

OREN R. GRIFFIN

I. PERSONAL

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II. CURRENT POSITION

Associate Dean for Strategic Initiatives, Mercer University, School of Law

Research Agenda and Courses Taught: Alternative Dispute Resolution, Civil Procedure, Labor and Employment Law, and Higher Education Law and Policy

III. EDUCATION BACKGROUND

J. D., Washington and Lee University, School of Law, 1996
Lexington, Virginia

Ph.D., University of Iowa, 1994
Higher Education Administration and Policy Studies
Dissertation – Risk Management Case Study: A Characterization of Tort Liability at Public Universities
Iowa City, Iowa

M.A.E., University of Northern Iowa, 1988
Postsecondary Education: Student Affairs
Cedar Falls, Iowa

B.S., Southern University at New Orleans, 1987
Business Administration
New Orleans, Louisiana

IV. EMPLOYMENT EXPERIENCE

MERCER UNIVERSITY SCHOOL OF LAW

Macon, GA

2006 - Present

Visiting Associate Professor of Law

Assistant Professor of Law

Associate Professor of Law (Tenured)

**Professor of Law (Promotion to rank of Full Professor
approved by faculty vote December 2, 2015.)*

Associate Dean for Academic Affairs (2012-15)

Associate Dean for Strategic Initiatives (2015-Present)

ELARBEE, THOMPSON, SAPP & WILSON, LLP

Atlanta, GA

2000-2006

Labor and Employment Attorney (Partner)

- Successfully mediated employment disputes for private colleges and major research universities, and draft settlement agreements.
- Litigated state law and federal claims on behalf of various educational institutions and private sector entities.
- Responsible for the development of pretrial proceeding and litigation strategy used to defend against lawsuits.

MILLER, CANFIELD, PADDOCK & STONE, PLC

Kalamazoo, MI

1997-2000

Labor & Employment Attorney

- Represented unionized employers in collective bargaining, labor arbitrations, and defending against unfair labor practice allegations.
- Conducted internal investigations, witness interviews, and drafted fact-finding reports regarding employment discrimination charges, and provided research and litigation support.
- Counseled employers and management representatives on labor and employment matters including the Americans with Disabilities Act, the Family and Medical Leave Act, Whistle-blowing and Retaliation Prevention Strategies, and Employee Misconduct Investigations.

UNIVERSITY OF NORTHERN IOWA

Cedar Falls, IA

1989-1993

Special Projects Assistant

Vice President's Office for Administration & Finance

- Managed strategic initiatives with direct impact upon administrative units in the Administrative and Finance Division including Plant Operations, Risk Management, Property Management, and Budget Development.
- Served as Vice President's liaison on numerous university committees in areas of intercollegiate athletics, student services, and academics affairs.

- Facilitated strategic planning development process for the Administration and Finance Division.

V. **HONORS & PROFESSIONAL ACTIVITIES**

Mississippi Supreme Court, Judicial Law Clerk, 1996-97
 National Association for College and University Attorneys
 American Bar Association
 American Association of Law Schools (AALS)
 State Bar of Georgia, Public Service Award
 State Bar of Georgia
 State Bar of Michigan
 Bleckley Inns of Court
 Southern University Distinguished Alumni Award, 2004
 United Way
 Southern Association of Colleges and Schools, Hearing Officer
 Association for the Study of Higher Education
 Journal of College and University Law Editorial Board

VI. **SELECTED PROFESSIONAL AND SCHOLARLY PRESENTATIONS**

Georgia State University, Manager's Duty of Care: Strategies for Avoiding Harassment, Retaliation, and Violence in the Workplace, September 2003, Atlanta, Georgia.

National Association for College and University Attorneys CLE Workshop, Race, Gender And Other Outreach and Strategies In College And University Hiring March, 2004, Atlanta, Georgia.

International Association of Campus Law Enforcement Administrators, Tort Theory and Campus Safety: The Role of Campus Law Enforcement in the Context of the College's Legal Duty as Landowner, Annual Meeting, Ottawa , Canada, June 26, 2004.

Stetson University National Conference on Law and Higher Education, Liability Issues Related to Campus Security and Law Enforcement: Providing Reasonable Security Without Creating Unreasonable Expectations, Clearwater Beach, Florida, February, 22, 2005.

The Alabama College System Human Resources Management Association-Fourth Annual Diversity Conference, Navigating Legal Issues of Diversity in the Classroom, September 14-15, 2005, Sheraton Birmingham Hotel, Medical Forum Conference Center, Birmingham, Alabama

The Sixth Annual Georgia Conference on Ethics & Standards for Community Services Organization, Employment Related Issues, Atlanta, Georgia, July, 2005

Stetson University National Conference on Law and Higher Education, Liability Issues Related to Campus Security and Law Enforcement: Providing Reasonable Security Without Creating Unreasonable Expectations, Sheraton Sand Key Resort, Clearwater Beach, Florida, February 22, 2005.

Southern Crescent Society For Human Resource Management, Is Your Organization at Risk for Unintentional Age Bias? Clayton State University, October 25, 2005

The Alabama College System Presidents Association Fall Conference, Conflict Resolution, October 5, 2006, Marriott at Capitol Hill, Prattville, Alabama.

Stetson University Law and Higher Education Conference, Managing Campus Security and The Rule of Law, Clearwater Beach, Florida, February, 2006.

Georgia State University, Employment Law and Hiring Practices, January, 2007, Atlanta, Georgia.

Stetson University National Conference on Law and Higher Education, Protecting Employees from Retaliation, February 2007, Clearwater Beach, Florida.

The Alabama College System Human Resources Management Association, Sixth Annual Diversity Conference, Advancing Diversity and Minimizing the Institution's Exposure to Unlawful Discrimination Claims - The Role of Administrative Leaders, October 2007, Sheraton Hotel, Birmingham, Alabama

National Association Student Personnel Administrators, Student Affairs Law and Policy Conference, Taking a closer look at the legal challenges that confront Student Personnel Administrators, Campus Security and Safety Workshop, December, 2007, San Antonio, Texas.

The Community College Conference on Legal Issue (sponsored by Valencia Community College), Campus Security and the Clery Act, February 2008, Orlando, Florida.

National Association for College and University, Annual Conference, Legal Ethics in the Electronic Era, New York, New York, June 2008.

International Association of Campus Law Enforcement Administrators, Annual Conference, Legal Update, June 20, 2009, Quebec Hotel, Quebec City, Quebec, Canada.

Bethune-Cookman University Faculty and Staff Orientation Program, Avoiding Harassment in the University Workplace, August 12, 2009, Daytona Beach, Florida.

Southeastern Association of Law Schools Conference, New Scholars Workshop, West Palm Beach, Florida, Ritz Carlton - An Examination of Social Security Disability Law and Implications for Functionally Illiterate Workers Summer, 2009.

Society of American Law Teachers, Bi-Annual Teaching Conference “Teaching in a Transformative Age: The Law School of the Future.” Beyond Chalk-and-Talk: The Law School Classroom of the Future.” (Presented with Professor Karen Sneddon and Professor Tim Floyd.) Honolulu, Hawaii December 2010.

Stetson University College of Law, National Higher Education Law and Policy Conference. Academic Freedom in Higher Education. Orlando, Florida, February 2011.

University of Houston Law Center, Higher Education Law and Policy Conference, Scholar Roundtable Conference, Houston, Texas, May 2011.

Complaining, Campaigning, and Social Networking, National Association of College and University Attorney Conference, Seattle, Washington, March 2012.

Legal Issues Forum Update for Campus Law Enforcement Professionals, Villanova University. November 2013.

Employment Law Fundamental for Student Affairs Professional. National Association of Student Personnel Administrators Conference, Denver, Colorado, 2014.

Stetson University College of Law, National Higher Education Law and Policy Conference. Internal Investigations in Higher Education. Orlando, Florida, February 2015.

Legal Issues Forum Update for Campus Law Enforcement Professionals, San Diego State University. November 2015.

VII. SELECTED PUBLICATIONS

The Impact of “Fair Use” in the Higher Education Community: A Necessary Exception?, 62 ALB L. Rev. 437 (1998) (co-authored with Stephana I. Colbert, Esq.).

Systematizing Information for Public Sector Risk Management: A Perspective from Higher Education, *Educational Research Quarterly*. 24(2), 21-36, (2000) (co-authored with Prof. Lelia B. Helms and Prof. Alan B. Henkin).

Survey of 1999 College and University Employment Discrimination Decisions, 27 J.C.&U.L. 341 (2) (2000) (co-authored with Tom P. Hustoles, Esq.).

Employment Discrimination Law, 2000 Supplement, American Bar Association, Section of Labor and Employment Law, BNA Books (Contributor).

Accommodating The Learning Disabled Student On Campus, 78 U. Det. Mercy L. Rev. Vol. 78, No. 3 (2001).

National Association of College and University Attorneys, Practical Litigation Series, Giving a Deposition: A Witness Guide (2002).

Investigating Employee Misconduct and Taking Appropriate Remedial Action: The Fundamentals, 182 Ed. Law Rptr. 21(1) (2003).

How You Can Help When Your College is Sued, Chronicle of Higher Education, May 27, 2005, at B11.

Confronting the Evolving Safety and Security Challenge at Colleges And Universities, 5 Pierce L. Rev. 413 (2007).

The Teach Act: Recognizing Its Challenges and Overcoming Its Limitation, 62 J.C. & U.L. 499 (3) (2007) (co-authored with Stephana I. Colbert, Esq.).

Avoiding Retaliation in the Higher Education Workplace in the Aftermath of *Burlington N. & Santa Fe Ry. Co. v. White*, (227 Ed. Law Rep.[1] (Feb. 21, 2007).

Constructing a Legal and Managerial Paradigm Applicable to the Modern-Day Safety and Security Challenge at Colleges and Universities, 54 St. Louis U. L.J. 241 (1) (2009).

Beyond Chalk-and-Talk: The Law Classroom of the Future, 38 OHIO N.U. L. REV. (1) 257 (2012) (with Professor Timothy W. Floyd and Professor Karen Sneddon).

Social Security Disability Law and the Obstacles Facing Claimants with Mental Disabilities, 36 Law & Psychol. Rev. 147 (2012).

Academic Freedom and Professorial Speech in the Post-Garcetti World, 37 SEATTLE U. L. REV. 1 (2013).

A View of Campus Safety Law in Higher Education and the Merits of Enterprise Risk Management, 61.2 Wayne Law Review __ (2015-16).

Campus Safety, Policy and Risk Management, in Emerging Issues in College and University Campus Security, (Thompson Reuters/Aspatore, 2015)

Student Misconduct Investigations: Navigating the Internal Investigation Process in Higher Education, Johns Hopkins University Press, 2016, Baltimore, Maryland. (forthcoming)