

## CRAIG R. SENN

LOYOLA UNIVERSITY NEW ORLEANS COLLEGE OF LAW  
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### EDUCATION

#### **THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL SCHOOL OF LAW**

Chapel Hill, NC

Juris Doctor, *with Honors* (May 1995)

- Articles Editor & Staff Member, NORTH CAROLINA JOURNAL OF INTERNATIONAL LAW AND COMMERCIAL REGULATION
- Research Assistant, Prof. Donald F. Clifford, Jr. (U.C.C. projects)
- Justice, Honor Court (hearing body for honor & student conduct code cases)

#### **THE UNIVERSITY OF GEORGIA**

Athens, GA

Bachelor of Arts (Philosophy), *Summa Cum Laude* and *First Honor Graduate* (June 1992)

- Graduated Phi Beta Kappa (first in class of 2,693 with 4.0 GPA)
- Justice, Student Judiciary (hearing body for honor & student conduct code cases)
- Founding Member, Phi Kappa Literary Society (debate)

#### **HARVARD UNIVERSITY**

Cambridge, MA (Summer Semester 1991)

### ACADEMIC POSITIONS

#### **LOYOLA UNIVERSITY NEW ORLEANS COLLEGE OF LAW**

8/2009 – Present

New Orleans, LA

*Janet Mary Riley Distinguished Professor of Law* 8/2014 – Present

*Professor of Law* 8/2014 – Present

*Associate Professor of Law* 8/2009 – 7/2014, tenure approved 12/2012

- Courses: Employment Law  
Employment Discrimination  
Comparative Labor & Employment Law Seminar  
Contracts I & II (including U.C.C. Article 2)  
Commercial Transactions (U.C.C. Article 2)  
Seminar in Scholarly Writing  
Law Review Practicum

*[Academic Positions – continued on next page]*

- Awards: Favorite Professor of the Year Award (voted by graduating class):  
2011 - 2012; 2012 - 2013; 2013 - 2014  
Moot Court Distinguished Faculty Contributor Award (voted by Moot  
Court Program's Executive Board): 2010 - 2011  
Senate Award in Teaching Nominee (nominations by fellow faculty):  
2010 - 2011
- Service:

Petitions & Re-Admissions	2015 - Present
Orientation & Academic Support	2015 - Present (Chair)
Provost's Faculty Leadership Group	2013 - Present
University Senate	2012 - Present
Faculty Appointments	2013 - 2015
Curriculum & Bar Exam	2013 - 2015
ABA Site Visit & Self-Study	2013 - 2015
Clinic, Skills and CLE	2014 - 2015
Admissions & Scholarships	2009 - 2013
Student-Faculty Relations	2009 - 2013 (Chair 2011 - 2013)
U.S. News Law School Rankings	2011 - 2012
Diversity	2010 - 2011
- Advisor:

LOYOLA LAW REVIEW	2010 - Present
Veterans' Rights Advocacy Society	2011 - Present

**CHARLESTON SCHOOL OF LAW**

8/2006 – 5/2009

Charleston, SC

*Assistant Professor of Law*

- Courses: Employment Law  
Employment Discrimination  
Contracts I & II (including U.C.C. Article 2)
- Awards: Professor of the Year Award (voted by student body): 2007-2008
- Service:

Faculty Recruitment	2008 - 2009
Admissions	2006 - 2008
Faculty Development	2006 - 2008
Diversity	2007 - 2008
Moot Court Competition Planning	2007 - 2008
Maymester Effectiveness	2006 - 2007
Career Services	2007 - 2009
Bar Performance	2007 - 2009

**LOYOLA UNIVERSITY NEW ORLEANS COLLEGE OF LAW**

8/2004 – 5/2006

New Orleans, LA

*Westerfield Fellow*

- Courses: Contracts I  
Moot Court (Appellate Advocacy)  
Legal Research & Writing
- Service: Volunteer teacher (post-Hurricane Katrina), Loyola's Fall 2005 semester at the University of Houston Law Center

## **ACADEMIC ARTICLES**

*Redefining Protected “Opposition” Activity in Employment Retaliation Cases*, 37 CARDOZO LAW REVIEW (forthcoming 2016)

*Minimal Relevance of Non-Disabled Replacement Evidence in ADA Discrimination Cases*, 66 BAYLOR LAW REVIEW 65-126 (2014)

*Ending Discriminatory Damages*, 64 ALABAMA LAW REVIEW 187-254 (2012)

*Fixing Inconsistent Paternalism Under Federal Employment Discrimination Law*, 58 UCLA LAW REVIEW 947-1024 (2011)

*Perception Over Reality: Extending the ADA’s Concept of “Regarded As” Protection Under Federal Employment Discrimination Law*, 36 FLORIDA STATE UNIVERSITY LAW REVIEW 827-63 (2009)

*Proposing a Uniform Remedial Approach for Undocumented Workers Under Federal Employment Discrimination Law*, 77 FORDHAM LAW REVIEW 113-79 (2008)

*Knowing and Voluntary Waivers of Federal Employment Claims: Replacing the Totality of Circumstances Test with a “Waiver Certainty Test,”* 58 FLORIDA LAW REVIEW 305-74 (2006)

## **ACADEMIC PRESENTATIONS & CONFERENCE PARTICIPATION**

### **Academic Presentations (by law review article title):**

*Redefining Protected “Opposition” Activity in Employment Retaliation Cases*

- Colloquium on Scholarship in Employment and Labor Law (COSELL) (hosted by Indiana University Maurer School of Law, Bloomington, IN, September 2015)
- Central States Law School Association Annual Conference (CSLSA) (hosted by LSU Paul M. Hebert Law Center, Baton Rouge, LA, October 2014)

*Minimal Relevance of Non-Disabled Replacement Evidence in ADA Discrimination Cases*

- ABA/EEO Committee for Liaison with the EEOC, OFCCP, and DOJ Meeting (hosted by Adams & Reese LLP, New Orleans, LA, May 2014)
- Loyola-Marquette Faculty Workshop Exchange Program (hosted by Marquette University Law School, Milwaukee, WI, October 2013)

*Fixing Inconsistent Paternalism Under Federal Employment Discrimination Law*

- Louisiana Junior Faculty Forum (hosted by Southern University Law Center, Baton Rouge, LA, February 2010)

*Perception Over Reality: Extending the ADA's Concept of "Regarded As" Protection Under Federal Employment Discrimination Law*

- ABA/EEO Committee for Liaison with the EEOC, OFCCP, and DOJ Meeting (hosted by Adams & Reese LLP, New Orleans, LA, February 2013)

*Proposing a Uniform Remedial Approach for Undocumented Workers Under Federal Employment Discrimination Law*

- Mercer-Charleston School of Law Faculty Workshop Exchange Program (hosted by Mercer University School of Law, Macon, GA, October 2008)

*Knowing and Voluntary Waivers of Federal Employment Claims: Replacing the Totality of Circumstances Test with a "Waiver Certainty Test"*

- ABA/EEO Committee for Liaison with the EEOC, OFCCP, and DOJ Meeting (hosted by Adams & Reese LLP, New Orleans, LA, February 2013)

**Other Conference Participation (by date):**

- Nov. 2014      Commentator, *Illegal Agreements and the Lesser Evil Principle* (Professor Chunlin Leonhard, Loyola University New Orleans College of Law), Faculty Scholarship Workshop Series (hosted by Loyola University New Orleans College of Law, New Orleans, LA)
- Feb. 2014      Commentator, *The FCC and the "Pre-Internet"* (Professor John Blevins, Loyola University New Orleans College of Law), Mid-American Jesuit Law School Faculty Workshop (hosted by Loyola University New Orleans College of Law, New Orleans, LA)
- Feb. 2013      Presenter, "*Motivating Factor*" Versus "*But-For*" Causation in Discrimination and Retaliation Cases, ABA/EEO Committee for Liaison with the EEOC, OFCCP, and DOJ Meeting (hosted by Adams & Reese LLP, New Orleans, LA)
- Aug. 2012      Co-Organizer (with Professor Michael Waterstone, Loyola Law School (Los Angeles)), Discussant, and Moderator, *The Far Reach of Disability Law – Its Impact in Multiple Federal and State Contexts Discussion Group*, Southeastern Association of Law Schools (SEALS) Annual Conference (Amelia Island, FL)
- Oct. 2011      Panel Moderator, *Establishing a Culture of Excellence for Lawyers and Judges with Disabilities*, Disabilities Summit – The Dawn of an Enabled Era: Unraveling the Myths of Attorneys With Disabilities (hosted by the Louisiana State Bar Association, New Orleans, LA)
- Mar. 2011      Panel Moderator, *Emerging Legal Scholarship*, LSU-Tulane-Loyola Teaching Fellows Conference (hosted by Loyola University New Orleans College of Law, New Orleans, LA)

**PRACTICE EXPERIENCE**

**WOMBLE CARLYLE SANDRIDGE & RICE, PLLC**

5/1998 – 7/2004

Atlanta, GA

Labor & Employment Practice Group

- Lead attorney and litigator for Practice Group in the Firm's Atlanta office
- Primary responsibility for employment & labor litigation and proceedings (e.g., federal discrimination, harassment & retaliation actions; other federal & state employment actions; EEOC and U.S. DOL/Wage & Hour investigations; NLRB investigations & unfair labor practice actions; collective bargaining; union campaigns; arbitrations & mediations)
- Provided employment & labor counseling, training, and policies
- Awards: Thurgood Marshall Scholarship Fund Founder's Award (voted by the Fund in recognition of personal commitment and pro bono service to the Fund): 2003  
"Winston" Award for Most Versatile (voted by Atlanta office's lawyers and staff): 2001
- Presentations: *OSHA & NC-OSH Overview of Proposed Ergonomics Standards*, Eastern North Carolina Chamber of Commerce Annual Employment Law Conference (Sept. 2000, Raleigh, NC)  
*NC Department of Labor's Proposed Ergonomics Rule – What Does It Mean?*, NC Citizens for Business & Industry Annual Meeting (Dec. 1999, Raleigh, NC)

**WIMBERLY & LAWSON, P.C.**

5/1995 – 4/1998

Atlanta, GA

Labor & Employment Practice Group

- Drafted briefs, discovery, pleadings, and position statements for employment & labor litigation and proceedings
- Primary responsibility for workers compensation & unemployment claims and proceedings
- Provided employment & labor counseling, training, and policies
- Presentations: *The New Scene on Employment Job References: Why Is It So Hard to Get Job References?*, Wimberly & Lawson's Annual Labor Relations Update Conference (Nov. 1997, Atlanta, GA)  
*How to Set Up and Operate a Successful Ergonomics Program*, Wimberly & Lawson's Annual Labor Relations Update Conference (Nov. 1997, Atlanta, GA)  
*Interviewing and Selection Procedures That Minimize Exposure to Legal Liability Yet Result in the Addition of Employees*, Wimberly & Lawson's Annual Labor Relations Update Conference (Nov. 1996, Nashville, TN)

*Is There Any Aspirin For Those “Public Relations Headaches” of Picketing, Handbilling, Other Protest Activities, and Consumer Discrimination Suits?, Wimberly & Lawson’s Annual Labor Relations Update Conference (Nov. 1996, Nashville, TN)*

*What You Need to Know to Set Up a DOT Alcohol and Drug Testing Program, Wimberly & Lawson’s Annual Labor Relations Update Conference (Nov. 1995, Atlanta, GA)*

**BAR MEMBERSHIPS & COURT ADMISSIONS**

Active Member: State Bar of Georgia (& Labor & Employment Section)

Admitted: State and Superior Courts of Georgia  
U.S. District Courts in Georgia  
Eleventh Circuit Court of Appeals