

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.

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-Present.

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

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., *Vulnerability Theory and Higher Education*, THE LAW TEACHER (forthcoming);

Lieberwitz, Risa L., *Actualités juridiques internationales: États-Unis: Le droit de communiquer des salariés de la grand distribution dans L'espace de vente en vertu de l'article 7 (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 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., *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, forthcoming).
- 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).

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