

## CHARLOTTE S. ALEXANDER

Georgia State University  
J. Mack Robinson College of Business  
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### ACADEMIC APPOINTMENTS

#### **Georgia State University, J. Mack Robinson College of Business**

Connie D. and Ken McDaniel WomenLead Chair

Professor of Law and Analytics

2022-Present

Associate Professor of Law and Analytics

2019-2022

Institute for Insight (primary appointment)

Department of Risk Management and Insurance (secondary appointment)

College of Law (secondary appointment)

Department of Risk Management and Insurance

Associate Professor (with tenure)

2017-2019

Assistant Professor

2011-2017

#### **Bar-Ilan University Faculty of Law**

Winter 2020

Innovation Lab for Law, Data Science, and Digital Ethics

Visiting Professor

Faculty Affiliate, Evidence-Based Cybersecurity Research Group

2019-Present

Faculty Affiliate, GSU Center for Access to Justice

2018-Present

Research Scholar, NYU School of Law, Center for Labor and Employment Law

2018-Present

Founder and Director, GSU Legal Analytics Lab

2017-Present

### EDUCATION

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

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

### HONORS AND FELLOWSHIPS

- 2022 AMERICAN BUSINESS LAW JOURNAL Hoeber Memorial Award for Outstanding Article Published in 2022
- 2021 Georgia State University Robinson College of Business Faculty Recognition Award for Research
- 2020 Amicus Champions of Justice Award (recognizing work in partnership with Eversheds Sutherland to build case analytics tools for the Florida Center for Capital Representation)
- 2020 Georgia State University Robinson College of Business Faculty Recognition Award for Service
- 2019 AMERICAN BUSINESS LAW JOURNAL Hoeber Memorial Award for Outstanding Article Published in 2019
- 2019 Fastcase 50 Award (honoring “the law’s smartest, most courageous innovators, techies, visionaries, and leaders”)
- 2019 Association to Advance Collegiate Schools of Business Innovations that Inspire Award (awarded to Legal Analytics Lab)
- 2018 Holmes-Cardozo Award for Best Submitted Conference Paper, Academy of Legal Studies in Business

- 2017 AMERICAN BUSINESS LAW JOURNAL Hoeber Memorial Award for Outstanding Article Published in 2017
- 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)

### **SPONSORED RESEARCH AND GRANT AWARDS**

- 2022 Georgia State University Research Innovation and Scholarly Excellence Challenge, *Criminal Legal Events Analysis and Research (CLEAR) Initiative* (Principal Investigator, \$250,000)
- 2021 Université Paris Dauphine - PSL, Women and Science Chair Grant, *Investigating Gender's Effects in Medical Residency Selection in the United States* (Co-Principal Investigator, €10,000)
- 2021 SCALES Open Justice Research Workshop Project Seed Grant, *An Analysis of Individuals' Litigation Touchpoints Across Court Systems* (Co-Principal Investigator, \$10,000)
- 2020 National Science Foundation, Convergence Accelerator Program, *Transform the Transparency and Accessibility of Court Records* (Co-Principal Investigator, \$4,999,771)
- 2020 National Association of Insurance Commissioners, *Measuring Model Law Implementation Using Text Analytics* (Principal Investigator, \$5,000)
- 2019 The Risk Institute, Fisher College of Business, The Ohio State University, *Measuring Corporate Cybercrime Risk* (Co-Principal Investigator, \$15,000)
- 2018 Barrett & Farahany, GSU Legal Analytics Lab Insight Sprint, *Using Text Analytics to Predict Litigation Outcomes* (Principal Investigator, \$20,000)
- 2017 U.S. Department of Labor, Employment and Training Administration, Research and Evaluation Grant, *A Study of Ten Years of U.S. District Courts' Employee Misclassification Decisions* (Principal Investigator, \$248,000)
- 2012 Research Support Grant, Center for the Economic Analysis of Risk, Georgia State University (Principal Investigator, \$8,000)

### **SCHOLARSHIP**

\* lead authorship; \*\* equal authorship

### **PUBLICATIONS – LAW REVIEWS**

\*\* *Creating a People-First Court Data Framework*, \_\_ HARV. C.R.-C.L. L. REV. \_\_ (forthcoming 2023) (with Lauren Sudeall)

*Employees, Independent Contractors, and the Flexibility False Choice*, \_\_ BERKELEY J. EMP. & LAB. L. \_\_ (forthcoming 2023)

*Does Lawyering Matter? Predicting Judicial Decisions from Legal Briefs, and What That Means for Access to Justice*, 101 TEXAS L. REV. 1157 (2022) (with Elizabeth Tippet, Karl Branting, Paul Morawski, Carlos Balhana, Craig Pfeifer & Sam Bayer)

\*\* *Coding and Collaboration: Data Analytics in the Law School Classroom*, 23 TRANSACTIONS: THE TENN. J. OF BUSINESS LAW 1 (symposium) (2022) (with Nicole Iannarone)

\*\* *Evaluating the Implementation of Human Rights Law: A Data Analytics Research Agenda*, 43 U. OF PENN. J. INT'L LAW 1 (2021) (with Jonathan Todres)

\*\* *Winning, Defined? Text-Mining Arbitration Decisions*, 42 CARDOZO L. REV. 1695 (2021) (with Nicole Iannarone)

*Sorry (Not Sorry): Decoding #MeToo Defenses*, 99 TEXAS L. REV. 341 (2020)

\* *Introduction to Special Issue: Labor & Employment Law Initiatives, Proposals, and Developments During the Trump Administration*, ABA J. OF LABOR & EMPLOYMENT LAW (2020) (with Samuel Estreicher)

\*\* *The Shadow Judiciary*, 39 THE REV. OF LITIGATION 303 (2020) (with Nathan Dahlberg & Anne M. Tucker)

\*\* *The Hacking of Employment Law*, 82 MO. L. REV. 974 (2018) (with Elizabeth Tippet)

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

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

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

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

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

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

\* *Bottom Up Workplace Law Enforcement: An Empirical Analysis*, 89 IND. L.J. 1069 (2014) (with Arthi Prasad)

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

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

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

*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) (written as Charlotte H. Sanders)

## **PUBLICATIONS – REFEREED SCHOLARLY JOURNALS**

*An Overview, Empirical Application, and Discussion of the Future Research Potential of Q&A Models in B2B Contexts* \_\_ INDUSTRIAL MARKETING MANAGEMENT \_\_ (forthcoming 2023) (with Benjamin Lawrence, Yanqing Wang & Yinghao Pan)

*Text Mining for Bias: A Recommendation Letter Experiment*, 59 AM. BUS. L.J. 5 (2022)

*How to Build a More Open Justice System*, SCIENCE (July 10, 2020) (with Adam R. Pah, David L. Schwartz, Sarath Sanga, Zachary D. Clopton, Peter DiCola, Rachel Davis Mersey, Kristian J. Hammond & Luis A. Nunes Amaral)

*Litigation Migrants*, 56 AM. BUS. L.J. 235 (2019)

*#MeToo and the Litigation Funnel*, 22 EMPL. RTS. & EMPL. POL’Y J. 101 (2019)

*Transmitting the Costs of Unsafe Work*, 54 AM. BUS. L.J. 463 (2017)

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

*\*\* Underwork, Work Hour Insecurity, and a New Approach to Wage and Hour Regulation*, 54 INDUSTRIAL RELATIONS 695 (2015) (with Anna Haley-Lock)

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

## **PUBLICATIONS – REFEREED CONFERENCE PROCEEDINGS**

*\* Franchise Governance in Response to Covid-19: An Automated Text Analysis of Franchise Disclosure Documents*, Proceedings of the 35th International Society of Franchising Conference (2022) (with Benjamin Lawrence)

*Automated Text Applications in the Context of Franchise Disclosure Documents*, Proceedings of the 35th International Society of Franchising Conference (2022) (with Benjamin Lawrence, Yanqing Wang & Yinghao Pan)

*PRESIDE: A Judge Entity Recognition and Disambiguation Model for US District Court Records*, IEEE BigData 2021, Fifth Annual Workshop on Applications of Artificial Intelligence in the Legal Industry (2021) (with Adam R. Pah, Christian J. Rozolis, David L. Schwartz & the SCALES OKN Consortium)

*Lex Rosetta: Transfer of Predictive Models Across Languages, Jurisdictions, and Legal Domains*, ICAIL 2021: International Conference on Artificial Intelligence and Law (2021) (with Jaromir Savelka, Hannes Westermann, Karim Benyekhlef, Jayla C. Grant, David Restrepo Amariles, Rajaa El Hamdani, Sebastien Meeus, Aureore Troussel, Michal Araszkievich, Kevin D. Ashley, Alexandra Ashley, Karl Branting, Mattia Falduti, Matthias Grabmair, Jakub Harasta, Tereza Novotna, Elizabeth Tippet & Shiwanni Johnson)

*Predictive Features of Persuasive Legal Texts*, ASAIL 2020: Automated Semantic Analysis of Information in Legal Text; co-located with ICAIL 2020: International Conference on Artificial Intelligence and Law (2020) (with Karl Branting, Elizabeth Tippet, Sam Bayer, Paul Morawski, Carlos Balhana & Craig Pfeifer)

## PUBLICATIONS – EDITED VOLUMES

*Litigation Outcome Prediction, Access to Justice, and Legal Endogeneity*, in *LEGAL TECH AND THE FUTURE OF CIVIL JUSTICE*, DAVID FREEMAN ENGSTROM, ED. (Cambridge University Press, forthcoming 2022)

\* *On Dragons, Caves, Teeth, and Claws: Legal Analytics and the Problem of Court Data Access*, in *COMPUTATIONAL LEGAL STUDIES: THE PROMISE AND CHALLENGE OF DATA-DRIVEN LEGAL RESEARCH*, RYAN WHALEN, ED. (Edward Elgar 2020) (with Mohammad Javad Feizollahi)

\* *Using Text Analytics to Predict Litigation Outcomes*, in *LAW AS DATA: COMPUTATION, TEXT, AND THE FUTURE OF LEGAL ANALYSIS*, MICHAEL LIVERMORE & DANIEL ROCKMORE, EDS. (Santa Fe Institute Press 2019) (with Khalifeh al Jadda, Mohammad Javad Feizollahi & Anne M. Tucker)

*Direct and Indirect Employment Under Title VII*, in *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 & SAMUEL ESTREICHER, EDS. (LexisNexis 2017)

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

*Developing Professional Judgment: Law School Innovations in Response to the Carnegie Foundation's Critique of American Legal Education*, in *THE ETHICS PROJECT IN LEGAL EDUCATION*, MICHAEL ROBERTSON ET AL., EDS. (Routledge-Cavendish 2011) (with Clark D. Cunningham)

## PUBLICATIONS – NON-REFEREED AND OTHER

*The Promise of AI in an Open Justice System*, *AI MAGAZINE* (2022) (with Adam R. Pah, David L. Schwartz, Sarath Sanga, Kristian J. Hammond, Luis A. Nunes Amaral & the SCALES OKN Consortium)

*Robots Are Coming for the Lawyers – Which May Be Bad for Tomorrow's Attorneys but Great for Anyone in Need of Cheap Legal Assistance*, *THE CONVERSATION* (August 9, 2021) (with Elizabeth Tippet) [republished by FAST COMPANY and other outlets]

*Power Imbalances Are at the Root of Sexual Harassment – but Statements Like Andrew Cuomo's Don't Acknowledge that Inconvenient Fact*, *THE CONVERSATION* (April 7, 2021) [republished by 25+ newspapers as an op-ed]

*Learning from Sex Workers: Lessons in Advocacy, Stigma, and Struggle*, A Review of Yvette Butler, *Aligned: Sex Workers' Lessons for the Gig Economy* in *JOTWELL: THE JOURNAL OF THINGS WE LIKE (LOTS)* (2021)

\* *Decisional Shortcuts and Selection Effects: An Empirical Study of Ten Years of U.S. District Courts' Employee Misclassification Decisions*, report to the U.S. Department of Labor (2020) (with Mohammad Javad Feizollahi)

*Socialization at Work and #MeToo Backlash*, A Review of Zoë Cullen and Ricardo Perez-Truglia, *The Old Boys' Club: Schmoozing and the Gender Gap* in *JOTWELL: THE JOURNAL OF THINGS WE LIKE (LOTS)* (2020)

*How to Tell Other Sexual Harassment Stories*, A Review of Tristin K. Green, *Was Sexual Harassment Law a Mistake? The Stories We Tell* and Angela Onwuachi-Willig, *Meritor Savings Bank v. Vinson*, in *FEMINIST*

JUDGMENTS: REWRITTEN OPINIONS OF THE UNITED STATES SUPREME COURT, KATHRYN M. STANCHI, LINDA L. BERGER, AND BRIDGET J. CRAWFORD, EDS., in JOTWELL: THE JOURNAL OF THINGS WE LIKE (LOTS) (2019)

*\*\* Why We're Training the Next Generation of Lawyers in Big Data*, THE CONVERSATION (Oct. 2, 2018) (with Anne M. Tucker)

*Using Analytics to Detect Legal Risk*, BRINK, <http://www.brinknews.com/using-analytics-to-detect-legal-risk/> (May 8, 2018)

*Uber, China, and Robots*, A Review of Cynthia Estlund, *What Should We Do After Work? Automation and Employment Law* in JOTWELL: THE JOURNAL OF THINGS WE LIKE (LOTS) (2018)

*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* in JOTWELL: THE JOURNAL OF THINGS WE LIKE (LOTS) (2017)

*Dismissing Discrimination*, A Review of David Schraub, *Dismissal* in JOTWELL: THE JOURNAL OF THINGS WE LIKE (LOTS) (Apr. 27, 2016)

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

*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* in JOTWELL: THE JOURNAL OF THINGS WE LIKE (LOTS) (Feb. 6, 2015)

*Address Working Poverty by Promoting Work Hour Security in Low-Wage Hourly Jobs*, Spotlight on Poverty and Opportunity Exclusive Commentary (Mar. 31, 2014) (with Anna Haley-Lock & Nantiya Ruan)

*A Study on Women's Experiences at Harvard Law School* (2003) (with Adam Neufeld and student group) (cited in SHERYL SANDBERG, LEAN IN)

## WORKING PAPERS

*The Market for Model Laws: The Diffusion of NAIC's Model Laws* (with Jingshu Luo & Martin Grace) (under review, AMERICAN POLITICAL SCIENCE REVIEW)

## WORKS IN PROGRESS

*Self-Surveillance as Super Evidence* (with Nassim Parvin and Mohsin Yousufi) (drafting)

*Lawyers as Ants: Private Enforcement's Path Dependence* (with Mohammad Javad Feizollahi) (drafting)

*Detecting FLSA Manager Misclassification Using Worker Surveys* (with Sachin Pandya) (drafting)

*Accounting for Child Development in Children's Rights Assessments: A Text Analytics Approach* (with Ursula Kilkelly & Jonathan Todres) (drafting)

*Litigation Pathways* (with Alexandra Lahav, Peter Siegelman & Nathan Dahlberg) (data collection)

*Who Did What to Whom? Modeling Lawsuit Fact Patterns and Claim Types Using Knowledge Graphs* (with Péter Molnár) (data collection)

*Settlement as Construct: Counting Party Resolutions in Federal District Court* (with Nathan Dahlberg & Anne M. Tucker) (data collection)

*Chinese Exclusion Act Citation Genealogy* (with Hallie Ludsin) (data collection)

### **CASEBOOKS**

EMPLOYMENT LAW: PRIVATE ORDERING AND ITS LIMITATIONS (Wolters Kluwer, 5th ed., forthcoming) (with Charles A. Sullivan, Timothy P. Glynn & Rachel Arnow-Richman)

### **AMICUS BRIEFS**

*State of Georgia vs. Public.Resource.Org, Inc.*, No. 18-1150 (S. Ct. 2019) (with Michael Livermore & Anne M. Tucker)

*State of Nevada v. U.S. Department of Labor*, No. 16-41606 (5th Cir. 2016) (with Sachin Pandya)

### **TEACHING**

Georgia State University, Robinson College of Business

Introduction to Python Programming, in partnership with Delta Airlines (spring 2023)

Text Analytics (MSDA, fall 2021, fall 2022)

Data Ethics and Bias Boot Camp (MSDA, fall 2022)

Executive MBA Analytics Seminar (MBA, spring 2021, spring 2022)

Introduction to Programming and Predictive Analytics for Business (MBA, fall 2020, spring 2021)

PhD Analytics Seminar (PhD, spring 2020)

MBA Analytics Experience (MBA, fall 2019, fall 2020)

Women Lead: Policy and Politics (undergraduate, spring 2019, spring 2020, spring 2021)

The Legal and Ethical Environment of Business (undergraduate, 2011-2015)

The Law and Business of Immigration (JD-MBA, 2014)

Georgia State University College of Law

Legal Analytics I and II (JD-MSDA, fall 2018, spring 2020, spring 2021, spring 2023)

Legal Analytics Applied Lab (JD, spring 2020, fall 2020)

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)

Georgia State University, Honors College

Employment Law and the Future of Work (undergraduate) (fall 2017)

Immigration, Labor, and Cities (undergraduate) (fall 2015)

Emory Law School

Labor and Employment Law: Immigrants in the Workplace (JD, 2010)

### **SELECTED CONFERENCE PRESENTATIONS AND WORKSHOPS**

2023 Law & Economics Workshop, University of Toronto Faculty of Law (scheduled)

2022 Colloquium on Scholarship in Employment and Labor Law, Vanderbilt Law School (scheduled)

- 2022 Faculty Seminar, Louisiana State University Law School
- 2022 National Science Foundation Workshop on Data Science and Law, UNC Chapel Hill
- 2022 School of Computer Science and Technology, Shandong University, Qingdao, China
- 2022 Georgetown Law School Civil Justice Data Commons, Clustering/Classification Convening
- 2022 Summer Institutes in Computational Social Science, Atlanta, GA
- 2022 Justice Innovation Lab, National Judicial College, Santo Domingo, Dominican Republic
- 2022 Estrategia Regulatoria/LEX ED, Lima Peru
- 2022 SCALES Open Justice Workshop, Northwestern University
- 2022 Conference on Settlement, Kimball R. and Karen Gatsis Anderson Center for Advocacy and Professionalism; University of Illinois College of Law
- 2022 Computational Legal Studies Conference, Singapore Management University Centre for Computational Law (keynote speaker)
- 2022 NICAR Data Journalism Conference
- 2022 American University Washington College of Law scholarship seminar
- 2022 Huber Hurst Seminar, University of Miami
- 2021 Colloquium on Scholarship in Employment and Labor Law (COSELL)
- 2021 NSF Conference on Data Science and Law
- 2021 Gender, Bias, and Technology in the 21st Century Workplace, Equity Now Speaker Series, University of Connecticut School of Business
- 2021 Harvard University, John F. Kennedy School of Government
- 2021 United States Department of Labor, Labor Research and Evaluation Program
- 2021 CodeX, The Stanford Center for Legal Informatics
- 2020 Colloquium on Scholarship in Employment and Labor Law (COSELL)
- 2020 University of Pennsylvania, Wharton School
- 2020<sup>†</sup> Annual Meeting of the American Society of Criminology, Washington, DC
- 2020<sup>†</sup> University of Illinois College of Law Seminar Series, Champaign, IL
- 2020 Emory Law School, TI:GER Innovation Conference, Atlanta, GA
- 2019 NSF Workshop: Computing, Data Science, and Access to Justice, Washington, DC
- 2019 Law and Society Association Annual Meeting, Washington, DC
- 2019 Online Workshop on the Computational Analysis of Law, University of Virginia
- 2019 Conference on Modern Social Movements and Their Impact in the Workplace, College Station, TX
- 2018 Conference on Empirical Legal Studies, Ann Arbor, MI
- 2018 American Risk and Insurance Association Annual Meeting, Chicago, IL
- 2018 University of Hong Kong Law & Technology Centre, The Emergence of Computational Legal Studies Workshop
- 2018 Law and Society Association Annual Meeting, Toronto, Canada
- 2018 Georgia Institute of Technology, Cecil B. Day Program Distinguished Guest Speaker
- 2017 Institute for Operations Research and the Management Sciences (INFORMS) Annual Meeting, Houston, TX
- 2017 Academy of Legal Studies in Business Annual Conference, Savannah, GA
- 2017 Law and Society Association Annual Meeting, Mexico City, Mexico
- 2017 Vanderbilt Law School, Law and Economics Ph.D. Workshop, Nashville, TN
- 2017 Indiana University Kelley School of Business, Departmental Speaker Series, Bloomington, IN
- 2016 Colloquium on Scholarship in Employment and Labor Law (COSELL), 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
- 2016 University of Georgia Legal Studies Faculty Colloquium
- 2015 Conference on Empirical Legal Studies, Washington University School of Law, St. Louis, MO
- 2015 Colloquium on Scholarship in Employment and Labor Law (COSELL), 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
- 2014 Title VII: Fifty Years Later Colloquium, Ross School of Business, University of Michigan, Ann Arbor, MI
- 2014 Colloquium on Scholarship in Employment and Labor Law (COSELL), University of Colorado Law School, Boulder, CO
- 2014 AMERICAN BUSINESS LAW JOURNAL Invited Scholars Colloquium, Seattle, WA
- 2014 Huber Hurst Research in Legal Studies and Ethics Seminar, Warrington College of Business, University of Florida, Gainesville, FL
- 2014 The Civil Rights Act at 50 Symposium, Stanford Law School, Palo Alto, CA
- 2013 Southeastern Academy of Legal Studies in Business Annual Conference, Tampa, FL
- 2013 Colloquium on Scholarship in Employment and Labor Law (COSELL), 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, Palm Beach, FL
- 2013 Structuring Work In and Around Organizations Conference, McGill University Desautels Faculty of Management
- 2013 Mercer University Walter F. George School of Law Faculty Workshop, Macon, GA
- 2013 Cornell University School of Industrial and Labor Relations Faculty Seminar, Ithaca, NY
- 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
- 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
- 2012 People & Organizations Conference, The Wharton School, Univ. of Pennsylvania, Philadelphia, PA
- 2012 Colloquium on Scholarship in Employment and Labor Law (COSELL), 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
- 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, Georgia State University College of Law, Atlanta, GA
- 2011 Colloquium on Scholarship in Employment and Labor Law (COSELL), Los Angeles, CA

† Canceled due to COVID-19

### **SPECIALIZED TRAINING AND CONTINUING EDUCATION**

- 2021 Network and Graph Analysis, ICPSR Summer Program (four weeks)
- 2019 Machine Learning for the Analysis of Text as Data, ICPSR Summer Program (one week)
- 2017 Applied Data Science with Python (five course online series), University of Michigan
- 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

### **SERVICE**

#### **UNIVERSITY**

Innovation Initiatives Council, Robinson College of Business  
  
Academic Program Review Committee Chair, Robinson College of Business, Institute for Insight  
  
Ph.D. Program Coordinator, Robinson College of Business, Institute for Insight  
  
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  
  
Co-Chair, Robinson College of Business Inclusion and Equity Task Force (2020-2021)  
  
Member, Robinson College of Business Graduate Program Council (2019-2022)

#### **PROFESSION**

Blue Ribbon Committee on the Academy of Legal Studies in Business’ Next Century  
  
Twitter @WomeninStat Rotating Curator, American Statistical Association, Committee on Women in Statistics (2022)  
  
Co-Editor, Worklaw Section, JOTWELL (online legal scholarship journal)  
  
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)  
  
Staff Editor, AMERICAN BUSINESS LAW JOURNAL

Ad Hoc Reviewer – Journals: ARTIFICIAL INTELLIGENCE AND LAW; CAMBRIDGE JOURNAL OF ECONOMICS; COMPUTER LAW & SECURITY REVIEW; INDUSTRIAL RELATIONS; LABOR STUDIES JOURNAL; LAW & SOCIETY REVIEW; PLOS ONE; POLITICAL RESEARCH QUARTERLY; SOCIAL FORCES; SOCIAL SCIENCE RESEARCH

Ad Hoc Reviewer – Funders: ISRAEL SCIENCE FOUNDATION

Ad Hoc Reviewer – Conferences: International Workshop on Cyber-Social Threats (AAAI-ICWSM Conference on AI and Social Good); HEC Paris Algorithmic Law & Society Symposium

## COMMUNITY

Member, Technical Expert Panel, Centers for Disease Control and Prevention and The MITRE Corporation, Policy Surveillance Study (2022)

Member, Working Group on Unleashing Capabilities for Work and Entrepreneurship, National Commission on Innovation and Competitiveness Frontiers (2020-2021)

## MEDIA APPEARANCES

*Atlanta Journal Constitution* (August 2022): “‘It Was a Total Lie,’ Mexican Engineers Say”

*Demystifying Diversity* podcast (March 2022)

*Forbes* (June 2021): “The Hard Truth—Why We Push Back On AI When Discussing Diversity And Recruitment”

*Atlanta Journal Constitution* (April 2021): “Opinion: Power Imbalances and Sexual Harassment”  
Also appeared in *Miami Herald* and multiple other outlets

*Canadian Broadcasting Company* (August 24, 2020): “Sorry, Not Sorry: 3 Years into #MeToo Era, Real Apologies are Few and Far Between”

*The Atlanta Lawyer* (January 2020): “iLawyer; I, Lawyer; or Bye-Bye Lawyer”

*The Atlantic* (August 16, 2019): “Why It’s Immigrants Who Pack Your Meat”

*Atlanta Journal Constitution* (February 26, 2019): “New Professional Florida Football Team Practicing in Georgia”

*Above the Law* (March 30, 2018): “alt.legal: Legal Analytics Is Heating Up In Hotlanta”

*New York Law Journal* (March 6, 2018): “Data (Gold) Mining: The Rise of The Law Firm Data Analytics Teams”

*Saporta Report* (October 30, 2017): “Georgia State University opens groundbreaking new legal analytics lab”

*Daily Report* (October 17, 2017): “GSU Law starts big data lab as industry girds for disruption”

*LegalTechNews* (October 16, 2017): “AI goes to law school”

*Atlanta Business Chronicle* (October 9, 2017): “Georgia State launches legal analytics lab.”

*Strategist: The FindLaw Law Firm Business Blog* (August 18, 2017): “Millions of PACER documents made free.”

*ABA Journal* (August 16, 2017): “Free PACER archive adds millions of new documents.”

*The Atlanta Journal-Constitution* (June 13, 2017): “T.I. sued by ex-restaurant employee claiming he wasn’t paid.”

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## WORK EXPERIENCE

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