

CURRICULUM VITAE
LEA B. VAUGHN
2017-2018

School of Law - Box 353020
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University of Washington
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EDUCATION

University of Michigan School of Law (1975-1978)
Juris Doctor: May 1978
Awards: Reginald Heber Smith Community Lawyer Fellowship

Princeton University (1972-1975)
Major: Philosophy
Thesis: John Dewey: A Study in Twentieth Century Liberalism (Profs. Rorty, Wolin)
Awards: National Achievement Scholarship for Outstanding Negro Students
Other: Teacher Preparation Program - Certified (Grades 7-12 Social Studies -
New Jersey); Resident Advisor (Jr., Sr.); Student Gov't
Radcliffe College [Harvard University] (1971-1972)
Vice President, South House

EMPLOYMENT

Professor (1991 to date)
Assistant Professor (1985 to 1991)
Visiting Assistant Professor (1984-1985)
University of Washington School of Law
Seattle, Washington

Associate Dean (2007-2008)
University of Washington School of Law
Responsible for faculty development, international programs and various law school centers and initiatives. Liaison for staff issues, curriculum, initial appointments and the Foundation of Legal Studies program, and development of Faculty Handbook.

Secretary of the Faculty (July, 1999 to July, 2005)
University of Washington
Seattle, Washington
Appointed by the President for a six year term. Responsible for all three UW campuses. Duties included: Oversight of faculty grievance process; Oversight of University Committee structure; Staffing and Performance of University-wide Faculty Governance (Senate and 12 Standing Councils); Official Interpreter and reporter of *Faculty Code*; Maintained University Handbook, Elections; Oversight of governance budget; Supervised staff of four, Faculty Legislative initiatives, Various ad hoc policy committees. Publication: Your Rights and Responsibilities

Assistant Dean for Student Affairs (July 1980 to June 1984)
Director, Research and Writing Program
University of Detroit School of Law (now Detroit-Mercy School of Law)
Detroit, Michigan

Development, instruction in and supervision of writing program for first year students;
Student counseling (academic and personal), student discipline and grievances; Financial
aid policy and planning; Recruitment/Admissions; Various Faculty Committees

Associate in the practice of Labor Law (Unions) (1978-1980)
Miller, Cohen, Martens & Sugarman, P.C.
Detroit, Michigan

Experience before the National Labor Relations Board, Michigan Employment Relations
Commission, Equal Employment Opportunity Commission, and Michigan Employment
Security Commission; Civil labor litigation in state and federal courts; Employment
Discrimination Law

RECENT PAPERS and PRESENTATIONS

Organizer and Co-Sponsor, 11th Annual Colloquium for Scholarship in Labor and Employment Law
(22-24 September 2016), University of Washington School of Law/Seattle University
Seattle, WA

Presenter, *In Denial: "Brain Rules" and The Abusive Workplace* (23 September 2016)
For: 11th Annual Colloquium for Scholarship in Labor and Employment Law
University of Washington/Seattle University, Seattle, WA

Moderator, *Hot Topics in Labor Law* (19-20 May 2016)
For: Pacific Coast Labor & Employment Law Conference
Seattle, WA

Speaker, *Fail Forward*, Resiliency Lab (4 May 2016)
For: College of Undergraduate Education, University of Washington
Seattle, WA

Panelist, *Cannabis and Employment Law* (26 April 2016)
For: School of Law, University of Washington

Discussant, Conference on *Narrative and Metaphor in the Law* (January 2016)
For: Symposia on the Role of Metaphor in Academic Disciplines
Stanford University Law School

Reviewed, for Cambridge University Press, book proposal from Michael Hanne and
Robert Weisberg for a volume they will edit, arising from the conference, titled
Narrative and Metaphor in the Law

Presenter, *The Abusive Workplace and Chronic Stress* (April, 2015)
For: The Employers' Counsel Network for their Annual Meeting

Presenter, *Psychological Science and Appellate Practice* (11 February 2013)
For: Appellate Section, King County Bar Association, Seattle, WA

Presenter

(1) *Feeling at Home: Law, Cognitive Science, and Narrative* (20-21 April 2012)

(2) *Work in Progress: In Denial: "Brain Rules," Legal Norms and the Abusive Workplace*

For: Society for Evolutionary Analysis and the Law, 13th Annual Conference
Emory Law School, Atlanta, GA

Moderator, *"Get Off My Land! The Conflict Between Property Rights and Protected Activities Under the National Labor Relations Act"* (3 November 2011)

For: American Bar Association, Section of Labor and Employment Law
Conference: 5th Annual Labor & Employment Law Conference

Difficult Issues in the Classroom (26 June 2011)

For: American Association of Law Schools, Washington DC

Conference: Pre-tenure Faculty of Color Workshop

This presentation highlighted the latest research findings in neuroscience that can lead to more effective teaching in the law school classroom.

Looking Back – Looking Forward: Employment Law Trends (30 April 2010)

For: Washington State Bar Association, Section of Labor and Employment Law

Conference: Annual CLE Conference and Update

This eclectic presentation focused on the past decade's developments and made predictions about what may happen in the next decade. It made ample use of graphic, rather than textual, material to hold the audience's attention.

In Denial: "Brain Rules," Legal Norms and the Abusive Workplace (17 April 2010)

For: University of Augsburg, Germany (Fully Funded)

Conference: Workplace Bullying and Protection against Discrimination in the Employer-Employee Relationship: Chances and Risks in an International Comparison

This paper previewed work that will be the subject of an upcoming article on workplace abuse. In this article, I will look at the stress caused by "bullying" and workplace abuse from a medical and neuro-psychological perspective to argue that the pain and stress of these encounters in real, counter to the assumptions made in §46 of the Restatement of Torts.

Technological Developments, the Board and the NLRA. (1 May 2009)

For: American Bar Association, Section of Labor & Employment Law (Seattle University)

Panel: Developments under the National Labor Relations Act

Currently, the NLRB uses paper ballots to conduct the secret ballot elections mandated under the Act. This paper will seek to explore whether some type of electronic balloting procedure is feasible and desirable within the context of the Board's slow acknowledgement of doing business in cyberspace.

Feeling at Home: Learning, Law and Narrative (23 July 2009)

For: The Conference on Applied Storytelling (Lewis & Clark Law School; Portland, OR)

Panel: A Story that has No End (with Prof. Kate O'Neill)

This presentation was part of a joint presentation with Prof. Kate O'Neill. She reported on the use of stories on the sub-prime mortgage "mess" to bring contracts doctrine to life. My

complimentary presentation reports on new learning from cognitive science and neuroscience to explain why assigning stories is an effective educational strategy.

SCHOLARSHIP

In Denial: “Brain Rules” and The Abusive Workplace [Work in Progress]

This article length study is part of a book length project that will consider emerging discoveries in neuroscience as it relates to stress, and how those findings may impact doctrine regarding the intentional/negligent infliction of emotional distress in the workplace. Although many courts have discounted the possibility of harm from such encounters, science reveals that stress, particularly chronic and acute stress, are actually harmful in a myriad of ways and can be proven.

The Past as Prologue, a review essay of LAW AND THE MODERN MIND: CONSCIOUSNESS AND RESPONSIBILITY IN AMERICAN LEGAL CULTURE. By Susanna L. Blumenthal. Harvard University Press, 2016. 385 pp. 67 *J. of Legal Education*, Number 1 (pgs. 354-372) (Autumn 2017)

A Required Pre-Law Curriculum? – Washington State Bar Journal (work in progress)

Should law schools have a required curriculum before entrance to law school, similar to that for medical schools?

Feeling at Home: Law, Cognitive Science, and Narrative, 43 McGeorge Law Review 999-1030 (2012)

A Few Inconvenient Truths About Michael Crichton’s State Of Fear: Lawyers, Causes And Science, 20 Seton Hall J. Sports & Ent. L. 49-84 (2010)

“Thick Skin – Serving Uncle Samuel and the Clinton White House,” a review essay LABORED RELATIONS: LAW, POLITICS, AND THE NLRB: A MEMOIR. By William B. Gould IV.** Cambridge: MIT Press, 2000. 449 pp. 49 Wayne State Law Review 773-790 (2003)

“The Customer is Always Right . . . Not!: Employer Liability for Third Party Sexual Harassment,” 9 Michigan Journal of Gender & Law 1-91 (2002) *noted in* Zimmer, Sullivan & White, 2005 Case Supp. to Employment Discrimination casebook.

“Domestic Violence and the Workplace: Proposals for Reform” 47 Loyola Law School (New Orleans) Law Review 231-253 (2001).

“A History of Civil Rights in the State of Washington” in Martin, Jr. and Sullivan (eds), Civil Rights in the United States, pgs. 781-783. Macmillan Reference USA (2000).

“Employer Liability for Customer and Client Harassment: Unremedied No Longer,” in Trial News (Washington State Trial Lawyers Association), Vol. 34, No. 10, pg. 17 (June 1999).

“Integrating ADR into the Curriculum at the University of Washington School of Law: A Report and Reflections,” 50 Fla. L.R. 679-708 (1998)

Book Review of The Rooster’s Egg: On the Persistence of Prejudice by Patricia Williams , Journal of Women and Politics, vol. 18, No. 4, pgs. 102-103 (1997)

“Teaching Legal Writing and Research in Upper-Division Courses” in Perspectives: Teaching Legal

Research and Writing, Vol. 4, No. 3, pgs. 72-77 (Spring 1996)(co-authored with Mary Whisner), republished in Best of Perspectives, 2001

"Article XX of the AFL-CIO Constitution: Managing and Resolving Inter-Union Disputes," 37 Wayne Law Review 1- 87 (Fall, 1990).

"A Need for Clarity: Toward a New Standard for Preliminary Injunctions," 68 Oregon Law Review 839 -884 (March, 1990).

COURSES TAUGHT

Employment Discrimination
Employment Law
Labor Relations in the Private
Labor Relations in the Public Sector
Law and Neuroscience: An Introduction
Civil Procedure
Alternate Dispute Resolution
Professional Responsibility
Street Law (Prepares law students to teach law in high school classrooms)
Injunctions
Administrative Law
Legislation
Remedies (Legal and Equitable)
Legal Writing
Strategic Human Resource Management (Taught at the Evans School of Public Affairs 2005 -08)

TEACHING AREAS AND INTERESTS

Labor and Employment: Public and private sectors, Employment Discrimination, Professional/White collar employees and unions, Families and the Workplace, Safety and Health Issues, Wrongful Discharge, Higher Education, Abusive Workplace/Workplace Bullying
Public Law and Policy: Administrative Law, Legislation, Structural Remedies
Core Classes: Civil Procedure, Administrative Law, Legislation
Other: Introduction to Law and Neuroscience

PROFESSIONAL ACTIVITIES

Member, Pacific Coast Labor Law Conference Planning Committee (1984-1992, 1996 to 2005)
Member, Mary Ellen Krug Scholarship Committee (1984 – date)
Chair, State of Michigan Teacher Tenure Commission. Appointed by Governor Blanchard to a five year term, 1983-1984 (resigned after accepting a job in another state)

UNIVERSITY AND LAW SCHOOL SERVICE (selected)

Faculty Senate Ad Hoc Committee on Pre-retirement Planning (2017 – date)
Faculty Senate Ad Hoc Committee on Revisions to the Adjudication Provisions of
The *Faculty Code* (2016-date)

Executive Committee, Law School (1991-1993, 1994-1995, 1997-99, 2010-2012, Chair 2012 -14, 2016-date)
 Moderator, Forum Discussion on Unionization of the Faculty (13 January 2016)
 Advisor, Students for Law and Employment Justice (SLEJ), Law School (2015 – date)
 Member, Dwyer Scholarship Award Committee (2015 to date)
 Chair, UWSOL Accreditation Committee reporting to the ABA/AALS (2010-2011)
 (member, 2009-10 [Curriculum Report] and 1994-1996)
 Faculty Council on Faculty Affairs (2010-2012, 2014-2016)
 Merit Committee, Law School (2009-2010)
 Chair's Cabinet, Faculty Senate (2009-2010, 2010-2011)
Ad Hoc Committee on the Faculty Salary Policy (2008-2010)
 Leadership, Community and Values Initiative (2004 to 2008)
 Faculty Senate (1992 to 1996)
 Faculty Senate Executive Committee (1993-1995)
 Adjudication Panel - Faculty Senate (1993-1996, 2008 to date)
 Acting Chair, Adjudication Panel – Faculty Senate (2010)
 Conciliation Officer (1996-1999)
 Ad Hoc Committee on African-American Faculty (1995 to 1999)
 President's Committee on Diversity (1998 to 2000)
 Annual Faculty Lecture Selection Committee (1995-1997, 2007 to date)
 Promotion and Tenure Council - Law School (1997-99)(Chair, Calendar Year 1998)(Various committees – Boxx, O'Neill, Kang'ara, Watts, Anderson 2008-2011)
 Chair, Scholastic Standards Committee (1998-1999)
 Chair, Initial Appointments Committee (1996-1997)
 Chair, Law School Executive Council (1994-1995, 1997-99)
 Chair, Curriculum Committee (1993-1994) + member, various years including 2015-16
 Chair, Curriculum Reform Committee (1995-1996)
 Chair, Admissions Committee, Law School (1991-1992)

COMMUNITY SERVICE

Princeton University Alumni Schools Committee (1975 to date)
 Class of 1975, Princeton University, Planned Giving Class Officer
 Princeton University, Princeton Prize in Race Relations (2010 to date)
 Vice President, Princeton Club of Western Washington (2008 to 2012)
 Volunteer and Board of Trustees, Seattle Girls' School (2005-2006; 2009-2012)
 Villa Academy (Classroom volunteer, Advisor to Student Council, 1991-2000)
 University Preparatory Academy, Long Range Planning Committee (2000-2001)
 Mentor to minority students at high school and university level (undergraduate and law)

GRANTS

Project Director
 FIPSE Grant for Integration of ADR into the law school curriculum under local conditions. The coordinator for the grant is Len Riskin (U. Missouri-Columbia). The grant covered two academic years: 1995-96 and 1996-97.
 ·Amount of Grant: \$20,000
 ·Final Report: December, 1997

Mary Kay Cosmetics Company

Travel and accommodations grant for sponsored conference and research/article at Loyola University New Orleans. Conference: *Integrating Responses to Domestic Violence* (26 Oct 2000), co-sponsored by the American Bar Assn. Commission on Domestic Violence.

MEMBERSHIPS

American Bar Association

Michigan State Bar Association

REFERENCES - Available upon request