



Publications, Appearances and Seminars

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Author of "The Challenge of Change: The Obama Administration's Impact on HR," *EmploymentSource* Newsletter, March 2009.

Presentation for Southern Connecticut Chapter of SHRM, "Harassment Investigations: 10 Secrets from an Expert Investigator," September 25, 2007.

Presentation for National Institute of Business Management, "Harassment Investigations: 10 Secrets from an Expert Investigator," February 7, 2007.

Co-Author, "HR Experts' Musings: Learning From the Disasters of Others," *EmploymentSource* Newsletter, December 2003; HR.Com eBulletin and website, April 2004.

Quoted in "Constant Inconsistency. Training Outside the Core Mission?" by Robert Grossman, *SHRM HR Magazine*, December 2003.

Quoted in "Ex-Bosses' Bad References Draw Scrutiny," by Katie Fairbank, *The Atlanta Journal – Constitution*, October 19, 2003.

Quoted in "Is An Ex-Boss Badmouthing You?" by Katie Fairbank, *The Dallas Morning News*, August 12, 2003.

Quoted in "The Sanitized Workplace," by Vicki Schultz, 112 *The Yale Law Journal* 2061, 2099 (2003).

Quoted in "Harassment: The Aftermath," by Jeff Olson, *G.Neil's The Human Resource Newsletter*, www.gneil.com, April, 2003.

Interviewed by *The Dallas Morning News* for article regarding Family Medical Leave Act, John Kirkpatrick of the Business Section, December, 2002.

Presentation for The Texas Association of Businesses, Ft. Worth Chapter, "Employee Relations in the Aftermath: The Impact of September 11th on Our Workforce," July 2002.

Quoted in "All Work and No Playing Around? Not so, Survey Says," by Sarah Anchors, *The Arizona Republic*, May 13, 2002 publication.

Co-Author of seminar training materials for "Best Practices *Investigations 2002*" nationwide seminar, April 2002. CEU approved.

Presentation for American Corporate Counsel Association, San Antonio Chapter, "Moving Beyond Denial and Hand Wringing: Trends and Tactics to Navigate the Sexual Harassment Minefield," May 1, 2002. Texas CLE Approved.

Quoted in "Rules Address Violence on Job," Kelly Melhart, *Fort Worth Star-Telegram*, February 9, 2002 publication.

Interviewed by *The Arizona Republic* for article regarding sex harassment issues in the workplace, January 2002.

Featured in TABCC Texas Business Report, November 2001, "Workforce Q&A" responding to an inquiry regarding EEO Training.

Quoted in "Double Standard? Cornell study finds federal appeals courts favor employers in job discrimination lawsuits," by Cliff Hocker, *Black Enterprise Magazine* online, August 6, 2001 publication, on the report entitled, "Double Standard on Appeal: An Empirical Analysis of Employment Discrimination Cases in the U.S. Courts of Appeals," by Theodore Eisenberg and Stewart J. Schwab.

Source for *Entrepreneur Magazine* article, "Who's Harassing Whom?" September 2001 publication, on investigations and complaint procedures in organizations in light of U.S. Supreme Court recent opinions.

Quoted in "Pregnant Manager Files Suit After Maternity Retailer Fires Her," *HR Executive*, March 15, 2001.

Author, "Creating Working Environments That Enhance Retention and Productivity," *EmploymentSource Newsletter*, August 2000

Presentation for The Executive Committee, International Organization of CEO's, Key Executive Program, "Seven Deadly Sins that Can Cost Your Company It's Assets," Dallas, Texas, January 2000

Quoted in "Workplace Technology Helps Defeat Employment Suits," *Lawyers Weekly USA*, August 9, 1999

Presentations at Big Country Society for Human Resource Management Employment Law Seminar, "Managing Attendance: Working with the FMLA, ADA and Workers Comp," and "Sexual Harassment Update – Implementing the New Rules from the Supreme Court," Abilene, Texas, April 1999

Author and Presenter, "Real Solutions Presents, Preventing Sexual Harassment in the Workplace/ For Managers" Video, published February 1999

Co-Author of Book, Real Solutions: Strategies and Tools to Rid the Workplace of Harassment, Employment Practices Solutions, published October 1998

Presentation at HR Southwest 1998, Human Resources Conference and Exposition, "Facing Change in the New Millennium: Training Strategies," Ft. Worth, Texas, October 1998

Guest speaker for Littler Mendelson's 1998 Texas Employer, "Conducting Adequate Training and Investigations," Dallas, Texas, September 1998

Presentation for Minority Business Expo, Grand Prairie Chamber of Commerce Convention, "Seven Deadly Sins that Can Cost Your Business Its Assets," Grand Prairie, Texas, August 1998

Guest speaker for Healthcare Business Network, "Avoiding Landmines with Employees," Fort Worth, Texas, June 1998

Presentation for Texas Statewide Telephone Cooperative, Inc.'s Spring Managers' Conference, "Seven Deadly Sins that Can Cost Your Business Its Asset," South Padre Island, Texas, June 1998

Authored "Take Harassment Claims Seriously," Texas Employment Law Letter, May 1998

Presentation for Affordable Housing Management Association's SouthWest Annual Conference, "Seven Deadly Sins that Can Cost Your Business Its Asset," Dallas, Texas, May 1998

Featured Commentator on "Community Corner", "Ageism in the 90's," KLUV 98.7 FM, Dallas, Texas, April 1998

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

Presentation at Littler Mendelson's 1997 Texas Employer Seminar, "Choosing an Investigator for Discrimination Claims," Dallas, Texas, September 1997

Presentation at HR Southwest 1997, Human Resources Conference and Exposition, "Training Your Managers to Excel within Organizational Change," Ft. Worth, Texas, September 1997

Quoted in "San Antonio Highlights: NAFTA Update; Women's Opportunities," National Association of women Lawyers, Women Lawyers Journal, Vol. 83, No. 2 (Summer 1997)

Presentation to the Real Estate Human Resources Lunch Group, "Top Ten Employment Practices Mistakes," May, 1997, Dallas, Texas

Presentation for Women in Communications, Dallas Chapter, "Sexual Harassment in the Workplace," Dallas, Texas, February 1997

Authored "Take Harassment Claims Seriously," published in Dallas Business Journal, February 1997

Presentation at the American Bar Association, National Association of Women Lawyers, midyear meeting, "The International Glass Ceiling: Equitable Gender Distribution of International Work," San Antonio, Texas, January 1997

Presentation to the Denton Human Resource Association, "Effective Human Resource Training Programs," Denton, Texas, November 1996

Presentation to Women in International Trade, "International Gender Discrimination," Dallas, Texas, November, 1996