

Curriculum Vita
Emily A. Spieler

Dean
Edwin W. Hadley Professor of Law
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Education

Yale Law School, New Haven, Conn. J.D., 1973.
Harvard-Radcliffe College, Cambridge, Mass. A.B. magna cum laude, 1969.

Bar Admissions

State of West Virginia, 1978
Commonwealth of Massachusetts, 1974
Federal courts in West Virginia and Massachusetts

Employment

Dean and Edwin W. Hadley Professor of Law, Northeastern University School of Law.
Appointed July 1, 2002.

Hale J. and Roscoe P. Posten Professor of Law, West Virginia University College of Law,
1990-2002. Courses: Labor Law (collective bargaining and NLRA regulation), Employment
Law (employment standards), Health Law, Social Policy (social insurance and social welfare),
Current Issues in Employment Seminar, Negotiation Skills (mini-course), Appellate Advocacy.
(Visiting Associate Professor of Law and Associate Professor of Labor Studies, 1990-1991;
Associate Professor of Law 1991-1994; Professor of Law May 1994 - 2001; Hale J. and Roscoe
P. Posten Professor of Law effective January 1, 2002)

Fall 2001. Fulbright Scholar, University College Cork, Cork, Ireland (teach/research
award; teaching comparative employment law; researching Irish and EU employment and
disability law)

Sabbatical 1998-1999. Visiting Professor, Faculty of Law, University of Lund, Lund,
Sweden (October 1998); Visiting Scholar, Kennedy School of Government, Harvard
University, and The Health Institute, New England Medical Center, Tufts University
(Spring 1999).

January 1989 - June 1990. **Commissioner, W.Va. Workers' Compensation Fund,** Charleston,

WV (chief executive officer for exclusive state workers= compensation fund, statutorily responsible for revenue collection, claims review, and adjudication).

February 1987 - January 1989 and August 1983-February 1985. **Professor of Labor Studies, Institute for Labor Studies**, West Virginia University, Charleston, WV (Assistant Professor 1983-1985; Associate Professor 1987-1989; joint appointment as Visiting Professor of Law and Labor Studies (1990-1991)).

February 1985 - February 1987. **Deputy Attorney General for Civil Rights**, Office of the Attorney General, State of West Virginia (established and managed new Civil Rights Division; responsible for organizing litigation of backlog of 1500 cases before state Fair Employment Practices agency and state courts; responsible for developing strategy for litigation of new statutory provisions for disability discrimination).

September 1978 - August 1983. Attorney, solo practice. East Bank and Charleston, West Virginia, specializing in labor, employment and civil rights law. Practice during this period also included:

January 1982 - June 1983. Hearing Examiner: West Virginia Human Rights Commission; Board of Medicine; Board of Social Work.

June 1978 - December 1981. Co-Director, Occupational Health Project, Cabin Creek Health Association, Dawes, WV.

August 1976 - March 1978. Attorney, solo practice, Cambridge, Massachusetts (specialization in employment law).

August 1975 - August 1977. Special Assistant Attorney General for the Massachusetts Department of Public Health, Lead Poisoning Prevention Division (part-time special prosecutor of landlords accused of public health violations for failure to remove lead paint from residential properties; represented Massachusetts Department of Public Health in courts in eastern half of Massachusetts).

May 1974 - July 1976. Partner in the law firm of Allen, Flaherty, Rosenberg, Saltzman and Spieler (Women=s Law Collective), Cambridge, Massachusetts.

November 1973 - April 1974. Research grant to study management of health care institutions and occupational health and safety in Yugoslavia.

July 1973 - November 1973. Food Research and Action Center, New York, New York (now located in Washington, D.C.)

June 1972 - October 1972. Health Policy Advisory Center, New York, New York (research internship funded by the Law Students Civil Rights Research Council).

September 1971 - May 1971 and January 1972 - June 1972. New Haven Legal Assistance Association, New Haven, Connecticut (part-time law clerk).

June 1971 - August 1971. Dine Ben Nahilna Agaditahe, Inc., Shiprock, New Mexico (Navajo Legal Services) (summer law clerk).

MEMBERSHIPS

Fellow, American Bar Foundation
Board of Governors and Fellow, College of Workers' Compensation Lawyers, American Bar Association
Scientific Advisory Committee, Institute for Work and Health, Toronto, CA
National Academy of Social Insurance (elected to membership 1994)
Boston Bar Association (member, Governing Council, 2004-2007)
Massachusetts Bar Association
Association of American Law Schools
American Bar Association (member, Committees on Legal Education, Labor & Employment Law, Torts & Insurance Practice, and Health Law Forum)
International Society for Labour Law and Social Security
American Public Health Association (Occupational Health Section)
Workers' Compensation Research Group
Law & Society Association

AWARDS and HONORS

Elected Fellow, College of Workers' Compensation Attorneys, American Bar Association, 2007

Dr. Martin Luther King Jr. Achievement Award, presented January 21, 2002 by West Virginia University President's Office, WVU Center for Black Culture and History, and WVU Martin Luther King, Jr. Program Committee, Morgantown, West Virginia

Fulbright Scholar Award, Fall 2001, University College Cork, Ireland

Elected to membership in National Academy of Social Insurance, 1994.

Faculty Scholar, West Virginia University College of Law, 1997-1998; West Virginia University College of Law Most Significant Faculty Scholarship (annual award to one member of College of Law faculty): Awards for most significant scholarship published during 1993, 1994, 1995.

West Virginia Celebrate Women Award for Outstanding Achievement in Government Service, presented February 7, 1990, Charleston, West Virginia.

First recipient of the West Virginia Martin Luther King, Jr. Holiday Commission "Living the Dream" Award for Advocacy of Justice, presented January 20, 1986, Charleston, West Virginia.

West Virginia State Bar Certificate of Merit, presented May 4, 1985, Morgantown, West Virginia.

SERVICE

National and International Committees and Service

Institute for Work and Health, Toronto, Ont., CA: Member, Scientific Advisory Committee, 2008-2011; member, five-member International Review Board, 2007.

U.S. National Reporter on Occupational Risks: Social Protection and Employers' Liability, International Congress of Labour Law and Social Security, held in Paris, September 2006.

Advisory Board, Journal on Disability Income and Work Injury Compensation (on-line journal) (Johnson W, Ed Yelin eds.) (2001-2008)

Member, National Academies (National Academy of Sciences, Institute of Medicine, National Academy of Engineering, and National Research Council) Committee on Health and Safety Needs of Older Workers. 2001-2004.

Chair, Worker Advocacy Advisory Committee, U.S. Department of Energy. 2001-2003. (Federal Advisory Committee to oversee implementation of the Energy Employees Occupational Illness Compensation Program Act of 2000).

Steering Committee, National Academy of Social Insurance Workers' Compensation Initiative (1997-2007); Chair, Subcommittee on the interrelationships between workers' compensation and other social insurance programs and protective labor legislation; Member, committee on benefit adequacy; co-author of report on benefit adequacy in workers' compensation; Planning Committee, NASI Project on Workers in the Second Half of Life (1998-2000).

National Advisory Board, Workers' Disability Income Systems, Inc. 1999 - 2007.

National Institute for Occupational Safety and Health, National Occupational Research Agenda Implementation Team: Social and Economic Consequences of Workplace Illness and Injury 1997-2003.

National Advisory Committee, Robert Wood Johnson Foundation Workers' Compensation Health Initiative 1996 - 2001.

Reviewer, AMA Guides to the Evaluation of Permanent Impairment, 5th edition 1999 - 2000.

American Medical Association, Steering Committee, AMA Guides to the Evaluation of Permanent Impairment (committee formed in preparation for fifth edition of the Guides) 1997 - 1998.

Expert Panel, Robert Wood Johnson Foundation funded project to develop tools to evaluate the effectiveness of managed care programs in workers' compensation, City University of New York Medical School 1997 - 1998.

U.S. National Reporter on Health Care: Public and/or Private Systems for the III^d American Congress of Labor Law and Social Security, held in Montreal, May 1995.

Member, Occupational Injury Prevention Panel, Centers for Disease Control and Prevention (CDC), 1990-1991.

State of West Virginia

W.Va. Supreme Court of Appeals Oversight Committee, Workers= Compensation Mediation Project, 1998 - 2001 (appointed by Chief Justice Robin Davis).

Board member, W.Va. Public Employees Insurance Agency Finance Board, 1990 - 1998. Served as Board liaison to Offices of Governor and Attorney General regarding litigation against tobacco industry, 1995 - 1998. The Finance Board was the governing body for the health and life insurance programs for public employees in West Virginia.

Commissioner, W.Va. Human Rights Commission, 1990 - 1997. Member, Search Committee for Executive Director, W.Va. Human Rights Commission, 1994 - 95.

Resource member, Task Force on Finance and Costs, W.Va. Health Care Planning Commission, 1992 - 1993 (appointment by Governor).

Consulting

New York State Commissioner of Labor and New York Advisory Committee on Return to Work, 2007. (regarding development of policies to assist injured employees to return to work after an injury).

U.S. Department of Labor, Occupational Safety and Health Administration. 2000 (regarding intersections between proposed Ergonomics Standard and state workers= compensation programs; quoted at length in Federal Register preamble to Ergonomics Standard).

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TICA, National Institute for Social Security, international project on comparative health and safety laws 1996-97.

Cornell Press

Expert in litigation regarding employment claims in the areas of discrimination, workers= compensation, occupational safety and health.

LEGAL PUBLIC SERVICE

Pro bono publico legal work

Author of amicus curiae brief in sex discrimination class action case filed in the matter of *Nishimura v. Sumitomo Electric Industries, Ltd.*, in the Osaka High Court, Osaka Japan, April 2001.

Amici curiae briefs filed in various West Virginia Supreme Court of Appeals cases addressing issues under the West Virginia Human Rights Act and other employment law issues.

Provide pro bono advice to employees and unions regarding labor, employment, health and safety and disability matters.

American Bar Association

Member, Board of Governors, College of Workers' Compensation Attorneys, Torts and Insurance Practice Section, American Bar Association

Public Co-Chair, Workers' Compensation Committee of the Labor and Employment Section, American Bar Association (1996 - 1998).

Member, Committees on: Labor and Employment Law; Torts and Insurance Practice; Legal Education

Boston Bar Association

Member, Governing Council, Elected to three year term Summer 2004.

Member, Task Force on Diversity in the Bar, 2006 - ; Chair, Subcommittee on Law Schools

COMMUNITY SERVICE

Board of Directors, WV Coalition for Health Care Reform
Founder and President, Community Coalition for Social Justice, Morgantown, WV
Board of Directors, Appalachian Research and Defense Fund
Board of Directors, Coal Employment Project
Co-Chair, West Virginia Coalition Against Bork
Chair, West Virginia Coalition Against the Revised Criminal Code
Various pro bono legal services to indigents and community groups

RESEARCH and PUBLICATIONS

Legal and Related Publications and Reports

Boden LI, Spieler E, Leifer N. Legal Remedies and Social Benefits for Occupationally and Environmentally Injured Workers in *Occupational Health: Recognizing and Preventing Work-Related Disease and Injury*, 5th ed., (Levy B, D Wegman eds), Lippincott, Williams & Wilkins 2006.

Spieler E. Report on Occupational Risks: Social Protection and Employers' Liability, prepared for the International Congress of Labour Law and Social Security, Paris, France, September 2006 (unpublished report).

Spieler E. Legal Approaches to Preventing Occupational Disease and Injury, in *Preventing Occupational Injury and Illness*, 2d ed., (Levy B, Wagner, Weeks, Rest, eds.), American Public Health Association 2004.

Hunt, H. Allan (ed), Adequacy of Earnings Replacement in Workers' Compensation Programs, Benefit Adequacy Study Panel, National Academy of Social Insurance, Washington, DC and W.E. Upjohn Institute, Kalamazoo, MI 2004 (member Study Panel/drafting committee)

Wegman, D et al., Health and Safety Needs of Older Workers, Report of the National Research Council of the National Academies, 2004 (member of drafting committee).

Spieler E. Risks and Rights: The Case for Occupational Safety and Health as a Core Worker Right in *Workers= Rights as Human Rights*, (Gross J, ed.) ILR Press 2003: 78-118.

Spieler E. The Americans with Disabilities Act and Family Medical Leave Act, in *Occupational Safety and Health Law*, American Bar Association treatise published by Bureau of National Affairs (Rabinowitz R, ed., 2002).

Boden LI, Biddle E, Spieler E. Editorial: Social and Economic Impacts of Workplace Illness and Injury, 40 *American Journal of Industrial Medicine* 398 (Sept. 2001)

Burton JF, Spieler E. Workers= Compensation and Older Workers, *Health and Income Security for An Aging Workforce*, No.3, National Academy of Social Insurance (April 2001).

Burton JF, Spieler E. Workers= Compensation and the Aging Workforce. Commissioned paper for National Academy of Social Insurance Annual Meeting, 2000. In *Ensuring Health and Income Security for an Aging Workforce* (Budetti, Burkhauser, Gregory and Hunt, eds) 41-84 (2001).

Spieler E, Shor G. Editorial: The continuing struggle for adequate compensation for injured workers. *20 New Solutions* 197-206 (2000).

Guest Editor, Volume 20 *New Solutions*, Assessing Workers= Compensation, 197-311 (2000).

Spieler E. On the Road: Images of Truth-telling in Rural America, *6 Mich. J. Law & Gender* 377 (2000).

Spieler E, Barth P, Burton JF, Himmelstein J, Rudolph L. Recommendations to Guide the Revision of the American Medical Association=s *Guides to the Evaluation of Permanent Impairment*, 283 *JAMA* 519-523 (2000).

Spieler E. Is workers' compensation the only legal remedy for workers who are injured at work? In *Occupational Health: Recognizing and Preventing Work-Related Disease and Injury*, 4th ed. (Lippincott, Williams & Wilkins, Levy BS, Wegman DH, eds., 2000)

Spieler E. Solutions for the Problems of Special Populations at Risk. In *Special Populations in Occupational Health* (monograph, Frumpkin H, Pransky G, eds.), *Occupational Medicine: State of the Art Review* (1999).

Spieler E. Dispute Resolution in Workers= Compensation Managed Care. Unpublished report prepared for Robert Wood Johnson funded project, *A Guide to Evaluating the Effectiveness of Managed Care Programs in Workers= Compensation*.

Spieler E, Burton JF. Compensation for Disabled Workers: Workers= Compensation. In *New Approaches to Disability in the Workplace* (Industrial Relations Research Association, Terry Thomason, John F. Burton, Jr., and Doug Hyatt, eds., 1998).

Spieler E. Labor Principle Number 10: Compensation for Occupational Injuries and Illnesses in the U.S. Prepared for NAFTA Commission for Labor Cooperation, June 1996 (to be incorporated in publication of the Labor Commission).

Spieler E. Assessing Fairness in Workers' Compensation Reform: A Commentary on the 1995 West Virginia Workers' Compensation Legislation, 98 *W.Va.Law Rev.* 23-170 (1995). Cited by the W.Va. Supreme Court of Appeals in *Blankenship v. Richardson*, 196 W.Va. 726, 474 S.E.2d 906 (1996).

Spieler E. Legal Issues in Occupational Medicine. *Occupational Injuries: Evaluation, Management, and Prevention* (Herington and Morse eds., Mosby Yearbook, 1995).

Spieler E. Report on the U.S. Health Care System, prepared as U.S. Reporter for Health Care: Public or Private, IIIrd American Congress of Labor Law and Social Security, Montreal, Canada, May 1995 (unpublished report).

Spieler E. Perpetuating Risk? Workers' Compensation and the Persistence of Occupational Injuries, 31 *Houston Law Rev.* 119-264 (1994). Excerpts reprinted in *Employment Law* (Rothstein M, Leibman L, eds.); 1995 *Workers' Compensation Yearbook* (Burton, JF Jr. ed. 1994). Reviewed in 3 *Ed Welch On Workers' Compensation* 152 (1994). Received West Virginia College of Law Most Significant Faculty Scholarship Published During 1994 Award.

Spieler E. Injured Workers, Workers' Compensation, and Work, 95 *W.Va. Law Rev.* 333-467 (1992-93). Cited by the W.Va. Supreme Court of Appeals in *Lyons v. Richardson*, 429 S.E.2d 44, 47 n.3 (W.Va. 1993). Received West Virginia College of Law Most Significant Faculty Scholarship Published During 1993 Award.

Spieler E. Social Welfare Policy in the Context of Economic Restructuring, 30 *Urban Studies* 351 (1993). Cited by W.Va. Supreme Court of Appeals in *Blankenship v. Richardson*, 196 W.Va. 726, 474 S.E.2d 906 (1996).

Spieler E. Can Coal Miners Escape Black Lung? An Analysis of the Coal Miner Job Transfer Program and Its Implications for Occupational Medical Removal Protection Programs, 91 *W. Va. Law Rev.* 775-816 (1989).

Written Materials for Continuing Legal Education Programs

Continuing Conflict Between the Exclusivity of Workers' Compensation and the Availability of Alternative Civil Remedies (National Symposium on Workers' Compensation, Annual Meeting, July 20, 1998, Dearborn, Michigan).

The Americans with Disabilities Act, the FMLA, and Ergonomic Injuries (Committee on Occupational Safety and Health, Section on Labor and Employment Law, American Bar Ass'n, Mid-Winter Meeting, March 13, 1998).

Occupational Safety and Workers' Compensation (American Bar Ass'n Annual Meeting, Section on Labor and Employment Law, Aug. 5, 1996).

New Developments in Federal Employment Law (W.Va. Continuing Legal Education materials, Nov. 20, 1993).

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Returning the Injured Worker to the Workplace: The Employer's Duty under the ADA, the Human Rights Act, and the Workers' Comp. Act. (WV Continuing Legal Education program materials, Oct. 16, 1992)

Workers' Compensation in West Virginia: Vocational Rehabilitation of Injured Workers (National Business Institute continuing legal education program materials, Jan. 1991)

Rights and Responsibilities of Injured Workers: Workers' Compensation Act Revisions: Special Rights of the Occupationally Injured (WV Continuing Legal Education program materials, Dec. 1, 1990)

Update on the Law: Workers' Compensation Update (WV Continuing Legal Education program materials, Sept. 1, 1990)

Discriminatory Discharge under the WV Human Rights Act, in *West Virginia Litigation Wrongful Discharge* (Professional Education Systems, Inc., 1988 and 1989).

Manuals

Bastress R, Roles F, King R, Spieler E, *Litigating Wrongful Discharge in West Virginia* (PESI 1988).

Spieler E, Bastress R, Roles F, *Litigating Wrongful Discharge in West Virginia* (PESI 1986).

W.Va. State Bar Employment Law Committee, *Manual for West Virginia Human Rights Commission Hearing Examiners* (co-chair, drafting committee). Prepared pursuant to the order of the West Virginia Supreme Court of Appeals by the West Virginia State Bar, March 1985.

Spieler, E. *Counseling Coal Miners with Respiratory Disease* (West Virginia Department of Health, 1983). A comprehensive manual for use by non-lawyers involved in counseling coal miners regarding benefit programs.

Spieler, E. *Clinical and Community Issues in Primary Care: Occupational Health: Legal and Ethical Issues* (1982) (reproduced by the Student American Medical Student Association for use in medical school curricula).

Abstracts and Proceedings

Spieler E. Developments Under the Americans with Disabilities Act: Implications for Injured Workers. Paper delivered at International Conference on Medico-Legal Aspects of Work Injuries, Toronto, Canada, June 1999; abstract published in proceedings of conference.

Spieler E. State Trends in Workers' Compensation: Alternative approaches to defining and measuring success of reforms. Invited paper presented at American Public Health Association Annual Meeting, New York, NY, Nov. 1996; abstract published in *Proceedings of the American Public Health Association* (Nov. 1996).

Spieler E. Protecting Workers' Rights in Managed Care. Invited paper presented at the American Public Health Association Annual Meeting, New York, NY, Nov. 19, 1996; abstract published in *Proceedings of the American Public Health Association* (Nov. 1996).

Spieler E, Wagner G. Compensation for Noise-Induced Hearing Loss. Paper presented at American Public Health Association Annual Meeting, Boston, MA, November 1988. Abstract published in *Proceedings of the American Public Health Association* (Nov. 1988).

Wagner G, Spieler E. Is the US Chest X-Ray Surveillance Program Succeeding in Controlling Lung Disease? *Proceedings of the VII International Conference on Pneumoconioses* (1988).

Spieler E, Wagner G. Disease Surveillance and Prevention: An Analysis of the Coal Miner Job Transfer Program. Paper presented at American Public Health Association Annual Meeting, New Orleans, La., October 1987. Abstract published in *Proceedings of the American Public Health Association* (Oct. 1987).

Wagner G, Spieler E. Occupational Health Program in a Rural Primary Care Clinic: A Report on Work in Progress. Paper presented at American Public Health Association annual meeting, November 1979. Abstract published in *Proceedings of the American Public Health Association* (November 1979).

Miscellaneous Publications

Wagner G, Spieler E. Disease Surveillance and Health Promotion for Coal Miners Utilizing Independent Community Health Care Centers. *14 Annals of the American Conference of Governmental Industrial Hygienists* 285 (1986).

Food Research and Action Center. *Out to Lunch: A Study of USDA's Day-care and Summer Feeding Program* (1974) (primary author).

Spieler E. Licensure of Health Workers, *Health/PAC Bulletin*, November 1972. Reprinted in abridged form under the title Division of Laborers in *Prognosis Negative: Crisis in the Health Care System* 205-214 (Kotelchuck, ed. 1976).

GRANTS RECEIVED

Fund for Labor Relations Studies. In support of the following on-going research: *Defining Disability: The indeterminacy of disability, the effect of the ADA on the employment of workers with work-related disabilities*

Regional Research Institute, West Virginia University. Appointed Faculty Research Associate in 1994 and awarded research assistance to support on-going research on the effect of funding changes in social insurance on the availability of benefits (a case study of the federal black lung program).

SELECTED INVITED PRESENTATIONS 1987 - 2008 (CLE participation listed separately)

Measuring Outputs, plenary panel presentation, American Bar Association Mid-Year Deans' Workshop, Los Angeles, CA, Feb. 7, 2008.

The Carnegie Report on Educating Lawyers from the Perspective of the Law School Dean, panelist, Association of American Law Schools Annual Meeting, Section for the Law School Dean, New York, NY, January 4, 2008.

Socioeconomics and law school curricula, Association of American Law Schools Annual Meeting, Section on Socioeconomics, Washington D.C., January 3, 2007 and January 3, 2008.

Employment law, regulation, and worker safety, Boston University School of Public Health, Boston, Massachusetts, April 28, 2006

Procedural barriers to just compensation, New York Workers and Workers= Compensation: A Law & Public Policy Discussion on Workers= Compensation Reform, New York Law School, New York, New York, April 16, 2004

The Role of Transformative Law: A Case Study of the U.S. Americans with Disabilities Act, University College Cork, Cork, Ireland, December 6, 2001.

Equality Law: Comparative Views of the Law of Ireland and the United States, University College Cork, Cork, Ireland, November 17, 2001.

The Americans with Disabilities Act: A Decade Later, University College Galway, Galway, Ireland November 10, 2001.

Developments under the Americans with Disabilities Act, Job Accommodation Network, Morgantown, West Virginia, June 22, 2001.

Who Takes Advantage of Social Benefit Programs? At Social Security: Privatization and Reform, University of Connecticut Insurance Law Center, Hartford, Connecticut, April 29, 2001.

Legal Obstacles to Workplace Safety and Health. At Annual Health Law and Policy Conference, Pace University School of Law, White Plains, New York, April 28, 2001.

Health and Safety as a Human Right. At Safety Summit, Georgetown University, McDonough School of Business, Washington D.C., March 29, 2001.

Disability and Work, Social Security Administration/National Academy of Social Insurance Roundtable, December 15, 2000, Washington D.C.

U.S. Labor and Employment Law, Fukuoka University, Fukuoka, Japan, November 16 & 17, 2000.

Safety and Health as a Fundamental Right for Workers: The Case of the United States. Invited paper, Human Rights Conference, Kansai University, Osaka, Japan, November 14 & 15, 2000.

Workers= Rights as Human Rights: The Case for Safety and Health. Human Rights in the American Workplace, Conference sponsored by Institute for Workplace Studies and School of Industrial and Labor Relations, Cornell University, Ithaca, New York, October 20-21, 2000.

Access to Health Care. Robert Wood Johnson Foundation Annual Meeting of the Workers= Compensation Health Initiative, Washington D.C., June 11, 2000.

Legal Issues in Occupational Medicine: ADA, FMLA, WC. Rounds presented to public health and occupational medicine residents, West Virginia University School of Medicine, Morgantown, WV, Feb. 6, 2001; Dec. 7 & 14, 1999; March 3, 1998. Scheduled for March 5, 2002.

Discussant, Graetz & Mashaw, *True Security* for Social Security Administration at request of National Academy of Social Insurance, Washington, D.C., July 21, 1999.

The Americans with Disabilities Act and Occupationally Injured Workers, International Conference on Medico-Legal Aspects of Work Injuries, Toronto, Canada, June 8, 1999.

Employment Law and Injured Workers. Workers= Compensation Research Institute, Cambridge, MA, April 27, 1999.

Developments Under the Americans with Disabilities Act: Implications for Injured Workers. Harriet Hardy Institute, Boston, MA, April 22, 1999.

Disability Law in the U.S. University of Lund Faculty of Law, Lund, Sweden, October 7, 1998.

Sexual Harassment Law in the U.S. University of Lund, Faculty of Law, FemininePerspektiv, Lund Sweden, October 6, 1998.

Revising the AMA Guides for the Evaluation of Permanent Impairment, National Symposium on Workers= Compensation, Dearborn, Michigan, July 21, 1998.

Continuing Conflict Between the Exclusivity of Workers' Compensation and the Availability of Alternative Civil Remedies, National Symposium on Workers= Compensation, Dearborn, Michigan, July 20, 1998.

Workers' Compensation, Disability Programs, and the ADA. Invited faculty for policy roundtable, Social Security Administration Office of Disability, Washington, D.C., November 14, 1997.

Protecting Workers' Rights in Managed Care. Panel on Emerging Issues in Workers' Compensation Medical Care, presented at the American Public Health Association Annual Meeting, New York, NY, Nov. 19, 1996.

State Trends in Workers' Compensation, National Symposium on Workers' Compensation, New Brunswick, NJ, July 18, 1995.

U.S. Health Care: Public or Private? at IIIrd American Congress of Labor Law and Social Security, Montreal, Canada, May 25, 1995.

Toward a Research Agenda for Workers' Compensation, Workers' Compensation Research Conference, George Meany Center for Labor Studies, Washington, D.C., April 6-7, 1995.

On the Line With... The 1995 workers' compensation reform bill, WNPB-TV (PBS affiliate), Morgantown, WV, February 28, 1995.

Facilitator, Strategies for Pay Equity, at Women and the Economy Conference: Unleashing the Economic Potential of West Virginia Women, sponsored by Women's Bureau, U.S. Dep't of Labor; WV Women's Commission; WV Division of Labor et al., Charleston, W.Va., January 18, 1995.

On the Job Harassment, AFL-CIO Union Women's Concerns Conference, Charleston, W.Va., December 3, 1994.

Failure of Workers' Compensation Systems to Prevent Occupational Injuries and Illness, at Conference on Integrating Prevention, at Disability Management & Clinical Services in Occupational Health, sponsored by Division of Workers' Compensation of the Department of Industrial Relations, State of California, Washington D.C., October 28, 1994.

What techniques will be most useful in an integrated [workers' compensation and health care] system to manage benefits? at Health Care Reform and Workers' Compensation Conference: A Look to the Future, sponsored by Washington Health Services Commission, Washington Workers' Compensation Advisory Committee, and Department of Labor and Industries, State of Washington, Seattle, Washington, October 8, 1994.

Women's Legal Rights, W.Va. AFL-CIO Summer School Plenary Presentation, Morgantown, W.Va., June 13, 1994.

Legal Rights for Union Women, W.Va. AFL-CIO Union Womens' Concerns Conference, Charleston, W.Va., December 11, 1993.

Using Workers' Compensation Data for Research Purposes, presentation to Division of Respiratory Disease Studies, National Institute for Occupational Safety and Health, Centers for Disease Control and Prevention, Morgantown, W.Va., November 4, 1993.

Testimony to W.Va. Compensation Performance Council (Bureau of Employment Programs) on health and safety in workers' compensation programs, Morgantown, W.Va., Nov. 2, 1993.

New Perspectives on Workers' Compensation, W.Va. Trial Lawyers' Association 35th Annual Convention and Seminar, Charleston, WV, June 4, 1993.

Workers' Compensation and Occupational Health, at Health Law and Policy Institute Conference on New Challenges in Occupational Health, University of Houston, Houston, Texas, March 5, 1993.

Ethical Issues (roundtable), at the Tenth Annual Black Lung and Respiratory Disease Conference, sponsored by National Coalition of Black Lung and Respiratory Disease Clinics, Inc., Charleston, WV, November 4-6, 1992.

The Economics of Health Care, Insurance, and Small Business (workshop), at Exploring the Health Care Crisis in the U.S. Conference sponsored by WV Wesleyan College, Buckhannon, WV, October 29, 1992.

Civil Rights in the 1990s: The 1991 Civil Rights Act, WV National Organization for Women Annual Meeting, Institute, WV, September 28, 1991.

Various invited presentations regarding West Virginia Workers' Compensation Fund during tenure as Workers' Compensation Commissioner (January 1989 - June 1991) to various organizations including: WV Chamber of Commerce, WV Coal Association, WV Contractors' Association, Coal Miners' PAC, WV AFL-CIO, Governor's Annual Safety Conference, Charleston Rotary Club.

When Can Workers Sue? Workers' Compensation, Toxic Torts and Occupational Disease, special session on toxic tort litigation, American Public Health Association Annual Meeting, Boston, MA, November 15, 1988.

Age Discrimination, WV Board of Regents Personnel Officers annual meeting, Canaan Valley, WV, October 24, 1988.

The Judicial Appointment Process: panel participant with Charles F. Haden, Chief District Court Judge of the Southern District of West Virginia, taped by PBS affiliate WPBY, Huntington, West Virginia, as part of a series on the Constitution; aired December 28, 1987.

Continuing Legal Education program participation

Medical Removal Protection Programs. Presentation at MidWinter meeting of the Occupational Safety and Health Committee of the Labor and Employment Section of the American Bar Ass=n, Laguna Beach, CA, March 22, 2000.

The Americans with Disabilities Act, the Family and Medical Leave Act, and Ergonomic Injuries. Presentation at MidWinter meeting of the Occupational Safety and Health Committee of the Labor and Employment Section of the American Bar Ass=n, Santa Barbara, CA, March 13, 1998.

Workers' Compensation Committee of the Labor and Employment Section of the American Bar Ass=n, MidWinter meeting: planned and moderated panel on the relationship between workers' compensation and the ADA, Washington D.C., April 1997.

Workers' Compensation and Safety. Panel presented by the Workers' Compensation Committee, Labor and Employment Law Section of the American Bar Association, Orlando, FL, Aug. 5, 1996 (planned and moderated panel; presented overview).

Workers' Compensation, Occupational Safety and Health, and the A.D.A. Panel presentation at the winter meeting of the ABA Occupational Health Committee, St. Petersburg, FL, March 1, 1996.

Planning Committee member for W.Va. Continuing Legal Education (WVCLE) program Spotting the Issues in Employment Law: What the Private Practitioner Needs to Know, presented Nov. 19-20, 1993.

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New Developments in Federal Law, in *Spotting the Issues in Employment Law: What the Private Practitioner Needs to Know*, WVCLE, Nov. 19-20, 1993.

Returning the Injured Worker to the Workplace: The Employer's Duty under the ADA, the Human Rights Act, and the Workers' Comp. Act, in *The Americans with Disabilities Act and Related Laws: Strategies for Compliance and Enforcement*, WVCLE, Oct. 16-17, 1993.

Vocational Rehabilitation of Injured Workers, in *West Virginia Workers' Compensation*, National Business Institute, January 1991.

Rights and Responsibilities of Injured Workers, in *Employment Law Seminar*, WVCLE, December 1, 1990.

Update on the Law: Workers' Compensation, in *Legal Updates*, WVCLE, September 1, 1990.

Procedural Aspects of Workers' Compensation, in *Advanced Workers' Compensation*, WVCLE, September 2, 1989.

Discriminatory Discharge under the WV Human Rights Act, in *West Virginia: Litigating Wrongful Discharge*, Professional Education Systems, Inc., September 23, 1988, and December 12, 1989.

Privacy: AIDS in the Workplace, WVU College of Law, September 11, 1987.