

## LAW PROFESSOR FORM

A Fellow of the College of Labor and Employment Lawyers has provided this form to you as part of the process of nominating you for membership. Please complete this form and return it to the nominator for submission to the College. The standards for admission to the College are high and admission is limited. Thus, a candidate may not be admitted in a given year for reasons wholly unrelated to his or her qualifications. If you are not selected, the nomination forms will be destroyed and any new nomination will be considered without regard to the prior forms.

The qualifications for membership are set forth in Articles II and III of the By-Laws of the College. The By-Laws require that nominees have been in the field of labor and employment law for at least 20 years and have proven to their peers, the bar, and public that they possess:

- ◆ The highest professional qualifications and ethical standards;
- ◆ The highest level of character, integrity, professional expertise and leadership;
- ◆ A commitment to fostering and furthering the objectives of the College; and
- ◆ Significant scholarly contributions to the field of labor and employment law.

In addition to the traits described above, a Fellow is expected to display other traits in the day-to-day performance of academic duties. The list below is provided to nominators and nominees for their guidance in determining whether a candidate meets the expectations for a Fellow.

A Fellow is an individual who:

- ◆ Stands out as a model of professionalism and civility to students and colleagues;
- ◆ Has earned the respect of the labor and employment law bar and academic community;
- ◆ Does not allow ideology to affect his or her academic activities or scholarly pursuits;
- ◆ Keeps confidences;
- ◆ Inspires students to become ethical and civil practitioners of labor and employment law;
- ◆ Promotes the development of labor and employment law through pro bono activities; and
- ◆ Actively participates in Labor and Employment Bar activities.



9. The College Bylaws state that “any person who has substantially met the qualifications as described in Article II, Section 3 for a period of not less than twenty years (or such shorter period of time as the Board of Governors may from time to time establish), devoting at least fifty percent (50%) of his or her time to the practice of labor and/or employment law, shall be eligible for election as a Fellow and to have all the rights and privileges of Fellows.”

Please attach a resume which includes specific dates and descriptions of your work in the labor and employment law field to demonstrate you meet this requirement. A maximum of three years in a judicial clerkship position, during the first three years of practice, may count towards the twenty-year requirement that must be met by a candidate.

\_\_\_\_ Resume Attached

10. Bar association memberships and offices you have held:
11. Memberships and offices in other academic and legal organizations (*For each organization, provide specific information about your service including duties performed, time commitment, roles and positions held.*):
12. List all labor and employment law publications (*For each publication, include where and when it was published and your role in the drafting, editing and publication process.*):

13. List all court opinions citing your publications:
14. Significant presentations on labor and employment law to bar and similar organizations (*For each presentation, include specific information about the audience and your time commitment and role in preparation and delivery.*):
15. Do you know of any complaint that has been made against you to any ethics committee of the bar, or of any disciplinary action against you? If so, state the nature of the grievance, the name of the committee, the disposition thereof and any other facts that should be considered by the College in understanding the nature of the complaint and any mitigating circumstances that explain whether the complaint has/had any merit.
- Have any sanctions been imposed against you by a court or arbitrator? If so, state the name of the case in which the sanction was ordered, the court or arbitral forum in which the case was pending, the basis for the sanction, the type of sanction imposed, and any other facts that should be considered by the College.

16. Please indicate any other information which may appear to reflect unfavorably on the consideration of you as a Fellow and, on a separate sheet, any explanation you would like the College to consider.

17. References are an extremely important part of the diligence phase. **The optimal reference is someone who has detailed first-hand knowledge of your substantive work, civility, integrity and overall contribution to the profession and the community.** Please confirm with all of your references, particularly judges, their willingness to provide a reference to the College's inquiry. References should be given advance notice that completion of the form requires thoughtful consideration of the applicant and a commitment of perhaps an hour or two for proper completion. References that do not comply with instructions may result in a deferral of your nomination. Electioneering or campaigning is considered inappropriate and strongly discouraged.

Please provide names, addresses, phone and email for eight lawyers, judges, former students, colleagues from other law schools, university administrators (i.e., provost, dean, chancellor) or other people who can attest to your professional standing, inspirational teaching, scholarship, integrity and leadership in the profession and community based on their first-hand experience with you. Where appropriate a broad array of references, is strongly encouraged, **with an emphasis on the last ten years.** Nominators should not be listed as references at all, and you are also highly discouraged from including as references the names of colleagues from your office or law school.

*(Please use additional paper if necessary.)*

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## LEADERSHIP FOR GREATER PURPOSE

18. If you also serve as an advocate or did so for more than ten years before becoming a law professor, please consider the following additional traits relevant to that role, and then list at least two and no more than four additional lawyers, judges, clients or other persons who can attest to your professional standing, integrity and leadership in the profession and community in your role as an advocate. Where appropriate a broad array of references, **including regular adversaries**, is strongly encouraged, **with an emphasis on the last ten years**. In addition, please indicate the practice area of your references, specifically noting those who are, or who have been, adversaries in matters you have handled. If you also serve as a neutral, please include the names of at least two but no more than four attorneys who have appeared before you. Please *do not* include the names of your nominators. *(Please use additional paper if necessary.)*

- ◆ Stands out to newer attorneys, as a model of professionalism in department and advocacy;
- ◆ Has earned the respect of the bench, opposing counsel and the community;
- ◆ Displays mutual respect in an adversarial relationship;
- ◆ Presents an accurate picture of outcomes to clients;
- ◆ Avoids allowing ideological differences to affect civility in negotiations and litigation;
- ◆ Engages in complete but not excessive discovery;
- ◆ Seeks and agrees to reasonable accommodations on matters such as continuances;
- ◆ Knows the workplace and has an active interest in resolving employment issues;
- ◆ Is a student of the law; who engages in negotiations with an objective of agreement; and
- ◆ Pursues settlement at appropriate stages in a proceeding.

19. Please review the qualifications for membership stated in the by-laws, as well as the desirable traits that the organization has further identified for membership and attach a brief statement of how you believe that you demonstrate these characteristics in your practice. You should select at least three characteristics to address with specificity in your statement plus any additional information that you believe relevant to consideration of your nomination.

**I hereby certify that I have reviewed my Nominee Form (Part B) with my nominator to ensure that it is complete and thorough; and I certify that, to the best of my knowledge and belief, the foregoing information is true.**

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Nominee

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Date