

SUSAN GROVER  
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## EMPLOYMENT

### Teaching and Administrative Experience in Higher Education

College of William & Mary (1988–present)

University Professor for Teaching Excellence (2011-2014)

Associate Professor of Law (1991-present)

Assistant Professor of Law (1988-1991)

(2010-present) In addition to classroom teaching and legal scholarship, provide outreach and counseling to law students who are at academic risk; develop support materials and organize classes and workshops to help students improve their academic performance; develop and manage bar preparation curriculum, including hiring and supervision of law faculty, budget management, student recruitment and serving as liaison with commercial bar review programs, law school administration and the Virginia Board of Bar Examiners.

Director of Equal Opportunity (2002-2007)

Revitalized all EO functions; developed positive relationships with all constituencies, organized systems for faculty recruitment, complaint resolution, and gathering and reporting of data. Represented College in discrimination proceedings before federal and state agencies. Reported to the President and Provost.

Director, Summer Law Program in Madrid, Spain (1999)

Director, Summer Law Program in Adelaide, Australia (1995)

University of Missouri-Kansas City, Visiting Associate Professor of Law (2007-2008)

Suffolk University Law School, Visiting Professor of Law (2000-2001)

Franklin Pierce Law Center, Distinguished Visiting Professor of Teaching Effectiveness (Fall 1999)

Bard College (1977-1980)

Assistant Director, Program Development (1979-1980)

Conceptualized and drafted proposals to obtain funding for a variety of new college programs, managed college-wide budgets for externally-funded programs; served as institutional liaison and prepared financial and activity reports for funding sources, including federal and state agencies and private foundations and corporate donors.

Acting Director/Language Arts Specialist, Higher Education Opportunity Program (1977-1979)

Managed New York State-funded program to provide college admission and support services to disadvantaged college students. Duties included student recruitment and admission; financial aid, academic and personal counseling; and management of summer transition program. Managed all budgets and served as program liaison with host college and the State of New York Department of Education.

### Other Employment

Dunnells, Duvall, Bennett & Porter, Washington, D.C., Litigation Associate (1985-1988)

Law Clerk to Spottswood W. Robinson, III, Chief Judge, United States Court of Appeals for the District of Columbia Circuit (1984-1985)

Law Clerk to Oliver Gasch, United States District Court for the District of Columbia (1983-1984)

### EDUCATION

J.D. Georgetown University Law Center, 1983

Executive Editor, Georgetown Law Journal

A.B. with Honors in English, Hollins College, 1973

## ADDITIONAL TRAINING

Mediation Training, Midwest Center for Dispute Resolution, 1995

## AWARDS

Recipient, John Marshall Award (for demonstrating character, leadership, and a spirit of selfless service to the community) (May 2013) <http://law.wm.edu/news/stories/2013/professors-grover-and-hardy-honored-with-2013-john-marshall-award.php>

Recipient, Walter Williams Teaching Award (given by the graduating class to a member of the faculty in recognition of outstanding teaching) (May 2011)  
<http://law.wm.edu/news/stories/2011/walter-williams-teaching-award.php>

Selected as University Professor for Teaching Excellence (2011-14)  
<http://law.wm.edu/news/stories/2011/grover-award-story.php>

Recipient, William & Mary NAACP Faculty Award (2010)

Recipient, Distinguished Faculty Award, Black Law Student Association, W.C. Jefferson Chapter (2005)

Recipient, Jane Matilda Bolin Award, presented by William and Mary Black Law Student Association (1999)

Recipient, VWAAF Distinguished Faculty Award: established by the Virginia Women Attorneys Association Foundation to honor and recognize faculty members at Virginia law schools who have made significant contributions to the advancement of legal issues of particular interest to women, families, and women in the legal profession (1992)

## RECENT UNIVERSITY AND LAW SCHOOL COMMITTEE SERVICE

Vice President/President-Elect, William & Mary Faculty Assembly (2013-14)  
University Procedural Review Committee & Personnel Policy Committee (2010-2013)  
University Equal Opportunity Committee (2009-2013)  
University Diversity Committee (2004-2013)  
Law School Curriculum Committee (2009-2013; Chair 2009-2010)  
Law School Committee to Revise the Legal Skills Curriculum (2009-2010)

## RECENT LAW STUDENT GROUP ADVISING

Faculty Advisor, William & Mary Equality Alliance (2011-present)  
Faculty Advisor, W & M Law Students for Reproductive Justice (2010-2012)

Faculty Advisor, William & Mary Chapter of Women and Youth Supporting Each Other (2010-2012)  
Faculty Advisor, W&M Chapter of the Student Animal Legal Defense Fund (2009-2013)  
Faculty Advisor, W & M Multicultural Law Students Association (2009-2013)  
Faculty Advisor, Women's Law Society (2008-present)  
Faculty Advisor, Lawyers Helping Lawyers, William & Mary Law Student Chapter (2006-present)

## RECENT PUBLIC SERVICE

Volunteer Weekly Yoga Instructor, Merrimac Detention Center, Williamsburg, Va. (2011-present)  
Commissioner, American Bar Association Commission on Lawyer Assistance Programs (CoLAP) (2009-2011)(on behalf of CoLAP, created a curriculum for nation-wide dissemination to Lawyer Assistance Programs for instruction of law students on mental health and substance abuse issues in the legal profession)  
Board of Directors, Virginia Lawyers Helping Lawyers (LHL), (1997-2013; Executive Committee 2009-2013)(on behalf of LHL, conducted a survey of mental health and substance abuse attitudes and actuality in the Commonwealth of Virginia; results disseminated nationally)

## PUBLICATIONS

Book: EMPLOYMENT DISCRIMINATION 2d Ed. (with Sandra Sperino and Jarod Gonzalez)(Carolina Academic Press, 2013)

Book: EMPLOYMENT DISCRIMINATION 1st Ed. (with Sandra Sperino and Jarod Gonzalez)(Carolina Academic Press, 2011)

“Consider the Source: When the Harasser is the Boss,” 79 Fordham L. Rev. 499 (2010)(with Kimberley Piro); subject of comments on JOTWELL:

<http://worklaw.jotwell.com/2011/03/>

<http://worklaw.jotwell.com/encouraging-courts-to-think-practically-about-workplace-harassment/>

“Helping Law Students,” 13 ABA Highlights 10 (Summer 2010)

“Stories at the Edge of Class: Marginalization of Law Students,” (in progress)(with Nikeshia Womack)

“Personal Integration and Outsider Status as Factors in Law Student Well Being,” 47 Washburn L. J. 101 (2008)

Counsel of Record, Brief, *Pennsylvania State Police v. Suders* (pertaining to sexual harassment),

in the Supreme Court of the United States)(2004)

“Racial Disparities an American Reality,” *Daily Press* (Wednesday, May 19, 2004)

“After Ellerth: The Tangible Employment Action in Sexual Harassment Analysis,” 35 *Michigan J. L. Ref.* 809-871 (2002)

Book Note: “Schulhofer, *Unwanted Sex: The Culture of Intimidation and the Failure of Law.*” Cambridge, Mass.: Harvard University Press, 1998, *Ethics* (Spring 2000)

Op-Ed: “The Virginia Human Rights Act: A Sanctuary for Employers Who Discriminate?” *Daily Press* (January 1999)

Op-Ed: (regarding the need for legal protection from sexual harassment in the workplace in Barbados), *The Barbados Saturday Advocate* (March 30, 1996).

"On the EI," *Australian Journal of Law and Society* (1996)

"The Business Necessity Defense in Disparate Impact Discrimination Cases," 30 *Ga. L. Rev.* 386 (1996)

"*The First Stone* in Retrospect: An Outsider's Observations on the Book and its Critics," 11 *Wisconsin Women's Law Journal* 243 (1996), republished in *Law Institute Journal* (1996)

"Ain't"? 3 *S. Cal. Rev. L. & Women's Studies* 335 (1994)

"Zoe Baird, Betrayal and Fragmentation," 2 *S. Cal. Rev. L. & Women's Study* 429 (1993)

"The Employer's Fetal Injury Quandary after *Johnson Controls*," 81 *Ky. L. J.* 639 (1993)

"The Silenced Majority: *Martin v. Wilks* and the Legislative Response," 1992 *U. of Ill. L. Rev.* 43

"Why the Veto Hurts More Than You Think," *Legal Times* (Nov. 5, 1990), at 34

"Reconciling Fairness and Racial Preference," *Legal Times* (July 2, 1990), at 23

"A Constitutional Analysis of the Delaware Director Consent-to-Service Statute," 70 *Geo. L.J.* 1209 (1982)

## EXAMPLES OF INVITED TALKS AND PRESENTATIONS

Speaker, “That’s What She Said: Harassment in Popular Culture,” a community discussion on

sexual harassment hosted by the Women's Law Society, the LGBT Equality Alliance and the Multicultural Law Students' Association (10/18/12) (also presented under the auspices of the Women's Law Society, LGBT Equality Alliance, and Avalon: A Center for Women and Children, William & Mary Law School (10/19/11); the Multicultural Law Students' Association (10/19/10); and the American Constitution Society, Employment Law Society and Women's Law Society (2/25/09)

Speaker: "Sexual Harassment Law," Women's Leadership Group (undergraduate), Office of Student Affairs, William and Mary (10/28/11) (also presented 11/05/10, 10/16/09 and 9/18/2008)

Speaker, "Substance Abuse and Mental Health Among Law Students," ABA Law Student Division, Mid-Atlantic Division Meeting, Williamsburg, Virginia (2/26/11)

Speaker, "Substance Abuse and Mental Health in the Legal Profession," Williamsburg Bar Association (11/17/10)(also presented to Fredericksburg Bar Association (6/23/10), Virginia Commonwealths Attorney Spring Institute, Norfolk, Virginia (4/11/10) and Commonwealth Attorneys Conference (Charlottesville, Va. 12/6/08))

Lecturer--Mock Law Class, Virginia Minority Pre-Law Day (Williamsburg, VA 4/4/09)

Moderator: "Panel Discussion on Sex Workers' Art Show," William and Mary (3/23/09)

Speaker: "Diversity and Inclusion in the Legal Profession," 2009 Lawyers Helping Lawyers Conference, Williamsburg, VA (3/14/09)

Speaker: "Sexual Harassment in Popular Culture,"

Speaker: "Report on Virginia's Survey of Substance Abuse and Mental Health Issues Among Attorneys," ABA Commission on Lawyer Assistance Programs—Mid-Year Meeting (Boston, Mass. 2/14/09)

Panelist: "Law Students and Mental Health," American Bar Association Law Student Division, ABA Annual Conference, (N.Y., N.Y. 8/2/08)

Panelist, Faculty Workshop, "Diversity in the Classroom," University of Missouri—Kansas City (4/14/08)

Speaker, "Equal Opportunity at the University," Faculty Workshop, University of Missouri – Kansas City School of Law (3/18/08)

Lecturer, California Department of Transportation Attorney Retreat, "Sexual Harassment Law: A Comparison of California and Federal Laws" (September 28, 2007)

Panelist, Southern Fried Feminism, "Girls and Law in Southern Imagination," Southeastern Association of Law Schools Annual Meeting (2005)

“From Anita to Paula: Sexual Harassment Law,” With Good Reason Interview, National Public Radio (September 30 to October 6, 2000)

Lecturer, "The Law of Sexual Harassment," Education Law Institute, Franklin Pierce Law Center (July 26, 2000)

Moderator, Works in Progress Conference, William and Mary Women’s Studies (April 24, 1999)

Speaker, Virginia Association of Legal Secretaries, Annual Meeting, “Sexual Harassment in the Legal Workplace,” Williamsburg, Virginia (April 23, 1999)

Discussion Leader, AALS Workshop for Women in Legal Education, Washington, D.C. (October 1-2, 1999)

Faculty Colloquium Leader: “Responding to Diversity in the Law Classroom,” Franklin Pierce Law Center, Concord, NH (October 13, 1999)

Moderator for Symposium Panel, “Battered Immigrant Women,” William and Mary (Feb. 16, 1999)

Panelist, “Gender Equity in College and Professional Athletics,” College of William and Mary Sports Law Symposium (November 14-15, 1998)

Panelist, “Civil Rights,” 1998-99 Supreme Court Preview, College of William and Mary (Sept. 25-26, 1998)

Moot Court Justice, "Piscataway v. Taxman," 1997-98 Supreme Court Preview, College of William and Mary (October 24-25, 1997). (Broadcast on C-SPAN)

Moderator for Symposium Panel, "Domestic Violence Mandatory Arrest," College of William and Mary Journal of Women and the Law (January 27, 1997)

Speaker, "The Law of Sexual Harassment," College of William and Mary Monroe Scholars' Colloquium (January 29, 1997)

Speaker, "The Law of Sexual Harassment," College of William and Mary Student Undergraduate Feminist Group (February 19, 1997)

Keynote Speaker, "Affirmative Action: A Woman's Perspective," Women's Multicultural Coalition, Norfolk, Virginia (November 3, 1996)

Panelist, "Civil Rights: The Right to Die," 1996-97 Supreme Court Preview, College of William and Mary (October 25-26, 1996)

Speaker, "The United States Violence against Women Act," University of the West Indies, Cave Hill, BARBADOS (March 1, 1996)

Speaker, "Legal History of the Women Suffrage Movement," NASA Langley Research Center, Hampton, Virginia, in commemoration of Women's Equality Day (August 23, 1990)

#### BAR MEMBERSHIPS

District of Columbia  
United States Supreme Court  
United States Court of Appeals for the District of Columbia Circuit  
United States Court of Appeals for the Federal Circuit  
United States District Court for the District of Columbia