

Lisa J. Reed, J.D.

Associate Dean and Associate Professor
Dr. Robert B. Pamplin Jr. School of Business Administration
University of Portland
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EDUCATION

Duke University School of Law, Durham, NC
Juris Doctor, 1988.

University of Oklahoma, Norman, OK
Bachelor of Arts, *with Distinction*, 1984.
Major: Letters

ACADEMIC APPOINTMENTS

University of Portland

Associate Professor, 2006 - present
Assistant Professor, 2000 – 2006
Visiting Assistant Professor, 1997 – 2000
Adjunct, 1994 – 1997
Undergraduate Courses Taught:
 Legal and Social Responsibility
 Advanced Business Law
 Business Leadership Skills
 Global Entrepreneurship
Graduate Courses Taught:
 Contemporary Legal Issues
 Social Responsibility in Organizations

Northwestern School of Law, Lewis and Clark College

Instructor, 1998 – 1999
Course Taught: Legal Analysis and Writing

University of North Carolina at Greensboro

Lecturer, Department of Marketing and Management, Spring 1993
Course Taught: Legal Aspects of Management

Wake Forest University School of Law

Lecturer in Law, 1992 – 1993
Course Taught: Legal Research and Writing

ADMINISTRATIVE APPOINTMENTS

University of Portland

Associate Dean, Pamplin School of Business Administration, 2010 – present
Assistant Dean, Pamplin School of Business Administration, 2006 - 2010

TEACHING ABROAD

University of Portland

London, England, summer 2010

Director, London Summer Business Program

Undergraduate course taught: Global Legal Perspectives

Salzburg, Austria, summer 1998

General Program

Undergraduate course taught: Introduction to Law

Escuela de Organización Industrial

Madrid, Spain, June 8 – 10, 2005

Graduate Seminar taught:

Legal Issues Affecting Entrepreneurial Activities in the U.S. by E.U. Citizens

PROFESSIONAL EXPERIENCE

Attorney, Carruthers & Roth, P.A., Greensboro, NC, 1988 – 1992.

Areas of Practice: corporate, tax, estate planning, real estate, commercial and other business areas.

MAJOR RESEARCH INTERESTS

Employment Law

Social Responsibility

PUBLICATIONS

Peer Reviewed Journals:

Friedman, Barry A. and Reed, Lisa J., 2007, "Workplace Privacy: Employee Relations and Legal Implications of Monitoring Employee Email Use" *Employee Rights and Responsibilities Journal* 19 (2): 75 – 83; June 2007.

Reed, Lisa J. and Friedman, Barry, 2005, "Employer Recognition of Same-Sex Relationships in the United States: Legal and Economic Implications" *Employee Rights and Responsibilities Journal* 17 (4): 245 – 259; December 2005.

Friedman, Barry, and Reed, Lisa J., 2005, "Workplace Privacy: Legal and Employee Relations Implications of Monitoring Employee E-Mail Use," Association of Employment Practices and Principles (AEPP) Proceedings (blind, peer reviewed, published); October 2005, 32 - 37.

Reed, Lisa J., 2004, "Legal Recognition in the United States of Same-Sex Relationships and the Effect on Employee Rights: Current Conditions and Future Possibilities" Association of Employment Practices and Principles (AEPP) Proceedings (blind, peer reviewed, published); October 2004, 211 - 216.

Reed, Lisa J. 2003, "Securities Lawyers' Reporting Requirements under the Sarbanes-Oxley Act: A Crucial Response to Reduce Corporate Wrongdoing or an Unduly Burdensome Infringement on the Attorney-Client Relationship?" Association of Employment Practices and Principles (AEPP) Proceedings (blind, peer reviewed, published) October 2003, 103 - 108.

Reed, Lisa J., 2003, "Paternalism *May* Excuse Disability Discrimination: When May an Employer Refuse to Employ a Disabled Individual Due to Concerns for the Individual's Safety?" *Business and Society Review* 108:3: 417 – 424; Fall 2003.

Kondrasuk, Jack, Reed, Lisa J., and Jurinski, Jim, 2001, "The Dangers of Misclassifying 'Employees': Microsoft Litigation Emphasizes Distinctions Between Employees and Non-Traditional Workers" *Employee Responsibilities and Rights Journal* 13 (4): 165-173; Dec 2001

.Kondrasuk, Jack, Reed, Lisa J., and Jurinski, Jim, 2001, "The Dangers of Misclassifying 'Employees.'" Association of Employment Practices and Principles (AEPP) Proceedings (blind, peer reviewed, published) October 2001, 71 - 77.

Reed, Lisa, J. "Effects of the North Carolina Business Corporation Act on Real Estate Practitioners," *Real Property*, 12 (October 1990): 2.

Sheridan, Desmond G., C.P.A., J.D., and Reed, Lisa J., J.D., 1990, "Business Law Rewrite May Take Some By Surprise," *Triad Business*, 5 (June 25 – July 2, 1990): 14.

Chapters:

Reed, Lisa J., "Changing Collars? New Rules for Overtime Pay Exemptions." The 2007 Pfeiffer Annual: Human Resource Management by John B. Wiley & Sons, Inc.; Edited by Robert Preziosi, 195 – 204.

Non-Peer Reviewed Proceedings

Reed, Lisa, J. 2004, "Legal Entitlement to Employment Benefits for Same-Sex Couples," Academy of Legal Studies in Business Pacific Northwest Region Annual Proceedings, April 2004, 105 - 114.

Kondrasuk, Jack, Jurinski, James, Reed, Lisa J., 2000, "Yours, Mine and Ours: Microsoft Litigation Creates Co-Employment Status for Temporary Workers," Academy of Legal Studies in Business Pacific Northwest Region Annual Proceedings, April 2000, 77 - 89.

PRESENTATIONS

Peer Reviewed Paper Presentations:

March 21, 2008, "Productive Uses of Renewable Energy in Rural Nicaragua: How E- Scholars Learn and Teach Entrepreneurs," presentation with Thomas Ngo, student at the *University of Portland* at the 12th Annual Meeting of the National Collegiate Inventors & Innovators Alliance, Dallas, TX

October 6 – 8, 2005, "Workplace Privacy: Legal and Employee Relations Implications of Monitoring Employee E-Mail Use" (with B. Friedman) at the 13th Annual International Conference of the Association on Employment Practices and Principles, Baltimore, Maryland.

October 7 – 9, 2004, "Legal Recognition in the United States of Same-Sex Relationships and the Effect on Employee Rights: Current Conditions and Future Possibilities" at the 12th Annual International Conference of the Association on Employment Practices and Principles, Fort Lauderdale Beach, Florida.

October 9 – 11, 2003, "Securities Lawyers' Reporting Requirements under the Sarbanes-Oxley Act: A Crucial Response to Reduce Corporate Wrongdoing or an Unduly Burdensome Infringement on the Attorney-Client Relationship?" at the 11th Annual International Conference of the Association on Employment Practices and Principles, San Diego, CA.

October 18, 2001, “The Dangers of Misclassifying ‘Employees.’” (Co-authored with Jack Kondrasuk and Jim Jurinski.) Presented with Jack Kondrasuk at the Association of Employment Practices and Principles (AEPP) Conference in San Francisco, CA.

Faculty Research Seminar:

April 19 – 21, 2007, “Internationalizing Graduate and Undergraduate Business Education,” Panel participant with David Arnesen, *Seattle University*, Gail Lasprogata, *Seattle University* and Terrance Lau, *University of Dayton* at the 2007 Annual Meeting of the Pacific Northwest Academy of Legal Studies in Business

April 21 – 23, 2005, “Changing Collars? New Rules for Overtime Pay Exemptions” at the Annual Conference of the Pacific Northwest Academy of Legal Studies in Business, Vancouver, B.C.

April 22 – 24, 2004, “Legal Recognition of Same-Sex Relationships and the Effect on Employee Rights: Current Constraints and Future Possibilities” at the Annual Conference of the Pacific Northwest Academy of Legal Studies in Business in Seattle, WA..

April 17 – 19, 2003, “Securities Lawyers’ Reporting Requirements under the Sarbanes-Oxley Act: A Crucial Response to Reduce Corporate Wrongdoing or an Unduly Burdensome Infringement on the Attorney-Client Relationship?” at the Annual Conference of the Pacific Northwest Academy of Legal Studies in Business in Portland, OR.

March 21-23, 2002, “An Update on Efforts to Enhance Our Students’ First Year Experience: Successfully Surfing the Competitive Academic Tsunami.” Symposium presentation with Charles M. Vance, Cathleen McGrath and Frederica M. Hendricks, *Loyola Marymount University*, Bruce Drake, *University of Portland*, Christine Lamb and Nancy Dodd, *Montana State University* at the 43rd Annual Meeting of the Western Academy of Management in Santa Fe, NM.

April 20, 2001, “Paternalism Does Not Excuse Discrimination: The Ninth Circuit’s Limitation of the Direct Threat Defense.” Presented at the Annual Meeting of the Pacific Northwest Academy of Legal Studies in Business conference in Seattle, WA.

April 21, 2000, “Yours, Mine and Ours: Microsoft Litigation Creates Co-Employment Status for Temporary Workers.” (Co-authored with Jack Kondrasuk and James Jurinski.) Presented at the Annual Meeting of the Pacific Northwest Academy of Legal Studies in Business, Portland, OR.

December 6, 1989, “An Overview of the New North Carolina Business Corporation Act.” Presented at the Carruthers & Roth, P.A., Business/Tax Seminar, Burlington, NC.

November 17, 1989 and November 20, 1989, “What Every Shareholder in a Closely Held Corporation Should Know About The New North Carolina Business Corporation Act.” Presented to the North Carolina Association of Certified Public Accountants, Asheville, North Carolina, and Fayetteville, NC.

PROFESSIONAL DEVELOPMENT—Conferences Attended

November 14 – 16, 2011, AACSB Associate Deans’ Conference, St. Pete’s Beach, Florida.

April 28 – 30, 2011, AACSB International Conference and Annual Meeting, New York, New York.

September 26 – 28, 2010, AACSB Annual Accreditation Conference, Houston, Texas.

November 6 - 8, 2008, AACSB Associate Deans' Conference, Glendale, Arizona.

April 13 – 15, 2008, AACSB International Conference and Annual Meeting, Honolulu, Hawai'i.

PROFESSIONAL ACTIVITY

Member, North Carolina State Bar, 1988 – present (inactive since 1993).

Member, Academy of Legal Studies in Business (Sections on Employment Law, Ethics, and International Law), 1998 – present; 2007 Delegate to National Meeting from Pacific Northwest Region.

Member, Pacific Northwest Regional Association of the Academy of Legal Studies in Business, 1997 – present; 2006 Program Chair; 2006 – 2007 President-Elect; 2007 – 2008 President.

Member, Association on Employment Practices and Principles, 2001 – 2007.

Member, Society of Human Resource Management, 2005 – 2006.

Member, American Bar Association, 1988 – 1993.

Board of Directors, Young Lawyers Division, Greensboro Bar Association, Greensboro, NC, 1990 – 1992.

Member, Greensboro Bar Association, 1988 – 1992.

Member, Estate Planning Council, Greensboro, NC, 1988 – 1992.

Member, North Carolina Estate Administration Manual Committee, North Carolina Bar Association, 1989 – 1992.

PROFESSIONAL SERVICE

Editorial Review Board Member, *Journal of Legal Studies Education*, 2011 to present.

Editorial Review Board Member, *Employee Responsibilities and Rights Journal*, 2004 – present.

Organizing Committee Member and Meeting Coordinator, Mission-Driven Business Education: A Curricular Project Examining the Uniquely Catholic Dimension of Undergraduate Business Education, held at the University of Portland, August 2 – 4, 2010, Spring 2009 – Fall 2010.

Reviewer, Proceedings of the 15th Annual International Conference of the Association on Employment Practices and Principles, 2007.

Reviewer, The Handbook of Computer Networks, Winter 2006.

Reviewer, proposed business law textbook written by Nancy Kubasek , Dan Herron, M.

Neil Browne, Andrea Giampetro-Meyer, Linda Barkacs and Carrie Williamson, for McGraw-Hill Publishing Co., December 2005 – January 2006.

Reviewer, Applied Business and Entrepreneurship Association International (ABEI) 2nd Annual Conference, Fall 2005.

Reviewer, Western Academy of Management's 2005 and 2006 Annual Conferences.

Reviewer, Proceedings of the 11th Annual International Conference of the Association on Employment Practices and Principles, 2003.

Judge, Moot Court Competition, Northwestern School of Law of Lewis & Clark College, April 12, 2001, Multnomah County Courthouse, Portland, OR.

Member, Houghton Mifflin Advisory Board for Griffin's *Fundamentals of Management*, 2004 – 2005.

AWARDS AND HONORS

James Culligan Award, 2007, University of Portland.

Associated Students of the University of Portland Award for Faculty Member of the Year, 2006 – 2007.

Pamplin Faculty Fellowship of \$5,000, 2004 - 2005.

AcademicKeys Who's Who in Business Higher Education, Selected for Inclusion, 2003.

Arthur Butine Faculty Development Grant of \$6,000 for summer research. "Paternalism *May* Excuse Disability Discrimination: When May an Employer Refuse to Employ a Disabled Individual Due to Concerns for the Individual's Safety?" 2002.

Outstanding Volunteer, Portland Public Schools, 2000 and 2001.

Outstanding Undergraduate Professor of the School of Business Administration, University of Portland, 1998 – 1999.

Academic Scholarship Recipient, Duke University School of Law, 1985 –1988.

Phi Beta Kappa Honor Society Inductee, University of Oklahoma, 1984.

President's Honor Roll, University of Oklahoma.

Dean's Honor Roll, University of Oklahoma.

UNIVERSITY SERVICE

Program Committee, Pamplin School of Business Administration; Chair, 2010 – present, Member, 2006 - 2010.

Member, Teaching and Learning Collaborative, 2010 – present.

Member, International Studies Consortium, University of Portland, Spring 2010 – present.

Member, University of Portland Honors' Advisory Board, Fall 2005– present.

Honors Students' Mentor, Fall 2006 – present.

Pamplin School of Business Liaison to the University of Portland Studies Abroad Program, 1999 – present.

Member, Mock Interview Committees and Application Reviewer to prepare students for Competitive Scholarship Interviews, 2000 – present.

Participant, Dinners for Catholic High School Guidance Counselors, sponsored by Admissions, 2002 – present.

Member, McNerney-Hanson Endowed Ethics Chair Search Committee, fall 2010.

Member, Dean of Education Dean Search Committee, spring 2010.

Member, President's Advisory Committee on Student Media, 2009 – 2010.

Presenter, "What Faculty Expect" panel, Orientation Weekend, 2002 – 2008.

Member, Committee on Committees, University of Portland, 2005 – 2006.

Faculty Coordinator, Orientation Weekend, 2003 – 2006.

Member, Pamplin School of Business Administration Undergraduate Curriculum and Assessment Committee, 1999 – 2006.

Member, Pamplin School of Business Task Force on Ethics and Social Responsibility, Spring 2006.

Coach, University of Portland's Ethics Bowl Team, Spring 2006.

Member, Phi Beta Kappa application committee, 1997 and 2003.

Member, Founders' Day Committee, 2002 - 2003.

Participant, Faculty Interviewing Panel, Assistant Director/Internship Coordinator for Career Services, Fall 2003.

Presenter, President's Advisory Council Meeting, Spring 2002.
Topic: Bus. 100 Leadership Skills course

Presenter, President's Open House, Spring 2002.
Topic: Bus. 100 Leadership Skills course

Member, Advisory Committee to the Shepard Freshman Resource Center, 2000–2001.

COMMUNITY SERVICE

Member, Board of Directors, Electric Opera Company, 2009 – present.

Active Volunteer, Portland Public Schools, 1995 – present.

Team Captain for Boise Eliot Elementary School, Measure 26 Campaign to increase funding for Portland Public Schools Portland, OR, Spring 2000.

Co-Coordinator, *Reading Is Fundamental* Program, Boise Eliot Elementary School, Portland, OR, 2000 – 2002.

Steering Committee, Food For Thought fundraiser for eight inner eastside elementary schools, 1998 – 2001.

Participant, Opportunity Greensboro Program, Greensboro, NC, 1992.

Member, Council on Education, Greensboro Chamber of Commerce Greensboro, NC, 1990 – 1993.

Founding Member, Career Women's Society, Greensboro, NC, 1989 – 1993.