

Curriculum Vitae

RISA L. LIEBERWITZ

Professor of Labor and Employment Law
School of Industrial & Labor Relations
Cornell University
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EMPLOYMENT HISTORY

Cornell University

Professor of Labor and Employment Law, Cornell University School of Industrial and Labor Relations, Ithaca, New York, 2008 – Present.

Academic Director, The Worker Institute at Cornell, September 2021 – Present.

Associate Professor of Labor and Employment Law, Cornell University School of Industrial and Labor Relations, Ithaca, New York, 1990-2008.

Chair, Department of Collective Bargaining, Labor Law, and Labor History, Cornell University School of Industrial and Labor Relations, 2003 – 2006, 2016 – Present.

Co-Director, Law and Society Minor, Cornell University, 2003-Present.

Assistant Professor of Labor and Employment Law, Cornell University School of Industrial and Labor Relations, 1982-1990.

Associated Faculty, Cornell Law School, Ithaca, New York, 2001-2005.

Faculty, Cornell Law School/Université de Paris I, Comparative Law Institute, Paris, France, July 2000 and July 2001.

Law Practice and Related Employment

General Counsel, American Association of University Professors, 2014-2024.

Attorney, National Labor Relations Board, Region 10, Atlanta, Georgia, 1979-1982.

Law Clerk, Law Offices of Larry G. Turner and Stanley R. Morris, P.A., Gainesville, Florida, 1977-1979.

COURSES TAUGHT

Required courses (School of Industrial and Labor Relations)

Labor and Employment Law (undergraduate level course)

Labor and Employment Law (graduate level course)

Graduate Level Elective Courses (School of Industrial and Labor Relations)

Constitutional Aspects of Labor and Employment Law

Employment Discrimination Law

Sex Discrimination and the Law

Arbitration

Theories of Equality and Their Application in the Workplace

Labor Law in the Public Sector

The Changing Nature of the University

International and Comparative Conceptions of Equality (Cornell Law School
Comparative Law Institute, Paris, France)

EDUCATION

J.D., University of Florida, 1979.

Honors Graduate

Senior Executive Editor, University of Florida Law Review

B.A., University of Florida, 1976.

High Honors Graduate, Political Science Phi

Kappa Phi

PUBLICATIONS

Law Review and Journal Articles:

Lieberwitz, Risa L., *Faculty Unionization and the Continuing Contradiction of Yeshiva*, 110 ACADEME 10 (Fall 2024).

Lieberwitz, Risa L., *AAUP Principles and the Long Struggle for Equality*, 110 ACADEME 58 (Spring 2024).

- Lieberwitz, Risa L., *International Legal News: United States of America*, "Recent Positive Legal Developments at the National Labor Relations Board," *REVUE DE DROIT COMPARE DU TRAVAIL ET DE LA SECURITE SOCIAL*, VOL. 2023/4: 206-11 (English version) <https://comptrasec.fr/2023-4/>
- Lieberwitz, Risa L., *Actualités juridiques internationales: États-Unis*, "Le renforcement de la syndicalisation et des droits des salariés aux États-Unis" (French translation), *REVUE DE DROIT COMPARE DU TRAVAIL ET DE LA SECURITE SOCIAL*, VOL. 2023/3: 144-49. <https://comptrasec.fr/2023-3/>
- Lieberwitz, Risa L., *International Legal News: United States of America*, *REVUE DE DROIT COMPARE DU TRAVAIL ET DE LA SECURITE SOCIAL*, VOL. 2022/4: 184-89 (English online version) <https://comptrasec.fr/revue/2022-4/>
- Lieberwitz, Risa L., *Actualités juridiques internationales: États-Unis* (French translation of "Developments in Labor and Employment Law In the United States"), *REVUE DE DROIT COMPARE DU TRAVAIL ET DE LA SECURITE SOCIAL*, VOL. 2022/3: 266-71.
- Lieberwitz, Risa L., *Vulnerability Theory and Higher Education*, 55 *THE LAW TEACHER* (special edition) pp. 5-23 (2021).
- Lieberwitz, Risa L., *The Changing Nature of Technology, Work and Social Relations*, 15 *REVISTA DERECHO SOCIAL Y EMPRESA* 84-100 (July, 2021).
- Lieberwitz, Risa L., *Federal government responses to COVID-19 in the United States*, *NOTICIAS CIELO*, (special issue, Esperanza Macarena Sierra Benítez and Jean-Michel Servais, eds.) <https://mailchi.mp/cielolaboral/noticias-cielo-no-532172?e=933b929ef2>
- Lieberwitz, Risa L., *International Legal News: United States of America*, *REVUE DE DROIT COMPARE DU TRAVAIL ET DE LA SECURITE SOCIAL*, VOL. 2021/4, at 230 (English online version).
- Lieberwitz, Risa L., *Actualités juridiques internationales: États-Unis* (French translation of "Developments in Labor and Employment Law In the United States"), *REVUE DE DROIT COMPARE DU TRAVAIL ET DE LA SECURITE SOCIAL*, VOL. 2020/1, at 156.
- Lieberwitz, Risa L., *Work-related Immigration Policy in the United States: Past and Present Problems*, *REVUE DE DROIT COMPARE DU TRAVAIL ET DE LA SECURITE SOCIAL*, VOL. 2019/4, at 114 (English online version).

- Lieberwitz, Risa L., *International Legal News: United States of America*,
REVUE DE DROIT COMPARE DU TRAVAIL ET DE LA SECURITE SOCIAL, VOL. 2020/4,
at 172 (English online version).
- Lieberwitz, Risa L., *International Labour Case Law: United States of America*,
REVUE DE DROIT COMPARE DU TRAVAIL ET DE LA SECURITE SOCIAL, VOL. 2019/4,
at 208 (English online version).
- Lieberwitz, Risa L., *Fighting for Our Rights Today, Building Our Strength for Tomorrow*,
105 ACADEME 8 (2019).
- Lieberwitz, Risa L., *Improving the Legal Landscape for Unionization at Private Colleges
and Universities*, 101 ACADEME 19 (2015).
- Lieberwitz, Risa L., *Los Derechos Laborales Como Derechos Fundamentales En El
Derecho De Eeuu: Potencial Y Límites* (Spanish translation of "Labor Rights as
Fundamental Rights in U.S. Law: Potential and Limits"), 69 REVISTA DE
DERECHO SOCIAL 115 (2015).
- Lieberwitz, Risa L., *Navigating Troubled Waters at the NLRB*, 99 ACADEME 10 (2013).
- Lieberwitz, Risa L., *Employment Discrimination Law in the United States: On the Road
to Equality?*, in "New Developments in Employment Discrimination Law,"
BULLETIN OF COMPARATIVE LABOUR RELATIONS (Roger Blanpain, Hiroya
Nakakubo, Takashi Araki, eds. 2008).
- Lieberwitz, Risa L., *Faculty in the Corporate University: Professional Identity, Law, and
Collective Action*, 16 CORNELL JOURNAL OF LAW AND PUBLIC POLICY 263 (2007).
- Lieberwitz, Risa L., *Linking Professional Academic Freedom, Free Speech, and Racial
and Gender Equality*, 53 LOYOLA LAW REVIEW (New Orleans) 165 (2007).
- Lieberwitz, Risa L., *Linking Trade and Labor Standards: Prioritizing the Right of
Association*, 39 CORNELL INTERNATIONAL LAW JOURNAL 641 (2006).
- Lieberwitz, Risa L., *Confronting the Privatization and Commercialization of Academic
Research: An Analysis of Social Implications at the Local, National, and Global
Levels*, 12 INDIANA JOURNAL OF GLOBAL LEGAL STUDIES 109 (2005).
- Lieberwitz, Risa L., *The Corporatization of Academic Research: Whose Interests Are
Served?*, 38 AKRON LAW REVIEW 759 (2005).

- Lieberwitz, Risa L., *What Social Responsibility for the Corporation?: A Report on the United States*, INTERNATIONAL JOURNAL OF LAW AND MANAGEMENT 47.5 (2005): 4-19.
- Lieberwitz, Risa L., *The Marketing of Higher Education: The Price of the University's Soul*, Book Review of UNIVERSITIES IN THE MARKETPLACE: THE COMMERCIALIZATION OF HIGHER EDUCATION by Derek Bok, 89 CORNELL LAW REVIEW 763 (2004).
- Lieberwitz, Risa L., *Labor Law in the United States: The Continuing Need for Reform*, MANAGERIAL LAW 46.4/5 (2004): 53.
- Lieberwitz, Risa L., *The Corporatization of the University: Distance Learning at the Cost of Academic Freedom?*, 12 BOSTON UNIVERSITY PUBLIC INTEREST LAW JOURNAL 73 (2002).
- Lieberwitz, Risa L., *Due Process and the LMRDA: An Analysis of Democratic Rights in the Union and at the Workplace*, 29 BOSTON COLLEGE LAW REVIEW 21 (1987).
- Lieberwitz, Risa L., *Freedom of Speech in Public Sector Employment: The Deconstitutionalization of the Public Sector Workplace*, 19 U.C. DAVIS LAW REVIEW 597 (1986).
- Lieberwitz, Risa L., *Attorneys' Fees, The NLRB and the Equal Access to Justice Act: From Bad to Worse*, 2 HOFSTRA LABOR LAW JOURNAL 1 (1984).
- Mack, C.L., and Lieberwitz, Risa L., *Secondary Consumer Picketing: The First Amendment Questions Remain*, 32 MERCER LAW REVIEW 815 (1981).
- Case Comment, *Criminal Procedure: Expanding Disclosure of Presentence Investigation Reports*, 29 UNIVERSITY OF FLORIDA LAW REVIEW 769 (1977).

Books:

- EMPLOYMENT AND EQUITY, Berrin Ceylan-Ataman and Risa L. Lieberwitz, eds. (Geneva: International Labor Organization, 2016).
- Player, Mack A., Shoben, Elaine W., and Lieberwitz, Risa L., EMPLOYMENT DISCRIMINATION LAW, SECOND EDITION (St. Paul: West Publishing 1995).
- Player, Mack A., Shoben, Elaine W., and Lieberwitz, Risa L., EMPLOYMENT DISCRIMINATION LAW (St. Paul: West Publishing 1990).

Selected Book Reviews, Articles, and Chapters in Books or Collections:

- Lieberwitz, Risa L., *Vulnerability Theory and Higher Education*, in VULNERABILITY AND THE ORGANISATION OF ACADEMIC LABOUR (Routledge, forthcoming 2025) (part of the Routledge Special Issues as Books (SPIBs) programme).
- Lieberwitz, Risa L., *Employment Discrimination Law in the United States: Strengths and Weakness*, in International Workplace Discrimination Law, pp. 242-266, J. CARBY-HALL, Z. Góral, A. Tyc, eds. (Routledge 2024).
- Lieberwitz, Risa L., *Law, Public Policy, and Social Movements to Support and Strengthen Individual and Collective Interests of Labor*, in RE-CONCEIVING EQUALITY AND FREEDOM: VULNERABILITY, DEPENDENCY, AND THE RESPONSIVE STATE, M.A. Fineman & L. Spitz, eds. (Routledge 2024).
- Lieberwitz, Risa L., *Corporatization of Higher Education: A Crisis of Labor and Democracy*, in THE CAMBRIDGE HANDBOOK OF LABOR AND DEMOCRACY, Angela B. Cornell and Mark Barenberg, eds. (Cambridge University Press 2022), pp. 318-333.
- Lieberwitz, Risa L., *Organized Labor: The Impact of Unionization and Collective Bargaining in Higher Education*, in OXFORD HANDBOOK OF U.S. HIGHER EDUCATION LAW, Peter F. Lake, ed. (Oxford University Press, forthcoming).
- Lieberwitz, Risa L., *Reflections on Collective Bargaining in Higher Education*, in COLLECTIVE BARGAINING IN HIGHER EDUCATION: BEST PRACTICES FOR THE PROMOTION OF COLLABORATION, EQUITY AND MEASURABLE OUTCOMES, Daniel J. Julius, ed. (Routledge 2022).
- Lieberwitz, Risa L., *Contract as Public Law: The Public Nature of Collective Bargaining*, in VULNERABILITY AND THE LEGAL ORGANIZATION OF WORK, M.A. Fineman & J. Fineman eds. (Routledge 2018).
- Lieberwitz, Risa L., Book Review: *Rights on Trial: How Workplace Discrimination Law Perpetuates Inequality* by Ellen Berrey, Robert L. Nelson, and Laura Beth Nielsen, 71 ILR REVIEW 794 (2018).
- Lieberwitz, Risa L., *Privatizing and Corporatizing the University: A U.S. and UK Comparison*, in PRIVATIZATION, VULNERABILITY, AND SOCIAL RESPONSIBILITY: A COMPARATIVE PERSPECTIVE 143-160, M.A. Fineman, U. Andersson, & T. Mattsson, eds. (Routledge 2017).

- Ceylan-Ataman, Berrin, and Risa L. Lieberwitz, *Introduction: A Framework for Employment and Equity*, in EMPLOYMENT AND EQUITY, B. Ceylan-Ataman and R. Lieberwitz, eds. (Geneva: International Labor Organization 2016).
- Lieberwitz, Risa L., *The Relationship between Collective and Individual Rights to Achieve Equity in Employment*, in EMPLOYMENT AND EQUITY, B. Ceylan-Ataman and R. Lieberwitz, eds. (Geneva: International Labor Organization 2016).
- Lieberwitz, Risa L., *Workplace Whistleblowing in the U.S.: Controversies and Contradictions*, in LA RESPONSABILITE SOCIALE DE L'ENTREPRISE : VECTEUR D'UN DROIT DE LA MONDIALISATION?, Isabelle Daugareilh, ed. (Bruxelles: BoeckÉditions Bruylant–Larcier 2017) (article translated into French as *Dénonciation sur le lieu de travail : controverses et contradictions*).
- Lieberwitz, Risa L., *University-Industry Relations in the United States: Serving Private Interests*, in ACADEMIC FREEDOM IN CONFLICT: THE STRUGGLE OVER FREE SPEECH RIGHTS IN THE UNIVERSITY, James L. Turk, ed. (Lorimer 2014): 250-271.
- Lieberwitz, Risa L., *New Technologies and Working Relationships in the United States*, in TECNOLOGIAS DE LA INFORMACION Y LA COMUNICACION EN LAS RELACIONES DE TRABAJO: NUEVAS DIMENSIONES DEL CONFLICTO JURIDICO, 497-518, Carolina San Martín Mazzucconi, ed. (Eolas 2014).
- Healy, Geraldine and Risa Lieberwitz, *Women Union Leaders: Influences, Routes, Barriers and Enablements*, in GENDER AND LEADERSHIP IN UNIONS, 73-109, Gill Kirton and Geraldine Healy, eds. (Routledge 2013).
- Kirton, Gill and Risa Lieberwitz, *Power, Empowerment and Women's Leadership Discourses*, in GENDER AND LEADERSHIP IN UNIONS, 110-140, Gill Kirton and Geraldine Healy, eds. (Routledge 2013).
- Alvarez, Sally, Risa Lieberwitz, and Gill Kirton, *Tales from the Top: Senior Women Union Leaders*, in GENDER AND LEADERSHIP IN UNIONS, 141-168, Gill Kirton and Geraldine Healy, eds. (Routledge 2013).
- Lieberwitz, Risa L., *Endangered Rights of Academic Freedom and Tenure in U.S. Universities*, in LA REFORMA LABORAL 2012 : SU IMPACTO EN LA ECONOMIA Y EL EMPLEO, Pilar Núñez-Cortés Contreras, ed. (Dykinson 2013) (article translated into Spanish as *La Libertad académica y la estabilidad en el empleo del profesorado en peligro de extinción en las Universidades de Estados Unidos*).

- Lieberwitz, Risa L., *Work/Family Reconciliation: Progress and Pitfalls in the United States*, in RECONCILIATION, CORRESPONSABILITY AND EMPLOYMENT: INTERNATIONAL EXPERIENCES, 21-44, Jaime Cabeza Pereiro and Marta Fernández Prieto, eds. (Thomson Reuters 2012).
- Lieberwitz, Risa L., *Labor and Employment Law in the United States: Current Issues in Protecting Minority Rights*, in “Labor Law and Minority Issues – Comparative Legal Perspective,” Korean Society of Labor Law (September 15, 2011) (in published conference proceedings).
- Lieberwitz, Risa L., Chapters 4, 8, 12, and 16, in TELLING STORIES OUT OF COURT: NARRATIVES ABOUT WOMEN AND WORKPLACE DISCRIMINATION (Ruth O’Brien, ed.) (Cornell University Press, 2008).
- Lieberwitz, Risa L., *Employment and Social Protection: A New Relationship: A Report on the United States*, in EMPLOI ET PROTECTION SOCIALE: DE NOUVELLES RELATIONS?: LES ACTES DU SEMINAIRE DE DROIT COMPARE DU TRAVAIL, DES RELATIONS PROFESSIONNELLES ET DE LA SECURITE SOCIALE , Centre de Droit Comparé du Travail et de la Sécurité Sociale de l’Université Montesquieu Bordeaux IV, France (Philippe Auvergnon, ed., 2009).
- Lieberwitz, Risa L., *University Science Research Funding: Privatizing Policy and Practice*, in SCIENCE AND THE UNIVERSITY, Paula E. Stephan and Ronald G. Ehrenberg, eds. (University of Wisconsin Press, 2007).
- Lieberwitz, Risa L., *Contingent Labor: Ideology in Practice*, in FEMINISM CONFRONTS HOMO ECONOMICUS (Martha Fineman and Terence Dougherty, eds.) (Cornell University Press, 2005): 324-337.
- Lieberwitz, Risa L., *Quelle Responsabilité Sociale Pour L’Entreprise? Un Regard Américain*, in QUELLE RESPONSABILITE SOCIALE POUR L’ENTREPRISE ? APPROCHES JURIDIQUES NATIONALES ET COMPARATIVES : LES ACTES DU SEMINAIRE DE DROIT COMPARE DU TRAVAIL, DES RELATIONS PROFESSIONNELLES ET DE LA SECURITE SOCIALE 95, Centre de Droit Comparé du Travail et de la Sécurité Sociale de l’Université Montesquieu Bordeaux IV, France (Philippe Auvergnon, ed. 2005).
- Lieberwitz, Risa L., *La Représentation Collective en Droit du Travail Américain: La Nécessité d’une Réforme*, in LA REPRESENTATION COLLECTIVE EN DROIT SOCIAL : LES ACTES DU SEMINAIRE DE DROIT COMPARE DU TRAVAIL, DES RELATIONS PROFESSIONNELLES ET DE LA SECURITE SOCIALE 167, Centre de Droit Comparé du Travail et de la Sécurité Sociale de l’Université Montesquieu Bordeaux IV, France (Philippe Auvergnon, ed., 2004).

Lieberwitz, Risa L., *Current Trends in U.S. Labor Law: The Report of the Commission on the Future of Worker-Management Relations*, in INTERNATIONAL SYMPOSIUM ON THE NEW TRENDS OF LABOR LAWS IN SELECTED COUNTRIES, (Korea Labor Institute, 1995) pp. 115-169 (in English); pp. 1-37 (translated into Korean).

Lieberwitz, Risa L., *Constitutional and Statutory Treatment of Drug Testing in the United States*, in DRUG TESTING IN THE WORKPLACE: RESEARCH ADVANCES IN ALCOHOL AND DRUG PROBLEMS Vol. 11 (Scott Macdonald and Paul Roman, eds.) (New York: Plenum Press 1994).

Lieberwitz, Risa L., *The Use of Criminal Conspiracy Prosecutions to Restrict Freedom of Speech: The Haymarket Trial*, in IN THE SHADOW OF THE STATUE OF LIBERTY, (Marianne Debouzy, ed.) (Urbana: University of Illinois Press, 1992). (Reissued).

REPORTS

The Worker Institute, ILR School, Cornell University

Brady, Anne Marie, Risa Lieberwitz, Zach Cunningham, *Equity in Focus: Job Creation for a Just Society*, ILR Worker Institute (April 19, 2023).

INVITED TALKS AND PRESENTATIONS (recent)

Speaker, “Building a Feminist Community,” Feminism and Legal Theory 40th Anniversary Celebration and Archive Dedication, Emory University, Atlanta, Georgia, April 5, 2024

Panel, College panel, “Union Power: Academic Freedom and the Future of Higher Education,” hosted by Brooklyn College’s Ethyle R. Wolfe Institute for the Humanities in honor of Professor Paul Ortiz, the 2023-24 Robert L. Hess Scholar-in-Residence, Brooklyn, April 3, 2024.

Panel, “Academic Freedom and the First Amendment,” The Worker Institute at Cornell, Union Days, ILR School, Cornell University, March 26, 2024.

Panel, “Addressing Institutional Betrayal at the Table: Tackling Harassment and Title IX Issues Through Collective Bargaining,” 51st Annual National Conference of the National Center for the Study of Collective Bargaining in Higher Education and the Professions, Hunter College, New York City, March 18, 2024.

Panel, *Academic Freedom and Faculty Governance in the Crosshairs*, co-sponsored by Association of American Law Schools (AALS) Education Law Section and the AALS Section on Associate Deans for Academic Affairs and Research, AALS 2024 Annual Meeting in Washington, DC Washington, D.C., January 5, 2024.

Speaker, “The Critical Role of Collective Faculty Governance to Fulfill the Public Mission of Higher Education,” *A Workshop on Feminist Approaches to State and Governance*, The Vulnerability and Human Condition Initiative, Emory University Law School, December 16, 2023. |

Podcast interview, “AAUP Presents,” “Higher Ed After the Affirmative Action Decision,” AAUP Presents, Season 3, Episode 2, September 17, 2023.
<https://www.aaup.org/news/our-podcast-aaup-presents>

Panel, “Collective Bargaining, Discrimination, Affirmative Action, and Title IX,” Regional Higher Education Collective Bargaining Workshop and Training at University of Illinois-Chicago, National Center for the Study of Collective Bargaining in Higher Education and the Professions, Chicago, Illinois, September 15, 2023.

Panel, “Title IX: Its Past, Its Present, and Its Future,” Annual Conference of the National Center for the Study of Collective Bargaining in Higher Education and the Professions, March 27, 2023.

Podcast, “AAUP Presents,” Guest on issues of Supreme Court arguments in the student debt relief cases, March 2, 2023. <https://www.aaup.org/news/our-podcast-aaup-presents>

Webinar panel, “What you need to know about Replacement Theory,” ILR Alumni Association, NYC Chapter, October 20, 2022.

Webinar panel, “Faculty, Know Your Rights,” co-sponsored by GMU-AAUP and the Virginia Conference of the American Association of University Professors, October 4, 2022.

Webinar panel, “Facing Race in the Classroom: Laws and Lessons Learned,” Association for Education in Journalism and Mass Communication, May 24, 2022.

Presentation, “Legislative Threats to Academic Freedom,” Canadian Association of University Teachers’ Council Meeting, Ottawa, Canada, April 28, 2022.

Webinar panel, “Race, History, and Academic Freedom: A Teach-In,” National Center for the Study of Collective Bargaining in Higher Education and the Professions, February 2, 2022.

Presentation, “The State’s Use of Law and Public Policy to Support and Strengthen Unionization and the Labor Movement,” *Re-Conceiving Equality and Freedom: Vulnerability, Dependency*,

and the Responsive State, Virtual Workshop, The Vulnerability and the Human Condition Initiative, Emory University School of Law, January 29, 2022.

BAR ADMISSIONS

United States Supreme Court

The Florida Bar

The Georgia Bar

PROFESSIONAL ORGANIZATIONS

Labor and Employment Relations Association

American Association of University Professors

Cornell University Chapter of the American Association of University Professors

Chapter President (2019-present)

Law and Society Association

November 2024