

## RESUME

Douglas D. Scherer  
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### Education:

LL.M. Harvard University Law School, 1978

J.D., Suffolk University Law School, 1969  
Technical Editor, Suffolk University Law Review

B.A., Case Western Reserve University, 1962  
Chemistry major

### Legal Employment History:

Touro College Jacob D. Fuchsberg Law Center, 1983 – present  
Professor of Law since 1984

Founder and Director of the Legal Education Access Program (LEAP Program), the Law Center's academic support and mentoring program for students of color, 1990 – present

Founder and Co-Chair of the Law Center's Annual Employment Law Trial Practice Conference, conducted jointly with the National Employment Lawyers Association, New York Affiliate, 1999 - 2003

Courses taught include Constitutional Law, Employment Law, Employment Discrimination Law, Sex-Based Discrimination, Racism and American Law, and Torts

New York Law School, 1975 – 1982

Assistant Professor of Law, 1975 – 1978

Associate Professor of Law, 1978 – 1982

Founder and Director of the Discrimination Law Clinic, an annual joint project with the New York City Commission on Human Rights that provided lawyering skills training for students who had completed the substantive course in Employment Discrimination Law

Courses taught include Constitutional Law, Employment Discrimination Law, Employment Discrimination Law Clinic, Administrative Law, Civil Rights, Contracts, Commercial Law, and Wills

New England School of Law

Lecturer, 1974 – 1975

Taught Constitutional Law

Massachusetts Commission Against Discrimination

Commissioner, 1972 – 1975

Served as one of four commissioners for state agency with jurisdiction over public and private sector discrimination cases

Supervised agency lawyers and investigators, and served as investigating commissioner or public hearing commissioner for approximately 3,000 employment, housing, and public accommodation discrimination cases

Developed investigation and conciliation systems that significantly improved the agency's law enforcement effectiveness

Staff, Governor of the Commonwealth of Massachusetts

Legal Advisor on Civil Rights, 1971 – 1973

Responsible for coordination between the Governor's Office and the Massachusetts Commission Against Discrimination

Established an equal employment opportunity program for state agencies and hired, trained, and supervised approximately 20 EEO officers assigned to cabinet secretaries and state agencies

Participated in policy development and drafted executive branch position papers on civil rights matters

Nessen & Csaplar

Associate Attorney with Boston law firm, 1969 – 1971

Worked in the corporate finance and estate planning areas, and engaged in pro bono work as the Legislative Chair for the Boston Branch of the NAACP, with a primary focus on racial segregation in the Boston Public School System

Professional and Public Service:

Employee Rights and Employment Policy Journal

Co-Founder and Co-Editor of peer-reviewed law journal, with two law school deans, thirteen law professors, and four industrial relations professors on the Editorial Board.

For sixteen years, the Journal has published employment law articles, an annual review of employment law decisions of the U. S. Supreme Court, symposia on employment law subjects, and AALS Annual Meeting proceedings of the Section on Employment

Discrimination Law, Section on Labor Relations and Employment Law, and Section on Employee Benefits. The Journal is available in hard copy in the law libraries of approximately 75% of ABA-approved law schools, is published electronically by Westlaw and Lexis, and is listed in the Index to Legal Periodicals. The Journal is co-published by Chicago-Kent College of Law and Workplace Fairness.

Association of American Law Schools

Chair, Section on Employment Discrimination Law, 1999 – 2000

Program Chair and Moderator, 1999 Annual Meeting, Section on Employment Discrimination Law

Speaker, 2002 AALS Annual Meeting, Joint Program of the Section on Legal Relations and Employment Law and Section on Minority Groups. Presentation is published at 6 Employee Rts. & Employment Policy J. 165 (2002)

Fellow, College of Labor and Employment Lawyers

#### Congressional Testimony

Testified before the Subcommittee on Employer-Employee Relations, of the Committee on Education and the Workforce, U. S. House of Representatives, May 1997, in opposition to amendments to the Age Discrimination in Employment Act of 1967 that would permit age-based reduction in, and elimination of, retirement benefits of tenured professors

#### Workplace Fairness

Vice President, member of the Board of Directors, and member of the Executive Committee, 1995 – present. This non-profit organization provides free of charge workplace information to employees, employers, attorneys, and others through a website that reaches approximately 90,000 website visitors per month, at [www.workplacefairness.org](http://www.workplacefairness.org)

#### Child Care Council of Suffolk, Inc.

President, 1990 – 1992, and member of the Board of Directors or Advisory Board, 1988 – present, of this non-profit organization that advocates affordable, high quality child care in Suffolk County, New York, and provides child care provider training and referral services

#### Boston Branch of the NAACP

Legislative Chair and Executive Board member, 1968 – 1972

Represented NAACP in its legislative efforts, with primary focus on desegregation of the Boston public schools. Drafted and successfully lobbied NAACP legislation that made Massachusetts the first state to provide minimum wage protection for domestic employees, and developed the state senate reapportionment plan that led to creation of a predominately African American state senatorial district in Boston

#### Massachusetts Board of Education

Member, Advisory Committee on Sex Discrimination in Public Schools, 1983 – 1974, and Racial Imbalance Advisory Committee, 1972 - 1973

#### Publications:

Co-Editor of sixteen volumes, two issues per volume, of the Employee Rights and Employment Policy Journal, 1997 - present

Book Review, William E. Nelson, FIGHTING FOR THE CITY: A HISTORY OF THE NEW YORK CITY CORPORATION COUNSEL, 25 Touro Law Review 989 (2009)

Plaintiff Chair (co-author), Chapter 4, Application of Adverse Impact to Employment Decisions, in EMPLOYMENT DISCRIMINATION LAW (4<sup>TH</sup> ED. 2007), published by the ABA Section of Labor and Employment Law

PLAINTIFF CHAIR (co-author), CHAPTER 13, Sex Discrimination, in EMPLOYMENT DISCRIMINATION LAW (3D. ED. 1996), 2005 Cumulative Supplement, published by the ABA Section of Labor and Employment Law

PLAINTIFF CHAIR (co-author), CHAPTER 13, SEX DISCRIMINATION, IN EMPLOYMENT DISCRIMINATION LAW (3D. ED. 1996), 2002 CUMULATIVE SUPPLEMENT, published BY THE ABA SECTION OF LABOR AND EMPLOYMENT LAW

PLAINTIFF CHAIR (CO-AUTHOR), CHAPTER 13, Sex Discrimination, IN EMPLOYMENT DISCRIMINATION LAW (3D. ED. 1996), 2000 Cumulative Supplement, published by the ABA Section of labor and Employment Law

*The Employment Law Decisions of the October 2000 Term of the Supreme Court: A Review and Analysis* (with Ann C. Hodges), 5 EMPLOYEE RTS. & EMPLOYMENT POLICY J. 391 (2001)

*The Employment Law Decisions of the October 1999 Term of the Supreme Court: A Review and Analysis* (with Ann C. Hodges), 4 EMPLOYEE RTS. & EMPLOYMENT POLICY J. 177 (2000)

*Recent Supreme Court Employment Law Developments* (with Olati Johnson), 16 TOURO L. REV. 1241 (2000)

*SUPREME COURT TRIPLE VICTORY FOR EMPLOYEES*, VOLUME 1, NUMBER 3, EMPLOYEE RIGHTS QUARTERLY 18 (2000)(Aspen publication)

Book Review, JOAN WILLIAMS, UNBENDING GENDER: WHY FAMILY AND WORK CONFLICT AND WHAT TO DO ABOUT IT, 3 EMPLOYEE RTS. & EMPLOYMENT POLICY J. 349 (1999)

*Tort Remedies for Victims of Domestic Abuse*, 43 S. C. L. REV. 543 (1992)

*Affirmative Action*, 7 TOURO L. REV. 383 (1991)

*Affirmative Action and the Conflicting Messages of Croson*, 38 U. KAN. L. REV. 281 (1990)

PREVIEW OF UNITED STATES SUPREME COURT CASES (ABA/AALS publication) – previewed Wimberly v. Labor and Industrial Relations Commission of Missouri (1987), Wilson v. Garcia (1985), Springfield Township School District v. Knoll (1985), and Maher v. Gagne (1980)

*Bakke Revisited*, 7 HUMAN RIGHTS 22 (1978)(ABA PUBLICATION)