

RICHARD A. BALES

Employment

2013-present, Ohio Northern University College of Law (Dean, 2013-16; faculty member since 2016); Visiting Professor at University of Akron Law School 2018-20.

1998-2013, NKU Chase College of Law.

- Civil Procedure I and II, Employment Law, Employment Discrimination, Labor Law, Labor Arbitration, Arbitration Law, International Human Rights & Law, ADR in the Workplace, Arbitration Team competition.

1993-98

- University of Montana Law School, Visiting Assistant Professor (1998).
- SMU Law School, Visiting Assistant Professor (1996-97).
- University of Houston Law Center, Adjunct Professor (1994-96).
- Baker & Hostetler, Associate (1995-96).
- Baker & Botts, Associate (1993-95).

Education

1990-93 Cornell Law School. GPA: 3.53 (3.40=10%), magna cum laude, Order of the Coif, Cornell L. Rev. Editor, Cornell J.L. & Pub. Pol. note contributor.

1986-90 Trinity University. GPA: 3.66, cum laude. Major: Political Science.

Licensed in Texas (1993), Kentucky (2001).

Arbitration Panels

- Federal Mediation & Conciliation Service
- American Arbitration Association
- **Member, National Academy of Arbitrators.** Active committee membership:
 - Annual Proceedings Committee
 - International Studies Committee
 - Research and Education Foundation

Publications

Books

Cambridge Handbook of US Labor Law: Reinventing Labor Law for the 21st Century (Cambridge University Press, co-edited with Charlotte Garden, content submitted to publisher, anticipated

publication January 2020).

LABOR & EMPLOYMENT ARBITRATION IN A NUTSHELL (3d ed. 2017), co-authored with Dennis R. Nolan.

ARBITRATION LAW

- SECOND EDITION, co-authored with Katherine Stone, Foundation Press 2010, with Teacher's Manual.
- THIRD EDITION, co-authored with Katherine Stone (UCLA) and Alexander Colvin (Cornell I.L.R.), Foundation Press 2015.

ADR IN THE WORKPLACE,

- FIRST EDITION, co-authored with Laura J. Cooper and Dennis R. Nolan, West 2000.
- SECOND EDITION, co-authored with Laura J. Cooper and Dennis R. Nolan, West 2005.
- THIRD EDITION, co-authored with Laura J. Cooper, Dennis R. Nolan, and Stephen F. Befort West 2014.

UNDERSTANDING EMPLOYMENT LAW

- FIRST EDITION, co-authored with Jeff Hirsch and Paul Secunda, LexisNexis 2007.
- SECOND EDITION, co-authored with Jeff Hirsch and Paul, LexisNexis 2013.

ARBITRATION LAW

- SECOND EDITION, co-authored with Katherine Stone, Foundation Press 2010, with Teacher's Manual.
- THIRD EDITION, co-authored with Katherine Stone (UCLA) and Alexander Colvin (Cornell I.L.R.), Foundation Press 2015.

LABOR LAW: COLLECTIVE BARGAINING IN A FREE SOCIETY,

- SIXTH EDITION, co-authored with Dennis R. Nolan, West 2009, with Teacher's Manual.
- SEVENTH EDITION, co-authored with Dennis R. Nolan & Raphael Gely, West 2018, with Teacher's Manual.

COMPULSORY ARBITRATION: THE GRAND EXPERIMENT IN EMPLOYMENT, Cornell University ILR Press 1997. Reviewed by Susan T. Mackenzie, 52 I.L.R.. REV. 648 (1999).

Recent Articles

The Invisible Web of Work: The Intertwining of Artificial Intelligence, Electronic Surveillance, and Labor Law, 41 Berkeley J. Lab. & Employ. L. ____ (co-authored with Kathy Stone (UCLA)) (forthcoming spring 2020).

Resurrecting Labor, 77 MARYLAND L. REV. 1 (2017).

On the Precipice: Prospects for Free Labor Unions in Vietnam, 19 SAN DIEGO INT'L L.J. 71 (2017) (co-authored with Tran Thi Kieu Trang).

Video Games in Job Interviews: Using Algorithms to Minimize Discrimination and Unconscious Bias, 32 ABA J. LAB. & EMPLOY. L. 211 (2017) (co-authored with David D. Savage).

Transnational Employment Trends in Four Pacific Rim Countries, 34 UCLA PACIFIC RIM L.J. 1 (2016) (co-authored with Lia Alizia, Masako Banno, Maria Jockel, Melissa Pang, & Catherine Tso).

The Uber Million Dollar Question: Are Uber Drivers Employees or Independent Contractors?, 68 MERCER L. REV. ____ (forthcoming 2017) (co-authored with Christian Woo).

Born in the Bandwidth: "Digital Native" As Pretext for Age Discrimination, 31 ABA J. LAB. & EMPLOY. L. ____ (forthcoming 2016) (co-authored with Jessica Sink).

A Proposal for Enforcing Minors' Employment Contracts, 36 WHITTIER L. REV. 411 (2015) (co-authored with Matthew Miller-Novak).

A Comparative Analysis of Labor Outsourcing, 31 ARIZONA J. INT'L & COMPARATIVE L. 579 (2014) (co-authored with Stefanus Brian Audyanto, Sefa Guven, Maria Jockel, Cornel B. Juniarto, Jiang Junlu, & David Langmead).

When a U.S. Domestic Court Can Enjoin a Foreign Court Proceeding, 22 CARDOZO J. INT'L & COMPARATIVE L. 473 (2014) (co-authored with Samantha Koeninger).

Oddball Arbitration, 30 HOFSTRA LAB. & EMPLOY. L.J. 405 (2013) (co-authored with Mark B. Gerano).

The Damage is Done: Ordering a New Trial Based Solely on Damages, 40 PEPPERDINE L. REV. 625 (2013) (co-authored with Katherine Kubale).

Using Final-Offer Arbitration to Resolve Public Sector Impasses in Times of Concession Bargaining, 28 OHIO ST. J. DISP. RESOL. 1 (2013) (co-authored with Michael Carrell).

A Minor Problem with Arbitration: A Proposal for Arbitration Agreements Contained in Employment Contracts of Minors, 44 MCGEORGE L. REV. (2013) (co-authored with Matthew Miller-Novak).

Recent Major Presentations

- Moderator, *Artificial Intelligence in the Workplace*, ABA Midyear Meeting of the International Labor and Employment Law Committee, Milan, May 2018.

- Moderator, Peer Reviewer, and Discussant, *Minimum Wages in Viet Nam: Facts, Debates, Global Experiences, and Recommendations*, Ton Duc Thang University (Đại học Tôn Đức Thắng), Viet Nam, January 8-9, 2018.
- Multiple seminars, lectures, and workshops, Hanoi Law University (Đại học Luật Hà Nội), Viet Nam, January 2-15, 2018.
- *Principles of International Labour Law*, Paññāsāstra University and Royal University of Law and Economics, Cambodia, December 2017, and Hanoi Law University, January 2018.
- *Labor Arbitration in the United States*, Yangon University, Yangon, Myanmar, December 2017.
- *Unification of Labour Law and the Rise of the On-Demand Economy*, Tbilisi State University, Tbilisi, Georgia, October 10, 2017; *Legal Pedagogy Workshop*, International Black Sea University, Tbilisi, Georgia, October 12, 2017.
- *Labour Law in the Gig Economy: An International and Comparative Approach*, Asian Law Institute Conference (panel organizer, moderator, and speaker), Manila, The Philippines, May 19, 2017.
- Multiple seminars, workshops, and lectures, Ton Duc Thang University, Ho Chi Minh City, January 9-21, 2017.
- *Resurrecting Labor Law*, Labor Law Group meeting, December 2016.
- *Resurrecting Labor Law*, faculty workshop at University of San Francisco Law School, December 2016.
- Multiple Seminars, Workshops, and Lectures, Northern University of Bangladesh, Dhaka, May 21-25, 2016.
- *Laws on the Books v. Laws on the Ground: Minimum Employment Standards and Concerted Activity and China and the Region*, ABA Midyear Meeting of the International Labor and Employment Law Committee, Hong Kong, May 3, 2016.
- *Social Media and Discrimination Claims*, Arbitrator & Advocate Symposium, Columbus Ohio, April 29, 2016.
- *Specific Challenges for Law School Leaders and the Formation of a Networked Improvement Community*, panelist, International Association of Law Schools Americas Law Deans' Forum, Ponce, Puerto Rico, March 11, 2016.
- *Managing the Right-Sized Law School*, panelist, AALS Annual Conference, New York, January 6, 2016.
- *Experiential Learning in Full-Course Simulations: Labor Law, Inc.*, Colloquium in Scholarship in Employment & Labor Law, Indiana U.-Bloomington Law School, Sept. 11, 2015.
- *Employment Effects of Free Trade Agreements: The U.S. Perspective*, LawAsia Employment Conference, Hanoi, Vietnam, August 14, 2015.