

CHARLOTTE S. ALEXANDER

Georgia State University
J. Mack Robinson College of Business
Department of Risk Management and Insurance
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ACADEMIC APPOINTMENT

Georgia State University, J. Mack Robinson College of Business
Department of Risk Management and Insurance, Atlanta, GA

Associate Professor (with tenure)	2017-Present
Assistant Professor of Legal Studies	2011-2017
Secondary Appointment, College of Law	

EDUCATION

Harvard Law School, J.D. *cum laude*, 2005

Columbia University, Columbia College, B.A. *magna cum laude*, Political Science, 2000

HONORS AND FELLOWSHIPS

2016 Distinguished Early Career Faculty Award, Academy of Legal Studies in Business
2016 Jackson Lewis Distinguished Employment Law Paper Award, Academy of Legal Studies in Business
2016 Distinguished Proceedings Award, Academy of Legal Studies in Business
2015 Junior Scholar Award, Southeastern Academy of Legal Studies in Business
2015 Holmes-Cardozo Award for Best Submitted Conference Paper, Academy of Legal Studies in Business
2015 Distinguished Proceedings Award, Academy of Legal Studies in Business
2013 Best Proceedings Award, Southeastern Academy of Legal Studies in Business Annual Conference
2013 Call for Papers Competition Winner, Southeastern Association of Law Schools Annual Meeting
2012 Best Proceedings Award, Southeastern Academy of Legal Studies in Business Annual Conference
2009 Harvard Law School Post-Graduate Research Fellowship (2009-2011)
2006 Skadden Fellowship (2006-2008) (awarded to 30-35 law graduates nationwide)
1999 Harry S. Truman Scholarship (awarded to 60-65 college juniors nationwide)

GRANTS

2017 U.S. Department of Labor, Employment and Training Administration, Research and Evaluation Grant, *A Study of U.S. District Courts' Misclassification Decisions, 2008-2015* (with Mohammad Javad Feizollahi as Co-PI) (\$247,745)
2012 Research Support Grant, Center for the Economic Analysis of Risk, Georgia State University (\$8,000)
2009 Skadden Fellowship Foundation Writing Grant

SCHOLARSHIP

PUBLICATIONS – PEER REVIEWED

*equal authorship; **lead authorship

Charlotte S. Alexander, *Transmitting the Costs of Unsafe Work*, 54 AM. BUS. L.J. ____ (forthcoming 2017)

Charlotte S. Alexander, *Workplace Information Forcing: Constitutionality and Effectiveness*, 53 AM. BUS. L.J. 487 (2016)

***Charlotte S. Alexander** & Anna Haley-Lock, *Underwork, Work Hour Insecurity, and a New Approach to Wage and Hour Regulation*, 54 INDUSTRIAL RELATIONS: A JOURNAL OF ECONOMY AND SOCIETY 695 (2015)

Charlotte S. Alexander, *Anticipatory Retaliation, Threats, and the Silencing of the Brown Collar Workforce*, 50 AM. BUS. L.J. 779 (2013)

PUBLICATIONS – LAW REVIEW

****Charlotte S. Alexander** & Elizabeth Tippet, *The Hacking of Employment Law*, __ MO. L. REV. __ (forthcoming 2017)

Charlotte S. Alexander, *Misclassification and Antidiscrimination: An Empirical Analysis*, 101 MINN. L. REV. 907 (2017)

Elizabeth Tippet, **Charlotte S. Alexander** & Zev J. Eigen, *When Timekeeping Software Undermines Compliance*, 19 YALE J. LAW & TECH. 1 (2017)

Reviewed on JOTWELL by Alex Long (April 2017)

***Charlotte S. Alexander**, Zev J. Eigen & Camille Gear Rich, *Post-Racial Hydraulics: The Hidden Dangers of the Universal Turn*, 91 N.Y.U. L. REV. 1 (2016)

Charlotte S. Alexander, *Transparency and Transmission: Theorizing Information's Role in Regulatory and Market Responses to Workplace Problems*, 48 CONN. L. REV. 177 (2015)

***Charlotte S. Alexander** & Nathaniel Grow, *Gaming the System: The Exemption of Professional Sports Teams from the Fair Labor Standards Act*, 49 U.C. DAVIS L. REV. 123 (2015)

***Charlotte S. Alexander**, Anna Haley-Lock & Nantiya Ruan, *Stabilizing Low-Wage Work*, 50 HARV. C.R.-C.L. L. REV. 1 (2015)

Reviewed on JOTWELL by Charlotte Garden (May 26, 2016)

****Charlotte S. Alexander** & Arthi Prasad, *Bottom Up Workplace Law Enforcement: An Empirical Analysis*, 89 IND. L.J. 1069 (2014)

Charlotte S. Alexander, *Explaining Peripheral Labor: A Poultry Industry Case Study*, 33 BERKELEY J. EMP. & LAB. L. 353 (2012)

Charlotte S. Alexander, *Learning to be Lawyers: Professional Identity and the Law School Curriculum*, 70 MD. L. REV. 465 (2011)

Charlotte S. Alexander, *Would an Opt In Requirement Fix the Class Action Settlement? Evidence from the Fair Labor Standards Act*, 80 MISS. L.J. 443 (2010)

Charlotte H. Sanders, *Come Down and Make Bargains in Good Faith: The Application of 42 U.S.C. § 1981 to Discrimination in Retail Stores*, 4 HASTINGS RACE & POVERTY L. J. 281 (2007)

PUBLICATIONS – EDITED VOLUMES

Charlotte S. Alexander, *Direct and Indirect Employment Under Title VII*, PROCEEDINGS OF THE NEW YORK UNIVERSITY SCHOOL OF LAW'S 68TH ANNUAL CONFERENCE ON LABOR: WHO IS AN EMPLOYEE, AND WHO IS THE EMPLOYER? KATI GRIFFITH, ED. (LexisNexis, 2017)

Charlotte S. Alexander, *Legal Avoidance and the Restructuring of Work*, THE STRUCTURE AND STRUCTURING OF WORK, M. DIANE BURTON, LISA COHEN & MICHAEL LOUNSBURY, EDs., RESEARCH IN THE SOCIOLOGY OF ORGANIZATIONS SERIES (Emerald, 2016)

Clark D. Cunningham & **Charlotte S. Alexander**, *Developing Professional Judgment: Law School Innovations in Response to the Carnegie Foundation's Critique of American Legal Education*, Michael Robertson et al., eds., THE ETHICS PROJECT IN LEGAL EDUCATION (London: Routledge-Cavendish, 2011)

PUBLICATIONS – OTHER

Charlotte S. Alexander, *Incentivizing and Protecting OSH Whistleblowers*, A Review of Emily A. Spieler, *Whistleblowers and Safety at Work: An Analysis of Section 11(c) of the Occupational Safety and Health Act*, ABA J. ON LAB. AND EMPL. LAW (forthcoming 2017), JOTWELL: THE JOURNAL OF THINGS WE LIKE (LOTS) (2017)

Charlotte S. Alexander, *Dismissing Discrimination*, A Review of David Schraub, *Dismissal*, available at http://papers.ssrn.com/sol3/papers.cfm?abstract_id=2710377 (2016), JOTWELL: THE JOURNAL OF THINGS WE LIKE (LOTS) (Apr. 27, 2016)

Charlotte S. Alexander, *The Rights of Collaterally Damaged Employees*, Academy of Legal Studies in Business, Employment Law Section Newsletter (Summer 2015)

Charlotte S. Alexander, *Another Set of Eyes: A New-Old Proposal to Combat Wage Theft*, A Review of Matthew Finkin, *From Weight Checking to Wage Checking: Arming Workers to Combat Wage Theft*, 90 IND. L.J. 851 (2015), JOTWELL: THE JOURNAL OF THINGS WE LIKE (LOTS) (Feb. 6, 2015)

Anna Haley-Lock, **Charlotte Alexander** & Nantiya Ruan *Address Working Poverty by Promoting Work Hour Security in Low-Wage Hourly Jobs*, Spotlight on Poverty and Opportunity Exclusive Commentary, <http://www.spotlightonpoverty.org/ExclusiveCommentary.aspx?id=3f54f17d-9375-460c-a5ba-72d50dde7671> (Mar. 31, 2014)

Adam Neufeld, **Charlotte H. Sanders**, et al., *A Study on Women's Experiences at Harvard Law School* (2003)

WORKING PAPERS

Charlotte S. Alexander, *Litigation Migrants*

WORKS IN PROGRESS

Charlotte S. Alexander, *Plaintiffs' Attorney Networks as Litigation Drivers* (data analysis)

Charlotte S. Alexander, *On Waiver* (draft in progress)

Charlotte S. Alexander & Mohammad Javad Feizollahi, *A Study of U.S. District Courts' Misclassification Decisions, 2008-2015* (data collection)

AMICUS BRIEFS

State of Nevada v. U.S. Department of Labor, No. 16-41606 (5th Cir. 2016) (co-author with Sachin Pandya of work law professors' brief on white-collar overtime exemption)

TEACHING

Georgia State University, Robinson College of Business
The Legal and Ethical Environment of Business (undergraduate) (2011-present)

Georgia State University, Honors College
Employment Law and the Future of Work (undergraduate) (fall 2017) – scheduled
Immigration, Labor, and Cities (undergraduate) (fall 2015)

Georgia State University College of Law
The Law and Business of Immigration (JD-MBA 2014)
International Human Rights Seminar: Immigration Detention (JD; adjunct, 2011)
Fundamentals of Law Practice (JD; adjunct, 2010)

Emory Law School
Labor and Employment Law: Immigrants in the Workplace (JD; adjunct, 2010)

SELECTED CONFERENCE PRESENTATIONS AND WORKSHOPS

- 2017 Law and Society Association Annual Meeting, Mexico City, Mexico (invited discussant, author-meets-readers panel) -- scheduled
- 2017 Vanderbilt Law School, Law and Economics Ph.D. Workshop, Nashville, TN (invited presenter)
- 2017 Indiana University Kelley School of Business, Departmental Speaker Series, Bloomington, IN (invited presenter)
- 2016 Labor and Employment Law Colloquium, University of Washington Law School, Seattle, WA
- 2016 Midwestern Law and Economics Association Annual Conference, Atlanta, GA
- 2016 Academy of Legal Studies in Business Annual Conference, San Juan, PR
- 2016 Establishing Equity in Our Food System Symposium, UC Irvine School of Law, Irvine, CA (invited presenter)
- 2016 University of Georgia Legal Studies Faculty Colloquium (invited presenter)
- 2015 Conference on Empirical Legal Studies, Washington University School of Law, St. Louis, MO (selected poster presenter- blind refereed)
- 2015 Labor and Employment Law Colloquium, Indiana University Maurer School of Law, Bloomington, IN
- 2015 Academy of Legal Studies in Business Annual Conference, Philadelphia, PA
- 2015 New York University's 68th Annual Conference on Labor, New York University School of Law, New York, NY (invited presenter)
- 2014 Title VII: Fifty Years Later Colloquium, Ross School of Business, University of Michigan, Ann Arbor, MI (selected presenter)
- 2014 Labor and Employment Law Colloquium, University of Colorado Law School, Boulder, CO
- 2014 AMERICAN BUSINESS LAW JOURNAL Invited Scholars Colloquium, Seattle, WA (selected presenter)
- 2014 Huber Hurst Research in Legal Studies and Ethics Seminar, Warrington College of Business, University of Florida, Gainesville, FL (selected presenter)

- 2014 The Civil Rights Act at 50 Symposium, Stanford Law School, Palo Alto, CA (invited presenter)
- 2013 Southeastern Academy of Legal Studies in Business Annual Conference, Tampa, FL
- 2013 Labor and Employment Law Colloquium, University of Las Vegas- Nevada Boyd School of Law, Las Vegas, NV
- 2013 Southeastern Association of Law Schools Annual Meeting, New Voices in Labor and Employment Law Workshop, Palm Beach, FL
- 2013 Southeastern Association of Law Schools Annual Meeting, Call for Papers Luncheon, Palm Beach, FL (selected plenary presenter)
- 2013 Structuring Work In and Around Organizations Conference, McGill University Desautels Faculty of Management (selected presenter)
- 2013 Mercer University Walter F. George School of Law Faculty Workshop, Macon, GA (invited presenter)
- 2013 Cornell University School of Industrial and Labor Relations Faculty Seminar, Ithaca, NY (invited presenter)
- 2013 Stetson University College of Law Faculty Workshop, Gulfport, FL
- 2012 Access to Civil Justice: Re-envisioning and Reinvigorating Research Workshop, American Bar Foundation and National Science Foundation, Chicago, IL (selected presenter)
- 2012 Southeastern Academy of Legal Studies in Business Annual Conference, Miami, FL
- 2012 Emory School of Law Faculty Colloquium, Atlanta, GA
- 2012 Georgia-Florida Research Conference, Georgia Tech University, Atlanta, GA
- 2012 Employment and Labor Law Scholars' Forum, Seton Hall University School of Law, Newark, NJ (selected presenter)
- 2012 People & Organizations Conference, The Wharton School, University of Pennsylvania, Philadelphia, PA (selected plenary presenter- blind refereed)
- 2012 Labor and Employment Law Colloquium, Northwestern and Loyola Schools of Law, Chicago, IL
- 2012 Academy of Legal Studies in Business Annual Conference, Kansas City, MO
- 2012 Dean Robert J. D'Agostino Symposium: Breaking Down Borders: A Look at Immigration Law in Georgia, John Marshall School of Law, Atlanta GA (invited presenter)
- 2011 Southeastern Association of Legal Studies in Business Annual Conference, Atlanta, GA
- 2011 Roundtable Discussion on Immigration and Jobs with U.S. Secretary of Labor Hilda Solis (invited participant), Georgia State University College of Law, Atlanta, GA
- 2011 Labor and Employment Law Colloquium, Los Angeles, CA

SPECIALIZED TRAINING

- 2017 Applied Data Science with Python (five course online series), University of Michigan -- in progress
- 2017 Early Summer Tutorial in Modern Applied Tools of Econometrics, Michigan State University
- 2017 Applied Statistics and Econometrics II (graduate level), Georgia State University Department of Economics
- 2016 Applied Statistics and Econometrics I (graduate level), Georgia State University Department of Economics
- 2012 Conducting Empirical Legal Scholarship Workshop, University of Southern California Gould School of Law

PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS

Academy of Legal Studies in Business
Southeastern Academy of Legal Studies in Business
Admitted to Practice Law in Georgia (2006 – present)

SERVICE

UNIVERSITY

Faculty Affiliate and Truman/Udall Scholarship Committee Member, Georgia State University Honors College

Member, W.T. Beebe Institute of Personnel and Employment Relations, “People at Work” Cross-Disciplinary Collaboration Project

Member, Dean’s Task Force on Experiential and Immersive Learning

PROFESSION

AMERICAN BUSINESS LAW JOURNAL Invited Scholars Colloquium, Lead Discussant (2017) – scheduled

Academy of Legal Studies in Business Faculty Achievement Awards Selection Committee (2017)

Academy of Legal Studies in Business, Employment Law Section

President (2017-2018)

Vice President (2016-2017)

Secretary (2015-2016)

Southeastern Academy of Legal Studies in Business

Past President (2016-2017)

President (2015-2016)

President-Elect and Conference Program Chair (2014-2015)

Vice President (2013-2014)

Secretary (2012-2013)

Contributing Editor, Worklaw Section, JOTWELL (online legal scholarship journal)

Guest Blogger, Workplace Prof Blog

Ad Hoc Reviewer: INDUSTRIAL RELATIONS, AMERICAN BUSINESS LAW JOURNAL, LABOR STUDIES JOURNAL, ALSB JOURNAL OF EMPLOYMENT AND LABOR LAW

MEDIA APPEARANCES

On Second Thought (Georgia Public Broadcasting Radio) (April 17, 2017): “Is someone ever too old to teach? Atlanta teachers join age discrimination lawsuit.”

GSU.edu (November 18, 2015): “Over 40 and out of work.”

Vox.com (August 17, 2015): “Why erratic schedules are one of the worst parts of low-wage work.”

On Second Thought (Georgia Public Broadcasting Radio) (March 31, 2015): “Does having bad credit make you a bad employee?”

Atlanta Journal-Constitution (September 8, 2014): “PolitiFact: EMILY’s List attack on Perdue blasts gender-based pay issue”

Atlanta Business Chronicle (January 31, 2014): “Atlanta employers watch NLRB rulings”

La Voz de Michoacán (Michoacán, Mexico) (June 17, 2004): “Exigen emigrantes pagos retroactivos”

PROFESSIONAL EXPERIENCE

Consultant , Atlanta, GA Oxfam America, Decent Work Program	2014-2015
National Institute for Teaching Ethics and Professionalism Georgia State University College of Law , Atlanta, GA Deputy Director	2009- 2011
Georgia Legal Services Program, Farmworker Rights Division , Atlanta, GA Skadden Fellow and Senior Staff Attorney	2006- 2009
The Honorable Nancy Gertner U.S. District Court, District of Massachusetts , Boston, MA Law Clerk	2005- 2006