

Barbara A. Bloom-Groshong, J.D.

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EDUCATION

Willamette University College of Law, Salem, OR
Juris Doctor, 1992

Santa Clara University, Santa Clara, CA
Bachelor of Science, 1989
Major: Political Science

ACADEMIC APPOINTMENTS

University of Portland, Portland, OR
Instructor, Pamplin School of Business, 2018 – Present
Visiting Instructor/Executive in Residence, 2017 - 2018
Adjunct Faculty, 2015 – 2017
Undergraduate Courses Taught:
BUS 100: Introduction of Leadership Skills
BUS 202: Professional Development
BUS 250: Legal and Social Responsibility in Business
BUS 360: Cross Cultural Organizational Behavior and Ethics
BUS 450: Advanced Business Law

UNIVERSITY SERVICE

Academic Senate, Faculty Member, University of Portland, April 2021 – Present

Law and Ethics Discipline Team, Leader, Pamplin School of Business, University of Portland, August 2020 - Present

Financial Preparedness Seminar, Guest Presenter, University of Portland, January 2017

PROFESSIONAL EXPERIENCE

Bullard Law, Portland, OR

Shareholder/Attorney, 1992-2014

Practice Areas:

Labor Negotiations

Labor Arbitration

EEOC/BOLI Investigations

Administrative Hearings

Employee and Supervisory Training

Personnel Policies and Practices

Discipline and Discharge

Workplace Privacy Issues

INTELLECTUAL CONTRIBUTIONS

Academic/Professional Meeting Presentations:

Pacific Northwest Academy of Legal Studies in Business, Virtual – April 2021

“Balancing Fairness with Flexibility in the 21st Century’s “Gig Economy”:
Worker Classification in the Aftermath of California’s Proposition 22 and
COVID-19” (co-authored with Lisa J. Reed)

Pacific Northwest Academy of Legal Studies in Business, Seattle, WA – April 2019

“Kicking Through the Glass Ceiling: U.S. Women’s Soccer Team Challenges
Wage Disparity in Sport” (co-authored with Lisa J. Reed)

Pacific Northwest Academy of Legal Studies in Business, Boise, ID – April 2018

“Fired for being “Un-Googley”: Two Recently Filed Cases Will Test the Limits
of an Employer’s Anti-Harassment Duties and Employees’ Political Speech
Rights” (co-authored with Lisa J. Reed)

Pacific Northwest Academy of Legal Studies in Business, Seattle, WA – April 2016

“Providing Employment Rights to Transgender Employees: Helping Employers
Understand the Issues & Comply with Evolving Federal and State Law” (co-
authored with Lisa J. Reed)

Pacific Northwest Academy of Legal Studies in Business, Portland, OR – April 2015

“Establishing the Relevance of Labor Law for Today's Business Students”

PROFESSIONAL ACTIVITY

Memberships:

Member, Oregon State Bar, 1992 – Present (currently inactive status)

Member, Academy of Legal Studies in Business (Sections on Employment Law, Sports and Entertainment Law, and Ethics), 2016 – Present; PNALSB Representative, House of Delegates, ALSB Annual Conference, Portland, OR - August 2018

Member, Pacific Northwest Regional Association of the Academy of Legal Studies in Business, 2016 – Present; President-Elect, 2021-Present; 2022 PNALSB Program Chair

Speaker:

National Telecommunication Cooperative Association, Austin, TX – November 2014
“Social Media – Addressing the Company’s Risk”

Lewis & Clark Law School, Portland, OR – April 2014
Guest Lecturer: “Employment Law Update Featuring Social Media Issues”

National Telecommunication Cooperative Association, Seattle, WA – April 2012
“Trends in Employment Law”

Lewis & Clark Law School, Portland, OR – April 2012
Guest Lecturer: “Finding and Supporting our Veterans in the Workplace”

Society for Human Resource Management (Douglas County), Roseburg, OR – April 2012 - “Social Media in Today’s Workplace”

Oregon State Bar, Government Law Section, Salishan, OR – February 2012
“Legal Implications of Public Employee Speech: Social Media, Retaliation and More”

Mountain Pacific Association of Colleges and Universities, Portland, OR - December 2011 – “Social Media in Today’s Workplace”

Oregon Bureau of Labor and Industries, 27th Annual Employment Law Conference, Portland, OR – December 2011 – “Discipline and Discharge in the Public Sector”

GSMI HR & Employer Compliance Summit. San Diego, CA – November 2011
“Social Media & Innovation: New Media Harassment in the Workplace”

Lower Columbia Human Resources Management Association, Astoria, OR -
July 2011 – “Essential Training for New or First Time Supervisors”

International Public Management Association (Western Region), Portland, OR -
April 2011 – “Revisiting Sexual Harassment Law”

Oregon Fire Chiefs Association, 2011 Conference, Eagle Crest, OR – April 2011
“Employment and Labor Law Issues Raised by Social Media”

Oregon Association of Hospitals and Health Systems, Portland, OR – March 2011
“Retaliation and Whistleblower Claims; Time Keeping Issues; Recent Developments in Labor Law; Social Media in the Workplace”

Special Districts Association of Oregon, SDAO 2011 Conference, Eugene, OR -
February 2011 – “Employment Law Issues Raised by Social Media”

Oregon State Bar, Government Law Section, Salishan, OR – February 2011
“Avoiding Problems Hiring and Firing Employees”

Oregon Bureau of Labor and Industries, 26th Annual Employment Law Conference,
Portland, OR – December 2010 – “Revisiting Sexual Harassment Law”

Rogue Valley Public Service Academy, Medford, OR – May 2010
“Lawful Hiring Practices & Supervisory Skills Training”

Published Articles:

“Social Media in the Medical Workplace” – Oregon Healthcare News - January 2012

“General Counsel Column, What Employers Should Know About Social Media in the Workplace” – PHRMA News and Views - October 2011

“Lawyer’s Warn AEC Companies of Social Media Pitfalls” – The Daily Journal of Commerce (Oregon) -July 2011

“Oregon’s ‘Employer Gag Law’ Revisited, Court Finds NLRA Preempts Similar Wisconsin Law” – The Production Team - January 2011

COMMUNITY SERVICE

Human Rights Campaign, Federal Club, Co-Chair, Portland, OR

Equity Foundation, Board of Directors, Portland, OR

Raphael House, Women in Leadership Luncheon, Emcee, Portland, OR

All Saints School, Parent Resource Committee, Portland, OR

Catholic Youth Organization, Youth Basketball Coach, Portland, OR

All Saints School, Auction Committee/Emcee, Portland, OR

Hollyrood-Fernwood Elementary School, Auction Co-Chair/Emcee, Portland, OR