)

Attendance at Teaching International Business workshop, Atlanta, Georgia (March 2011)

Attendance at Southeastern Academy of Legal Studies in Business annual meeting,  
Atlanta, Georgia (November 2008)

Participation in on-line seminar “Using Film as a Teaching and Learning Resource”  
(April 2008)

Participation in on-line seminar “Helping Students to Love Ethics in Class and Embrace  
It in Life” (April 2008)

Attendance at 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

Managing Cultural Diversity

Native American Issues

National Parks Issues

Gender Issues

Teaching Techniques