

Curriculum Vitae

THOMAS CARL KOHLER

Boston College Law School
885 Centre Street
Newton Centre, MA 02459 (U.S.A.)

kohler@bc.edu
(+01) 617-552-4321

Current Appointment and Bar Memberships:

- Concurrent Professor of Law and Philosophy, Boston College Law School
- Member of the Michigan, District of Columbia and Federal Bars

Teaching and Research Areas:

- Domestic and comparative labor, employment and employment discrimination law (with an emphasis on European Union and German law)
- Foundations of Western legal thought
- Comparative political, legal, and social theory; intellectual history; solidarity and civil society; Catholic social thought; personhood; German social market institutions; law, religion and social institutions
- Legal method; torts

Professorships, Fellowships, and Research Appointments:

- 2016 AUDI Gast-Professur, Katholische Universität Eichstätt-Ingolstadt (Eichstätt, Germany); Standing Gast-Professur, 2017—2019 (terminated by pandemic).
- Visiting Professor of Law, University of Texas School of Law (Spring 2005).
- J. William Fulbright Visiting Professor and Lecturer in Comparative Labor Law, Faculty of Law, Johann Wolfgang Goethe Universität (Frankfurt am Main, Germany) (1995-1996).
- Consultant, Industrial Relations Module, Department of Sociology, University of Warsaw (Central European Curriculum Development Project, American Council of Learned Societies, 1996).
- German Marshall Fund of the United States, Research Fellow (1995-1996).
- Lynde and Harry Bradley Foundation, Research Fellow (1990-1991).
- Visiting Associate Professor, Graduate School of Business, Columbia University (1988-1989).
- Faculty, Harvard University Trade Union Program (Harvard Law and Work Life Program, Harvard Law School, 1992—).
- Co-operating International Faculty, Interdisciplinary Graduate School, “Ethics, Economics and Philosophy,” joint International degree-granting program sponsored by the University of Freiburg (Germany) and the Catholic University of Eichstätt (2018—proposed Graduate College, in funding application process).

Professional Memberships, Appointments, and Activities:

- Member, The American Law Institute (elected, 2000).
 - Member-Consultant, Members’ Consultative Group, ALI RESTATEMENT OF THE LAW, EMPLOYMENT LAW (published, 2015).

- Life Fellow, American Bar Foundation (elected Fellow, 2011; named Life Fellow 2019) (“An honorary organization of attorneys, judges, law faculty, and legal scholars whose careers have demonstrated outstanding dedication to the welfare of their communities and to the highest principles of the legal profession. Membership is limited to one percent of lawyers licensed to practice in each jurisdiction.”)
- Member, Deutscher Juristentag (Association of German Jurists, 2014—).
- Member, The Labor Law Group (organization of leading American and international labor and employment scholars) (elected, 1987).
- Member, National Executive Board, The International Society for Labor Law and Social Security (United States Branch)(1995—).
- Member, Advisory Board, European Labour Law Network, Restatement of Labour Law in Europe Project [Sponsored by the Directorate-General for Employment, Social Affairs and Equal Opportunities of the European Commission] (2005-2016). (http://www.labourlawrestatement.eu/restatement_project/advisory_board/prm/340/0/index.html.)
- Member, Scientific Committee, Ordo Socialis: Wissenschaftliche Vereinigung zur Förderung der Christlichen Gesellschaftslehre (Academic Association for the Promotion of Christian Social Teaching) Cologne, Germany (2020—).
- Consultant, Catholic Criminal Law Reform Network, Lumen Christi Institute at the University of Chicago (2021-)
- Pioneer Institute, Consultant on Public-Sector Union issues (2018-2019).
- Frequently consulted by domestic and foreign governmental agencies, non-governmental organizations, members of legislative bodies, press organizations and others on labor and employment law and labor policy matters (especially concerning the approaches taken by American or German law) and by Catholic bishops and others on Catholic social thought issues.

Editorships:

- Member, Editorial Policy Committee, The Labor Law Group (Responsible for the development and editorial direction of the Group’s nine casebooks, published by West Academic Publishing, American Casebook Series) (2014—)
- Member, Editorial Board, *Comparative Labor Law and Policy Journal* (1994-2020).
- Member, Board of Editors, *American Journal of Comparative Law*.
- Member, International Advisory Board and Member, Scientific Committee, IUS Labor (journal sponsored by the Law Faculty of the Universitat Pompeu Fabra, Barcelona, Spain (2014—).

Publications:

1. Labor Law and Christianity, *in*, OXFORD HANDBOOK ON CHRISTIANITY AND LAW (Oxford: Oxford University Press, John Witte, Jr. and Rafael Domingo, eds., forthcoming 2022) (invited chapter; in progress).
2. *Civis simul et christianus: Reflections on Abortion, Politics, Law and Religion, and the Thought of Ernst-Wolfgang Böckenförde*, (completed; awaiting submission season).
3. *Die Entwicklung der Arbitration im Individualarbeitsrecht als Beispiel des Zerfalls der Rechtsstaatsprinzip in Amerika*, *in*, FESTSCHRIFT ZUR EHRE VON MICHAEL KITTNER (Frankfurt am Main: Bund Verlag, 2021, Olaf Deinert, Thomas Klebe, Ralf Pieper, Marlene

Schmidt, Sibylle Wankel, hrsg.) (forthcoming, September 2021) (*The Development of Arbitration in Individual Employment Law as an Example of the Disintegration of the Rule of Law in America*).

4. *Fratelli Tutti: A Primer for Americans*, in, UNTER GESCHWISTERN? DIE SOZIALENZYKLIKA FRATELLI TUTTI: PERSPEKTIVEN—KONSEQUENZEN—KONTROVERSE, pp. 220 et seq. (Freiburg im Breisgau: Herder Verlag, 2021, Ursula Nothelle-Wildfeuer und Lukas Schmitt, eds) (invited book chapter).
5. *Jüngste Rechtsentwicklungen in den USA: Rechtliche Prüfung des Arbeitnehmerstatus*, 67 ARBEIT UND RECHT, 458-459 (November 2019) (Arbeit und Recht—Labor and Law—is one of the leading and most influential labor and employment law journals in Germany and the E.U.) (This invited piece, “Recent Developments in the U.S.A.: Legal Test for Employee Status,” gives a terse analysis and commentary on expanded common law test for determination of employee status and recent legislative developments expanding the legal definition of employee in California).
6. Don’t Mention It: The Unacknowledged Tie between Religion and Labor Law, in, STUDIES: AN IRISH QUARTERLY REVIEW, 411-420. (vol. 108 Winter 2020) (Paper delivered at the conference, “Regulating the Future of Human Work: a Christian Ethics Perspective,” held at the School of Law, Trinity College, Dublin, October 4, 2019).
7. Christianity and the Principle of Subsidiarity, in, CHRISTIANITY AND GLOBAL LAW, 303-319 (London: Routledge, Rafael Domingo and John Witte, Jr., eds., 2020) (invited chapter).
8. Intending What is Meant: Lonergan, Method and a Jurist’s Work, 22 LONERGAN WORKSHOP JOURNAL __ (2019, in press) (invited paper).
9. Solidarity in Crisis: “Agency Fees” before the Supreme Court, in, DEMOKRATISIERUNG DER WIRTSCHAFT DURCH ARBEITSRECHT: FESTSCHRIFT FÜR THOMAS KLEBE ZUM 70. GEBURTSTAG, 222- (Frankfurt am Main: Bund Verlag, 2018) (Olaf Deinert, Johannes Heuschmid, Michael Kittner and Marlene Schmidt, eds.).
10. Reconcilable Ambiguities? Solidarity from an American Perspective, in, SOLIDARITY IN OPEN SOCIETIES, (Berlin: Springer Verlag, Jörg Althammer, Ursula Nothelle-Wildfeuer und Bernd Neumärker, eds., 2019) (invited book chapter).
11. *Der Wagner Act*, 65 ARBEIT UND RECHT G9 (July, 2017) (Invited Paper for, Initiative: History of Labour Law, a multi-year research project jointly undertaken by the Hugo-Sinzheimer-Institut (Frankfurt am Main) and the Max Planck Institute for European Legal History (Frankfurt am Main). For further information on the Initiative, see <http://www.rg.mpg.de/research/initiative-history-of-labour-law> and <http://www.hugo-sinzheimer-institut.de/kooperationen/max-planck-institut-fuer-europaeische-rechtsgeschichte-frankfurtmain.html>
12. The Significance of Religion for American Labour and Social Legislation, in, THE SIGNIFICANCE OF RELIGION FOR TODAY’S LABOUR AND SOCIAL LEGISLATION, pp. 59-79, (Tübingen: Mohr Siebeck, Ulrich Becker, Sebastian Krebber & Achim Seifert, ed. 2017) (invited book chapter, Max Planck Institute for Comparative Law).

13. Structuring Subsidiarity, Grounding Solidarity, *in*, BESINNUNG AUF DAS SUBSIDIARITÄTSPRINZIP, 221 Anton Rauscher, ed. (Berlin: Duncker & Humblot, Anton Rauscher, ed., 2015) (invited book chapter).
14. Comparative Law in a Time of Globalization: Some Reflections, *in*, Symposium: Comparative Law in a Time of Globalization, 52 DUQUESNE L. REV. 101 (2014).
15. Rebuilding Democracy, *First Things*, November 2014, 37-42 (invited contribution); and editorial response, “Social Question,” *FIRST THINGS*, January 2015, 11-12.
16. *Neutralität des Arbeitgebers?*, 60 ARBEIT UND RECHT 146 (April, 2012) (*Employer Neutrality?*) (invited contribution).
17. Hugues-Félicité Robert de Lamennais (1772-1854) *in*, THE ENCYCLOPEDIA OF CATHOLIC SOCIAL THOUGHT, SOCIAL SCIENCE AND SOCIAL POLICY. VOL. 3, pp. 170 et seq. (Scarecrow Press, 2012, Michael L. Coulter, Richard S. Myers, Joseph A Varcalli, eds.) (invited contribution).
18. Modern Man: the Abbé Lamennais, *AMERICA*, August 17-24, 2009, pp. 22 et seq.
19. A Study in Ideal Anti-Types: Executive Status and Labor Market Regulation in Comparative Perspective, *in*, LABOUR LAW OF EXECUTIVE STAFF IN SELECTED COUNTRIES (Baden-Baden: Nomos Verlagsgesellschaft 2009, M. Bromwich, J. Gschwinder, G. Kronisch, A. Seifert, M. Weiss, eds. 2009) (invited book chapter).
20. The Fragile Relevance of *Laborem Exercens*, 6 JOURNAL OF CATHOLIC SOCIAL THOUGHT 185 (Winter, 2009).
21. Restatement: Tradition and Technique in the United States, 24 INT’L J. COMP. LABOR & INDUS. REL. 469 (Kluwer 2008).
22. Religion in the Workplace: Faith, Action, and the Religious Foundations of American Employment Law, 83 CHICAGO-KENT L. REV. 975 (2008) (The 29th Annual Kenneth M. Piper Memorial Lecture).
23. A Rock on which One Can Build: Friendship, Solidarity and the Notion of Authority, *in*, CIVILIZING AUTHORITY: SOCIETY, STATE AND CHURCH at 99 (Patrick Brennan, ed., Lexington Books, 2007) (book chapter).
24. Decentralizing Industrial Relations: The American Situation and its Significance in Comparative Perspective, *in*, DECENTRALIZING INDUSTRIAL RELATIONS: THE ROLE OF LABOUR UNIONS AND EMPLOYEE REPRESENTATIVES (The Hague: Kluwer Law, Roger Blanpain; Sinya Ouchi & Takashi Araki, eds., 2007) (book chapter).
25. Making Life More Human—Work and the Social Question,, *in*, SELF-EVIDENT TRUTHS?: CATHOLIC PERSPECTIVES ON AMERICAN LAW (Washington, D.C.: Catholic Univ. Press, Michael Scaperlanda & Theresa Collet, eds., 2007) (invited book chapter).
26. The Notion of Solidarity and the Secret History of American Labor Law, 53 BUFFALO L. REV. 883 (2005).

27. Lost Foundations: The Religious Voice and Employee Participation in the United States and Germany, *in*, EMPLOYEE INVOLVEMENT IN A GLOBALIZED WORLD: A *LIBER AMICORUM* FOR MANFRED WEISS (Achim Seifert & Marlene Schmidt, eds., Kluwer, 2005) (invited book chapter).
28. The Story of NLRB v. Mackay Radio & Telegraph Co: The High Cost of Solidarity, *in*, LABOR LAW STORIES, 13-53 (New York: Foundation Press, Laura Cooper & Catherine Fisk, eds 2005) (with Julius G. Getman) (book chapter).
29. Comparative Labor Law: Some Reflections on the Way Ahead in Symposium: The Future of Comparative Labor Law: Essays in Honor of the Silver Anniversary of the Comparative Labor Law & Policy Journal, 25 COMP. LAB. L. & POL. J. 101 (2005).
30. The Crisis of Civil Society and the Transformation of Collective Bargaining in Germany and Europe, *in*, THE FUTURE OF LABOR UNIONS: ORGANIZED LABOR IN THE 21ST CENTURY 229 (Julius G. Getman and Ray Marshall, eds., Univ. of Texas Press, 2004) (book chapter).
31. National Labor Relations Act, *in*, 3 MAJOR ACTS OF CONGRESS 37 (New York: MacMillan Reference USA, Brian K. Landsberg, ed., 2004).
32. Book Review, 25 COMP. LAB. L. & POL. J. 701 (2003) (reviewing Kazuo Sugeno, JAPANESE EMPLOYMENT AND LABOR LAW (2d Eng. ed. 2002) and Takashi Araki, LABOR AND EMPLOYMENT LAW IN JAPAN (2002).
33. Employee Representation, the Notion of Solidarity and the Secret History of American Labor Law, JAPAN INTERNATIONAL LABOUR LAW FORUM, SPECIAL SERIES NO. 17 (March 2003) (The Japan International Labor Law Foundation Lecture).
34. Comparative Advantages? The Protection of the Employment Bond in German and American Law, JAPAN INTERNATIONAL LABOUR LAW FORUM, SPECIAL SERIES NO. 18 (March 2003) (Held in connection with JILL-University of Tokyo lecture series).
35. *Major-League Baseball-Streik* 1994-1995, in FESTHEFT FÜR MICHAEL KITTNER, 49 ARBEIT UND RECHT 401 (2001).
36. Conditioning Expectations: The Protection of the Employment Bond in Comparative Perspective, 21 COMP. LAB. LAW & POL. J. 263 (2001) (study funded by the Hans-Böckler Foundation) (with Michael Kittner) (A revised and substantially expanded English version of entry 38 for American readers).
37. Autonomy and Personhood: The Implications for Labor and Employment Law, *in*, THE AUTONOMY OF THE INDIVIDUAL: A *LIBER AMICORUM* FOR SPIROS SIMITIS 163 (Nomos/C.H. Beck, D. Simon & M. Weiss, eds., 2000) (invited book chapter).
38. *Kündigungsschutz in Deutschland und den USA*, 55 BETRIEBS-BERATER, Beilage 4/00 (March 2000) (with Michael Kittner) („*Unfair Discharge Protection in Germany and the U.S.A.*“) (Comparative Study funded by the Hans-Böckler-Foundation).
39. The Integrity of Unrestricted Desire: Community, Values and the Problem of Personhood, *in*, AUTONOMY AND ORDER: A COMMUNITARIAN ANTHOLOGY 57 (Edward Lehman, ed., Rowman & Littlefield, 2000) (invited book chapter).

40. The Employment Relation and Its Ordering at Century's End: Reflections on Trends in the United States Since 1990, 41 MONTHLY JOURNAL OF THE JAPAN INSTITUTE OF LABOUR [NIHON RODO KENKYU ZASSHI] 70 (1999) (in Japanese); revised and expanded English version reprinted in 41 B.C.L.Rev. 1 (1999).
41. Bonding and Flexibility: Employment Ordering in a Relationless Age, 46 AM. J. COMP. LAW 379 (1998) (with Matthew W. Finkin).
42. The Disintegration of Labor Law: Some Notes for a Comparative Study of Legal Transformation, 73 NOTRE DAME L. REV. 1311 (1998).
43. *Betriebliche Interessenvertretung in den USA: Ein Überblick*, 46 ARBEIT UND RECHT 434 (1998) („*Employee Interest Representation in the Workplace in the U.S.A.: An Overview*“).
44. Book Review, 18 COMP. LAB. L.J. 483 (1997) (reviewing Manfred Weiss, *Labour Law and Industrial Relations in Germany* (Kluwer, 1995)).
45. Labor Law and Labor Relations: Comparative and Historical Perspectives, 2 PONTIFICIAE ACADEMIAE SCIENTIARUM SOCIALIUM ACTA 305 (Proceedings of the Second Plenary Session of the Pontifical Academy of the Social Sciences) (1998), *reprinted in*, 12 INT'L J. COMP. LAB. L. & INDUS. REL. 213 (1996).
46. Civic Virtue at Work: Unions as Seedbeds of the Civic Virtues, *in*, SEEDBEDS OF VIRTUE: SOURCES OF COMPETENCE, CHARACTER AND CITIZENSHIP IN AMERICAN SOCIETY 131 (Mary Ann Glendon and David Blankenhorn, eds., Madison Books, 1995) (invited book chapter), *abridged version reprinted in* 36 B.C.L. Rev. 279 (1995).
47. The Overlooked Middle, 69 CHICAGO-KENT L. REV. 229 (1993), *reprinted in*, THE LEGAL FUTURE OF EMPLOYEE REPRESENTATION 224 (Matthew Finkin, ed., Cornell Univ. ILR Press, 1994) (invited book chapter).
48. In Praise of Little Platoons, *in*, BUILDING THE FREE SOCIETY: DEMOCRACY, CAPITALISM AND CATHOLIC SOCIAL TEACHING 31 (George Weigel and Robert Royal eds., Eerdmans, 1993) (book chapter—revised version of entry 51).
49. Individualism and Communitarianism at Work, 1993 B.Y.U. L. REV. 727.
50. Lessons from the Social Charter: State, Corporation and the Meaning of Subsidiarity, 43 UNIV. OF TORONTO L.J. 607 (1993).
51. *Quadragesimo Anno*, *in*, A CENTURY OF CATHOLIC SOCIAL THOUGHT: ESSAYS ON RERUM NOVARUM AND NINE OTHER KEY DOCUMENTS, 27 (George Weigel and Robert Royal, eds., Ethics & Public Policy Center, 1991) (book chapter).
52. Book Review Essay, 12 J. LABOR RES. 201 (1991) (reviewed: *Reshaping the U.S. Left: Popular Struggles in the 1980s*, (London: Verso Press, Mike Davis and Michael Sprinker, eds., 1988).
53. Setting the Conditions for Self-Rule: Unions, Groups, Our First Amendment Discourse, and the Problem of DeBartolo, 1990 WISCONSIN L. REV. 149.

54. The Regulation of Union Economic Power: An Interpretive Summary and Commentary, *in*, AMERICAN LABOR POLICY: A CRITICAL APPRAISAL OF THE NATIONAL LABOR RELATIONS ACT, 318 (Charles J. Morris, ed., BNA, 1987) (book chapter).
55. Models of Worker Participation: The Uncertain Significance of Section 8(a)(2), 27 B.C.L. REV. 499 (1986).
56. The Common Law, Labor Law and Reality: A Response to Professor Epstein, 92 YALE L.J. 1415 (1984) (with Julius G. Getman).
57. *Mecanismes de Participation des Travailleurs aux États-Unis*, 1983 JOURNÉES DE LA SOCIÉTÉ DE LÉGISLATION COMPARÉE 55 (with Julius G. Getman) (*Mechanisms of Worker Participation in the United States*).
58. Distinctions without Differences: Effects Bargaining in Light of First National Maintenance, 5 INDUS. REL. L.J. 402 (1983).
59. Casenote, Employment Discrimination - Title VII - Unlawful to use Conviction Records as an Absolute Bar to Employment, 22 WAYNE L. REV. 1251 (1976).

In Progress:

SOLIDARITY FOREVER: THE STORY OF AN IDEA (forthcoming, Yale University Press). Book-length study examining the rise, development and significance of the notion of solidarity. Telling the stories of the personalities who played crucial roles in its development, the book traces the unfolding of the idea of solidarity from its beginnings in the wake of the French Revolution to its use as the basis for the German social market; as a social, constitutional and legal principle, and the untold story of its impact on American law.

Selected Recent Endowed Lectureships, Major Addresses, International Conference Chairmanships, etc.

- The Interaction of Politics, Law, and Ethics, address before the Conference, An Economy for the People. The Tradition of the Social Market Economy in Transatlantic Dialogue, Roosevelt University, Chicago (March 20-21, 2020) (International conference on the German social market tradition and Ordoliberalismus, sponsored by the Aktionsgemeinschaft Soziale Marktwirtschaft, the University of Siegen and the Konrad Adenauer Stiftung.) (cancelled because of the pandemic; to be rescheduled).
- Don't Mention It: The Unacknowledged Tie between Religion and Labor Law, before the Conference, Regulating the Future of Human Work: a Christian Ethics Perspective, The Law Faculty, Trinity College, Dublin (October 4, 2019) (international and cross-disciplinary conference inspired by my paper, The Significance of Religion for American Labour and Social Legislation, held before the 35th Conference of the Society for Comparative Law ([Gesellschaft für Rechtsvergleichung], Max-Planck-Institut, Bayreuth, Germany 2015).
- International Audi Guest Lecture: Vergleichendes Arbeitsrecht zwischen den USA und Deutschland im Kontext der Automobilindustrie (Labor Law in Comparative Perspective:

- American and German Law in the Context of the Automobile Industry), Audi Kolloquium, Audi AG International Headquarters, (Ingolstadt, Germany, December 13, 2016) (Program available at http://www.audi.com/content/dam/com/DE/innovations/Audi_Kolloquium_Jahresprogramm_2016.pdf.)
- 2016 AUDI-Lecture-Series, Universität Eichstätt: Three-day Lecture Series to the Graduate Students in Economics and to students of the University's Ingolstadt School of Management, Universität Eichstätt (December 14-16, Ingolstadt, Germany).
 - Keynote Address, The Restatement of Employment Law in the U.S., and Closing Remarks and Reflections on the Future of Work and the Law of Work, before the Final Conference, Restatement of Labour Law in Europe, European Labour Law Network, Brussels, Belgium, November 10-11, 2016) (Sponsored by the European Commission's Directorate General for Employment, Social Affairs and Inclusion.)
 - Religion und Politik in den USA: Analysen vor der US-Präsidentenwahl—Einblicke, Hintergründe, Diskussion, (*Religion and Politics in the U.S.A.: Analysis of the US Presidential Election—Insights, Background, Discussion*), Address and subsequent panel discussion in the Series, Freiburger Religionsgespräche, (Freiburg Conversations on Religion) Albert-Ludwigs-Universität, Freiburg, Germany, October 26, 2016, (podcast of address and discussion available at: <https://www.freiburger-religionsgespraeche.uni-freiburg.de>)
 - Reconcilable Ambiguities? Solidarity from an American Perspective, Keynote Address before an International Conference, "Solidarity in Open Societies," sponsored, by the University of Freiburg, the Catholic University of Eichstätt; Deutsche Forschungsgemeinschaft (The German Research Foundation); Erasmus+; Arbeitskreis Europäische Integration, October 18-19, 2016, Munich, Germany. (Information and interviews available at <http://solios.de>).
 - The Significance of Religion for American Labour and Social Legislation, before the International Conference, The Significance of Religion for Today's Labour and Social Legislation, 35th Conference of the Society for Comparative Law [Gesellschaft für Rechtsvergleichung], Max-Planck-Institut, München, at Bayreuth, Germany, 10-12 September, 2015.
 - Structuring Subsidiarity, Grounding Solidarity, before the 13th Biennial German-American Colloquium, Wildbad Kreuth, Germany, July 18-23, 2014.
 - Economy and Social Responsibility from the American Perspective, before the Conference, "Europe and the USA—Free Trade and Common Responsibility," to International Conference, Social-Ethical Discussions as Trans-Atlantic Dialogue, sponsored by the Katholische Sozialwissenschaftliche Zentralstelle and COMECE (Catholic Social Science Research Institute and the Commission of the Bishops' Conferences of the European Community) Mönchengladbach, Germany, June 27-28, 2014.

- *Gewerkschaftsrechte in den USA: Eine vergleichende Betrachtung* (“Union Rights in the USA: A Comparative Consideration”), Göttingen Lectures in Foreign and International Labor Law (Law Faculty, University of Göttingen, Germany) March 2013.
 - Repeated at the invitation of the Law Faculty of the University of Jena, March 2013.
- Lecture, *Gewerkschaftsrechte in den USA, (Union Organizing Rights in the United States)*, sponsored by the Hugo-Sinzheimer-Institut and the Law Faculty of the University of Frankfurt (Occasional Comparative Lectures) November 2012.
- Participant, *Toward a Moral Economy: Policies and Values for the 21st Century*, University of Chicago, May 2012 (International conference sponsored by the John U. Neff Committee on Social Thought and the Lumen Christi Institute, University of Chicago and the *Katholische Sozialwissenschaftliche Zentralstelle, Mönchengladbach*, Germany).
- Rapporteur for the Americas, *Justice and Globalization: from Mater et Magistra to Caritas et Veritate*, International Congress on the 50th Anniversary of *Mater et Magistra*. Pontifical Council for Justice and Peace, Vatican City, 2011.
- Lecture, *The Employee Free Choice Act*, Workshop on Work Law, American Association of Law Schools, Long Beach, California, June 2009.
- Invited Comparative Commentary to the 67th *Deutscher Juristentag* (biennial German Jurists Meeting) reported in *Verhandlungen des 67. Deutschen Juristentags* (Erfurt 2008) Band II/2 s.114-119 (This rare invitation to address the Juristentag is the equivalent of an invitation to a foreign guest to speak before the Annual Meeting of the American Law Institute.)
- *Religion in the Workplace: Faith, Action, and the Religious Foundations of American Employment Law*, The 29th Annual Kenneth M. Piper Memorial Lecture, Chicago-Kent College of Law, March 2007.
- The Japan International Labor Law Foundation Distinguished Lectures, University of Tokyo Faculty of Law, February 2003 (I was just the second American invited to hold these lectures; the first was the great labor law comparatist, Prof. Benjamin Aaron).
- Consultant, 15th Plenary Assembly of the Pontifical Council for the Family, Vatican City, October 2002.
- Hugo Sinzheimer Memorial Lecturer, *Rechtswissenschaftliche Fakultät, Johann Wolfgang Goethe Universität* (Frankfurt am Main, Germany) December 1999. (I was the second American invited to hold this lecture; the first was the “Dean” of American labor and employment law scholars, Prof. Clyde Summers).
- Invited Statement before the 61st *Deutscher Juristentag* (Karlsruhe 2001) in VERHANDLUNGEN DES 61. DEUTSCHER JURISTENTAG, Band II/2, s.K-172 (1996).
- Scientific Expert, Pontifical Academy of the Social Sciences, Second Plenary Session, Vatican City 1995.

Other Representative Congressional Testimony and Published Commentary:

- Commentary before the Otto-Brenner-Foundation, Frankfurt am Main, in REFORM DER BETRIEBSVERFASSUNG UND UNTERNEHMERFREIHEIT 134 (2001).
- Statement before the Otto-Brenner-Foundation, Frankfurt am Main in NIEDRIGLOHNSEKTOR UND LOHNSUBVENTIONEN IM SPIEGEL DES ARBEITS- UND SOZIALRECHTS (2000).
- United States Co-Reporter on Labor & Employment Law to the XVth Congress of the International Academy of Comparative Law, Bristol, England (July 1998).
- Testimony before the Subcommittee on Labor of the Senate Committee on Human Resources, 105th Cong., 1st Sess. (1997) Hearings on S.295, Teamwork for Employers and Managers Act.
- *Ändert sich das Arbeitsverhältnis in den Vereinigten Staaten? (Is the Employment Relationship in the United States Transforming Itself?)* before the Otto-Brenner-Stiftung, Frankfurt am Main, in RE-INDIVIDUALISIERUNG DES ARBEITSBEZIEHUNGEN? 'FRAKTALISIERUNG' DER BETRIEBE: DOKUMENTATION EINES GESPRÄCHS DER OTTO-BRENNER-STIFTUNG (1997) (*Re-Individualisation of the Employment Relationship? The Fractionalization of the Workplace*).
- Colloquium, Krise des Flächentarifvertrages? Herausforderungen für das Tarifrecht, Frankfurt am Main (December, 1995) in KRISE DES FLÄCHENTARIFVERTRAGES? DOKUMENTATION EINES GESPRÄCHS DER OTTO-BRENNER-STIFTUNG (1996) (*Crisis of the Sectoral Labor Agreement?*).

Representative Collaborative Comparative Research Projects:

- Voices at Work: Law and Change in Organization, Representation and Negotiation (A three-year comparative project by leading employment scholars from Australia, Canada, New Zealand, the United Kingdom and the United States to investigate the relationship between law and workplace participation. Funded by the Leverhulme Trust and lead by Profs. Tonia Novitz [Univ. of Bristol] and Alan Bogg [Oxford Univ.]
- The Influence of the Globalized Economy on Labour Regulatory Institutions in the European Union (4 year international and comparative study [commencing 2012] to study an array of issues within and without the European Union affecting the ordering of employment and related issues. Funded by the Hungarian Academy of Science and directed by The Institute of Comparative and European Labour Law at the Univ. of Pécs.

Representative Media Interviews or Contributions (many multiple):

PBS Weekend NewsHour; WalletHub.com; CNBC; The New York Times; Slate [The Explainer]; The Los Angeles Times; The Boston Globe; The Boston Herald; National Public Radio; Chicago Public Radio; Wisconsin Public Radio; Minnesota Public Radio; The Online NewsHour (PBS); WBUR (Boston); WGBH (Boston); WBZ (Boston); The Poynter Institute; Medill News; WBT (Charlotte, N.C.); Austin American-Statesman; The Philadelphia Inquirer, The Atlanta Journal-Constitution; The Detroit News.

Other Appointments and Memberships:

- Advisory Board, Catholic Social Thought Program, Lumen Christi Institute at the University of Chicago (2017-).
- Governor (Trustee) and Secretary of the Board, Gore Place (The Governor Gore Estate and Museum, National Historic Landmark, Waltham, MA, 2011-).
- Secretary, Board of Directors, Cambridge Boat Club, Cambridge, MA (among its other activities, the Club is the founder and sole member of the Head of the Charles Regatta, the largest two-day regatta in the world)
- Member, Board of Trustees, St. John's Seminary, Brighton, MA (Appointed by Seán Cardinal O'Malley, May 2012-2015).
- Member, Advisory Council, Institute for Civic Virtue and the Common Good, Eastern University (St. Davids, PA, 2011-2019).
- Member, Council on Civil Society; Council on the Family, Institute for American Values (1998-2010) (Jointly sponsored by the University of Chicago Divinity School).
- Member, International Advisory Board, National College of Ireland (1997-1999).
- Member, American Bar Association; Boston Bar Association

Miscellaneous Appointments:

- Consultant on Catholic Social Thought Issues, Archdiocese of Boston, 1997-2004.
- Member, Honorary Committee on the Seventy-Fifth Anniversary of the United States Department of Labor (appointed by President Ronald Reagan, 1987).
- Member, Société de Législation Comparée.
- Informal Academic Advisory Group on National Labor Relations Board Rulemaking (1992-93).
- Member, Standing Seminar on Business Ethics, The University Seminar Series, Columbia University (1989-93).

Law Practice:

Miller, Johnson, Snell & Cummiskey, Grand Rapids, Mich. (Public and private sector labor law, employment law, employment discrimination law; general business litigation, 1979-1981).

National Labor Relations Board, Washington, D.C.
Counsel to Member John A. Penello, 1977-1979.

Academic Background:

Yale Law School, New Haven, CT, LL.M., 1986.

- Graduate Fellowship, 1981-1982;
- Research Fellowship, 1982-1983.
- Assistantship Appointments to Professor Julius Getman and Professor Guido Calabresi.

Wayne State University, Detroit, MI, J.D. (cum laude) 1977 (class rank: top ten per cent).

- Associate Editor, Law Review;
- Silver Key Award (outstanding scholarship);

- American Jurisprudence Prize for first place in Bankruptcy and Corporate Reorganization Law.

Michigan State University, East Lansing, MI. B.A. (with high honor) 1974 (class rank: top 5 per cent)

- Academic Honors:
 - Member, Honors College of Michigan State University
 - Phi Kappa Phi;
 - Tau Sigma;
 - Phi Eta Sigma.