

Name: David Allen Larson

Position: Professor of Law

Education: B.A., DePauw University, 1976
J.D., University of Illinois College of Law, 1979
LL.M., University of Pennsylvania Law School, 1987

Bar Admissions: Minnesota (Nebraska and Illinois inactive)
Federal District and Appellate Courts
United States Supreme Court

Professional Employment:

- Professor of Law and Senior Fellow (former Director) of the Dispute Resolution Institute, Mitchell | Hamline School of Law (formerly Hamline University School of Law) Saint Paul, MN, 1999 – present
- John H. Faricy Jr. Chair for Empirical Studies 2018 - 2020
- ODR System Designer – create formally integrated online dispute resolution (ODR) platform for New York State Unified Court System (American Bar Association Enterprise Grant), Oct. 2016 – present
- External Examiner for the Masters of Comparative Law program at the University of Hong Kong School of Law, 2017 - present
- Arbitrator – independent, National Arbitration Forum, Omaha Tribe, 1991 - present
- Mediator (Qualified Neutral under MN S. Ct. Rule 114), 2000 - present
- Founder and Editor-in-Chief, The Journal of Alternative Dispute Resolution in Employment, published quarterly by CCH Incorporated, 1998 – 2001
- Administrative Law Judge, Nebraska Equal Opportunity Commission (NEOC), Lincoln, NE, 1997 – 2000
- Professor of Law, Creighton University School of Law, Omaha, NE, 1987 - 1999
- Visiting Scholar at Hamline University School of Law and Macalester College (1997)
- Appellate Division (GM appointment) Equal Employment Opportunity Commission; Washington D.C. ("Professor-in-Residence" -- leave of absence from Creighton University), 1990 – 91

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- Associate Professor, Millsaps College, School of Management; Jackson, MS, Graduate and Undergraduate, 1983 – 86
- Assistant Professor, Loyola University of Chicago, School of Business Administration; Chicago, IL 1981 – 83
- Litigation Attorney, Meagher and Geer, Minneapolis, MN 1979 - 81

Courses:

- Currently
- Cyber Skills and Dispute Resolution/ADR and Technology (created first full semester course in the United States in 2000)
- Arbitration
- Arbitration Skills
- Employment Discrimination Law
- Labor Law
- Employment Law (in-person and online)
- Torts I
- Previously
- Administrative Law (online)
- Disability Law Seminar
- Dispute Resolution Practices
- International Commercial Arbitration (summer 2002, Paris, France)
- Torts II
- ADR & Transnational Employment Issues (summer 2000, University of Modena, Italy)
- Alternative Dispute Resolution in Employment
- Labor and Employment Arbitration
- Municipal Corporations

Articles and Book Chapters: *Articles available at* <http://ssrn.com/author=709717>

****Based upon number of downloads, my articles place me in the top 2% of all authors participating in the Social Science Research Network (SSRN)**

Online Arbitration Must Be Accessible for Everyone, short article published on arbitrate.com at <https://arbitrate.com/article.cfm?zfn=accessiblearb.cfm> July 15, 2020

ODR Accessibility for Persons with Disabilities: We Must Do Better forthcoming fall of 2020 by Eleven International Publishers in The

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Hague. Book chapter in treatise titled Online Dispute Resolution: Theory and Practice (2nd edition).

Digital Accessibility and Disability Accommodations in Online Dispute Resolution: ODR for Everyone, Ohio State Journal on Dispute Resolution, vol. 34, no. 3, p. 431, 2019 (34 OHIO ST. J. ON DISP. RESOL. 431 (2019)).

Designing and Implementing a State Court ODR System: From Disappointment to Celebration, University of Missouri Law School's *Journal of Dispute Resolution*, Vol. 2019, No. 2. The article describes Professor Larson's experience as the System Designer for the New York State Unified Court System's online dispute resolution (ODR) pilot project. Available at <http://ssrn.com/abstract=3399778>

Authored the 40-page case file for the 2019 – 2020 American Bar Association Law Student Division National Arbitration Competition, ALEX SMITH v. WBG, Inc., including four detailed deposition summaries, two conflicting scientific expert reports, documentary evidence, email communications, and the arbitration Complaint and Answer, Sept. 1, 2019.

Dispute Resolution in the United States, Volume 18 Southeast Justice Review (Xiamen University Press, December 2018), Chinese law journal published in Mandarin

Book chapter "*Medical Malpractice Arbitration: Not Business As Usual*," (coauthor - Dr. David Dahl) published in Arbitration and Mediation of Employment and Consumer Disputes, Elizabeth C. Tippet and Samuel Estreicher Series Editors, NYU Center for Labor and Employment Law, Carolina Academic Press, Durham, North Carolina (2018) (Revised and updated version of article previously published by the Penn State Law School)

Authored the case file for the American Bar Association Law Student Division National Arbitration Competition 2018–2019, CHRIS JONES, Claimant, v. NEWTON CARE HOMES, LLC, Respondent (36 pages) Case file includes Chris Jones's Demand for Arbitration; Newton Care Homes's Answering Statement and Counterclaim; Summary of Deposition testimony of Chris Jones, Claimant; Summary of Deposition testimony of Morgan Kestrel, an employee of Respondent; Signed Affidavit of Del Pearson, who will testify for Chris Jones; Signed Affidavit of Alex Smith, who will testify for Newton Care Homes; A document from NCH files entitled, "Agreement to Arbitrate" signed by Chris Jones; A letter and enclosure from Del Pearson to the New Dover Department of

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Human Services; A letter from Matthew C. Johnson of the Department of Human Services to Newton Care Homes; A Legal Memorandum summarizing the holdings in the leading New Dover cases relevant to the arbitration; Expert Opinion of Dr. Fran Spevak; Expert Opinion of Dr. Gale Martinez; Excerpts of Social Media Posts by Chris Jones

ODR for All: Digital Accessibility and Disability Accommodations in Online Dispute Resolution, accepted for publication by Ohio State Journal on Dispute Resolution (2018)

Medical Malpractice Arbitration: Not Business as Usual, 8 Yearbook on Arbitration and Mediation 69 (2016) (renamed 8 Arbitration Law Review 69), Penn State Law School, with coauthor Dr. David Dahl, <https://ssrn.com/abstract=2893462>

Access to Justice, treatise chapter published October 2015 in the Encyclopedia of Law and Economics, edited by Jürgen Backhaus, www.SpringerReference.com

Seagate v. Western Digital, I submitted one of the two Petitions to File an Amicus Brief that were accepted in support of Appellant Western Digital's appeal to the Minnesota Supreme Court. I wrote, served and filed my own brief. The case involved an arbitral award that exceeded \$630 million, which rapidly increased as interest accrued. The case raised critical issues regarding an arbitrator's inherent authority. Supreme Court oral argument was held on February 5, 2014.

Access to Justice for Persons with Disabilities: An Emerging Strategy, Laws, Vol. 3, No. 2 www.mdpi.com, May 27, 2014

Preparing to Negotiate in a Globally Diverse Environment: An Examination of Chinese and Jewish Perspectives on Truth and Lies, Hamline Journal of Public Law and Policy, Vol. 33, No. 2, 2012, co-author Associate Professor Chang Wang, China University of Political Science and Law (Beijing, China).

The End of Arbitration as We Know it? Arbitration Under Attack, 3 Penn State Yearbook on Arbitration and Mediation 93 (2011).

Brother, Can You Spare a Dime? Technology Can Reduce Dispute Resolution Costs and Improve Outcomes," Volume 11, No. 2 of the Nevada Law Journal (2011) (the law review for the William S. Boyd

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School of Law at the University of Nevada Las Vegas).

Adventure Learning: Not Everyone Gets to Play, in VENTURING BEYOND THE CLASSROOM (Volume 2 in the Rethinking Negotiation Teaching Series) (Christopher Honeyman, et al., eds., 2010).

Artificial Intelligence: Robots, Avatars, and the Demise of the Human Mediator, published in Vol. 25, No. 1 of the Ohio State Journal on Dispute Resolution (2010). The article is published by The Ohio State University Moritz College of Law in cooperation with the American Bar Association Section of Dispute Resolution.

Technology Mediated Dispute Resolution and the Deaf Community, Vol. 3, No. 1 of Health Law and Policy (American University, Washington College of Law, Spring 2009).

Technology Mediated Dispute Resolution Can Improve the Registry of Interpreters for the Deaf Ethical Practices System: The Deaf Community is Well Prepared and Can Lead by Example, Vol. 10, Issue 4, Cardozo Journal of Conflict Resolution (2008)

Conflicts of Interest and Disclosures: Are We Making a Mountain Out of a Molehill? Volume 49, Issue No. 4, South Texas Law Review (2008)

Technology Mediated Dispute Resolution (TMDR): Opportunities and Dangers, Volume 38, No. 1, The University of Toledo Law Review (2006).

Technology Mediated Dispute Resolution (TMDR): A New Paradigm for ADR, Volume 21, No. 3, Ohio State Journal on Dispute Resolution (2006) (published in cooperation with the American Bar Association Section on Dispute Resolution).

Understanding the Cost of the War in Iraq and How that Realization Can Affect International Law, Volume 13, Issue 2, Cardozo Journal of International and Comparative Law (2005).

Online Dispute Resolution: Technology Takes a Place at the Table, Vol. 20, No. 1, Negotiation Journal, January 2004 (Harvard University Program on Negotiation in cooperation with Blackwell Publishing)

Online Dispute Resolution: Do You Know Where Your Children Are? Vol. 19, No. 3 Negotiation Journal, July 2003 (Harvard University Program on Negotiation in cooperation with Kluwer Academic)

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The First International Competition for Online Dispute Resolution: Is this Big, Different and New? co-authored, Vol. 19, No. 4 Journal of International Arbitration, (2002, Kluwer Law International, the Hague, Netherlands)

International Legal Developments in Review: 2000 (Dispute Resolution), coauthored, American Bar Association, (Summer 2001), American Bar Association website.

International Legal Developments in Review: 1999 (International Employment), co-authored, American Bar Association, Vol. 34, No.2, The International Lawyer (Summer 2000)

International Legal Developments in Review: 1998 (International Employment), co-authored, American Bar Association, Vol. 33, No. 2, The International Lawyer (Summer 1999)

Dispute Resolution Systems: An International Perspective, International Employment Law, Minnesota Continuing Legal Education, Minneapolis, MN, 1999.

Employment Discrimination Based on Disabilities, Employment Discrimination, Southwestern Legal Foundation, Dallas, TX, 1999.

Age Discrimination in Employment Act: Recent Trends and Unresolved Issues, Employment Discrimination, Southwestern Legal Foundation, Dallas, TX, 1999.

Hiring and Firing in the European Union: Current Trends in Employment Contract Formation and Cancellation, in EMPLOYMENT LAW HANDBOOK (vol. 2) (Minnesota Continuing Legal Education 1998).

European Employment Law, German Employment Law, Equal Pay/Equal Value in the European Union, and United Kingdom Employment Law, Employment Law Handbook, Vol. I, published by Minnesota Continuing Legal Education, 1997 (70 pp.) (co-authored with Jim Samples).

International Employment Law, International Legal Developments in Review: 1997, written with co-authors, published by the American Bar Association in Vol. 31, No. 2, The International Lawyer (1997).

Equal Pay in the European Union, published in combined volumes 12 and 13 of the International Practitioners' Workshop Series, American Bar Association, 1997.

Age Discrimination in Employment Act, Employment Law, Southwestern Legal Foundation, Dallas, TX, 1997, updated 1998.

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Introduction to Remedies in Employment Discrimination Law, Employment Law, Southwestern Legal Foundation, Dallas, TX, 1997, updated 1998.

Equal Pay in the European Union, published in Outlook 2000: Legal Horizons for U.S. Exporters (American Bar Association Section of International Law & Practice), October 1996.

United States Labor and Employment Law, comprehensive section (109 pages) in multinational treatise published by Matthew- Bender entitled International Employment Law, 1996.

Equal Pay-Comparable Worth, chapter in treatise published by Kluwer Publishers entitled European Community Law After 1992: A Practical Guide for Lawyers Outside the EC (1992), Chapter revised and updated for European Union Law After Maastricht: A Practical Guide for Lawyers Outside the Common Market (1996).

Americans With Disabilities Act: Recent Developments, NSBA Section on Labor and Employment Law, Nebraska Continuing Legal Education, Employment Law Update, (1994).

Americans with Disabilities Act and What Can You Say, Where Can You Say It, and to Whom? A Guide to Understanding and Preventing Unlawful Sexual Harassment, in EMPLOYMENT LAW UPDATE (Nebraska Continuing Legal Education 1994).

Medical Malpractice Reform as Part of Health Care Reform, in SECOND ANNUAL HEALTH CARE LAW INSTITUTE (Kutak Rock Law Firm 1993).

The Americans with Disabilities Act—The Final EEOC Rules, in LABOR RELATIONS AND EMPLOYMENT LAW (Nebraska Continuing Legal Education 1992) (with Vincent Blackwood).

What Can You Say, Where Can You Say It, and To Whom: A Guide to Understanding and Preventing Unlawful Sexual Harassment, Vol. 25, No. 3, Creighton Law Review (April 1992).

Long Overdue: A Single Guaranteed Minimum Income Program, Vol. 69, No. 3 University of Detroit Mercy Law Review (1992).

Title VII Compensation Issues Affecting Bilingual Hispanic employees, Vol. 23, No. 3, Arizona State Law Journal (Fall 1991).

Professor David A. Larson, continued

Professor-in-Residence at the Equal Employment Opportunity Commission, The Creighton Lawyer, Fall 1991.

Subcontracting and the Duty to Bargain, Vol. 17, No. 2, New York University Review of Law and Social Change (1990)

TWA vs. IFFA: A Fundamental Blow to Collective Bargaining, Vol. 54, No. 4, Missouri Law Review (Fall 1989)

Teachers, Chapter in multi-volume treatise (Antieau, Local Government Law, Matthew-Bender) (August 1989)

Mental Impairments and the Rehabilitation Act of 1973, Vol. 48, No. 4, Louisiana Law Review (March 1988)

Sweden's Experience with Just Cause Dismissal, Vol. 11, No. 2, Yale Journal of International Law (Spring 1986)

What is a Protected Handicap According to the Rehabilitation Act of 1973? Vol. 16, No. 2, Memphis State University Law Review (Winter 1986); reprinted in Vol. 37, No. 11 Labor Law Journal (November 1986)

What is the Appropriate Statute of Limitations for the Implied Warranty of Habitability? Vol. 7, No. 4, University of Arkansas at Little Rock Law Journal (Summer 1985)

Protection for At-Will Employees: A Comparative Study of Sweden and the United States, Vol. 9, No.1, Suffolk Transnational Law Journal.

The 'As Is' Disclaimer and the Sale of New Houses, Vol. 13, No. 3, Real Estate Law Journal (Winter 1985)

Resolving the Paradox of the Innocent Construction Rule, Vol. 7, No. 3, American Journal of Trial Advocacy (Summer 1984)

Accountant-Client Privilege Statutes: A Clear Need for Reform, Vol. 8, No. 1, Seton Hall Legislative Journal (Summer 1984)

In Re Taylor, Vol. 66, No. 9, Illinois Bar Journal (May 1979)

Just Cause Dismissal: Sweden's Experience, American Business Law Ass'n Annual National Conference, Portland, OR, 8/16/85, published in Selected Papers of the American Business Law Association National Proceedings, 1985

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Employment-at-Will in Sweden and the United States, ABLA Annual National Conference, San Antonio, TX, 8/17/84, Selected Papers of the American Business Law Association National Proceedings, 1984

The Demise of the Innocent Construction Rule, ABLA Annual National Conference, Cambridge, MA, 8/15/83, Selected Papers of the American Business Law Association National Proceedings, 1983

Book Review: *Personal Injury Damages in Canada*, Vol. X, No. 1, Law Books in Review (1983)

Book Review: *Business Law*, Vol. IX, No. 1, Law Books in Review (1982)

Other Writings:

Eleven "Letters from the Editor" discussing topical concerns as well as introducing and summarizing the published articles for each issue of the Journal of Alternative Dispute Resolution in Employment (published by CCH Incorporated) from Fall 1998 – Summer 2001.

Research Guide to International Employment Law, printed and distributed by Minnesota Continuing Legal Education, March 12, 2001.

Draft Law of Ukraine: On the Judicature, Summary and Analysis of proposed legislation for the Central and East European Law Institute (CEELI), June 1997.

Review and Commentary on proposed amendments to the Bulgarian Labour Code, completed at the request of the American Bar Association's Central and East European Law Initiative (CEELI), 1995

Review and Commentary on Draft Labour Code for the Republic of Belarus (CEELI), 1994

Summary of Russian labor and employment laws that will apply to a U.S. corporation opening an office in Russia, distributed at the Mid-Year Meeting of the American Bar Association's Section on International Law and Practice, January 19, 1994.

Review and Commentary on Draft Trade Union Law for Moldova (CEELI), 1993

Review and Commentary on Draft Russian Federation Labor Code (CEELI), 1993

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Discussion of the EEOC's Interim Guidance on the ADA and Health Insurance Plans, distributed at the National Association for Rehabilitation Professionals Conference, November 12, 1993.

Analysis of the Family Medical Leave Act, presented at the Region IV Mental Health, Alcoholism and Drug Abuse Administration Regional Conference, June 18, 1993.

Summary and analysis of employment problems that a small non-profit enterprise might encounter, distributed at the Ninth Annual Technical Assistance for Parent's Program (TAPP) Midwest Regional Conference, June 11, 1993.

Presentations:

"New Neutrality: Emerging Law and Rules for Digital Neutrality," as part of the "New Neutrality: Emerging Law and Rules of Neutrality for Nuclear Weapons, Outer Space and Cyberspace" conference, McGill University, Montreal, Canada, December 12, 2020

"AI, Ethics and ODR," Cyberspace 2020 conference hosted by Masaryk University and the European Academy of Law and ICT. Czech Republic, November 27, 2020.

"Online Dispute Resolution (ODR) Must Be Accessible for Persons with Disabilities (PWD)." 1-hour presentation during the 22nd Annual Cyberweek with Peter Jewett of Accessibleweb, November 3rd, 2020.

"The Court Systems of the Future and ODR" with Mediate.com CEO Colin Rule, 50-minute presentation "The Court Systems of the Future and ODR" at the Benjamin Cardozo School of Law's Annual Jed D. Melnick Symposium, October 23, 2020.

"Does Technology Always Improve Mediation and Access to Justice?" with Peter Jewett of Accessibleweb, 1.25-hour presentation "Does Technology Always Improve Mediation and Access to Justice?" American Bar Association Dispute Resolution Section's Mediation Week, October 23, 2020.

Virtual Ability Community, a non-profit corporation that enables people with a wide range of disabilities to thrive in online virtual worlds. Professor Larson made his presentation in the form of an avatar in a Second Life virtual amphitheater to an audience of persons with disabilities attending as avatars. Professor Larson's presentation was titled "The Americans with Disabilities Act Title III Website Accessibility Requirements." Second Life, October 10, 2020.

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American Bar Association Section of Dispute Resolution Tech Expo presentation titled "Access to Justice and Persons with Disabilities." Professor Larson organized the session and invited three other individuals to join him: Professor Emeritus Ethan Katsh (affectionately known as the Father of ODR), Jason Taylor (website disability accessibility company Usablenet), and Mitchell Hamline law student Tim Smitley (who discussed challenges he faces negotiating websites with a visual impairment). September 15th, 2020.

City University of Hong Kong Law Review Annual Symposium presentation titled "The Potential and Future of ODR (ODR in the Era of COVID-19)." (10:25 p.m. Minnesota time) Professor Larson also participated in a ninety-minute expert panel discussing the future of ODR along with Kim Rooney, Barrister, Gift Chambers, Vice Chair, eBRAM Int'l. ODR Centre Ltd.; Dr. Christopher To Adjunct Professor, City University of Hong Kong School of Law; Barrister, Gilt Chambers; Mr. Alessandro Palombo CEO & Co-Founder, smart dispute resolution start-up "JUR"; Dr. Faye Wang Senior Lecturer in Law, Brunel Law School. (12 a.m. - 1:30 a.m.), September 12, 2020 HKT

Presentation to Mediate.com certified online mediators regarding how online mediators can improve digital accessibility for persons with disabilities, July 2, 2020.

American Bar Association Section of Dispute Resolution Annual Spring Conference presentation titled "How ODR is Increasing Global Access to Justice." The session included speakers from Abu Dhabi, Norway, Paris, the United Kingdom, and China. May 20, 2020.

One-hour video interview at the request of the Division for Applied Justice Research of RTI International, the Rand Corporation, and the United States Department of Justice regarding what cases are appropriate for ADR and ODR, what court functions can function well online, what virtual platforms are currently available for court systems, and how ODR can improve access to justice. May 4, 2020.

"ODR in the ERA of COVID-19: Experts Answer Your Questions" ninety-minute national ABA Webinar. This program was a chance for dispute resolution professionals of all levels of experience to ask the experts those burning questions we all have about ODR as we enter this new era of delivering services to our clients, March 20, 2020.

One-hour presentation for a Minnesota State Bar Association Continuing Legal Education course with Alex Sanchez, "Online Dispute Resolution (ODR): The Future Is Now," March 10, 2020.

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Two-hour presentation for New York University law students with Diana Colon (Assistant Deputy Counsel New York State Unified Court System) and Brian Derickson (Matterhorn/Court Innovations), "The New York State Unified Court System Online Dispute Resolution (ODR) System for Small Claims," New York City, March 2, 2020. I participated via Zoom.

Presentation to Mitchell Hamline School of Law Fellows, "Should We Revise What Sexual Harassment Means in the #MeToo Era?", St. Paul, Minnesota, March 2, 2020.

"Online Dispute Resolution in the United States and Around the World" presentation explaining the benefits of online dispute resolution (ODR) and providing an update regarding United States and international jurisdictions that have adopted ODR. The presentation was part of a two-hour education and training session for New York community mediators from NYPI and EAC who will be mediating on the new New York ODR platform for which Professor Larson was the System Designer, January 14, 2020.

Video recorded interview with University of Missouri Law School Professor Amy Schmitz regarding ethical standards and disability accessibility for online dispute resolution (ODR). The recording will be required viewing for her classes and will be posted on the National Center for Technology and Dispute Resolution website www.odr.info, January 14, 2020.

Webinar - Two-part one-hour webinar for the Pew Charitable Trusts and the National Center for State Courts titled "I. Strategies for Court-Integrated ODR Design (and) II. Digital Accessibility for Persons with Disabilities." Professor Larson discussed his experience as the online dispute resolution (ODR) System Designer for the New York State Unified Court System and the evolution of that project from a credit card debt collection platform to a small claims platform. Professor Larson also discussed digital accommodations for persons with disabilities, with specific reference to the Web Content Accessibility Guidelines and the relevant caselaw regarding the Americans with Disabilities Act, December 9, 2019.

19th Annual International ODR (Online Dispute Resolution) Forum Williamsburg, Virginia on October 30th, 2019. Professor Larson's session was titled "Ethics and Efficiency in ODR design." More than 200 attorneys, judges, court administrators, mediators, ombuds, and professors from 17 different countries attended his session.

Global Legal Forum in The Hague, the Netherlands. His thirty-minute presentation was titled "Theory and Practical Aspects of Online Dispute Resolution," August 15th, 2019.

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Southeastern Conference on Conflict Management at Lipscomb University. Professor Larson's session was titled "Online Dispute Resolution - New Developments and Product Demonstration," Nashville, TN, May 16, 2019.

Association of American Law Schools (AALS) Annual Conference presentation titled "Designing an ODR platform for the New York State Unified Court System," part of a 3-hour symposium organized by the University of Missouri's *Journal of Dispute Resolution* ("JDR"). I spoke about my experience as the System Designer for an Online Dispute Resolution (ODR) platform that will become part of the New York State Unified Court System. The symposium is titled the "Promise and Pitfalls of Technology in Dispute Resolution," and my article will be published along with articles addressing access to justice, AI, blockchain, and smart contracts. New Orleans, Louisiana, January 5, 2019

[International ODR Forum Innovation and Impact: Online Courts and the Changing Landscapes of Digital Justice](#), hosted by the New Zealand Centre for ICT Law, Auckland University School of Law, November 14-15, 2018. Presentation was titled "Designing and Implementing A State Court ODR System: From Disappointment to Celebration," and discussed my experience as the Online Dispute Resolution System Designer for the New York State Unified Court System. Delivered remotely via Zoom on November 14, 2018.

Beijing, China ninety- minute presentation at the China University of Political Science and Law titled "Labor Law in the United States," June 26, 2018

Wenzhou, China ninety-minute presentation titled "Online Dispute Resolution Can Increase Access to Justice in Africa." Wenzhou University School of Law and Politics, African students from Zimbabwe, Lesotho, Nigeria and Zambia. June 23, 2018.

Shanghai, China ninety-minute presentation to the Delta River Law Firm titled "Collective Bargaining and The Future of the American Labor Movement." The law firm specializes in international employment law. June 20, 2018.

Tianjin, China ninety-minute presentation titled "ADR in the United States," Law School for the Tianjin University of Finance and Economics, June 19, 2018.

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Tianjin, China – a second ninety-minute presentation titled “Online Dispute Resolution,” Law School for the Tianjin University of Finance and Economics. June 19, 2018.

Presentation at the American Bar Association Dispute Resolution Section Annual Conference in Washington, D.C. Session was titled "Mandatory Pre-Dispute Arbitration Agreements: The Pro se Litigant v. the Experienced Lawyer. Can We 'Level the Playing Field?'" 4/6/2018

Presentation at the "International Congress on Law in Iran with the Approach of International Law, Citizen Rights and Legal Supervision." I made a 90-minute presentation titled "Online Dispute Resolution (ODR): Technology Can Improve Dispute Resolution" remotely using Skype. Tehran, Iran. 10/26/17

Interactive Webinar for the Madinah Institute for Leadership and Entrepreneurship (MILE) in Madinah, Saudi Arabia titled “How Eliminating Workplace Harassment Increases Productivity,” June 20, 2017.

<https://www.facebook.com/mile.org/photos/a.382306391802780.92994.135380263162062/1574144735952267/?type=3&theater>

Invited speaker at the “Equal Access to Information & Justice Online Dispute Resolution - ODR 2017” conference hosted by the ICC International Court of Arbitration in Paris, France. My presentation was “The New York Unified State Court Online Credit Card Debt Collection System: Can Ethical Principles Save a Pilot Project?,” which was part of the session titled “Governing the field of ODR, Standards, and Practices,” Paris, France, June 13, 2017.

Interviewer for the authors at the American Bar Association Section of Dispute Resolution 19th Annual Spring Conference in San Francisco. The scheduled session was titled “New Perspectives on ODR: A Conversation with the Authors of The New Handshake and Digital Justice.” April 20, 2017

Presentation at the American Bar Association Section of Dispute Resolution 19th Annual Spring Conference in San Francisco. One of three speakers at the session titled “Evolutionary or Revolutionary: Applying the Model Standards to ODR.” April 21, 2017

Penn State Law School “Controversies in Arbitration” Symposium. Professor Larson addressed two different topics: “(I) Technology Facilitated Arbitration: Controversies both Recognized and Unimagined,” and “(II) FAA vs. NLRA: D.R. Horton,” State College, PA,

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February 3, 2017.

The Ohio State Journal on Dispute Resolution 2016 Symposium on Ethics in ADR. The Symposium was titled "Philosophy, Technology, and ADR: Examining Development in Dispute Resolution Systems." Professor Larson's presentation focused on his Online Dispute Resolution (ODR) UNCITRAL Working Group III experience at the United Nations, his work as one of the two Technical Consultants for the New York State Courts pilot ODR project, and emerging Ethical Principles for ODR. The Ohio State University Moritz College of Law; Columbus, Ohio; November 4, 2016.

Divided Communities Project hosted by the Ohio State University College of Law. The Divided Community Project brought together 25 people - half of these invitees have applied experience in helping to de-escalate and promote the resolution of disputes that polarize communities as well as engage in leadership initiatives targeted to prevent community division, and half are experts on social media. Social media have dramatically altered how unrest is created, preempted and defused. This meeting examined how that advice should be changed in light of social media. The Ohio State University Moritz College of Law; Columbus, Ohio; November 4, 2016.

Minnesota State Bar Association Council and a larger general audience at the MSBA Continuing Legal Education program titled "Confronting Displacement Technology in the Legal Profession." Presentation focused on the United Nations Commission on International Trade Law's (UNCITRAL's) formal endorsement of online dispute resolution (ODR) processes in July 2016; how British Columbia, Canada and the Netherlands already have integrated ODR into their judicial systems; and how work as a consultant assisting the New York State Court system in its groundbreaking effort to be the first state in the United States to develop a fully integrated ODR platform. Minneapolis, July 16, 2016.

Workshop titled "Bending the Bar Rules" at the Peace Palace in The Hague. The workshop explored ways in which Rules of Professional Responsibility and Bar Associations impede the growth of Online Dispute Resolution (ODR) and how that resistance can be overcome. May 24, 2016 The Hague, Netherlands.

The 18th Annual American Bar Association Section of Dispute Spring Conference in New York City. The presentation was titled "Help! I've Been Asked to Teach My ADR Class Online!" Professor Larson was joined by three other law professors from Michigan, Florida and Israel. April 11, 2016.

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Participated in the thirty-third and final session of the United Nations Commission on International Trade Law (UNCITRAL) Working Group III (Online Dispute Resolution) at the United Nations Headquarters in New York City. Professor Larson is a Fellow of the National Center for Technology and Dispute Resolution (NCTDR) and attended this Working Group session as a representative of NCTDR. NCTDR was invited by the Secretary of UNCITRAL “to represent the views of your organization on matters where it has expertise or international experience so as to facilitate the deliberations of the Working Group.” After six years of frequently contentious debate, the Working Group was able to finalize the “Technical Notes on Online Dispute Resolution” (Guidelines). Professor Larson participated in the recorded discussions a number of times. By coordinating his efforts with like-minded official State Delegations (including the United States) and several other invited “Observers,” and in spite of resistance from the bloc-voting European Union, they were able to add the terms (data) “security,” “confidentiality,” and “arbitration” to the document by the narrowest of margins.. The recordings of the daily discussions are available at: <http://www.uncitral.org/uncitral/audio/meetings.jsp>
February 29 – March 4, 2016.

Presentation to the American Bar Association Section of Dispute Resolution Council at the ABA Midyear Meeting in San Diego, California. Participating via teleconference, Professor Larson in his role as Co-Chair of the Technology Committee provided a brief update of the Committee’s activities. He then spent most of his time explaining a grant proposal to implement a state court-annexed online dispute (ODR) pilot program that will be supported by four different ABA Sections. February 6, 2016.

“What Do Native Americans, Consumers, and Physicians Have in Common When It Comes to Arbitration? Politics,” Invited speaker for the “Politics of Arbitration” Symposium at the Penn State Law School, State College, Pennsylvania, January 29, 2016.

"Teaching ODR Online and Offline," presentation at **ODR 2015 - Access, Efficiency & Quality: Modern Challenges for the Bench, Bar & Public**, the 14th annual international online dispute resolution (ODR) conference. One hundred and fifteen attorneys, mediators, arbitrators, ombuds and professors from twenty different countries participated in the conference. Pace University School of Law, the International Court of Arbitration (ICC), the Internet Corporation for Assigned Names and Numbers (ICANN), JAMS, and the American Arbitration Association (AAA) were among the sponsors. New York City, June 5, 2015.

“Prejudices, Stereotypes, and Ill-Informed Opinions: What Attorneys,

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Businesses and Employees Need to Know about Unconscious Bias and Discrimination," presentation at Thomson Reuters headquarters and main campus. The Elimination of Bias CLE presentation was part of the *Power of Us Global Conference 2015* sponsored by the Corporate Responsibility & Inclusion Department and the Asian Affinity Network, Eagan, MN, May 19, 2015.

"Teaching, Training and Research in ODR," presentation at the Stanford Law School as part of www.odr2014.org, the 13th annual Online Dispute Resolution Forum. Professionals from around the world presented at the conference, including ABA President Jim Silkenat, ABA Dispute Resolution Section Chair Ruth Glick, and executives from eBay, Citibank, Google, JAMS, CPR, Mozilla, U.S. EPA, and U.S. DOJ, June 27, 2014.

"Unconscious Bias," I recruited the speakers and presented an "Unconscious Bias" Continuing Legal Education Program at Thomson Reuters. I invited HUSL alumna Megan Brennan to join me as a co-presenter and also invited Council on American Islamic Relations (CAIR) legal counsel Saly M. Abd Alla, May 14, 2014.

"Access to Justice, Technology, and Persons with Disabilities," Keynote Speaker at the University of Montreal's Cyberjustice Laboratory. The recipient of more than \$10 million in grants since 2010, the Cyberjustice Laboratory is dedicated to improving access to justice by offering a research infrastructure that supports the development of software and technologies that address the problems of the current justice system, October 17, 2013.

"Teaching Technology Facilitated Negotiation," University of Montreal Cyberjustice Laboratory, ODR Forum 2013 Montreal, the 12th Annual Meeting of the Online Dispute Resolution Working Group Montreal, Canada, June 8, 2013.

"The Intriguing Role of Technology in ADR," Minnesota Continuing Legal Education program at Hamline University School of Law (sole speaker – one hour program), March 21, 2013

Presentation at a Minnesota Continuing Legal Education program titled "Mental Health Law and Violence". Professor Larson discussed the assumptions behind, and the effectiveness, of legislative efforts to reduce gun-related violence and also discussed potential employer liability for violence that occurs at the workplace, Saint Paul, MN, March 12, 2013.

Invited speaker at the Northern Kentucky University Chase Law +

Professor David A. Larson, continued

Informatics Symposium on February 15, 2013. Presentation was titled 'Collective Bargaining and Social Media.' The symposium focused on labor and employment issues related to informatics, including such topics as social media in the employment context, candidate screening practices, employee privacy, data security and appropriate policies, National Labor Relations Board actions, and proposed legislation to protect employee account access.

Presentation at the **United Nations Headquarters** as part of the Fifth session of the Conference of States Parties to the Convention on the Rights of Persons with Disabilities. Professor Larson's presentation was titled "Access to Justice for Persons with Disabilities: Global Forum on Law Justice and Development e-discussion, Law School Programs, and Alternative Dispute Resolution (ADR)/Technology Mediated Dispute Resolution (TMDR)," New York City, September 13, 2012.

"American Bar Association Student Competitions Issues" (Report competitions issues discussed at the 2012 ABA Section of Dispute Resolution annual meeting in Washington, D.C.), American Bar Association Law Student Division Competition Committee planning conference for the 2012-2013 academic year. All ABA competition committee members and associated ABA staff attended, Chicago, Illinois, Sept. 8, 2012.

"Multiple Perspectives on Student Competitions in Dispute Resolution," presentation at the 14th Annual Spring Conference of the American Bar Association Section of Dispute Resolution in Washington, D.C. Larson is finishing his term as national Chairperson of the ABA Law Student Division Arbitration Competition, April 21, 2012.

One hour Continuing Legal Education presentation to the Rochester New Lawyers Group. The presentation was titled "Barriers and the Bar: An Overview of the Americans with Disabilities Act and Accessibility Issues Affecting the Legal Profession," Rochester, MN, September 28, 2011.

Moderator and facilitator for the Minnesota Continuing Legal Education program titled "Maxims, Monarchy and Sir Thomas More." The online program was presented by Periakto Productions, Managing Producer Anna Marie Thatcher, J.D. Hamline University School of Law, July 20, 2011.

"Adventure Learning: Not Everyone Gets to Play." American Bar Association Section of Dispute Resolution 13th Annual Spring Conference in Denver, Colorado. I wrote the proposal and arranged

Professor David A. Larson, continued

for Jana Burke, Project Director/Principal Investigator for the Rocky Mountain Americans with Disabilities Act Technical Assistance Center to present with me, Denver, Colorado, April 16, 2011.

"Artificial Intelligence: Robots, Avatars, and the Demise of the Human Mediator," American Bar Association Section of Dispute Resolution 13th Annual Spring Conference in Denver, Colorado. I wrote the proposal and invited computer scientist and relational agent expert Dr. Timothy Bickmore to join me, Denver, Colorado, April 15, 2011.

Two part presentation titled "**Part I.** Questions and Answers on the (New) Final Rule Implementing the ADA Amendments Act of 2008; **Part II.** Adventure Learning: Not Everyone Gets to Play," at the Hamline Law Review 2011 Spring Symposium "Disability Discrimination in the New Millennium: Triumphs and Setbacks in Education and Employment," I also participated in the Plenary Panel. Klas Center, Hamline University, April 1, 2011.

"Collective Bargaining: A Right or an Obstacle," presentation and panel discussion. I explained that collective bargaining, which is a process embraced by Congress during the Great Depression in order to protect commerce and preserve industrial peace, continues to serve a valuable function as a dispute resolution mechanism that can prevent resort to violence and self-help, Hamline University School of Law (National Lawyers Guild, Hamline Democrats, and Employment and Labor Law Student Association), March 30, 2011.

"What ADR Lawyers Need to Know About Online Dispute Resolution." one hour ExecSense Webinar. ExecSense Webinars have been attended by partners at more than 80% of the Am Law 200 law firms and C-Level/senior executives from companies such as Johnson & Johnson, Oracle, Siemens, Amazon.com, Accenture, HP, Kraft, UPS, Nike, Mayo Clinic, Wells Fargo, Visa, Humana, Whole Foods, Intel, Standard & Poors, Kaiser Permanente, Pepsico and thousands of other leading companies, November 8, 2010.

Keynote Speaker for the Utah State Bar Association Ninth Annual ADR Academy in Salt Lake City, Utah. Professor Larson made a ninety minute presentation explaining how technology can be integrated into dispute resolution processes that was followed by a one hour question and answer period, October 22, 2010.

"Artificial Intelligence: Robots, Avatars, and the Demise of the Human Mediator," One-hour CLE presentation to the Minnesota State Bar Association Alternative Dispute Resolution Section, Minneapolis, MN, April 13, 2010.

"Technology Mediated Dispute Resolution (TMDR): Effective and Efficient

Professor David A. Larson, continued

Dispute Resolution," Expanding into Global Markets Through Transborder Licensing conference presented by the California Western School of Law, San Diego, CA, March 27, 2010

"Sex Discrimination: Interviewing, Stereotyping and Unlawful Harrassment," panel presentation to the Hamline University School of Law's Women's Legal Caucus, Saint Paul, MN, March 2, 2010.

"Using Technology to Resolve Disputes More Efficiently and Effectively," presentation at the Economic Crisis and Conflict Resolution symposium sponsored by the Saltman Center for Conflict Resolution at the Boyd School of Law, University of Nevada Las Vegas, Las Vegas, NV, February 12, 2010.

"This Is My Story," presentation the HUSL Public Law Community in conjunction with the National Lawyers Guild food drive, Minneapols, November 17, 2009.

"Consumer Arbitration: The Arbitrator's Perspective," presentation to the United States House of Representatives Committee on the Judiciary in Washington, D.C., April 24, 2009.

"ADR in the 21st Century: How Technology Can Assist & Improve Dispute Resolution," prepared and presented a three hour Continuing Legal Education (CLE) program for the Ramsey County Bar Association, March 6, 2009.

"Technology Can Facilitate the Incorporation of Dispute Resolution Into Society, " invited presentation at the Ohio State University Moritz College of Law 2009 Symposium titled "The Future of ADR: Incorporating Dispute Resolution Into Society," sponsored by the Journal of Conflict Resolution, Columbus, Ohio, February 19, 2009.

"Technology Mediated Dispute Resolution (TMDR) – ADR in the 21st Century," presentation at the Association of American Law Schools 2009 Annual National Meeting in San Diego, CA.. January 9, 2009.

"Technology Mediated Dispute Resolution (TMDR) in the Health Care Industry," Brown Bag series luncheon presentation to the Hamline law faculty, November 4, 2008.

"Forum on ADR in Employment Law," one of three panelists at the Forum presented by the Hamline Employment Labor Law Student Association and the Alternative Dispute Resolutions Student Chapter, October 1, 2008.

"Millennial Students," law school faculty panel presentation at the 2008

Professor David A. Larson, continued

Thomson Reuters National Academic Meeting, Minneapolis, MN, June 25, 2008.

"Technology Mediated Dispute Resolution (TMDR) and the Deaf Community: A Community Prepared to Both Receive and Lead," presentation at the United Nations sponsored 2008 International Forum on Online Dispute Resolution. Delegates from twenty-six different nations attended the international conference, Victoria, British Columbia, June 19, 2008.

"Technology Mediated Dispute Resolution (TMDR)/Online Dispute Resolution (ODR): Opportunities in Asia and Beyond," presentation at the School of American and Comparative Law, China University of Political Science and Law, Beijing, China, April 18, 2008.

"The Future of American Organized Labor: Will Labor Unions Survive the 21st Century?" presentation at the School of American and Comparative Law, China University of Political Science and Law, Beijing, China, April 18, 2008.

"Conflicts of Interest, Disclosure Requirements, and Ethical Standards," Beijing Arbitration Commission, Beijing, China, April 17, 2008.

"Opportunities for Information and Communications Technology (ICT) Experts in the Dispute Resolution Field," Keynote speaker at Leiden University, the Netherlands, for the 20th Annual Legal Knowledge and Information Systems Conference (Jurix 2007), December 12, 2007. The Jurix 2007 website featuring Professor Larson is at <http://www.jurix2007.org/>

"Opportunities for ODR in Asia," the 6th Annual International Forum on Online Dispute Resolution. The Forum was organized by the United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP), in collaboration with the Hong Kong International Arbitration Centre (HKIAC) and the University of Hong Kong Faculty of Law (HKU), Hong Kong, China, December 4, 2007.

"Is There an Ethical Code for Cyberspace? Can an Ethical or Moral Code Be Enforced? Unique Concerns for Technology Mediated and Online Dispute Resolution (TMDR/ODR)," the 14th Annual Ethics Symposium hosted by the South Texas College of Law in Houston, Texas, November 2, 2007.

"Technology and Restorative Justice," the Third Annual Statewide Restorative Philosophy and Practices Conference ("Growing the Connections") discussing how technology can facilitate and support restorative justice, Minneapolis, October 6, 2007.

Professor David A. Larson, continued

“Conflicts of Interest and Disclosures: Are We Making a Mountain Out of a Molehill?” One of the two keynote speakers at the National Arbitration Forum Annual Fall Conference, the presentation addressed ethical codes, disclosure requirements and vacatur, Minneapolis, October 5, 2007.

“Technology Mediated Dispute Resolution (TMDR): An Update of the New Paradigm for ADR,” the Fifth International Forum on Online Dispute Resolution in collaboration with the United Nations Economic and Social Commission for Asia and the Pacific and other organizations, Liverpool, England, April 20, 2007.

“Technology Mediated Dispute Resolution (TMDR): A New Paradigm for ADR,” two hour presentation at the Yale University School of Law, New Haven, CT, November 10, 2006.

“Technology Mediated Dispute Resolution for the Wired (and Wireless) Generation,” I was invited to be a symposium speaker at the international “Enhancing Worldwide Understanding through Online Dispute Resolution” conference held at the University of Toledo School of Law on April 22, 2006.

“Technology Mediated Dispute Resolution” (TMDR): A New Paradigm for ADR” to the Minnesota Bar Association (Minnesota Continuing Legal Education credit awarded) and the Hamline University ADR Chapter, Saint Paul, April 10, 2006.

“The Aircraft Mechanics Fraternal Association strike against Northwest Airlines and the Future of Organized Labor in the United States,” Good Samaritan United Methodist Church Speaker Series, Edina, MN, Dec.11, 2005.

“Therapeutic Jurisprudence and the Americans with Disabilities Act,” Faculty Colloquium, Saint Paul, MN, October 12, 2004.

“Mandatory Arbitration Clauses in Insurance Contracts,” National Conference of Insurance Commissioners, Atlanta, GA, March 10, 2003.

“A Look at Your Future: Online Dispute Resolution,” Hamline Law School ADR Section, Saint Paul, April 9, 2002.

“Online Dispute Resolution (ODR) for the Human Resources Professional,” and “A Critical Analysis of Pre-dispute Mandatory Final Binding Arbitration Agreements,” two presentations to the Human

Professor David A. Larson, continued

Resources Executive Council of the Twin Cities, Minneapolis, April 8, 2002.

"Reasons Why an Employer Should Not Use Final Binding Mandatory Arbitration Agreements," American Bar Association Section of Dispute Resolution Annual National Meeting, Seattle, WA, April 5, 2002.

"Online Dispute Resolution (ODR) and the American Bar Association E-Commerce and ADR Task Force Initial Proposal," the First International Conference of the Association for Conflict Resolution (ACR - formerly SPIDR, AFM, & CREnet), Toronto, Canada, October 14, 2001.

"Exploring the Need for Harmonization of Rules (Regarding Online Dispute Resolution): Impact of Globalization," American Bar Association Annual National Conference, Chicago, IL, August 4, 2001.

"ADR and Technology: Recent Developments and Applications in Australia," powerpoint presentation, Queensland Law Society (Bar Ass'n), Brisbane, Australia, May 25, 2001.

"The Americans with Disabilities Act Title I: Broken Promise?" powerpoint presentation to the University of Queensland Faculty of Law, Brisbane, Australia, May 16, 2001.

"The ABA E-Commerce and ADR Task Force – Issues and Update," powerpoint presentation at the American Bar Association Section of Dispute Resolution Annual Meeting, Washington, DC, April 26, 2001.

"Qualifications of Neutrals," powerpoint presentation at ABA E-Commerce and ADR Task Force meeting, Chicago, IL, March 10, 2001.

"Alternative Dispute Resolution for Foreign-Based Employees, " International Employment Law conference sponsored by Minnesota Continuing Legal Education (MCLE), Minneapolis, March 12, 2001.

"ADR Online," at the "E-Commerce: The New Art of Business," Minnesota Continuing Legal Education (MCLE), Minneapolis, January 26, 2001.

"Dispute Resolution Trends in International Employment," American Bar Association Annual National Conference, Conference Plenary Workshop for the Labor and Employment Law Section, Dublin, Ireland, July 22, 2000.

Professor David A. Larson, continued

“Tribal Arbitration, Employment Discrimination Law and ADR Processes,” Reflecting Native Cultural Values: Conflict Management in the Workplace, Saint Paul, MN, April 27, 2000.

“Thinking Outside the Box: Innovations in Dispute Resolution Education in the Law School Setting,” American Bar Association Dispute Resolution Section Annual National Conference, San Francisco, CA, April 8, 2000.

“Employment Discrimination Law, Dispute Resolution, and Technology,” Minnesota Department of Human Rights Mediation Program, Brooklyn Center, MN, November 9, 1999.

“Cybermediation,” Second Annual ADR Institute, Minnesota State Bar Association Conflict Management and Dispute Resolution Section, SPIDR, and Minnesota Continuing Legal Education, Bloomington, MN, November 8, 1999.

“Video Production, Digital Conversion, and MPEG Integration into PowerPoint,” and “Using TWEN (The West Educational Network),” US West Fellowship Presentation simultaneously broadcast by satellite to Jesuit universities across the United States, May 21, 1999.

“The Equal Employment Opportunity Commission’s New Mediation Program and Extraterritorial Applicability,” International Employment Law in the Era of the Multinational Employer, American Bar Association Section of International Law and Practice, Kitzbuhel, Austria, March 24, 1999.

“Employment Dispute Resolution Mechanisms in China, Sweden, Germany, and India,” Minnesota Continuing Legal Education, Minneapolis, MN, March 12, 1999.

“The Impact of Friendship, Commerce, and Navigation Treaties on United States Domestic Anti-discrimination Statutes,” MCLE, Minneapolis, MN, March 12, 1999.

“A Substantive Review of the Americans with Disabilities Act: Recent Trends and Unresolved Issues,” Southwestern Legal Foundation, 25th Annual Short Course on Employment Discrimination, Dallas, TX, March 3, 1999.

“The Age Discrimination in Employment Act: Basic Principles and Current Issues,” Southwestern Legal Foundation, 25th Annual Short Course on Employment Discrimination, Dallas, TX, March 2, 1999.

“How to Prevent Unlawful Harassment in the Workplace,” Human Resources Department for the UCLA Medical Center, the Santa

Professor David A. Larson, continued

Monica Hospital, and the UCLA School of Medicine, Los Angeles, CA, February 5, 1999.

“Procedures and Strategies for Investigating Sexual Harassment Complaints,” managers and supervisors at the UCLA Medical Center, the Santa Monica Hospital, and the UCLA School of Medicine, Los Angeles, CA, February 5, 1999.

“Sexual Harassment: When Can Accused Harassers Sue Employers?” 1998 Nebraska State Bar Association Annual Meeting, Omaha, NE, October 16, 1998.

“Hiring and Firing in the European Union” and “Hiring and Firing in France,” Upper Midwest Employment Law Institute, St. Paul, MN, May 29, 1998.

“Age Discrimination in Employment Law Update,” Southwestern Legal Foundation, Dallas, TX, March 31, 1998.

“Introduction to Remedies for Employment Discrimination,” Southwestern Legal Foundation, Dallas, TX, March 31, 1998.

“International Employment Law,” presentation at the Hamline University School of Law, St. Paul, MN, March 13, 1998.

“How to Use ADR to Resolve Employment Disputes,” staff managers at the UCLA Medical Center, Los Angeles, CA, February 20, 1998.

“Employment Discrimination Law Update,” Human Resource Department at UCLA Medical Center, Los Angeles, CA, February 20, 1998.

“An Americans With Disabilities Act Update, and the Interplay Between the Americans With Disabilities Act, the Family Medical and Leave Act, and Workers’ Compensation Laws,” the American Society of Safety Engineers, Omaha, NE, February 10, 1998.

“Employment Problems and Alternative Dispute Resolution”, National Employment Lawyers’ Association (NELA), Minneapolis, MN, January 13, 1998.

“Recent International Law Developments and Career Opportunities,” Hamline University School of Law, St. Paul, MN, October 30, 1997.

“What is the Future of Organized Labor in the United States: Will Labor Unions Still Exist Fifty Years from Today?” Renmin University (formerly Peoples’ University) School of Law, Beijing, China, September 11, 1997.

Professor David A. Larson, continued

"European Union Employment Law," and "German Employment Law"
Upper Midwest Annual Employment Law Conference, Minneapolis,
Minnesota, May 28, 1997.

"Age Discrimination in Employment Act," Southwestern Legal Foundation,
Dallas, TX, March 18, 1997.

"Remedies in Employment Discrimination Law, Southwestern Legal
Foundation, Dallas, TX, March 18, 1997.

"Equal Pay and the Commission of the European Communities New Code
of Practice," American Bar Association Section of International Law
and Practice, Minneapolis, MN, October 25, 1996.

"Sexual Harassment and Title VII protections," National Association of
Women in Construction (NAWIC), Omaha Chapter, Omaha, NE,
October 15, 1996.

"The Role Research Plays in My Life," presentation to the Creighton
University faculty at the Second University Academic Affairs
Faculty Forum, Omaha, May 8, 1996.

"Reasonable Accommodations for Students under the Americans with
Disabilities Act," Creighton University Allied Health School faculties,
Omaha, March 27, 1996.

"Wage Disparities and the Glass Ceiling," Women Law Student's
Association, Creighton University, March 20, 1996.

Presentation at the Creighton University all-campus series entitled "The
Forum." This was a Black History Month Event and I was the
presenter and discussion moderator for the program entitled, "A
Colorblind Society: Can It Exist?" Creighton University Student Center
Ballroom, February 5, 1996.

"Avoiding Disability Discrimination Within Your Law Firm," Nebraska State
Bar Association 1995 Annual Meeting, Lincoln, NE, October 17, 1995.

"Affirmative Action Forum" sponsored by the Black Law Students
Association and the Women Law Students Association.
Creighton University School of Law, Omaha, September 20,
1995.

"HIV and AIDS: Legal and Ethical Issues for Dentists and Patients,"
Creighton University School of Dentistry, March 22, 1995.

Professor David A. Larson, continued

"An Update on the Law of Sexual Harassment," Rotary Club of Omaha/Florence, Omaha, February 13, 1995.

"The Dunlop Commission and the New NLRB," presentation to more than 100 Teamsters Local #554 union stewards from Nebraska, Iowa, and South Dakota, Union Stewards Annual Meeting, Omaha, NE, August 13, 1994.

"HIV and Dentists: Duty to Inform, Duty to Treat, Americans With Disabilities Act and Rehabilitation Act Issues," Creighton University School of Dentistry, April 20, 1994.

"Labor and Employment Law Issues in Russia: What Can a United States Corporation Expect?" International Law Society, Creighton University School of Law, April 5, 1994.

"Americans with Disabilities Act Update," NCLE Biannual Labor and Employment Law Seminar, Omaha, NE, March 24, 1994.

"Americans With Disabilities Act Issues," Special Problems in Medical Humanities Conference, University of Nebraska Medical Center, Omaha, NE, February 10, 1994.

"Foreign Employment Laws: A Major Business Issue," mid-year meeting of the American Bar Association Section of International Law and Practice. The panel analyzed a U.S. corporation making the same employment decisions around the world. One speaker addressed each of the following countries: Russia, China, Mexico, and the European communities. I discussed Russia. Denver, CO, January 19, 1994.

"Americans with Disabilities Act Update," a one hour presentation at the Critical Issues for Rehabilitation Professionals Conference, National Association of Rehabilitation Professionals, Omaha, NE, November 12, 1993.

"The New Workers' Compensation Law," moderator and participant in a 1 & 1/2 hour panel discussion of the new Nebraska Workers' Compensation Law. National Association of Rehabilitation Professionals, Omaha, NE, November 12, 1993.

"Medical Malpractice Reform as Part of Health Care Reform," Kutak Rock/Creighton University Second Annual Health Care Law Institute. I analyzed the medical malpractice liability reform provisions in President Clinton's health care reform bill. Omaha, NE, October 30, 1993.

Professor David A. Larson, continued

"What the International Business Lawyer Needs to Know About Overseas Employment Operations: A Case Study on Russia." American Bar Association Annual Meeting, New York, NY, August 9, 1993.

"Equal Pay/Equal Value in the European Community," a 4 hour presentation at Cambridge University (Cambridge, England), American Arbitration Association and American Bar Association's Subcommittee on European Community employment Law. The conference was entitled, "European Employment Law and Policy in the 1990's: The Effect on U.S. Based Multi-Nationals." July 24, 1993.

"ADA: Legal Issues Associated With HIV Infection," Region VI, Mental Health, Alcoholism & Drug Abuse Administration, Omaha, NE, June 18, 1993.

"The Elements of an ADA Lawsuit," ADA Compliance Program for Small and Medium Sized Employers, sponsored by the United States Small Business Administration, the City of Omaha, Metropolitan College, and the League of Human Dignity, Omaha, NE, June 17, 1993.

"Recognizing and Resolving Employment Law Problems," Ninth Technical Assistance for Parents Program (TAPP) Midwest Regional Conference (funded by the United States Department of Education) Omaha, NE, June 11, 1993. I presented a four-hour employment law workshop program for State Directors and officers from 14 Midwest States.

"The Americans with Disabilities Act: An Update," Omaha Bar Association, February 18, 1993.

"Legal Reform in Eastern Europe," International Law Society, Omaha, NE, February 11, 1993.

"The Impact of the Americans with Disabilities Act on Occupational Therapy," Creighton University Council on Fieldwork Education, November 21, 1992.

"Understanding the Americans with Disabilities Act," Creighton University Continuing Legal Education Fall Institute, October 14, 21, & November 4, 1992.

"How the Americans with Disabilities Act Affects Law Libraries," annual Mid-American Association of Law Libraries meeting, Lincoln, NE, October 22, 1992.

"Hiring and Accommodation Decisions Under the Americans with Disabilities Act," St. Joseph Hospital, Omaha, NE, October 1, 1992.

Professor David A. Larson, continued

"The Americans with Disabilities Act and Occupational Therapy,"
Creighton University Department of Occupational Therapy, Sept.
19, 1992.

"Current Developments in East European Employment Law," American
Bar Association Annual Meeting, San Francisco, CA, August 10, 1992.
(Sponsored jointly by the International Law Section and the Section on
Labor and Employment Law).

"Understanding and Preventing Sexual Harassment," Omaha Women
Attorneys, Omaha, NE, May 20, 1992.

"An Overview of the Americans with Disabilities Act," Grand Island Bar
Association, Grand Island, NE, April 8, 1992.

"The Americans with Disabilities Act: What Employers and Employees
Need To Know," April 3, 1992, sponsored by University College and
the Creighton University School of Law.

"The Americans With Disabilities Act--the EEOC Final Rules," Nebraska
Continuing Legal Education seminar entitled "Labor Relations
and Employment Law," Omaha, Nebraska, March 13, 1992.

"Understanding and Avoiding Sexual Harassment," Influence Focus
Group, Omaha, Nebraska, February 19, 1992.

"An Overview of the Americans with Disabilities Act," Creighton University
Medical School, February 13, 1992.

"Sexual Harassment in the Workplace," Creighton University School of
Law, November 13, 1991.

"The Future of Affirmative Action," American Association for Affirmative
Action Region VII Annual Conference, Lincoln, Nebraska,
September 11, 1991.

"The Americans With Disabilities Act Regulations and Appendix," 1991
American Bar Association Annual Meeting, Atlanta, Georgia, August
14, 1991.

"Political Restructuring and Employment Reforms in Eastern Europe,"
American Bar Association Annual Meeting, August 12, 1991.

"Compensation Issues Affecting Bilingual Employees," Sixth Annual
Stetson University Conference on Labor and Employment
Law, Clearwater Beach, Florida, May 10, 1991.

Professor David A. Larson, continued

"The EEOC's Perspective on the Americans with Disabilities Act," Baird Holm Labor Law Forum 1991, Kiewit Conference Center, Omaha, NE, April 4, 1991,

"Judicial Reaction to Ward's Cove: How the Courts Have Interpreted the Employer's Burden Upon a Showing of Adverse Impact," Equal Employment Opportunity Commission Regional Attorneys (annual national meeting), Washington, D.C., January 16, 1991.

"Current Issues at the EEOC," Annual Nebraska State Bar Association meeting, Labor and Employment Law Section, October 17, 1990.

"The 1988 United States Supreme Court Term," presentation to the United States General Services Administration, program sponsored by Howard University Law School, Washington, D.C., September 20, 1990.

"Equal Opportunity Forum," cable television interview, one half-hour program hosted by Lawrence Myers, Executive Director of Nebraska Equal Opportunity Commission, June 25, 1990.

"Comparative Labor Law From the American Perspective," presentation to the Swedish Society of Comparative Legal Research, Lund University Law School, Lund, Sweden, May 30, 1989.

"Wrongful Discharge Theories," Continuing Medical Education Program, St. Joseph Hospital, Creighton University, Omaha, Nebraska, December 5, 1988.

"NLRB Rules for Bargaining Units," Continuing Medical Education Program, St. Joseph Hospital, Creighton University, Omaha, Nebraska, December 5, 1988.

"Arbitration Decisions Interpreting Drug and Alcohol Testing Provisions," William Brennan Institute for Labor Studies, Kiewit Center, Omaha, Nebraska, March 5, 1988.

"Protected Mental Disabilities," American Business Law Ass'n Annual National Conference, Minneapolis, MN, August 21, 1986.

"Interviewing Techniques," Mississippi College of Law, Jackson, MS, April 18, 1986.

"When is a Handicapped Person 'Otherwise Qualified'?" Midwest Regional Business Law Ass'n, Chicago, IL, March 31, 1986.

Professor David A. Larson, continued

"What is a Protected 'Handicap' According to the Rehabilitation Act of 1973?" Southeastern Regional Business Law Ass'n, Charleston, SC, November 1, 1985.

"Value Education in Business," Human Values in Education Conference (Millsaps Humanities Division, Mississippi Philosophy Ass'n, Mississippi Ass'n of Educators, Mississippi Commission for Humanities), Jackson, MS, September 13, 1985.

"The Development of American Labor Law," Lund University Law School, Lund, Sweden, June 5, 1985.

"Mississippi Insurers and Statutory Law," Independent Insurance Agents of Mississippi, Jackson, MS, April 2, 1985.

"The Implied Warranty of Habitability: What is the Proper Statute of Limitations?" Southeastern Business Law Ass'n, Nashville, TN, October 26, 1984.

"Employment-at-Will and Wrongful Discharge: Possible Theories of Recovery," Pacific S.W. Business Law Ass'n, Long Beach, CA, April 18, 1984.

"A Critical Examination of the Implied Warranty of Habitability," Midwest Business Law Ass'n, Chicago, IL, April 6, 1984.

"The Shortcomings of the Mississippi Accountant-Client Privilege Statute," Jackson Chapter, Mississippi Society of CPA's, November 17, 1983.

"Inexpensive Justice," National Video Teleconference utilizing 37 satellite stations, Chicago panelist, November 15, 1983.

"Illinois Pro Se and Small Claims Courts," Loyola University of Chicago School of Business Administration, Chicago, IL, November 5, 1983.

"The Desirability of an Accountant-Client Privilege," Southeastern Business Law Ass'n, Atlanta, GA, October 27, 1983.

"The Accountant-Client Privilege in Mississippi," Mississippi's Society of CPA's, Laurel, MS, September 29, 1983.

Television, Radio, Newspaper, and Internet Media Interviews:

City Pages newspaper interview regarding abrupt terminations and layoffs in the restaurant industry, "When Restaurants Pivot to Survive, How Do We Address Mass Layoffs They Create?"

Professor David A. Larson, continued

October 27th, 2020, the article is available at

<http://citypages.com/restaurants/when-restaurants-pivot-to-survive-how-do-we-address-mass-layoffs-they-create/572884341>

Kare 11 NBC Breaking the News television program regarding labor union organizing efforts at a local brewery, distillery, and coffee roaster.

Employees want an opportunity to provide meaningful input regarding strategies in addition to termination protection as their employers respond to covid-19 related declines in business. September 9, 2020 available at https://www.kare11.com/article/news/local/breaking-the-news/two-more-local-distilleries-form-unions-heres-why-it-might-continue/89-318efcf2-b41f-4a02-aec7-25292804c7a9_

American Bar Association Section of Dispute Resolution podcast

interview regarding the Section's first Tech Expo. The Tech Expo will feature technology providers offering services that include decisional support, artificial intelligence, and communication tools. I am the Chair Elect of the Section and Co-Chair for this Tech Expo, the Section's first ever. September 7, 2020

WalletHub.com interview explaining the best ways for local authorities to support struggling businesses and unemployed workers, the biggest challenges facing the hardest-hit industries after reopening, and as businesses reassess their ability to operate in the post-COVID-19 era of continued social distancing, the greatest changes of the post-COVID-19 economic landscape. June 2, 2020.

StarTribune newspaper interview regarding whether a severe head lice infestation can qualify as a serious health condition under the Family Medical and Leave Act, interviewed January 30th, 2020.

WalletHub.com interview about Labor Day. The questions included: what are the biggest threats facing working people today, how is the gig economy changing the nature of work, should gig economy workers be treated like traditional employees, what policies should governments and firms adopt to improve the quality of life for American workers, and how likely is it that Congress will pass new worker friendly legislation to provide an increase in federal minimum wage or mandatory paid family medical leave? August 21, 2019. <https://wallethub.com/blog/labor-day-fun-facts/23742/#expert=david-allen-larson>

Duluth News Tribune newspaper interview regarding the fact that employees in Minnesota have a statutory right to be absent from work in order to vote without penalty or deduction from their salary or wages, the limitations and conditions of this right, and whether employees are generally aware that they have this right, Nov. 4, 2019. available at <https://www.duluthnewstribune.com/news/government-and->

[politics/4754713-Duluth-business-owners-encourage-workers-to-vote](http://www.duluthnews-tribune.com/politics/4754713-Duluth-business-owners-encourage-workers-to-vote)

Minnesota Lawyer interview regarding Wingate vs Metropolitan Airport Commission, a Minnesota Court of Appeals case. The appellate court found that the district court erred when it concluded the plaintiff failed to demonstrate that the Metropolitan Airport Commission's articulated reason for its promotion decision was pretextual. August 19th, 2019.

KMSP-TV Fox News interview regarding five St Paul police officers who were fired because they allegedly failed to intervene when an ex-police officer assaulted a civilian. Larson explained that the collective bargaining agreement requires progressive discipline. We can anticipate a grievance will be filed and that the terminations will be reviewed by an arbitrator. The interview was broadcast on the 9 p.m. News on June 14th, 2019

Duluth News Tribune newspaper interview regarding how front pay will be determined in women's hockey coach Shannon Miller's successful gender discrimination lawsuit against the University of Minnesota Duluth, Article appeared July 1, 2018

<http://www.duluthnews-tribune.com/news/crime-and-courts/4467397-questions-remain-after-shannon-miller-verdict>

Gizmodo invitation by the technology and science website Gizmodo, which has 20 million monthly readers, to comment on the question "Is Amazon Evil and Am I Evil for Using It?" My remarks were posted on 4/3/2018.

<https://gizmodo.com/is-amazon-evil-and-am-i-evil-for-using-it1824070880>

Star Tribune newspaper interview regarding the St. Paul Federation of Teachers plan for its teachers to leave their jobs and begin a labor strike on Tuesday, which at the time of the interview was only 48 hours away. I discussed the challenges facing the negotiating parties, the risks to both the teachers and the school district, and my hope that the parties will continue talking. 2/11/2018

<http://m.startribune.com/as-st-paul-teacher-strike-deadline-looms-formidable-disagreements-remain/473698723/>

Star Tribune newspaper interview concerning whether women dancing at strip clubs are independent contractors or employees entitled to employment benefits, 12/4/2017

<http://m.startribune.com/dancer-speaks-up-for-rights-of-strip-club-workers/461855453/>

Minnesota Lawyer interview regarding a Hennepin County District Court judge's determination that despite Surly Brewing Company's efforts to democratize its employee tip-pooling

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system, it still violated the Minnesota Fair Labor Standards Act. The court granted summary judgment in favor of the class action plaintiffs based on the argument that Surly violated state gratuities laws by requiring bartenders and servers to contribute to a tip pool, resulting in unwanted redistribution of their tips to barbacks, table bussers and other indirect-service workers. July 19, 2017

Associated Press interview explaining why the City of Saint Anthony entered into a voluntary separation agreement with officer Jeronimo Yanez rather than simply firing him. Yanez is the Minnesota police officer who was acquitted in last year's fatal shooting of Black motorist Philando Castile. The article appeared in numerous national publications including the New York Times, the New York Daily Post, Time.com, nbcnews.com, and the San Francisco Chronicle, July 10, 2017 <https://mobile.nytimes.com/aponline/2017/07/10/us/ap-us-castile-shooting.html?referer=http://www.google.com/>

City Pages newspaper interview discussing the conflict of interest inherent in Prior Lake's decision to hire Nexus Solutions. The company was hired not only to serve as consultants assessing facilities operations and planning for future needs concerning one of the largest school referendums in recent state history. They also were retained to manage the very work they say is needed, providing incentive for them to urge as much building as possible. They will oversee refurbishments and new construction from planning to completion, collecting fees with each move. The district did not publish a public request for proposals but relied on word-of-mouth recommendations. The Nexus fees greatly exceed what other districts are paying. January 25, 2017, <http://www.citypages.com/news/a-consultant-sinks-its-talons-into-prior-lake-schools-for-very-big-money/411692385>

Star Tribune newspaper interview regarding the future of a new overtime pay rule that would allow 78,000 Minnesotans to make an estimated 24 million additional dollars. A federal judge has blocked the implementation of the rule based on the argument that Congress did not delegate power to the Labor Department to increase overtime eligibility based solely upon a person's annual pay. Although that decision is being appealed, Professor Larson explained that the appeal probably will not change the ultimate outcome because it is unlikely that the Trump administration will implement the rule even if the injunction is overturned. Star Tribune newspaper, print edition Sunday January 15th, 2017, available at <http://www.startribune.com/dim-outlook-for-expanded-overtime-pay/410679365/>, <http://e.startribune.com/Olive/ODN/StarTribune/Default.aspx>

KARE 11 NBC Television News at 10:00 p.m. regarding the striking

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Minnesota Nurses Association members' decision to approve a settlement agreement with Allina Health. The union members' vote to ratify the collective bargaining agreement ends a 38-day strike, tied for the longest nurses' strike in Minnesota history. October 13, 2016, available at: <http://www.kare11.com/news/health/nurses-vote-to-approve-allina-contract-end-strike/335920803>

KARE 11 NBC Television News interview regarding what could happen now that more than 4,000 striking nurses rejected Allina's contract offer yesterday. The strike began on Labor Day and already is the second longest nurses' strike in Minnesota history, October 4, 2015, broadcast at 6:00 p.m. and available at <http://www.kare11.com/news/local/nurses-reject-allina-contract-proposal/328789192>

Star Tribune newspaper interview regarding the impending Allina nurses strike scheduled for Monday, Labor Day. Larson discussed the conditions necessary to declare an impasse, which must exist before an employer can implement its contract proposals, and the limitations on the employer's ability to implement those proposals. He also discussed how a labor strike by nurses differs from strikes by other types of workers. September 3rd, 2016. <http://www.startribune.com/second-strike-a-rarity-in-nurse-labor-talks-leaving-allina-to-consider-impasse-declaration/392258881/>

Star Tribune newspaper regarding a Title IX whistleblower lawsuit brought by the former athletic coordinator at Dakota County Technical College. The article appeared August 8, 2016 and is available at <http://m.startribune.com/whistleblower-alleges-retaliation-at-dakota-county-technical-college/389550911/>

MINNPOST regarding whether Minneapolis, Saint Paul and other Minnesota cities can require higher pay and better workplace benefits than state government requires. Published July 1, 2016, available at: <https://www.minnpost.com/politics-policy/2016/07/paid-leave-rules-and-higher-minimum-wage-are-popular-twin-cities-are-they-le>

City Pages newspaper article "When the cheers die, NHL players were left with badly damaged brains. June 29, 2016 <http://www.citypages.com/news/when-the-cheers-died-nhl-players-were-left-with-badly-damaged-brains-8390950>

Minnesota Public Radio background interview regarding Forslund v. Minnesota, a case in which the plaintiffs are asserting that the state's tenure and layoff laws disproportionately harm poor, minority children because the most ineffective teachers are more likely to be assigned to

public schools with high concentrations of those children.

City Pages newspaper regarding a Minnesota federal class action lawsuit filed against the National Hockey League. The 116-page complaint alleges that the NHL both intentionally and negligently failed to establish reasonable rules and protocols for preventing head trauma and minimizing the effects during games and practice, and that the League fraudulently concealed the risks and consequences of head trauma, Minneapolis, May 12, 2016.

WCCO CBS Radio affiliate interview with Roshini Rajkumar regarding what can be done to reduce the possibility of a suspect suffering injury or death when police respond to an emergency call for help. Professor Larson discussed additional crisis de-escalation training for police officers and recent recommendations from the Police Executive Research Forum, Minneapolis April 3, 2016.

WCCO radio by Roshini Rajkumar regarding whether a Minnesota driver's First Amendment rights were violated when his "FMUSLIMS" license plate was revoked by the Minnesota Department of Public Safety. Professor Larson explained that because state license plates are heavily regulated and used for identification purposes, the government rather than the car owner is the speaker even if it generally permits drivers to participate by choosing their own words or letters. License plates thus are a form of "government speech." When certain messages or words are prohibited, the government is merely regulating its own speech and not interfering with vehicle owners' First Amendment rights. February 28, 2016, 2:00 p.m., WCCO Radio, Minneapolis, MN

Pioneer Press newspaper interview regarding Black Lives Matter's threat to disrupt Saint Paul's Crashed Ice Event unless seven demands are met. The planned protest is in response to police Sgt. Jeffrey Rothecker's Facebook posting describing protesters as "idiots" that should be "run over." The article appears on the front page of the Sunday, February 21, 2016 edition and is available at <http://www.twincities.com/2016/02/18/are-black-lives-matters-crashed-ice-demands-possible/>

Minneapolis Star Tribune newspaper interview regarding Friedrichs vs California Teachers Association, a United States Supreme Court case that may determine whether public sector labor unions can continue to collect agency fees, also known as fair share payments, from workers who are represented by the Union but who do not belong to the Union. Labor unions in the United States are required to represent all the employees in a bargaining unit, regardless of whether an individual employee is a union member or not. Agency fees require the union

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represented, nonunion member employees to pay for collective bargaining contract negotiation, contract administration, and grievance representation, activities from which all employees derive benefits. But agency fees do not require those employees to pay for union political activities. The court's decision has significant implications for public sector labor unions' ability to finance their activities. The article appeared January 12, 2016, and is available at <http://m.startribune.com/supreme-court-case-could-deal-blow-to-public-sector-unions-in-minnesota/364937121/>

WCCO CBS Radio David interview concerning a claim brought against the Saint Paul School District by Central High School teacher John Ekblad. Ekblad suffered a concussion and a traumatic brain injury when he was slammed to the floor and choked by a 16 year-old student who has pleaded guilty to felony third degree assault. The interview focused on the rapidly increasing number of cases being presented to the Ramsey County Attorney's Office under a gross misdemeanor statute enacted to protect teachers from assaults as well as the Saint Paul Federation of Teacher's demand for more support staff and a restorative practices approach to school violence, December 22, 2015.

WCCO CBS Radio interview with Roshini Rajkumar discussing recent violence in St Paul schools, the Saint Paul Federation of Teachers' proposal to improve the situation, and the Saint Paul school administration's response. Sunday, December 15, 2015.

WCCO - CBS Television regarding how statutes of limitation operate and why those statutes are frustrating efforts to prosecute Daniel Heinrich. Recently discovered DNA evidence links Heinrich to a sexual assault against a underage victim (identified as Jared) that occurred in close proximity to the time and location of the Jacob Wetterling abduction. Statutes of limitation are preventing criminal prosecution of Heinrich. October 31, 2015, 5:00 p.m. News, available at: <http://minnesota.cbslocal.com/2015/10/30/statue-of-limitations-comes-into-question-in-wetterling-case>

Law360 (LexisNexis) regarding hot-button issues in the workplace such as medical marijuana and workplace treatment of pregnant employees, New York, New York, September 14, 2015, available at: <http://www.law360.com/articles/686889/the-4-biggest-questions-facing-discrimination-attys>

Law360 regarding the impact and importance of the employment law cases decided by the United States Supreme Court during the October 2014 term. The cases Professor Larson discussed included Equal Employment Opportunity Commission v. Abercrombie & Fitch Stores,

Inc. The question was whether an employee must ask for a religious accommodation before the employer has any obligation to provide that accommodation. Larson also discussed *Mach Mining, LLC v. Equal Employment Opportunity Commission* and explained that although it might appear that the EEOC lost this case, the Supreme Court was extremely cautious about expanding the degree to which a court can review the EEOC's conciliation efforts. The Court stated simply that the EEOC must inform the employer about the specific discrimination allegation and identify the employee(s) making the claim. The EEOC then need only provide a sworn affidavit that it did so and that it tried to engage the employer in a discussion to remedy the situation. June 17, 2015, New York.

CBS television (WCCO) for the 10:00 p.m. News "Good Question" segment explaining why we have statutes of limitation and identifying different statutes of limitation in Minnesota. I discussed the current three year suspension of the statute of limitations for filing sexual abuse claims that the Minnesota legislature added to the Child Victim Act. It allows victims who were sexually abused when they were minors, but who now are more than 24 years of age, the right to assert civil claims which would have been barred prior to the amendment, Minneapolis, May 26, 2015, available at <http://minnesota.cbslocal.com/2015/05/26/good-question-why-do-we-have-statutes-of-limitations/>

Law 360 regarding a United States Supreme Court case in which the Equal Employment Opportunity Commission is challenging a Tenth Circuit panel ruling that held Abercrombie & Fitch Stores Inc.'s decision to pass over applicant worker Samantha Elauf because of her headscarf did not amount to religious discrimination. The panel majority held that Abercrombie had not run afoul of Title VII because Elauf, who wore a hijab to her interview, never directly informed her interviewer she was Muslim and therefore would need to be exempted from the company's dress code, which forbids headgear. The Catch-22 cited by employers' counsel is a "red herring," according to Larson. Employers would not actually be required to ask about religious beliefs, but could avoid problems by making applicants aware of the companies' policies are, Larson said. The EEOC noted in a Dec. 3 Supreme Court brief that Elauf was unaware of the company's "Look Policy" when she applied for work. February 24, 2015, New York, New York.

Law360 regarding a sexual assault hostile environment lawsuit brought against Faruqi & Faruqi, a New York law firm, and one of its partners. When asked why the defendant would allow this case to go to trial rather than settling, Larson suggested that the disturbing nature of the plaintiff's allegations might have been a disincentive to striking a

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settlement because the defendants wouldn't want to leave those claims unanswered. New York, New York, February 5, 2015, available at <http://www.law360.com/articles/618910/assault-suit-hurt-faruqi-even-before-verdict-attys-say->

Mashable international news website concerning elderly seasonal migrant workers who have no alternative but to travel around the country in recreational vehicles seeking temporary employment. The work often is arduous and debilitating. Los Angeles, CA, Nov. 30, 2014, available at <http://mashable.com/2014/11/30/amazon-holiday-labor-seniors/>

Law 360 concerning the U.S. Equal Employment Opportunity Commission's annual report that revealed significant declines in both charge filings and monetary recoveries. Larson pointed out that there hasn't been much new employment legislation passed at the federal level since the Americans with Disabilities Act was amended back in 2008. Some of the uncertainty that stemmed from the ADA Amendments Act, which took effect at the beginning of 2009, has been cleared up. And the EEOC has made education and outreach a priority. New York, New York, November 19, 2014, available at <http://www.law360.com/articles/597439/eec-not-going-soft-despite-fewer-charges-recoveries>

KARE 11 NBC Television News regarding the dangers that randomized chat websites pose for minor children and teens. Professor Larson was asked specifically about 59 year old Robert Wayne Zubl, a Texas resident who is accused of engaging in a sexual relationship with a 15 year old Minnesota boy. The two first met using Chatroulette, an online chat website that pairs random people together for web-based conversations. Zubl allegedly engaged in numerous sexually explicit online conversations with the boy and then waited until the boy turned 16 years old before repeatedly flying to Minnesota to have a physical relationship. Broadcast Sunday night, October 19, 2014 and available at: <http://www.kare11.com/story/news/crime/2014/10/19/texas-man-charged-in-mn-child-sex-abuse-case/17591893/>

ABC Television (KSTP) Channel 5 Eyewitness News regarding whether an individual who is photographing University of Minnesota female students and posting photographs on the website Reddit can be held liable for privacy violations. The women have not provided consent and are not even aware the sometimes awkward and revealing photographs are being taken. September 4, 2014. Broadcast video is available [here](#).

KMSP Fox 9 Television News regarding Jamie Manzi-Moore, the music director at St. Victoria Catholic Church who was asked to resign by Archbishop John Nienstedt after Manzi-Moore married his same-sex

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life long partner. Larson discussed whether prohibited marital status discrimination can be distinguished from sexual orientation discrimination. Unlike marital status discrimination, the Minnesota Human Rights Act permits churches to discriminate based upon sexual orientation. Larson also addressed whether Archbishop Nienstedt can be sued separately as an individual apart from the Church. Broadcast during the 9:00 p.m. news on September 25, 2014, and available at <http://www.myfoxtwincities.com/story/26628465/ousted-gay-church-leader-hasnt-formally-resigned>

Star Tribune newspaper concerning a recent Minnesota Supreme Court case holding that a Steele County Sheriff's Sgt. can challenge a negative job review based a section of the Minnesota Data Practices Act that states "an individual subject of the data may contest the accuracy or completeness of public or private data." The Minnesota Supreme Court explained that opinions are based on facts that can be challenged. Published August 7, 2014, and available at: <http://m.startribune.com/?id=270257631>

City Pages newspaper discussing a new phenomenon involving older workers in the United States. Retired, or laid off, older workers are traveling around United States seeking temporary work with companies like Amazon. The work is often physically demanding and these workers, who do not have sufficient savings to sustain themselves in retirement, have been described as modern day hobos. Professor Larson discussed this development and the looming retirement crisis in the United States. Minneapolis, Minnesota, July 21 2014.

Law360 (LexisNexis) regarding the Fair Labor Standards Act lawsuit that filed by attorneys working as document reviewers for large law firms. The plaintiffs are claiming their work does not require advanced knowledge to analyze, interpret and make deductions from facts and circumstances. Therefore, they are entitled to overtime pay because they are not exempt professional employees. New York, New York, July 21, 2014.

ABC Television (KTSP) Channel 5 Eyewitness News regarding a recent poll taken by the Hennepin County Sheriff's Deputies Association indicating low morale and a significant lack of support for Sheriff Rick Stanek concerning the next election, broadcast Wednesday, July 17, 2014, available at <http://kstp.com/news/stories/S3505717.shtml>

Star Tribune newspaper concerning the Harris v. Quinn United States Supreme Court decision holding that Illinois state-paid home health care workers can opt out of paying union dues. I explained that the 5 to 4 Supreme Court decision did not decide the pending high-profile issue in Minnesota concerning whether home health care workers and

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childcare workers can form a union. The decision, however, will affect the ability of the Union to raise revenue if it is able to unionize these workers in Minnesota. Article published front page of the Star Tribune on July 1, 2012, and is available at <http://m.startribune.com/?id=265316031>

Bloomberg News concerning the legality of a new severance agreement that International Business Machines (IBM) is offering its employees. Workers 40 years and older are protected by the Older Workers Benefit Protection Act, and if a company fires two or more workers and asks them to waive age discrimination claims in exchange for a benefit, the U.S. Equal Employment Opportunity Commission regulations require the contract to be “knowing and voluntary.” The offer must be easily understood, refer specifically to age-discrimination claims, allow employees at least 45 days to consider the waiver, and encourage them to seek legal counsel. It also must identify the eligibility factors, as well as titles and ages of the group of workers considered for the layoff, including those who were fired and those who weren’t. IBM is withholding the titles and age information, claiming that it does not need to comply with the disclosure requirement because it is offering workers the option of bringing claims in arbitration rather than asking for a general waiver of legal claims. The article is available at <http://bloom.bg/SSVEvO>, May 12, 2014.

ABC television Eyewitness News (KSTP) regarding the Minnesota State - Mankato football coach who was arrested, charged with child pornography, and eventually fired after images of his naked children were found on his university-owned cellphone. An arbitrator concluded, however, that the discharge was wrongful and that Hoffner must be reinstated with back pay. I observed that the situation may not have required arbitration if the university had engaged in progressive discipline rather than discharging Hoffner. Lead story on the at 6:00 p.m. news, April 15, 2014.

KSTP 5 Eyewitness ABC TV News regarding the tentative agreement between the Saint Paul Federation of Teachers and the Saint Paul School District. I declined to identify either party as a winner or loser in the labor contract negotiation, describing the agreement as a compromise. The agreed upon \$22 million salary increase is halfway between the union's demand for \$28 million and the District's \$16 million offer, for example. The interview was part of the lead story for the 10:00 p.m. news program on February 24, 2014 and is available at <http://kstp.com/news/stories/S3337905.shtml>

Star Tribune newspaper regarding the dispute between the Saint Paul public school teachers and the Saint Paul School District. I identified similarities, and important differences, between Saint Paul labor

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dispute and the 2012 Chicago public school teachers dispute that resulted in a labor strike. The article was published February 18, 2014 and is available at

<http://www.startribune.com/local/east/245910051.html>

KARE 11 NBC TV-News regarding a Rogers High School Senior who was suspended for allegedly confirming via Twitter that he had kissed a twenty-eight year old teacher. I discussed how quickly and widely social media postings can be shared, the fact that this student's remark had to be taken seriously because it describes possible criminal sexual misconduct involving a person of authority and a person under the age of 18, the very real damage to an apparently innocent teacher's reputation and emotional health, and the fact that digital communications can cause far more injury than the speaker may have intended or anticipated. The interview was broadcast at 6:00 p.m. on February 18, 2014 and is available at:

<http://www.kare11.com/story/news/2014/02/18/twitter-rogerconfession-reid-sagehorn-rogers-high-school-askfm-teacher-kissed-a-teacher/5587519/>

This day I three did three separate interviews. I was interviewed by KSTP/ABC 5 Eyewitness News TV and KSTC45 - TV regarding the increasing possibility of a Saint Paul public school teachers' labor strike and the lessons the Saint Paul Federation of Teachers may have learned from the Chicago Teachers Union strike in September 2012. Video from an afternoon interview was broadcast on KSTP/ABC News at 6:00 p.m., a live interview was conducted during the 9:00 p.m. news on KSTC - 45, and new video was recorded and broadcast on the 10:00 p.m. KSTP/ABC news program, Tuesday, February 11, 2014.

KSTP-TV Fox 9 News regarding the probability and consequences of a Saint Paul public school teachers strike. Today the Saint Paul Federation of Teachers Executive Board announced that if disputed contract issues are not resolved, on February 24th it will ask its members to vote on whether they will leave their jobs and begin a labor strike. Different segments of the interview were broadcast during the 9:00 and 10:00 p.m. news programs, Monday, February 10, 2014, and can be viewed at <http://www.myfoxtwincities.com/story/24686549/st-paul-teachers-union-heads-call-for-strike-vote>

KSTP-TV Fox 9 Television News regarding a possible labor strike by the Saint Paul Federation of Teachers. Lowering class size, increasing the number of counselors, and reducing the amount of time spent on standardized exams are among the issues that have been difficult to resolve. Different segments of the interview were broadcast at 9:00 and 10:00 p.m. on February 9, 2014, and the 10:00 p.m. segment is available at <http://www.myfoxtwincities.com/story/24676977/teacher->

[strike-st-paul-educators-may-vote-on-monday](#)

KARE 11 television news at 5:00 p.m. regarding the very real risks created when individuals take photographs on GPS enabled smart phones and then post those photographs on social media websites. Longitudinal and latitudinal information embedded in the smartphone photograph can be discovered relatively easily and a child's home, school, playground, or other commonly frequented location can be specifically identified, August 15, 2013.

Associated Press regarding new developments in Michael Brodkorb's employment discrimination litigation against the Minnesota Senate. Brodkorb now has submitted a detailed list of other lawmakers and staff members who allegedly engaged in affairs without losing their jobs. Larson discussed the possible impact that the list may have on the pending lawsuit. The article is available at http://www.twincities.com/politics/ci_23642058/brodkorbs-lawsuit-over-firing-cites-other-affairs , July 11, 2013.

Star Tribune newspaper interview concerning a Hartford Financial Services Group lawsuit alleging that three former vice-presidents took confidential information from Hartford to their new employer, Allianz Life Insurance Co. of North America. The interview focused on the risks created when confidential business information is stored in a digital format. The article is available at <http://www.startribune.com/business/169861696.html?refer=y> and was published in print on September 17, 2012

Minneapolis/St. Paul Business Journal interview regarding a lawsuit filed by The Hartford alleging former executives took valuable client and sales information from The Hartford to their new employer. The article is titled "Suit: Exec Exits May Harm Finance Firm Sale Value," and was published September 7, 2012.

Live television interview with KMSP Fox 10 p.m. news discussing the Chicago Public School teachers' strike and addressing the question of whether the same type of strike could take place in Minnesota, <http://www.myfoxtwincities.com/story/19508282/labor-law-professor-discusses-chicago-teachers-union-strike>. The interview also was posted on other Fox news affiliate websites, including the site for Philadelphia, Pennsylvania <http://www.myfoxphilly.com/story/19508282/labor-law-professor-discusses-chicago-teachers-union-strike> , September 10, 2012

Star Tribune newspaper interview regarding the lawsuit filed on July 23, 2012 by former Minnesota Senate Communications Director and high level Republican Party strategist Michael Brodkorb. Professor Larson

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discussed the numerous claims Brodkorb has alleged against the Minnesota Senate and Secretary of the Senate Cal Ludeman. Larson focused particularly on what Brodkorb must prove to prevail on his gender discrimination claim. The article was published in print on July 24, 2012 and is available online at <http://www.startribune.com/politics/statelocal/163492486.html?refer=y>

Pioneer Press newspaper regarding Kenneth Burdick's surprisingly short tenure as CEO of Blue Cross and Blue Shield of Minnesota. Citing concerns about a lack of disclosure as well as a culture clash with Burdick's previous for-profit business experience at UnitedHealth, Blue Cross and Blue Shield removed Burdick after he had served only six months as CEO. The article appeared on July 19, 2012 and is available at http://www.twincities.com/business/ci_21111438/blue-cross-minnesota-ceo-out-after-just-six.

Politics in Minnesota interview regarding what may happen next in the very public employment dispute between former Senate staffer Michael Brodkorb and the Minnesota Senate. Brodkorb, who was terminated the day after Majority Leader Amy Koch resigned from that position, has filed a sex discrimination charge with the United States Equal Employment Opportunity Commission and also has alleged that he was defamed by Senate Secretary Cal Ludeman. The article appeared on June 15, 2012 and is available at <http://politicsinminnesota.com/2012/06/brodkorb-case-a-campaign-2012-poison-pill/>

Minnesota Daily newspaper interview regarding appropriate compensation rates for Graduate Assistant Instructors. The interview explored whether graduate assistant compensation at the University of Minnesota should be based upon graduate assistant compensation levels at other Big Ten Universities, based upon some fraction of the salaries received by full time faculty members, or a combination of those two measurements, May 30, 2012, available at <http://www.mndaily.com/2012/05/30/some-grad-students-hurt-more-proposed-tuition-hike>

Minnesota Daily newspaper regarding this week's labor union election in which the University of Minnesota graduate assistants voted against unionization. Because of the "no union" vote, the United Auto Workers will not represent the graduate assistants and will not collectively bargain on their behalf. The article was published on March 27th and is available at: <http://www.mndaily.com/2012/03/27/graduate-student-workers-vote-down-gswuuaw>

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Minnesota Daily newspaper interview regarding the labor union representation election scheduled for mid-March that will determine whether graduate students at the University of Minnesota will join a union and be represented by the United Auto Workers. The article appeared March 19, 2012 and is available at:
<http://www.mndaily.com/2012/03/19/vote-week-graduate-workers-take-sides-union-backed-uaw>

Star Tribune newspaper interview regarding the sex discrimination charge that Michael Brodkorb filed today with the Equal Employment Opportunity Commission. Brodkorb was discharged shortly after former Majority Leader Amy Koch resigned when confronted with allegations she was having an affair with Brodkorb. Pursuing a strategy that may prove uncomfortable for some legislators, Brodkorb intends to depose female staffers in an effort to prove that females who had affairs with male legislators were not similarly disciplined, published March 22, 2012 at
<http://www.startribune.com/politics/statelocal/143680446.html>

Television interview with KMSP-TV, Fox 9 News concerning President Obama's new "American Jobs Act." I analyzed the proposal to prohibit discrimination against individuals who currently are unemployed. I suggested that although the legislation would address concerns that some employers refuse to accept applications from unemployed persons, the fact that employers still can consider the reason persons are unemployed and whether their skills are up to date may result in the law having little effect on unemployment statistics, The interview was broadcast at 9:00 p.m. on Friday, Sept. 30, 2011

Television interview with KMSP-TV, Fox 9 News concerning a new Associated Press - MTV poll that reveals most 14 to 24 year-olds believe using discriminatory language among friends on social media sites is acceptable. Approximately two-thirds of those surveyed had little or no concern that those comments would be viewed by anyone beyond their circle of friends. The interview was broadcast at 5:30 p.m. on Tuesday, Sept. 20, 2011.

Star Tribune newspaper interview regarding a Vikings football stadium funding proposal that would place a five percent surcharge on the income of NFL players earned during games at a new stadium. Larson observed that singling out certain individuals within a tax bracket for an additional tax beyond any apportioned tax would be problematic and likely unconstitutional. The article was published on June 16, 2011 and is available at
<http://www.startribune.com/sports/vikings/123960744.html?page=all&page=1&c=v#continue> .

Associated Press interview regarding the antitrust lawsuit filed by high profile National Football League players (Tom Brady et. al. v. NFL) in Minnesota federal district court. The interview concerned whether or not the players will win their motion to enjoin the NFL owners' current lockout, the criteria that Judge Susan Nelson will use to make that determination, and the possible consequences of her ruling, Associated Press, April 4, 2011. According the Hamline Daily Media Report, the article was published in slightly different versions by over 700 media outlets. See, for example, <http://www3.washingtontimes.com/topics/david-allen-larson/> , <http://www.nfl.com/news/story/09000d5d81f1b083/printable/stakes-high-in-nfl-lockout-hearing> , and <http://www.cbsnews.com/stories/2011/04/06/sportsline/main20051405.shtml>

Live studio television interview by Fox Television News regarding betting and office pools for the 68 team NCAA Men's Basketball Tournament. I explained that illegal sports bets simply require a prize, chance and consideration; that private social bets among small closed groups are permissible; that if participation is completely free there is no consideration and thus no sports bet; and that even if the office pool is not illegal an employee still may risk discharge or discipline. The interview is available for viewing at NCAA March Madness -- Illegal Fun? March 13, 2002 <http://www.myfoxtwincities.com/dpp/news/NCAA-MArch-Madness----Illegal-Fun-mar-13-2011>

Omaha World - Herald newspaper interview regarding the legality and desirability of requiring higher salaried employees to pay a larger share of health insurance premiums than lower paid employees. The article appeared on February 9, 2011, Omaha, Nebraska and is available at <http://www.omaha.com/article/20110209/LIVEWELL01/702099933/1161>

Pioneer Press newspaper interview regarding a \$1.9 million jury verdict announced on November 18th that concluded Seagate Technology had persuaded an engineer to quit his job with Texas Instruments in order to accept an offer to work for Seagate. Seagate subsequently did not have the promised work available for him. Instead, Seagate terminated the engineer less than a year after he was hired. Saint Paul, MN, article printed November 20, 2010.

Pioneer Press newspaper concerning allegations that Seagate Technology persuaded an engineer to quit his job with Texas Instruments in order to accept an offer to work for Seagate. Seagate then did not have the promised work available for him. Instead, Seagate terminated the engineer less than a year after he was hired, arguably in violation of M.S.A. section 181.64 and the

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principle of promissory estoppel, Saint Paul, October 15, 2010.
http://www.twincities.com/ci_16409177?source=most_viewed&nclick_check=1

Interviewed by the Star Tribune newspaper regarding the reason for, and history of, the Fair Labor Standards Act exemption for agricultural workers, the scope of that exemption, and its application to hatchery operations. The newspaper is looking closely at hatcheries in the wake of the national egg recall, Minneapolis, The article was printed on the front page of the Money and Business section of the Sunday newspaper, October 10, 2010.

Newspaper interview by the Omaha World-Herald regarding the appropriateness of a disability discrimination settlement between the U.S. Department of Justice and QuikTrip Corp., which operates more than 550 gas stations. Two men, both disabled military veterans, complained about the gas stations' inaccessibility. QuikTrip agreed to set up a \$1.5 million fund, modify its stores to meet ADA standards, train employees to ensure they help any person with disabilities, set up an ADA comment line to resolve access complaints and pay a \$55,000 civil fine to the United States, Omaha, Nebraska, October 8, 2010.

Minnesota Lawyer interview discussing how small law firms can handle increased workloads during an economic downturn when the firm is reluctant to take on the responsibility that comes with hiring additional full-time attorneys, October 4, 2010.

Television interview by KARE 11 News regarding Minnesota Vikings football players Pat and Kevin Williams' lawsuit alleging that the National Football League violated the Minnesota Drug and Alcohol Testing in the Workplace Act. Both players were suspended for testing positive for bumetanide, a diuretic and masking agent contained in StarCaps. Although StarCaps, a dietary supplement, does not indicate on its label that it contains bumetanide, the NFL drug testing policy negotiated by the Players' Association does not excuse positive test results "because a player was unaware he was taking" a prohibited substance, March 8, 2010.

Star Tribune newspaper interview regarding the "Protection of Secret Vote Agreement" the Regis Corp. is asking its employees to sign. Professor Larson suggests that the agreement, which states that the employee revokes any union authorization card that he/she may sign in the future to establish majority status, may violate the National Labor Relations Act, Feb. 18, 2010,
<http://www.startribune.com/business/84806657.html>

Professor David A. Larson, continued

Star Tribune newspaper interview regarding the St. Cloud principal who was discharged for taking sick days not when he was not ill but instead to extend his vacations, September 21, 2009, <http://www.startribune.com/local/54016967.html>

Pioneer Press newspaper interview regarding the suspension of Minnesota Vikings football players Pat and Kevin Williams, December 4, 2008, <http://www.sportsbusinessdaily.com/article/125996>
http://www.twincities.com/vikings/ci_11133634

Star Tribune newspaper interview identifying the seniority, salary, and job assignment problems that might arise if Delta Airlines merges with Northwest Airlines, January 12, 2008. The article is available at <http://www.startribune.com/business/13722241.html>.

Pioneer Press newspaper interview regarding whether Exxon Mobil Corp. will have to pay the \$2.5 billion punitive damages that were awarded as a result of the Exxon Valdez oil spill in 1989. The award already has been reduced from \$ 5 billion and now the U.S. Supreme Court will consider whether Exxon should be required to pay any punitive damages at all. The article can be seen at:
http://www.twincities.com//ci_7316588?IADID=Search-www.twincities.com-www.twincities.com

Minnesota Daily newspaper interview for another article discussing the multi-count complaint that Coach Jimmy Williams has filed against the University of Minnesota. The article was printed on October 23rd and is available at: <http://www.mndaily.com/articles/2007/10/23/72164030>

Minnesota Daily newspaper interview regarding the lawsuit filed by former Gopher men's basketball assistant and interim head coach Jimmy Williams against the University of Minnesota, the Board of Regents and Athletics Director Joel Maturi. The article was printed on October 12th and is available at:
<http://www.mndaily.com/articles/2007/10/12/72163826>

Star Tribune newspaper interview regarding the increasing number of cases being filed that allege employers have failed to pay overtime wages as required by the Fair Labor Standards Act, October 4, 2007.

Associated Press interview regarding whether the agreement not to compete that Par Ridder signed with the Pioneer Press newspaper prohibits Mr. Ridder from serving as publisher of the Star Tribune newspaper, June 27, 2007.

Star Tribune newspaper interview regarding whether Mary Pawlenty's ability to work as an impartial mediator and arbitrator

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will be compromised because her husband is the Governor of Minnesota, September 4, 2007.

Star Tribune newspaper interview regarding the Ramsey County judge's order that publisher Par Ridder must step down from his job at the Star Tribune because he took confidential information from the Pioneer Press and gave that information to the Star Tribune, September 18, 2007.

Star Tribune newspaper interview regarding the increasing number of cases being filed that allege employers have failed to pay overtime wages as required by the Fair Labor Standards Act, October 4, 2007.

Minnesota Daily newspaper interview regarding the lawsuit filed by former Gopher men's basketball assistant and interim head coach Jimmy Williams against the University of Minnesota, the Board of Regents and Athletics Director Joel Maturi. The article was printed on October 12th and is available at:
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http://www.twincities.com//ci_7316588?IADID=Search-www.twincities.com-www.twincities.com

CBS TV (WCCO – Minneapolis) television interview concerning my Cardozo Journal of International and Comparative Law article regarding the cost of the War in Iraq, June 12, 2006. See video clip at: <http://wcco.com/video/?id=17628@wcco.dayport.com>

CBS TV (WCCO – Minneapolis) television interview analyzing why, in light of how much both parties stand to lose, the Pilots Union and Northwest Airlines have not been able to reach a voluntary negotiated settlement, February 28, 2006. See video clip at:
http://wcco.com/goodquestion/local_story_060092822.html

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CBS TV (WCCO - Minneapolis) television interview discussing the likelihood of a labor union strike by Northwest Airlines pilots and the possible consequences for airline passengers, Feb. 23, 2006. See video clip at:

http://wcco.com/goodquestion/local_story_055091916.html

Salt Lake Tribune (UT) newspaper interview regarding whether a strike by Delta pilots would be legal in light of the fact that Delta Air Lines has filed for Chapter 11 bankruptcy, March 9, 2006.

Business Insurance (Crain Communications, Chicago) magazine interview about a recent Ohio Supreme Court case (Schirmer v. Mt. Auburn Obstetrics & Gynecologic Assoc., Inc.) recognizing a cause of action for "wrongful birth" as a result of negligent genetic testing. Prof. Larson observed that the court did not adopt the approach of most other states and instead limited damages to only those expenses related to pregnancy and birth, rejecting any claim for extraordinary expenses related to raising and caring for a disabled child, March 8, 2006.

Baltimore Sun (MD) newspaper interview regarding the recent \$80 million settlement reached in a Maryland race discrimination class action lawsuit, April 29, 2005.

Star Tribune (Minneapolis) interview concerning a recent Hennepin County court decision holding a subcontractor liable for the burglary and personal injuries caused its employees, who have criminal records. Professor Larson advised against adopting a "no criminal record" hiring policy, suggesting that employers need to provide adequate supervision and that a blanket policy, at least in some locations, might result in unlawful discrimination against protected classes, April 14, 2005.

The AARP Bulletin (Washington, D.C.) interview regarding a recent federal district court decision declaring that, to avoid violating the Age Discrimination in Employment Act, an employer must offer health care benefits to Medicare-eligible retired employees that are equal to, or at least cost the same as, the health care benefits offered to younger retired workers who are not eligible for Medicare, April 14, 2005.

Cleveland Plain Dealer (OH) newspaper interview discussing the differences in wages and benefits paid Wal-mart workers as compared to the wages and benefits paid unionized supermarket workers, March 16, 2005.

Capital News Service (Maryland) interview concerning Discover Bank v. Vaden, a United States Court of Appeals 4th Circuit decision.

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Professor Larson suggested that this decision gives federal courts the power to ensure that most disputes arising from contracts with arbitration clauses are resolved through arbitration rather than litigation. The court declared that in Federal Arbitration Act sect. 4 lawsuits to compel arbitration, federal district courts can examine the underlying disputes that give rise to the need for arbitration in order to determine whether a federal question exists that will support federal jurisdiction. Once the federal court assumes jurisdiction, it can simply enforce the arbitration clause and send the case back to arbitration. January 24, 2005.

Atlanta Business Chronicle (GA) interview concerning a series of lawsuits filed in the southeastern United States alleging failures to comply with the public accessibility provisions (Title III) of the Americans with Disabilities Act, January 11, 2005 .

Pioneer Press (Saint Paul, MN) newspaper interview regarding tort liability theories that could be asserted against Augsburg College and the nurse who, apparently without proper permission, administered flu shots on campus, December 14, 2004.

Pioneer Press newspaper interview concerning Sarah Thorson vs. Billy Graham Evangelistic Ass'n, a Minnesota Court of Appeals decision holding that the Minnesota Human Rights Act exemption that permits churches to discriminate based upon sexual orientation does not protect a lesbian mailroom employee. Although the exemption "shall not apply to secular business activities engaged in by the religious association...the conduct of which unrelated to the religious and educational purposes for which [the association] is organized", the court determined that "secular business activities" is properly considered in light of the purpose and mission of the entire entity, not the job responsibilities of the individual employee. I had a lengthy discussion with the reporter but was not quoted in the published article. October 19, 2004.

USA Today national newspaper interview regarding workplace violence, employers' responses to state legislation allowing individuals to conceal and carry handguns, and the Unity Church of St. Paul, et. al. vs. State of Minnesota decision that held Minnesota's "conceal and carry" statute unconstitutional. The story is scheduled to appear later this month, November 15, 2004.

The Sun News (Myrtle Beach, SC) newspaper interview regarding the NAACP's settlement with the Yachtsman Hotel, which had raised rates and placed numerous restrictions on African-American guests attending the Atlantic Beach Bike rallies. The article was printed on October 21, 2004.

Gannett News Service interview examining whether the National Labor Relations Board has jurisdiction over Indian gambling casinos located on reservation land, September 17, 2004.

Republican & Herald (PA) newspaper interview explaining why the new U.S. Dept. of Labor's Fair Labor Standards Act regulations (defining which employees are exempt from overtime pay requirements) actually will reduce protections for Americans workers, August 11, 2004.

ABA Journal E-Report (Chicago, IL) interview analyzing the May 20, 2004, Minnesota Supreme Court case, *Molloy v. Meier, et al.* The Court held that physicians who negligently test and diagnosis genetic disorders in a child owe a duty of care to the biological parents (i.e., third parties) when it is reasonably foreseeable that the parents, who might decide to conceive another child, will be injured. The ABA Journal E-Report is the weekly online version of the ABA Journal, June 7, 2004.

Workforce Insights (Fidelity) (Boston, MA) interview discussing how same-sex marriages in Massachusetts and around the country are affecting employee benefit plans and policies at multi-state companies, June 3, 2004.

Corporate Legal Times magazine interview concerning Murphey v. City of Minneapolis, (8th Cir.) holding that a person claiming permanent disability benefits from the Public Employees Retirement Association nonetheless may be a "qualified individual with a disability" protected from employment discrimination under the Americans with Disabilities Act, Vol. 14, No. 151, June 2004.

Las Vegas Sun (NV) newspaper interview regarding the advantages of using alternative dispute resolution processes to resolve employment disputes. We also discussed how lower courts have used the unconscionability defense to hold mandatory arbitration agreements unenforceable in the wake of the Supreme Court's determination that such clauses are not per se unenforceable, April 23, 2004.

Montreal Gazette (Canada) newspaper interview exploring why cities do not use arbitration or another less disruptive alternative to resolve public employee strikes such as the current transit workers strike in Montreal, November 17, 2003.

Arizona Daily Star (Tucson, AZ) newspaper interview regarding a recent collective-bargaining agreement reached by a local machinists union and Raytheon Co. which, consistent with national trends, eliminates

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retiree medical benefits, increases employee health-care costs, and provides lump-sum payments in lieu of wage-rate increases, published November 9, 2003.

The Roanoke Times (Virginia) newspaper interview concerning the internal procedures the Equal Employment Opportunity Commission follows when it receives a charge alleging race discrimination, October 21, 2003.

WFMP (107.1) radio interview in Saint Paul addressing what constitutes a "fair wage" as well as the specific contract issues that caused the current University of Minnesota clerical workers (AFSCME) to go on strike, October 22, 2003.

Corpus Christi Caller-Times (Texas) newspaper interview explaining why a labor union president who collected fees from an attorney when the president referred union members to that attorney the president might have breached the fiduciary duty established by the Labor- Management Reporting and Disclosure Act of 1959, September 23, 2003.

Editor and Publisher (editorandpublisher.com) concerning the Department of Labor's proposed regulations redefining which employees are "exempt" under the Fair Labor Standards Act and thus not entitled to overtime pay, September 8, 2003.

Pioneer Press newspaper (Saint Paul, MN) interview regarding how the jury in the Kirby Puckett trial may respond to sexual assault allegations when there is little evidence beyond the alleged victim's and the defendant's testimony, appeared April 2, 2003.

City Pages (Minneapolis, MN) newspaper interview concerning a recent Minnesota medical malpractice case, Teffeteller v. University of Minnesota, where I assert that the court did not recognize that morphine toxicity in children was the relevant issue and thus incorrectly excluded the testimony of a highly respected pediatrician, appeared December 18, 2002.

Star Tribune newspaper (Minneapolis, MN) interview regarding the Minnesota state government employees' current strike. This interview explored why the strike involves such a large number of workers and how this strike compares with recent state government employee strikes throughout the United States, appeared October 6, 2001.

Star Tribune newspaper (MN) interview concerning the Minnesota state government employees' strike and the wage and health care concerns of AFSCME and MAPE, appeared October 2, 2001.

Time.com (Time magazine) interview regarding a recent workplace survey (Peter D. Hart Research Associates) revealing that more than two-thirds of U.S. workers have little or no faith that employers will treat workers fairly and that 56 percent of workers support new laws to hold employers liable for their treatment of workers (an increase from 44 percent in 1996), August 30, 2001.

CNN.com interview discussing Dukes v. Wal-Mart Stores, Inc., a class-action lawsuit alleging that Wal-Mart systematically discriminates against women concerning wages and promotions, June 20, 2001.

Time.com (Time Magazine) interview analyzing Erickson v. Bartell Drug Co., a federal district court decision holding that an employer violated Title VII of the Civil Rights Act of 1964 by excluding coverage for prescription contraceptives from its employee health benefit plan, June 13, 2001.

Careerbuilder.com interview explaining the employment-at-will doctrine and suggesting strategies for employees seeking a stable working environment, June 13, 2001.

Cnet.com interview discussing what happens when an employer declares bankruptcy when employees have not yet been paid wages they already have earned, April 20, 2001.

ITworld.com interview regarding possible causes of action available to terminated technology workers and options available to tech workers that may make their employment less vulnerable, March 19, 2001

Miami Daily Business Review interview examining why the number of retaliation charges filed with the Equal Employment Opportunity Commission have risen fifty percent since 1993, March 1, 2001.

Electronic Business Magazine (www.eb-mag) interview exploring legal theories that terminated high-tech employees can assert against their failing employers, February 28, 2001

Wisconsin Public Radio one-hour interview concerning the U.S. Supreme Court's conclusion that the Americans with Disabilities Act does not apply to state government employers (Garrett v. University of Alabama-Birmingham), February 22, 2001.

Human Resources Magazine regarding a Maine Supreme Court decision holding that an employee's statutory right to see his or her personnel file extends to the employer's internal theft investigation report, February 21, 2001.

Business Week (NY) magazine interview regarding “disappointment litigation”; lawsuits initiated by employees of failed corporations (e.g., dot.coms) who accepted employment and reduced compensation packages expecting to profit from rapidly appreciating equity interests, January 24, 2001.

The Standard-Times (New Bedford, MA) analyzing a current federal court lawsuit (Lopes) in which a terminated deputy fire chief is alleging First and Fourteenth Amendment violations and unlawful deprivation of his property interest, December 21, 2000.

Smart Money identifying and discussing recent cases where employees’ off-duty conduct resulted in unlawful discharges, December 12, 2000.

Concord Monitor (NH) regarding allegations that the Girl Scouts selected inaccessible meeting and camping sites in order to exclude a troop member with cerebral palsy, December 6, 2000.

American Lawyer Media interview about Carleton College v. NLRB (8th Cir. 2000), a U.S. Court of Appeals case that reviewed whether Carleton College discharged an adjunct faculty member for union organizing in violation of the National Labor Relations Act, October 30, 2000. American Lawyer Media publishes law.com and the National Law Journal, October 27, 2000.

Birmingham Post-Herald (AL) newspaper regarding Garrett v. University of Alabama at Birmingham (pending U.S. Supreme Court case) that will determine whether Americans with Disabilities Act lawsuits against state agencies are barred because of Eleventh Amendment Immunity, October 9, 2000.

McKnight’s Long-Term Care News concerning a recent NLRB decision that grants nonunion employees the right to have a second person accompany him or her to a meeting with the employer where discipline is possible, August 18, 2000.

ADRWorld.com regarding ADR educators and professionals’ efforts to participate substantively in the Minnesota legislative process, August 14, 2000.

CityBusiness, The Business Journal of the Twin Cities discussing the national role that both the Dispute Resolution Institute at Hamline University and the state of Minnesota play in ADR development, July 10, 2000.

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WCCO radio concerning the striking Hotel Employees and Restaurant Employees demands and the likelihood of settlement, Minneapolis, MN, June 20, 2000.

KSTP-TV Evening News regarding the Hotel Employees and Restaurant Employees strike against a group of major Minneapolis hotels, Minneapolis, MN, June 16, 2000.

Office.com concerning the future of labor unions as the United States shifts from the "Old Economy" to the "New Economy," April 25, 2000.

Smithsonian magazine examining the Federal Aviation Administration's rule requiring commercial airline pilots to retire when they reach sixty years of age, and comparing that rule to ADA accommodation requirements, April 3, 2000.

ADRWorld.com concerning the future of online mediation, March 30, 2000.

Omaha World Herald (NE) newspaper regarding a new city ordinance that requires city contractors to both pay a "living wage" of \$7.90/hr and provide health insurance. The ordinance also "encourages" binding arbitration for first contracts and authorization card recognition, March 10, 2000.

Knight-Ridder News Service concerning the first successful union organizing drive at a Wal-Mart store, which was particularly significant because the store is located in historically anti-union east Texas, February, 26, 2000.

Newhouse News Service exploring the role of organized labor in the rapidly expanding technology sector, February 24, 2000.

Salt Lake Tribune (UT) regarding a male employee alleging gender discrimination and hostile work environment because he was required to do all the heavy lifting, December 29, 1999.

The Oakland Tribune (CA) examining California's proposed law requiring employers to pay overtime whenever employees work more than eight hours in a single workday, rather than only when employees work more than forty hours per week, December 28, 1999.

ABCNews.com explaining why subcontracting is such an explosive issue and outlining the risks to both the union and management if the Machinists strike at Boeing, posted online twice on both August 28 and September 5, 1999.

Professor David A. Larson, continued

National Law Journal exploring why parties may prefer ADR as opposed to litigation and the success of the Dispute Resolution Institute, August 19, 1999.

HR Focus, an American Management Association publication, concerning ways in which human resource professionals can use ADR processes to manage workplace conflict, August 19, 1999.

www.thewhiz.com internet news service identifying the types of questions employers legally cannot ask applicants, and suggesting that certain types of technically legal questions should be avoided, published online June 29, 1999.

The Ledger (Lakeland, FL) newspaper addressing whether the city of Winter Haven must provide restrooms at the bus station for its bus drivers or whether the City can simply direct its drivers to use restrooms several blocks away, published June 24, 1999.

Saint Paul Pioneer Press (Business Section feature article) discussing why parties struggling to resolve disputes increasingly are turning to mediation, Saint Paul, MN, published June 13, 1999.

Minnesota Public Radio describing the Hamline University School of Law Dispute Resolution Institute, explaining what ADR processes are available, and reflecting on my experiences as a Hearing Examiner for the Nebraska Equal Opportunity Commission, broadcast June 12, 1999.

Mademoiselle magazine (August) suggesting that employee required to attend after-hour client functions may be entitled to overtime compensation under the Fair Labor Standards Act, May 25, 1999.

Christian Science Monitor (Boston) analyzing discrimination claims asserted against, and affirmative action plans implemented by, municipal fire and police departments, March 3, 1999.

Christian Science Monitor (Los Angeles) exploring whether employers act unlawfully when they discharge or refuse to hire employees/applicants who have children, January 27, 1999

Associated Press (Washington, D.C.) explaining the discrimination complaint procedure federal employees must follow and suggesting reasons why the number of complaints filed in the federal sector continues to increase, December 3, 1998. The article appeared in numerous national publications including the Boston Globe, the Denver Post, the Dallas Morning News, the Detroit News, the Arizona Republic, the News & Observer (Raleigh, NC), the Star-Tribune

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(Minneapolis, MN), the Orange County Register (CA), the Las Vegas Review Journal, Dow Jones Business Online, and AP Online.

www.office.com (Winstar) (Miami, FL) exploring how labor unions' new organizing strategies may affect small and medium size businesses, October 30, 1998.

L. A. Times (CA) discussing ways in which employees' frustration and anger can manifest itself other than workplace violence, October 26, 1998.

New Haven Register (CT) exploring both why labor union membership is declining and whether unions will be able to reverse the trend, October 20, 1998.

Dow Jones News Service (New York) concerning the manner in which an employer is attempting to settle Fair Labor Standards Act litigation, October 19, 1998.

WOWT-NBCTV (Omaha) discussing whether or not it is lawful for a dating service to charge men but not women, September 24, 1998.

National Public Radio (Washington, D.C.) regarding recently published ABA statistics revealing that fewer than 8% of ADA plaintiffs are successful, September 2, 1998.

Denver Post (CO) discussing the CWA-US West strike, September 1, 1998.

St. Petersburg Times (Florida) regarding whether a woman asserting that heat exacerbates her multiple sclerosis is entitled, as a reasonable accommodation, to park in the covered executive parking lot the car she uses only to commute, August 27, 1998.

Associated Press (Carbondale, IL) addressing whether nerve conduction tests to identify carpal tunnel syndrome propensity violate the ADA, August 11, 1998.

Opinion/editorial piece reflecting on the relevance of Labor Day in 1998 for the radio program "Talking History," to be broadcast Labor Day on numerous stations including WRPI (NY) and KIOF (NE), July 26, 1998.

Arthur Andersen website (www.knowledgespace.com) exploring whether employers can subcontract work without creating labor unrest, July 23, 1998.

Professor David A. Larson, continued

KFAB (Omaha, NE) discussing what might occur after the GM-UAW labor arbitration is completed, July 23, 1998.

Arthur Andersen website (www.knowledgespace.com) suggesting how United States multi-national companies can prepare managers to work in foreign offices, July 22, 1998.

Arthur Andersen website (www.knowledgespace.com) regarding the GM-UAW labor arbitration, July 21, 1998.

American Management Association website (www.amanet.org/news) discussing company-wide structural problems underlying the GM-UAW labor dispute, July 21, 1998.

Associated Press (South Bend, IN) regarding former football coach Joe Moore's successful age discrimination in employment claim against the University of Notre Dame, July 16, 1998.

CBS Radio (Detroit, MI) concerning General Motors management's efforts to enjoin the UAW strike and compel arbitration, July 13, 1998.

Pittsburgh Tribune-Review (Pittsburgh LIVE) regarding the tension between employees' First Amendment rights and political patronage hiring and firing, July 7, 1998.

Newsweek (Chicago) magazine analyzing the Supreme Court's decision in Bragdon v. Abbott, in which it held that asymptomatic HIV-infected individuals are protected under the Americans with Disabilities Act, July 2, 1998.

Risk and Insurance (New York) discussing why employment litigation is increasing and how human resources managers can avoid lawsuits, June 5, 1998.

knowledgespace.com (Arthur Andersen (Chicago)) website regarding extraterritorial application of U.S. employment laws, June 3, 1998.

Houston Chronicle (Texas) (reprinted in the Anchorage Daily News (Alaska)) concerning whether a post-Valdez Exxon employment policy (barring employees with drug or alcohol abuse histories from working in 1,500 safety-sensitive jobs) violates the ADA, May 28, 1998.

Hearst News Media concerning a Maryland brokerage house employee's sexual harassment case and the enforceability of mandatory arbitration clauses in employment contracts, May 19, 1998.

Professor David A. Larson, continued

Knight Ridder News Service (printed in The San Diego Union-Tribune and The Sacramento Bee (CA)) suggesting that employers should consider mediation when sued by employees who continue working while simultaneously alleging unlawful discrimination, April 10, 1998.

KFOR radio suggesting that, even if the plaintiff prevails, the Ellerth sexual harassment case currently before the U.S. Supreme Court will not significantly increase the chances of Paula Jones successfully appealing her summary judgment dismissal, Lincoln, NE, April 22, 1998.

Wall Street Journal exploring whether the federal government should have been allowed to discharge an alcoholic DEA employee who eventually shot and killed a coworker, Atlanta (GA) Bureau, April 21, 1998.

ABC-KETV (Omaha) exploring whether Americans file an inordinate number of frivolous lawsuits, (ABC-KETV), Omaha, April 15, 1998.

"The John McLaughlin Show" nationally syndicated American Radio Network program discussing Judge Wright's decision to grant President Clinton's summary judgment motion in Jones v. Clinton, April 4, 1998.

NBC-WOWTV (Omaha) examining a proposed ballot amendment to the Nebraska Constitution to "eliminate an existing exception to the prohibition on the suspension of the writ of habeas corpus," and criticizing the failure to adequately explain the proposal on the ballot, April 4, 1998.

KFAB discussing Bangor, Maine dentist's refusal to treat an HIV-positive patient in his office and the obligations of health care professionals under the Americans with Disabilities Act, Omaha, NE, April 2, 1998.

KFAB one hour radio program entitled "Understanding Sexual Harassment Law," that included responding to listeners' questions, Omaha, NE, March 3, 1998.

Scripps-Howard News Service (Washington, D.C.) concerning arbitrator's decision to shorten NBA player Latrell Sprewell's suspension (for choking coach P.J. Carlissimo), March 5, 1998.

KFAB radio discussing the U.S. Supreme Court's decision in Oncale v. Sundowner Offshore Services holding that Title VII prohibits same-sex sexual harassment, Omaha, NE, March 5, 1998.

Akron Beacon Journal (Ohio) discussing what can occur when an employee sues his/her employer but remains on the job, and suggesting that the parties should consider mediation to preserve existing relationships, February 18, 1998.

Omaha World Herald discussing golfer Casey Martin's Americans with Disabilities Act case and other recent ADA developments, February 16, 1998.

The Washington Post (Washington, D.C.) discussing whether two asthmatic Maryland plaintiffs will be able to successfully use the Americans with Disability Act (Title III) to force the Ruby Tuesday Restaurant chain to adopt a no-smoking policy, February 11, 1998.

The Star Tribune (Minneapolis, MN) explaining the law of sexual harassment and discussing the sexual harassment cases pending before the United States Supreme Court, February 10, 1998.

St. Paul Pioneer Press (St. Paul, MN) discussing the divisive effect Honeywell's two-tier wage offer (which distinguishes current employees from future employees) can have on union solidarity, employee loyalty, and employee productivity, February 2, 1998.

USA Today (Arlington, VA) editorial page concerning sexual harassment law and recent allegations against President Clinton, January 28, 1998.

Spokesman Review (Spokane, WA) analyzing employers' expanding use of part-time employees and addressing whether labor unions can effectively organize and represent part-time employees, January 27, 1998.

Bakersfield Californian (Bakersfield, CA) exploring why, in spite of intense media coverage of sexual harassment situations, workplace sexual harassment still occurs, January 27, 1998.

National Law Journal (New York, New York) discussing whether the PGA's refusal to let disabled golfer Casey Martin use a golf cart violates the American With Disabilities Act, January 26, 1998.

Scripps Howard News Service (Washington, D.C.) concerning whether President Clinton's alleged affair with Monica Lewinsky constitutes unlawful sexual harassment, January 26, 1998.

Hospitals and Health Networks (published by the American Hospitals Association) concerning the NLRB Regional Office's January 8th decision holding that New Jersey HMO physicians are not "employees" as defined under the National Labor Relations Act and that, therefore, union organizing activity will not be protected.

Windows magazine (Creighton University) concerning a) the Teamsters Union recent problems and successes and b) future strategies for the American Labor Movement.

Fast Times (Des Moines, Iowa) discussing the future of affirmative action programs after two recent developments: the United States Supreme Court's refusal to overturn California's Proposition 209 outlawing preferences, and the Houston, Texas voters' decision to retain their city's affirmative action plan, November 18, 1997.

Gannet Suburban News Service exploring why defendants who lose discrimination cases occasionally find themselves being sued again and discussing ways employers can educate their workforce, Westchester County, New York, November 19 and 20, 1997.

USA Today concerning Mitsubishi's decision to seek sanctions against the EEOC. I explained that, although the EEOC probably should have prepared deposition witnesses differently, its conduct was not unethical or unlawful, Washington, D.C., October 29, 1997.

Newsnight Minnesota Public Television program. The interview addressed whether organized labor can regain the strength it had in the 1950s, KTCA-TV, St. Paul, MN, October 14, 1997.

Omaha World Herald analyzing a recent Nebraska Age Discrimination in Employment case and discussing age discrimination litigation generally, Omaha, NE, September 25, 1997.

Nurse Week (California) magazine analyzing August 15, 1997, Ninth Circuit opinion denying a nurse's ADA claim, August 27, 1997.

Baltimore Sun addressing the national decline in private sector union membership and the impact on U.S. workers if NAFTA expands to include Chile, August 21, 1997.

Prairie Public Radio (Bismarck, ND) addressing whether organized labor will be able to preserve full-time jobs as we move into the 21st century, August 20, 1997.

Omaha World Herald exploring why the Teamsters were successful in their strike against UPS, August 20, 1997.

Nebraska Public Radio (Lincoln) discussing the tentative UPS-Teamsters' settlement and what impact this may have on unions in Nebraska, August 19, 1997.

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Dow Jones Wire Service (New York) concerning whether the tentative agreement represents a Teamsters' victory and whether they will be able to carry this success over into other industries, August 19, 1997.

ABC News On Line (Seattle, WA) concerning the tentative UPS-Teamsters' agreement, August 18, 1997.

Baltimore Sun discussing why the Teamsters want UPS to remain in the multi-employer pension fund, August 14, 1997.

ABC News On Line (Seattle, WA) discussing part-time employment from both worker and management perspectives, August 13, 1997.

KWOW (Omaha) exploring what can be done to move the UPS-Teamster's negotiations forward, August 12, 1997.

Lincoln Journal Star discussing the UPS-Teamsters strike and the national trend towards hiring independent contractors and part-time employees, August 6, 1997.

Nebraska Public Radio (Lincoln) concerning the UPS-Teamsters' strike and the future of organized labor, August 5, 1997.

KKAR (Omaha) discussing ambulatory situs picketing and secondary boycotts, August 5, 1997.

Wall Street Journal (New York) examining whether allegations of union election improprieties will affect the UPS-Teamsters' strike, August 4, 1997.

KFAB (Omaha) concerning the Teamsters UPS strike, July 31, 1997.

Gannett News Service (Westchester County, NY) exploring whether the Catholic Church is "union-busting" in New York, July 30, 1997.

Federal Discovery News (West Palm Beach, FL) discussing discharged employees' ability to have ex parte communications with current employees of former employer, July 30, 1997.

Bloomberg News (Atlanta, GA) concerning violence in the workplace, July 10, 1997.

Young Physician (New Jersey) exploring whether physicians will now form unions in response to the growth of managed health care organizations, July 1, 1997.

Professor David A. Larson, continued

Nebraska Public Radio (Lincoln) discussing when an employee can sue her employer for misrepresentation, July 1, 1997.

Riverside Press-Enterprise (Riverside, CA) discussing a sexual harassment case in California, June 26, 1997.

Kiplinger's Personal Finance Reports (nationally syndicated television financial news program--Florida office) concerning whether employees have a right to seek legal advice before discharge (generally no), July 20, 1997.

San Francisco Business Times (California) discussing sexual harassment law and the Civil Rights Act of 1991, April 29, 1997.

Dow Jones International News discussing why Ford and Chrysler local unions are striking even though national labor agreements were signed several months ago, New York, New York, April 28, 1997.

KFAB explaining why the Family Friendly Workplace Act will not be helpful for many employees, Omaha, NE, April 11, 1997.

Lincoln Journal Star discussing why organized labor opposes the Family Friendly Workplace Act, Lincoln, NE, April 11, 1997.

Copely News Service (Illinois) discussing how an employee should respond to sexually harassing conduct at the workplace, April 3, 1997.

Des Moines Business Record (Iowa) examining whether OSHA should provide a penalty-free consulting service or whether it should simply concentrate on enforcing workplace safety laws, March 31, 1997.

Gannett News Service (New York) discussing whether an African-American employee discharged by an African-American supervisor can ever recover for unlawful race discrimination, and explaining the difference between race and color discrimination, March 26, 1997.

Home News & Tribune (New Jersey) discussing the impact minority employee associations have had on companies to date and possible future impact, February 12, 1997.

Gannett News Service (New York) concerning the tension created when corporations engage in downsizing and the ways in which organized labor can respond, February 3, 1997.

Los Angeles Times (CA) discussing burden of proof and evidentiary problems encountered by plaintiffs alleging unlawful discrimination, December 16, 1996.

Professor David A. Larson, continued

Houston Chronicle concerning sexual harassment allegations directed at a supervisor working on the Barney (. . . purple dinosaur) show, November 22, 1996.

Crains Cleveland Business Journal (Ohio) analyzing whether the Americans with Disabilities Act is accomplishing its goals, November 22, 1996.

Nikkei (Japan) (equivalent to the United States' Wall Street Journal) concerning the Lockheed Martin age discrimination settlement, November 21, 1996.

Wilmington News Journal (Delaware) discussing whether physicians will organize and form unions to counter the growth of large managed care organizations, November 20, 1996.

Gannett News Service (New York) explaining federal antidiscrimination law, November 18, 1996.

San Francisco Chronicle (California) concerning the constitutionality of the California Civil Rights Initiative and the effect it will have on local government contracting programs, November 12, 1996.

KRGI discussing the vote in favor of the California Civil Rights Initiative and racial discrimination allegations against Texaco, Grand Island, NE, November 12, 1996.

Dallas Morning News assessing the AFL-CIO's efforts to influence the 1996 Presidential and Congressional national elections and describing the anti-labor legislation that Republicans will continue to propose, November 7, 1996.

NBC Radio (New York, New York) discussing audiotapes (laced with racial epithets) revealed by a recently discharged Texaco employee. The tapes were not produced when requested in a pending race discrimination case and their existence has serious criminal and civil implications, November 5, 1996.

The Commercial Appeal (Memphis, TN) discussing a current sexual harassment lawsuit involving a prominent state senator, November 1 and 6, 1996.

Money magazine explaining erosion of the employment-at-will rule and the Civil Rights Act of 1991, New York, NY, October 30, 1996.

Professor David A. Larson, continued

Dow Jones International News (also published in Dow Jones Capital Market Reports) concerning UAW President Yokich's warning to GM that, without a new contract, local unions might strike at any time, New York, NY, October 29, 1996.

Radio Iowa explaining why podiatrists are forming a national AFL-CIO affiliated labor union and predicting that more physicians will organize in response to managed care health organization expansion, Des Moines, Iowa, October 29, 1996.

Dow Jones International News discussing the UAW's threat to strike against GM on Sunday if a new collective bargaining agreement is not signed, New York, NY, October 25, 1996.

Des Moines Business Record (Iowa) concerning OSHA's decision to publish proposed voluntary guidelines on the Internet rather than in the Federal Register, printed October 21, 1996.

American Bar Association Journal (Illinois) exploring how the aging of the "baby boomer" generation may affect application and interpretation of the Age Discrimination in Employment Act, Chicago, IL, October 15, 1996.

Saint Paul Pioneer Press (Minnesota) discussing the upcoming Teamster's presidential election, candidates Ron Carey and Jimmy Hoffa, Jr., and whether this election will have a significant impact on the future of organized labor, St. Paul, MN, October 14, 1996.

WCCO-TV (Minneapolis ABC affiliate) explaining sexual harassment law and analyzing depositions and pleadings to determine whether a Minnesota corporate president had violated Title VII, Minneapolis, MN, October 14, 1996.

Des Moines Business Record (Iowa) concerning OSHA's proposed voluntary guidelines for preventing violence in night retail establishments, printed October 14, 1996.

Dow Jones International News explaining the protection Canadian economic strikers receive compared to U.S. economic strikers, New York, New York, October 2, 1996.

Dow Jones International News discussing Chrysler's UAW contract agreement as compared to Ford's agreement and the pressures it places on General Motors, New York, New York, September 30, 1996.

Professor David A. Larson, continued

Orange County Register, (California) analyzing arguments for and against the California Civil Rights Initiative (prohibiting discrimination against, or preferences for, individuals based on race, color, sex, ethnicity, and national origin), September 27, 1996.

Dow Jones International News exploring whether unions, in addition to the UAW, will be able to negotiate job guarantees and the potential problems the UAW created by agreeing to a two-tier wage structure, New York, NY, September 19, 1996.

Prism (San Francisco State University magazine) concerning the California Civil Rights Initiative's potential impact, San Francisco, California, September 18, 1996.

Cal State University Times explaining both the accommodations employers can make to comply with the Americans with Disability Act and the tax credits and deductions that are available, Los Angeles, California, September 18, 1996.

Dow Jones International News, published on-line worldwide by Dow Jones, concerning the new Ford-UAW collective bargaining agreement in which Ford agreed to maintain 95% of the current 105,000 union jobs (by preserving existing jobs or creating new jobs) for the three year contract term, New York, NY, September 17, 1996.

Omaha World-Herald concerning the unsuccessful attempt to enact federal legislation prohibiting job discrimination based on sexual orientation, September 5, 1996.

KFAB discussing what effect welfare reform legislation (which may flood the workplace with unskilled workers by ending welfare payments for 4.5 million current recipients) will have on organized labor, Omaha, September 1, 1996.

Creighton News Service discussing strategies organized labor can adopt to halt, and perhaps reverse, the national decline in union membership, August 29, 1996.

KRGI explaining why the pending Republican-sponsored Working Families Flexibility Act (which proposes substituting compensatory time-off for overtime pay) is being attacked by organized labor, Grand Island, NE, August 28, 1996.

Nebraska Public Radio discussing whether welfare reform legislation, which will push millions of recipients into the labor market, is a threat or an opportunity for organized labor, August 28, 1996.

Professor David A. Larson, continued

Dallas Morning News (Texas) concerning the AFL-CIO's current aggressive organizing campaign (reprinted in the New Orleans Times-Picayune), August 26, 1996.

The New Orleans Times-Picayune (Louisiana) analyzing the United States Supreme Court decision in Romer v. Evans (holding unconstitutional Colorado's amendment prohibiting legislative, executive or judicial action to protect homosexuals), May 2, 1996.

Student Lawyer (Illinois) magazine discussing how the year I spent with the Equal Employment Opportunity Commission in Washington, D.C. has contributed to my teaching and enhanced my professional opportunities, April 14, 1996.

Grand Rapids Press (Michigan) concerning the UAW's strike against General Motors and the organizing tactics that the new AFL-CIO President is using to increase union membership, distributed nationally by the Cox News Service, April 4, 1996.

Omaha World Herald explaining the recent Fifth Circuit United States Court of Appeals decision rejecting the affirmative action admissions program at the University of Texas Law School and examining that decision's implications, Omaha, April 4, 1996.

Detroit Free Press (Michigan) discussing the Age Discrimination in Employment Act, the movement of "baby-boomers" into the 40 years of age and older protected class, and reductions-in-force under the ADEA, April 3, 1996.

Dayton Daily News (Ohio) exploring why, in a time of declining union influence, the UAW has been able to shut down General Motors, March 18, 1996.

San Antonio Express News explaining how sexual harassment can result in civil and criminal liability, February 22, 1996.

Riverside Press-Enterprise (California) concerning pre-employment honesty testing (polygraph, voice stress analyzer, psychological), February 20, 1996.

Corpus Christi Caller-Times (Texas) discussing problems a plaintiff faces when attempting to prove unlawful sexual harassment, February 9, 1996.

Houston Chronicle discussing whether employees who have filed unlawful discrimination charges can assert Title VII retaliation charges against employers who file (post-employment) lawsuits against

Professor David A. Larson, continued

these employees while the original charges are pending, January 30, 1996.

Hospitality and Gaming Risk Management (California) discussing policies and practices employers can adopt to ensure compliance with the Americans with Disabilities Act, January 24, 1996.

Annapolis Capital (MD) newspaper interview addressing numerous legal issues (such as defamation and negligent failure to disclose) that arise when employers are asked to provide references for former employees, January 16, 1996.

WOW radio discussing the labor shortage in Omaha, December 4, 1995.

Orthodics and Prosthetics Almanac discussing the law of sexual harassment, November 29, 1995.

Omaha World Herald explaining the EEOC's investigation of Hooters restaurants, November 16, 1995.

Associated Press (AP) interview with Atlanta office discussing whether Hooters restaurants' refusal to hire male servers violates Title VII, reprinted in numerous large metro newspapers, (including Phoenix, Seattle, Baton Rouge, Knoxville and Orange County) and in smaller papers in Kansas, Missouri, North Dakota, Florida, Illinois, and Washington, November 15, 1995.

KMTV (CBS) one-hour program examining the need for affirmative action sponsored by the Urban League, Omaha, recorded November 18, 1995.

Houston Chronicle (Texas) challenging the hypothesis that discrimination has gradually been diminishing to the point that the United States no longer needs affirmative action programs, October 20, 1995.

Baltimore Sun (Maryland) discussing the upcoming AFL-CIO election and the reasons for the decline in private sector union membership, October 20, 1995.

Creighton News Service radio explaining why the Davis-Bacon Act should not be repealed (although it should be amended), October 18, 1995.

Grand Rapids Press (Michigan) examining whether employment references frequently result in defamation liability, Grand Rapids, MI, October 10, 1995.

Professor David A. Larson, continued

KFAB discussing the first Americans with Disabilities Act jury verdict in Nebraska. The City of Omaha violated the Act when it transferred (and ultimately discharged) a police officer who is blind in one eye, Omaha, October 9, 1995.

Omaha World Herald discussing the constitutionality of the military's "Don't Ask, Don't Tell" policy for gays and lesbians, October 10, 1995.

Omaha World Herald discussing the first Americans with Disabilities Act jury verdict in Nebraska. The court held the City of Omaha liable for \$50,000 in compensatory damages, October 6, 1995.

Sydney Morning Herald (Australia) discussing whether the "not guilty" verdict in the O.J. Simpson trial will further polarize blacks and whites and accelerate the increasing disenchantment with affirmative action programs, October 5, 1995.

Creighton News Service radio discussing recent events (including the apparent divisive effect of the O.J. Simpson trial verdict) that may reduce support for affirmative action programs, October 5, 1995.

Omaha World-Herald Labor Day issue (with color photograph and personal biography). This front-page interview, entitled "Labor Law Professor Sees Value in Unions," addressed numerous subjects, including the fact that permanent replacement of economic strikers has hurt union organizing efforts, published September 4, 1995.

Westlaw Legal News (internet news service) exploring whether male-to-male harassment at the workplace is actionable under Title VII of the Civil Rights Act of 1964, Eagan, MN, August 31, 1995.

KFAB addressing what private sector unions can do to increase membership in the 1990s, Omaha, NE, August 31, 1995.

Creighton News Service radio discussing specific protections and benefits that unions can negotiate on behalf of their members, August 31, 1995.

Standard Radio News in Washington, D.C. (formerly the Christian Broadcasting Network news service) exploring the future of the American labor movement, August 30, 1995.

KKAR discussing what unions can still do for American workers in 1995, Omaha, NE, August 30, 1995.

Rockford Register Star examining strategies unions employ to organize nonunion workplaces, Rockford, IL, August 30, 1995.

Professor David A. Larson, continued

NBC News Online (NY) concerning the status and strength of the American labor movement, New York, August 28, 1995.

KFOB exploring reasons for declining union membership, Lincoln, NE, August 29, 1995.

Council Bluffs Nonpareil newspaper examining whether there continues to be a need for affirmative action programs, Council Bluffs, IA, July 27, 1995.

Fox television network 9:00 p.m. news broadcast concerning President Clinton's speech addressing the future of federal affirmative action programs, Omaha, July 21, 1995. Audio portion was rebroadcast on radio station KESY (104.5 FM) on July 26th.

Nebraska Public Radio discussing why public sector union membership is rising (now almost 40% of employees) at a time when private sector union membership continues to decline (presently 10.8% of the work force), Lincoln, Omaha, and statewide affiliates, July 25, 1995.

Creighton News Service concerning both the University of California Regent's decision to abolish affirmative action programs and the future of affirmative action generally, July 21, 1995.

KRGI concerning the effect of the June 12, 1995, U.S. Supreme Court case Adarand Constructors, Inc. v. Peña on the future of federal affirmative action programs, Grand Island, NE, June 13, 1995.

KIRO Seattle, Washington one-hour live radio interview concerning a formal 51-page report that concluded Governor Mike Lowry did not commit unlawful sexual harassment, April 25, 1995.

Daily Record legal newspaper discussing tort reform proposals, Omaha, April 18, 1995.

News-Tribune (Tacoma, WA) concerning former Bar Association President Mary Theiler's official report concluding that Governor Mike Lowry did not commit unlawful sexual harassment, (reprinted in the Seattle Daily Journal of Commerce and the Long View Daily News.), March 30, 1995.

Creighton News Service radio concerning whether a federal district court should grant a 10(j) injunction against the owners of major league baseball, March 29, 1995.

Professor David A. Larson, continued

Windows magazine concerning my work on the Labour Codes of the Russian Federation, Belarus, Bulgaria, and Moldova, March 23, 1995.

Toronto Star (Canada) newspaper discussing the controversy surrounding affirmative action here in the United States, March 8, 1995.

South Dakota Public Radio (NPR Affiliate) KUSD discussing the nature and future of affirmative action policies, March 7, 1995.

Austin American Statesman (Austin, TX) newspaper regarding the effectiveness of affirmative action policies, (circulated nationally by Cox News Service), March 7, 1995.

Creighton News Service concerning the significance of McKennon v. Nashville Banner Publishing Company, the U.S. Supreme Court case holding that "after acquired" evidence (discovered subsequent to the filing of a discrimination charge) can limit a discrimination victim's remedy, January 26, 1995.

Boston Herald (MA) and the Atlanta Constitution (GA) discussing jobs and the workplace (1994).

American Bar Association Journal quote for an employment law article appearing in the June 1994 issue (page 32).

Virginian Pilot newspaper in Norfolk, Virginia, concerning the layoff of senior workers by Norfolk city government, July 7, 1994.

KIWR Iowa National Public Radio "Morning Edition" concerning the future of organized labor, broadcast September 5, 1994 (Labor Day).

KFAB (Omaha) concerning the Commission on Worker-Management Relations and possible amendments to the National Labor Relations Act, broadcast September 5, 1994.

The Maddux Report (a Florida business journal) concerning whether employers should have a duty to inform each other about former employees' problematic or dangerous conduct (October 1994).

Creighton News Service radio discussing the fact that employers are increasingly requiring employees to sign employment contracts with broad mandatory arbitration clauses, March 18, 1994.

KETV "Heartland Sunday" concerning rights and obligations created by the Americans with Disabilities Act, Channel 7, June 13, 1993.

"Live at Five" television news broadcast (Omaha) discussing (a) the North American Free Trade Agreement (NAFTA) and (b) the striker replacement bill that Congress currently is considering (1993).

Creighton News Service discussing (a) what changes may occur in U.S. labor legislation under the Clinton Administration and (b) how the North American Free Trade Agreement (NAFTA) will affect U.S. workers, September 2, 1993.

KFAB discussing the U.S. Supreme Court's decision in *Harris v. Forklift Systems*, November 9, 1993.

Creighton News Service discussing *Harris v. Forklift Systems*, November 9, 1993.

Omaha World Herald for an article entitled "Small Firms Struggle to Stay Aware of Discrimination Rules," printed on July 15, 1993.

Creightonian (University newspaper) regarding my critique of the draft Russian Labor Code (1993).

Per Curiam (law school newspaper) regarding the Americans with Disabilities Act and the European Community Law (Cambridge University) presentations I made during the summer, October 1993.

Creighton News Service radio interview, "The Future of the Maastricht Treaty," Sept. 21, 1993.

Creighton News Service radio interview explaining disparate impact employment discrimination and discussing whether disparate impact litigation will be expanded under the Clinton Administration, January 18, 1993.

Creighton News Service radio discussing the UAW Caterpillar Strike and the issue of permanent replacement workers, April 7, 1992.

Omaha World-Herald regarding drug testing by both public and private employers, May 15, 1992.

NBC television interview discussing employers' new obligations under Title I of the Americans with Disabilities Act, Channel 6 12:00 News, July 23, 1992.

Creighton News Service radio discussing the Americans with Disabilities Act, July 24, 1992.

Professor David A. Larson, continued

"Heartland Sunday," one-half hour television program discussing the Americans with Disabilities Act, Channel 3 July 26, 1992.

Omaha World-Herald concerning possible reasons why the number of discrimination charges filed with the Nebraska Equal Opportunity Commission declined this past year, August 26, 1992.

KFAB discussing settlement of the Contel of California case (this employer presumed all Hispanic employees could speak Spanish and required only Hispanic employees to service Spanish-speaking customers), September 2, 1992.

Nebraska Public Radio (NPR) about the future of organized labor in the United States, which was broadcast across the state on Labor Day, August 2, 1992.

Creighton News Service about the continuing decline in union membership, August 3, 1992.

NBC Television interview concerning the future of labor unions, Channel 6 News broadcast 6:00 and 10:00 p.m., September 7, 1992.

Creighton News Service radio, "Developments Concerning Sexual Harassment Since the Anita Hill Testimony," October 2, 1992.

"Health and Wellness Connection," principal guest on the live television program concerning the Americans with Disabilities Act, Omaha, NE, October 15, 1992.

Windows magazine concerning the ongoing conflict in Yugoslavia, Omaha, NE, November 3, 1992.

KKAR and KFAB concerning the proposed Regulations and Appendix for the Americans With Disabilities Act, broadcast April 4, 1992.

Omaha-World Herald regarding the reasonableness of the Americans with Disabilities Act, April 4, 1992.

Creighton News Service discussing Anita Hill's appearance on the television program "60 Minutes", Feb. 3, 1992.

Omaha World-Herald examining why discrimination complaints are rising, published Sept. 25, 1991.

Creighton News Service discussing Senator John Danforth's Compromise Civil Rights Bill of 1991, Sept. 25, 1991.

Professor David A. Larson, continued

KMTV, Omaha World Herald and WDCB (Glen Ellyn, IL.)
concerning the nomination of Judge Clarence Thomas to the U.S.
Supreme Court 10, 1991.

KQKQ discussing Congressional reforms suggested by President Bush in
the wake of the Supreme Court nomination hearings, broadcast
Sunday, Oct. 27th, 1991.

Creighton News Service discussing how the proposed Civil Rights Bill of
1991 will affect sexual harassment charges, Nov. 4, 1991.

KFOR discussing sexual harassment, Lincoln, Nov. 5, 1991.

CBS-TV Affiliate (Omaha) discussing sexual harassment, Nov. 7, 1991.

KEFM sexual harassment, broadcast Nov. 9, 1991.

Lincoln Journal Star "Sex Harassment Solutions Said To Be Evolving,"
Sunday edition, Nov. 10, 1991.

Television interview discussing Americans With Disabilities Act, Creighton
News Service, Nov. 15, 1991. Interview was broadcast on KSTF TV
(Scottsbluff, NE), KNOP TV (North Platte, NE), KHGI TV (Kearney,
NE), KHAS TV (Hastings, NE), KXMB TV (Bismarck, ND), KDLT TV
(Sioux Falls, SD), KCAU TV (Sioux City, IA), KOLN TV (Lincoln, NE),
WDCB (Glen Ellyn, IL), and WOWT (Omaha, NE).

Creighton News Service questioning why the Office of the President
would issue a directive critical of existing affirmative action guidelines
at the same time President Bush was signing the Civil Rights Act of
1991, Nov. 22, 1991.

KFAB discussing fetal protection policies and the oral arguments for the
U.S. Supreme Court case UAW v. Johnson Controls, Oct. 10, 1990.

KKAR one-hour program, "The Americans with Disabilities Act," April 24,
1990.

KFAB one-hour program "The Omnibus Civil Rights Act of 1990 and the
Americans with Disabilities Act," April 23, 1990.

Creighton News Service radio discussing the Omnibus Civil Rights Bill
of 1990, March 6, 1990.

Creighton News Service discussing Fourth Amendment protections in
the context of the "War on Drugs", September 15, 1989.

Professor David A. Larson, continued

Creighton News Service examining two recent Supreme Court decisions involving drug testing (National Treasury Employees Union v. William VonRaab, Commissioner, United States Customs Service and Samuel Skinner, Sec'y of Transportation v. Railway Labor Executives Association), broadcast by 19 stations (1989).

Selected Teaching Innovations

Created and continue to teach the first full semester dispute resolution course in the United States (2000) focused on Online Dispute Resolution (ODR) - first named ADR and Technology, now Cyber Skills and Dispute Resolution

For eight of the past ten years have arranged a series of three negotiations between my students and students at the University of Hong Kong contrasting and comparing three different platforms – email, instant messaging, and video conferencing

Bring numerous leading experts from across the country and around the world to make inter-active video presentations in all of my classes. In the fall semester 2015, for example, Stanford Law School Professor and former Chair of the National Labor Relations Board William Gould joined our Labor Law class and National Mediation Board Chief of Staff Daniel Rainey joined our Arbitration class.

Created story lines in collaboration with Professor Carolyn Levy and the Hamline University award winning social justice theater group Making Waves. We constructed role playing exercises involving my students and the actors for my Employment Discrimination Law class (2014) and my Labor Law class (2015)

Grants and Fellowships:

Law School Summer Research Grants, multiple beginning 1988 - present
U.S. West Advanced Technology Fellowship, 1998-99
Millsaps College Summer Research Grants, 1981-83

Professional Association Leadership Positions, Awards and Honors:

- Elected Chair-Elect of the American Bar Association Section of Dispute Resolution, August 2020.
- Co-Chair of a new American Bar Association Online Dispute Resolution (ODR) Task Force to study and report to the Section of Dispute Resolution on the state of ODR and on how the Section's expertise and credibility might advance the availability, use and quality of ODR, August 2019.

- John H. Faricy Jr. Chair for Empirical Studies 2018 - 2020
- Fellow, American Bar Foundation
- Fellow, National Center for Technology and Dispute Resolution
- Co-chair of the American Bar Association Section of Dispute Resolution Technology Committee, October 2015 - present
- Problem writer for the American Bar Association Arbitration Competition 2018 – 2019, 2019 – 2020.
- Member of the American Bar Association Law School Division Arbitration Competition Subcommittee for 2008 – 2016. Chairperson 2010 – 2012, 2014 – 2015. Committee is responsible for reviewing and revising the problem used for the competition, drafting and rewriting the rules for the competition, administering the Regional and National competitions, and resolving any disputes that arise.
- Appointed Fellow at the National Center for Technology and Dispute Resolution, 2015 - present. The Center supports and sustains the development of information technology applications, institutional resources, and theoretical and applied knowledge for better understanding and managing conflict, www.odr.info
- Fellow, American Bar Foundation (2012 - present)
- Liaison to the American Bar Association Futures Commission, appointed October 2015.
- I accepted an appointment to the Editorial Board of the first international journal dedicated to online dispute resolution – The International Journal of Online Dispute Resolution. Eleven International Publishing, the publisher of the international treatise on *ODR Theory and Practice*, is publishing the first international journal dedicated to ODR. The journal publishes peer-reviewed articles as well as shorter essays, reviews, news, and comments. Volume 1, Issue 1 was published in the spring of 2014.
- Member of the Legal Education, ADR, and Problem-Solving (LEAPS) Task Force of the ABA Section of Dispute Resolution's Law Schools Committee's consultant panel on Labor and Employment (including Employment Discrimination). As a LEAPS consultant I am listed on the LEAPS website and am available to consult with other faculty as needed about how to incorporate practical problem solving into their labor and employment and employment discrimination courses.

Professor David A. Larson, continued

<http://leaps.uoregon.edu>

- My article titled "Brother Can You Spare a Dime? Technology Can Reduce Dispute Resolution Costs When Times are Tough and Improve Outcomes," 11 Nev. L. J. 523 (2011) reached the finalist stage for the International Institute for Conflict Prevention and Resolution (CPR) Professional Articles Award for 2012
- Dean's Award for Scholarly Engagement 2011
- Vice-Chair, Public Policy Committee, Workplace Sector, Association for Conflict Resolution
- Vice-Chair, Alert Committee (publish summaries and analyses online of recent developments), Workplace Sector, Association for Conflict Resolution

Leadership Council, Workplace Sector, The Association for Conflict Resolution (ACR), 20001 – 2003

Member, American Bar Association E-Commerce and ADR Task Force (draft guidelines for national and international application), 2001

Vice-Chair, American Bar Association, Section of Dispute Resolution, Law School Education and Dispute Prevention Committee, 1999 – 2000

Vice-Chair, Nebraska State Bar Association Labor Relations and Employment Law Section, 1997-1999

Chair, Association of American Law Schools (AALS) Section on Employment Discrimination, 1996

Secretary, Nebraska State Bar Association Labor Relations and Employment Law Section, 1996

Vice-Chair, American Bar Association, Section of International Law and Practice, Employment Law Committee, 1995 – 1996

Chair, American Bar Association Section on International Law and Practice's Subcommittee on East European Employment Law, 1994 – 1996.

"Professor-in-Residence," Equal Employment Opportunity Commission headquarters, Washington, D.C., 1990-91

Faculty Award of Excellence, American Business Law Society Outstanding Young Professor in the United States, 1986

Professor David A. Larson, continued

Fulbright Scholarship, 1986, declined award to attend University of Pennsylvania

Special Recognition for Professional Development (1984, 1985 and 1986) and for Teaching (1985 and 1986)

Research Scholar, Lund University Law School, Sweden, summers 1985, 1988, and 1989

Managing Editor, Recent Decisions Section, Illinois Bar Journal

Phi Beta Kappa, DePauw University

Law School, University, and Professional Service:

Hamline University

- Member of the Mitchell | Hamline School of Law Non-JD International Market Team (2015)
- Law School Appointments, Tenure, and Promotion Committee, various years, most recently (2013 – 2015).
- Law School Diversity Committee (2014 – 2015).
- University Budget Advisory Committee (2014 – 2015).
- Hamline University Retirement Committee (2014 – 2015).
- Faculty Sponsor for the Asian Pacific Law Students Association (APALSA) (2006 – present)
- Appointed by Dean Jean Holloway pursuant to Code of Conduct Section 4.02 to serve as the investigator concerning the Code of Conduct violation allegedly committed by law student Nathan Fry. Mr. Fry was accused of plagiarism. I completed the investigation and submitted my written report and conclusions on March 13, 2014.
- Chairperson, Scholarship and Service Committee (2011 - 2012)
- Appointments, Tenure and Promotions Committee (2011 - 2012)
- University Benefits Committee (2008 – 2011)
- Information Technology Services Advisory Committee (ITSAC), responsible for drafting the University Academic and Administrative Technology Plan (2009 – 2012)
- Academic Technology Committee (ATC), Hamline University (2008 – 2010)
- Faculty Sponsor for the Hamline Law School Labor and Employment Law Student Association (2008 – 2013)
- Law School Appointments, Promotion and Tenure Committee (2008-2009)
- Member of the Hamline University School of Law Web Working Group created to redesign the law school website (2008 – 2009)

Professor David A. Larson, continued

- Law School Steering Committee (2005 – 2008).
- Law School Teaching and Scholarship Committee (Chair 2005 – 2008)
- Higher Learning Commission (HCL) Hamline University Accreditation Committee (2006 – 2007)
- Learning and Living Spaces Framework Group, Hamline University Strategic Plan (2006 – 2007)
- Law School Appointments, Promotion and Tenure Committee
- Law School Special Programs Subcommittee on Online Education (Embanet.com) LL.M. proposal.
- Law School Academic Affairs Committee (Chair 2002 – 2004)
- Law School Technology Committee (Chair 2001)
- Law School Curriculum Committee

Creighton University

- Law School Admissions Committee
- Law School Minority Affairs Committee
- University Committee on Disabilities
- Law School Library Committee
- Law Review Committee
- Judge for Jessup International Moot Court Competition and Domestic Moot Court Competition

Additional International Projects and Selected Professional Development programs:

Tianjin University of Finance and Economics Law School in Tianjin, China received a government grant to pay my expenses to make presentations around China. We traveled over 2,000 miles by high speed train and I made presentations at the law schools at China University of Political Science and Law (Beijing), Wenzhou University, and Tianjin University of Finance and Economics; the River Delta Law Firm in Shanghai; and I visited the Beijing Arbitration Commission and the Labor Dispute Arbitration Commission in Wenzhou. June 2018

External Examiner for the Common Law LL.M. Program at the University of Hong Kong Law School, 3 years, 2016 - 2018

Peer Reviewer for the UNSW Law Journal (University of New South Wales in Australia). February 2018 reviewed an article titled “Judge v Robot: The Rise of Machines Is Upon Us.”

Cyberjustice Laboratory, University of Montreal Law School, Montreal Canada, three presentations 2013 – 2014

Representative of the ABA-UNDP International Legal Resource Center (American Bar Association - United Nations Development Programme),

Professor David A. Larson, continued

along with three other nationally recognized experts. The Project's outcomes include the development of measurable, sustainable goals with respect to law and justice for persons with disabilities (including tools for evaluating progress); e-discussions with organizations that represent persons with disabilities, experts, and international organizations that will be facilitated by the Global Partnership for Disability and Development; and the establishment of an ICT web-based platform (administered by Syracuse University) designed to be accessible by persons with disabilities, 2013.

Contributed 200 pro bono hours to the World Bank/Global Forum on Law, Justice, and Development Project regarding Access to Justice for Persons with Disabilities, which culminated in a presentation that myself and three other members made at the United Nations in New York City, September 13, 2012.

Second Generation Global Negotiation Project in Istanbul, Turkey, Oct. 14 – 17, 2009.

Attended Concord Collegium in Boston, MA, which is the annual national conference for Concord Law School professors and administrators. The conference focused on how we can improve our teaching and also on new technologies being introduced by Concord, Oct. 1 – 3, 2009.

Track Chair for the International and Comparative ADR track of the American Bar Association Section of Dispute Resolution Eleventh Annual Spring Conference, New York City, April 16 – 19, 2009. I reviewed proposals submitted by possible presenters from around the country, made recommendations to the planning committee, and assisted in planning the full program for the meeting.

Arranged for students in my ADR and Technology class to engage in three different technology mediated direct negotiations with students enrolled at the University of Hong Kong. We used a different technology for each negotiation: asynchronous e-mail, Instant Messaging, and webcams. These exercises allowed the students to negotiate using technology, to compare and contrast their experiences with face-to-face negotiations, and to engage in international, cross-cultural negotiations, Spring 2009.

Co-editor for The Bridges newsletter, The College for Reconciliation and Development. The College is a summer program that brings together teachers and students from Israel, the Palestinian Authority, Lebanon and Jordan to work for a solution to the conflict in the Middle East, Summer 2008.

Professor David A. Larson, continued

“Opportunities for Information and Communications Technology (ICT) Experts in the Dispute Resolution Field,” Keynote speaker at Leiden University, the Netherlands, for the 20th Annual Legal Knowledge and Information Systems Conference (Jurix 2007), December 12, 2007. The Jurix 2007 website featuring Professor Larson is at <http://www.jurix2007.org/>

“Opportunities for ODR in Asia,” the 6th Annual International Forum on Online Dispute Resolution. The Forum was organized by the United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP), in collaboration with the Hong Kong International Arbitration Centre (HKIAC) and the University of Hong Kong Faculty of Law (HKU), Hong Kong, China, December 4, 2007.

“Technology Mediated Dispute Resolution (TMDR): An Update of the New Paradigm for ADR,” the Fifth International Forum on Online Dispute Resolution in collaboration with the United Nations Economic and Social Commission for Asia and the Pacific and other organizations, Liverpool, England, April 20, 2007.

Coached two Hamline University School of Law teams in the Fifth International Competition for Online Dispute Resolution (ICODR) in 2006 (<http://www.odr.info/icodr.php>) . One team earned the bronze medal for third place in the Negotiation Competition.

Coached two Hamline University School of Law teams in the Fourth International Competition for Online Dispute Resolution (ICODR). One team earned the gold medal for first place and one earned the silver medal for second place in the Fourth International Competition for Online Dispute Resolution (ICODR) – Negotiation. There were 38 teams in the competition from law schools around the world. The results can be viewed at Harvard University, Cornell University, the University of California-Davis, the University of Maryland, Fordham, the University of California-Hastings, Cardozo, and the University of Toledo participated from the United States. The international teams included the University of Belgrade, the University of Ottawa, Sabanci University, Pontifica Universidad Javeriana, and the National University of Singapore. Both of the Hamline teams finished in the top 18%.

Coached the Hamline University School of Law team, which was awarded a silver medal for second place in the Third International Competition for Online Dispute Resolution (ICODR) – Arbitration, 2004.

One of six United States professors who organized the First International Competition for Online Resolution (Arbitration) and the Second International Competition for Online Resolution (Negotiation). Twenty-

Professor David A. Larson, continued

eight law student teams from sixteen different countries participated in the competition held entirely online using the Thomson-West Corporation's platform (2002 – 2003).

One of six organizers for the First International Online Negotiation Competition, which was conducted using the OnlineResolution platform during Cyberweek 2002 (Feb 24 – March 1). Law schools from twelve universities accepted our invitation to participate. Arizona State University, Ohio State University College of Law, Southern Methodist University School of Law, University of Washington School of Law, Hamline Univ. School of Law, Santa Clara University School of Law, Texas Wesleyan University Law School, Victoria University of Wellington (New Zealand), University of London (United Kingdom), University of Ottawa (Canada), University of Paris – 1 (France), University of Queensland (Australia).

Coached the Hamline University School of Law team, which was awarded a bronze medal for third place in the first International Online Negotiation Competition (2002).

Directed the planning of Hamline's International Commercial Arbitration program in Paris, France and co-taught the three-credit, 42-hour International Commercial Arbitration Summer Study Abroad course in Paris during summer 2002.

Taught a two-credit, 28-hour ADR & Technology course (which I created) at the University of Queensland in Brisbane, Australia (May 2001). Also made presentations to the Law Faculty at the University of Queensland and the Brisbane Law Society.

Taught a two-credit, 28-hour "Transnational Employment Discrimination Law and Dispute Resolution" course (which I created) at the Università di Modena, Italy, July 2000.

Chaired the session "Alternative Dispute Resolution in the United States: Recent Developments," at the ABA Annual National Conference in Dublin, Ireland, July 22, 2000.

After a formal presentation, I taught a seminar at Renmin University (formerly Peoples' University) School of Law explaining the United States labor relations system to Chinese government officials, law school faculty, and law students, Beijing, China, September 11, 1997. "Current Employment Law Issues in the Czech Republic," ABA Section on Labor and Employment Law, International Committee, Prague, Czech Republic (1997)

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"Recent Developments in U.K. and European Union Employment Law,"
ABA Section on Labor and Employment Law, International Committee;
London, England (1996)

"Chinese Employment Law Update," ABA Section on Labor and
Employment Law, Committee on International Law; Hong Kong,
Shanghai, and Beijing (1995)

"European Community and Spanish Employment Law Update," ABA
Section on Labor and Employment Law, Committee on International
Law; Barcelona, Spain (1994)

Central and East European Law Initiative legal reform project to establish
an independent judiciary; Bucharest, Romania (1991)

"European Community Employment Law," American Bar Association
Section on Labor and Employment Law, Committee on International
Law; Paris and Strasbourg, France (1989)

Lund University Law School Research Scholar; Sweden (Summer 1985,
1988, 1989)

Antioch College Comparative European Urban Studies Program;
Yugoslavia, Holland, and England (Sept.-Dec. 1974)