



CURRICULUM VITAE
Susan Hance Sorrells, Esq., SPHR
Senior Consultant/Shareholder

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EDUCATION

J.D., Texas Tech University School of Law

Activities/Accomplishments:

Texas Tech University Law Review
Staff Member, 1991-92
Research Editor, 1992-93
Regents' Scholarship

B.S., *magna cum laude* Texas Tech University

MAJOR: International Trade

PROFESSIONAL EXPERIENCE

Consulting

Employment Practices Solutions, Inc.

Consultant

April 1997 - present

Provide training programs on a broad range of employment issues, including investigation procedures, harassment, sensitivity, diversity, effective hiring, disciplinary action and other workforce policies and practices, and conflict management. Conduct investigations into complaints of employee workplace misconduct. Act as an expert witness on employment practices. Conduct Title IX investigations into university student complaints of sexual misconduct. Provide guidance to employers concerning sound personnel practices and procedures. Make presentations and write articles on employment topics.

Legal

Kelly, Hart & Hallman

Associate Attorney, Litigation Section

August 1993 - April 1997

Associate in Litigation Section; represented corporations in all areas of federal and state

Academic

Texas Wesleyan University School of Law

Adjunct Professor

August 1997 - 2001

Taught Legal Analysis, Research & Writing to first-year law students. Created lesson plans, lectured weekly, graded writing assignments, and met with students.

University of Texas at Arlington

Professor

August 1996 – 97

Taught Texas Civil Litigation in the Legal Assistant Certification Program

LICENSE/CERTIFICATIONS

License: Licensed attorney in the State of Texas, 1993

Certification: Mediator and Neutral in compliance with the Texas Civil Practices and Remedies Code, 2001. Awarded from the National Mediation Academy

Certification: Senior Professional in Human Resources (SPHR) since 2003. Awarded from the Human Resource Certification Institute affiliated with the Society for Human Resource Management

Certification: Civil Rights Investigator Level One, 2017. Awarded from the Association of Title IX Administrators

MEMBERSHIPS

National Society for Human Resource Management (SHRM)
Fort Worth Society for Human Resource Management
Texas State Bar Association, Labor and Employment Section

EXPERT WITNESS DESIGNATIONS

Retained by Plaintiff

Peggy Sue Martinez vs. H.B. Zachry Company, David Hernandez Escohido aka David Hernandez Escojido and E.I. DuPont de Nemours and Company, IN THE DISTRICT COURT VICTORIA COUNTY 135TH JUDICIAL DISTRICT (CAUSE NO. 99-7-53, 624-B)

Julie Mushinski v. Mothers Work, Inc., IN THE UNITED STATES DISTRICT COURT FOR THE SOUTHERN DISTRICT OF TEXAS HOUSTON DIVISION (CAUSE NO. H-05-4058)

Frank Valdez, Daniel Valdez, Ana Almaraz, and Elsa Valdez v. Brian Power, AEP Texas Commercial & Industrial Retail GP LLC and AEP Texas Central Company and Right of Way Service, Inc., IN THE DISTRICT COURT CAMERON COUNTY 107th JUDICIAL DISTRICT (CAUSE NO. 2006-10-4581-A)

Retained by Defendant

Raymond Hernandez, and Venita Beth Hernandez vs. Rush Enterprises, Inc., Rush Truck Centers of Texas, L.P., Holt Texas LTD, d/b/a Holt Cat, Schlumberger Limited, and Schlumberger Technology Corporation, IN THE UNITED STATES DISTRICT COURT FOR THE EASTERN DISTRICT OF TEXAS, SHERMAN DIVISION (Cause NO. 4:19-CV-638)

Equal Employment Opportunity Commission vs. Farris Concrete Company, IN THE UNITED STATES DISTRICT COURT FOR THE EASTERN DISTRICT OF TEXAS SHERMAN DIVISION (CAUSE NO. 4:02cv105)

Jessica Boatman, Traci Galaway, and Maria Mondal vs. United Parcel Service, IN THE UNITED STATES DISTRICT COURT FOR THE NORTHERN DISTRICT OF TEXAS DALLAS DIVISION (CAUSE NO. 3:07-CV-01683-N)

Stacy L. Grant vs. Babcock & Wilcox Technical Services Pantex, LLC, IN THE 100th DISTRICT COURT IN AND FOR CARSON COUNTY, TEXAS (CAUSE NO: 10,094)

Equal Employment Opportunity Commission vs. IPS Industries, Inc. d/b/a Spectrum Plastics, Inc. d/b/a Spectrum Bags, Inc., IN THE UNITED STATES DISTRICT COURT FOR THE NORTHERN DISTRICT OF MISSISSIPPI DELTA DIVISION (CAUSE NO. 2:10CV168-M-S)

Tonia Allen vs. Babcock & Wilcox Technical Services Pantex, LLC, F/K/A B&W Pantex Technical Services, LLC, IN THE UNITED STATES DISTRICT COURT FOR THE NORTHERN DISTRICT OF TEXAS, AMARILLO DIVISION (CAUSE NO. 2:12-CV-00225-J)

PUBLICATIONS/PRESENTATIONS

Author of Article, "Ensuring Privilege When Using an Outside Investigator," Employment Practices Solutions Newsletter, July 2020

Author of Article, "Title IX: Prompt, Thorough and Impartial Investigations for the Win," Employment Practices Solutions Newsletter, April 2017

Author of Article, "Special Delivery: Solutions for Employers with Pregnant Workers," Employment Practices Solutions Newsletter, October 2015

Author of Article, "Men (And Women) In Black: How The Supreme Court Affected Employers in 2012," Employment Practices Solutions Newsletter, July 2012

Author of Article, "Health Insurance After Lay-Offs: Has COBRA Changed?" Employment Practices Solutions Newsletter, October 2009

Presentation for the Tarrant County Court Coordinators, "Preventing Workplace Discrimination and Harassment," Fort Worth, Texas, September 11, 2007

Presentation for the Cross-Timbers Human Resource Management Association, "Preventing Workplace Violence," Stephenville, Texas, July 12, 2007

Author of Article, "Immigration Reform: Myth or Reality," Employment Practices Solutions Newsletter, July 2006

Presentation for the Red River Valley Human Resources Association, "Moving Beyond Denial and Hand Wringing: Practical Techniques for Conducting a Sound Internal Investigation," Greenville, Texas, May 17, 2006

Author of Article, "When Johnny Comes Marching Home... Will He Have a Job?" Employment Practices Solutions Newsletter, May 2005

Presentation for the American Payroll Association, "When Johnny Comes Marching Home: USERRA, VBIA, and FMLA," Fort Worth, Texas, November 3, 2005

Presentation for the 2004 Accounting Education Conference, "Surviving on a Search Committee: Laws and Liability," Dallas, Texas, October 2004

Presentation for the HR Southwest convention, "Virtual Investigations: Know the Ropes of Sound Practices," Fort Worth, Texas, October 7, 2004

Presentation for the Fort Worth Society for Human Resource Management Association, "Call Your Next Witness: The HR Professional on the Witness Stand," Fort Worth, Texas, August 19, 2004

Presentation for the Mid-Texas Human Resource Association, "Call Your Next Witness: The HR Professional on the Witness Stand," Brownwood, Texas, August 10, 2004

Presentation for the Fort Worth Society for Human Resource Management Roundtable, "Preparing an Employee for Testimony," Fort Worth, Texas, November 20, 2003

Presentation for the Acadiana SHRM, "Trends and Traps in Internal Investigations: Practical Techniques for Conducting a Sound Internal Investigation," Lafayette, Louisiana, 2003

Presentation for the Mid-Texas Human Resource Association, "Time Management: Managing the Time W.A.R.P.," Brownwood, Texas, January 10, 2003

Presentation for the Fort Worth Society for Human Resource Management Roundtable, "Conducting Effective Internal Investigations of Employment Issues," Fort Worth, Texas, November 21, 2002

Presentation for the North Central Texas Human Resources Association, "Time Management: Managing the Time W.A.R.P.," Wichita Falls, Texas, September 11, 2002

Presentation for the Cleburne Human Resources Group, "Time Management: Managing the Time W.A.R.P.," Cleburne, Texas, September 10, 2002

Presentation for the Cross Timbers Human Resources Management Association, "Time Management: Managing the Time W.A.R.P.," Stephenville, Texas, June 2002

Presentation for the Fort Worth Society for Human Resource Management Roundtable, "Conducting Effective Investigations," Fort Worth, Texas, November 2001

Presentation for The Tarrant County Bar Association, Brown Bag Luncheon, "Legislative Update in Employment Law," Fort Worth, Texas, September 21, 2001

Presentation for the Fort Worth Society for Human Resource Management Roundtable, "Preparing a Witness for Trial," Fort Worth, Texas, November 2000

Presentation for the Cross Timbers Human Resource Management Association, "Conflict and Violence in the Workplace: Awareness and Prevention," Stephenville, Texas, June 2000

Co-Author of Article, "Achieving Dramatic Turnover Reduction by Improving Employee Motivation and Morale in the Public Sector Workplace," Council on Education in Management, 2000

Presentation for the Tarrant County Young Lawyers' Association, "There's No Such Thing As 'Safe' Sex Harassment: Emerging Legal Issues," Fort Worth, Texas, November 3, 1999

Presentation for the North Richland Hills Rotary Club, "Harassment Update," North Richland Hills, Texas, Fall 1999

Presentation to the Southeast Texas Human Resource Association Awards Banquet, "Harassment Update" Beaumont, Texas, October 21, 1999

Presentation for the North Central Texas Human Resources Association 1999 Fall Conference, "Seven Deadly Sins That Can Cost Your Business Its Assets," Wichita Falls, Texas, September 14, 1999

Presentation for the Cross Timbers Human Resource Management Association, "Harassment Update," Stephenville, Texas, June 9, 1999

Presentation for the Lubbock Society for Human Resource Management, "Seven Deadly Sins That Can Cost Your Business Its Assets," Lubbock, Texas, May 1999

Presentation for the Mid-Texas Human Resource Association, "Harassment Update," Brownwood, Texas, May 5, 1999

Presentation for the Southeast Texas Human Resource Association, "Seven Deadly Sins That Can Cost Your Business Its Assets," Beaumont, Texas, April 1999

Co-Author of article, "There's No Such Thing as 'Safe' Sex Harassment: Emerging Legal Issues," Tarrant County Bar Bulletin, December 1998

Co-Author of presentation at HR Southwest 1998, Human Resources Conference and Exposition, "Facing Change in the New Millennium: Training Strategies," Fort Worth, Texas, October 1998

Co-Author of Book, Real Solutions: Prevent Workplace Harassment: Proven Policies that Keep Your Company Out of Court, Employment Practices Solutions, published October 1998

Presentation for the Texas Retailers' Association, "How to Hire, Terminate, and Conduct Pre-employment Interviews," Austin, Texas, September 1998

Co-Author of article, "There's No Such Thing as 'Safe' Sex Harassment: Emerging Legal Issues," EmploymentSource, August 1998

Presentation for the Forney Chamber of Commerce, "Seven Deadly Sins That Can Cost Your Business Its Assets," Forney, Texas, May 1998

Presentation for the Tarrant County Young Lawyers' Association, "Top Ten Employment Law Mistakes," Fort Worth, Texas, March 17, 1998

Featured Commentator on "Community Corner," "Sexual Harassment Trends," KLUV 98.7 FM, Dallas, Texas, March 1998

Presentation for the Tarrant County Bankruptcy Bar Association, "Top Ten Employment Law Mistakes," Fort Worth, Texas, February 16, 1998