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ACADEMIC AND PROFESSIONAL POSITIONS

Law Schools: **University of Pittsburgh School of Law** (Pittsburgh, Pennsylvania)
Full Professor (since 1994)
Associate Dean for Research (2003-2005)
Distinguished Scholar Professor (2001-2004)
Associate Professor (since 1989)
Assistant Professor (since 1985)

Current teaching subjects: employment law; alternative dispute resolution processes; employment discrimination law; culture and conflict and other interdisciplinary seminars

Former teaching subjects: corporate law, comparative law and perspective (China)

Teaching award: University Chancellor's Distinguished Teaching Award (2005)

Institute of Shipboard Education, Semester-at-Sea Program

- Professor and Director of the Law-at-Sea Program (Summer 2003)—Asian dispute resolution processes, comparative employment laws
- Professor (Spring 2001)—undergraduate courses in comparative business law and dispute resolution processes

University of Texas School of Law, Visiting Professor (Summer 1994)—alternative dispute resolution processes

University of Augsburg School of Law (Germany), Visiting Professor (Summer 1992)—international mediation process

University of California, Hastings College of Law, Adjunct Professor (1983-1984)—corporations

Law Practice: **Baker & McKenzie** (San Francisco, California and Chicago, Illinois), 1982-1985

- Practice areas: business law (including corporate, commercial, securities, employment laws) and international trade and investments laws

Other: **University of Texas** (Austin, Texas) (1974-1979)

- Career Counseling Center, Associate Director

American Law Institute (ALI) (member since 2003)

- * Consultative Group for proposed Restatement of Employment Law (2005- present)

EDUCATION

University of Texas

- Juris Doctor degree (1982)
- Masters degree in Educational Psychology (1974)
- Graduate School of Business (1979)

Stanford University

- Bachelor of Arts degree in Psychology and Communications (1972)

PUBLICATIONS

Books:

- INTERNATIONAL CONFLICT RESOLUTION: CONSENSUAL ADR PROCESSES (West 2005) (co-authored with Jacqueline Nolan-Haley & Harold Abramson).
Teacher's Manual to INTERNATIONAL CONFLICT RESOLUTION: CONSENSUAL ADR PROCESSES (West 2005) (co-authored with Jacqueline Nolan-Haley & Harold Abramson).
- THE CONFLICT AND CULTURE READER (editor, New York Univ., 2001).
- CORPORATIONS: CASES, MATERIALS, PROBLEMS (multiple editions, 5th ed. Lexis 2001) (co-authored with Larry D. Soderquist, A.A. Sommer, Jr. & Linda O. Smiddy).
Teacher's Manual to CORPORATIONS: CASES, MATERIALS, PROBLEMS (Lexis-Nexis 5th ed. 2002) (co-authored with Larry D. Soderquist, A.A. Sommer, Jr. & Linda O. Smiddy).
- DIRECTORS' AND OFFICERS' LIABILITY (Practising Law Institute, 1993); Supplements (1994-2003).
- CORPORATE LAW & PRACTICE (Practising Law Institute 1999) (co-authored with Larry D. Soderquist, Linda O. Smiddy & A.A. Sommer, Jr.).
- DIRECTORY OF ASIAN AMERICAN LAW FACULTY (2nd ed., University of Pittsburgh 1996).
- MBA (Harper & Row 1981).
- * WORK VALUES OF UNIVERSITY STUDENTS AS ANALYZED BY ETHNIC GROUPS AND SEX (Master's Thesis, University of Texas, Austin, Texas 1974).

Articles and Publications:

- * *Subtly Sexist Language*, 16 COLUMBIA J. OF GENDER & LAW 643 (2007) (coauthored with Lauren Kelley-Chew)

- * *Freeing Racial Harassment from the Sexual Harassment Model*, 85 OREGON L.REV. 615 (2006)
- *Culture and Race in Provider-Client Relationships*, 23 Journal of Health and Social Policy (2007) (co-authored with Janet W. Schofield & Lu-in Wang)
- *Unwrapping Racial Harassment Law*, 27 BERKELEY J. EMPLOYMENT & LAB. L. 49 (2006) (co-authored with Robert E. Kelley).
- *The Rule of Law: China's Skepticism and the Rule of People*, 20 OHIO ST. J. DISP. RESOL. 43 (2005).
- *The Pervasiveness of Culture in Conflict*, 54 J. LEGAL EDUC. 60 (2004).
- *Asian-American Identity Performances*, 11 ASIAN AMERICAN POLICY REV. 71 (2002) (book review).
- *A Vantage Point* in THE CONFLICT AND CULTURE READER (N.Y.U. Press, 2001) (short fable).
- *Constructing Our Selves/Our Families*, CHICANO-LATINO L. REV. 297 (1998) (essay).
- *Asians Americans in the Legal Academy: An Empirical and Narrative Profile*, 3 ASIAN L.J. 7 (1996).
- *Political Risk and U.S. Investments in China: Chimera of Protection and Predictability?*, 34 VA. J. INT'L L. 615 (1994).
- *Political Risk and U.S. Investments in China: Chimera of Protection and Predictability?*, reprinted in INTERNATIONAL BUSINESS AGREEMENTS IN THE PEOPLE'S REPUBLIC OF CHINA (Ralph Folsom ed., Klumer 1996).
- *Asian Americans: The 'Reticent' Minority and Their Paradoxes*, 36 WM. & MARY L. REV. 1 (1994).
- *Asian Americans: The 'Reticent' Minority and Their Paradoxes*, excerpts reprinted in numerous texts and book.
- *Determining and Preventing Directors' and Officers' Liability*, in DIRECTORS' AND OFFICERS' LIABILITY INSURANCE (1994) (chapter).
- *Faculty-Generated Research: Who Owns the Golden Egg?*, 1992 WIS. L. REV. 259 (1992).
- *University Ownership of Faculty-Generated Research Is Questionable* (Monograph), INSTITUTE FOR HIGHER EDUCATION LAW AND GOVERNANCE (1992).
- *Law and Your Economics: The Hidden Job Market and the In-House Interview*, 10 ST. LOUIS U. PUB. L. REV. 267 (1991) (essay).
- *The Association of Southeast Asian Nations Declaration (Bangkok Declaration)*, in BASIC DOCUMENTS OF INTERNATIONAL ECONOMIC LAW (R. Brand & S. Zamora eds. 1990) (contributing ed.) (essay).
- *Competing Interests in the Corporate Opportunity Doctrine*, 67 N.C. L. REV. 435 (1989).
- *A Procedural and Substantive Analysis of the Fairness of Chinese and Soviet Foreign Trade Arbitrations*, 21 TEX. INT'L L.J. 291 (1986).

- *The Resolution of Transnational Commercial Disputes in the People's Republic of China: A Guide for U.S. Practitioners*, 8 YALE J. INT'L L. 236 (1982).
- Book Review, 5 J.L. & COM. 487 (1985) (reviewing FOREIGN TRADE, INVESTMENT AND THE LAW IN THE PEOPLE'S REPUBLIC OF CHINA (M. Moser ed. 1984)).
- *Proposed Statutory Definition of Resident*, INVESTMENT USA, Nov. 1983, 5 (co-authored with Julian D. Nihill) (essay).
- *The Use of Social Science Techniques in the Jury Selection Process*, 2 REV. LITIG. 199 (1982).
- Several articles in social science journals (1977 to 1980).
- *Work Values of University Students as Analyzed by Ethnic Groups and Sex* (1974) (unpublished Masters Thesis, University of Texas at Austin).

SELECTED PRESENTATIONS

(This is not a comprehensive list, but offers representative examples of recent and prior presentations.)

- "Subtle Sexism in Legal Education and the Legal Profession," AALS Annual Meeting, Section on Women in Legal Education (Jan. 2007).
- "Unwrapping Racial Harassment Law," AALS Annual Meeting, Section of Civil Rights (Jan. 2007).
- "Law for Management," Carnegie Mellon University Tepper School (March 2007).
- "Culture and Law in International Decisionmaking," Global Management Executive Forum, Carnegie Bosch Institute, Carnegie Mellon University (June 2005).
- Commentator, "Disputes over Labor and Debts," Workshop on Law & Order and Survey Research in China, University of Pittsburgh (April 2005).
- "Racial Harassment Law: An Empirical Study," Law & Society Annual Meeting (June 2004).
- "Law and Management in Cross-Cultural Context," Carnegie Bosch Institute, Carnegie Mellon University (April 2004).
- "Transitional Justice Mechanisms," Winning the Peace: Post-Conflict Dispute Resolution and Nation-Building Symposium, Ohio State Univ. (Jan. 2004).
- "Cultural Relativism and the Rule of Law," Kabak Conference on International Conflict Resolution (Oct. 2003).
- "Pervasiveness of Culture in Conflict," 2003 Annual Meeting Workshop on Dispute Resolution (Jan. 2003).
- "Cross-Cultural Disputing," ABA Section of Dispute Resolution in collaboration with the AALS, Washington, D.C. (April 2001).

- “The Role of Culture in Employment Disputes,” Mid-Atlantic People of Color Legal Scholarship Conference, Pennsylvania State University (Feb. 2001).
- Presentations at various other regional and national conferences for faculty of color (1992-Present).
- “Faculty Diversity Issues” as part of Joint Conference on Diversity, ABA, AALS, and LSAC, Denver (Oct. 2000).
- “Race to the Bottom . . . or What? Resolving Disputes Among Diverse Groups,” Critical Race Theory Conference, Yale University (Nov. 1997).
- “Asian Americans and their Contradictory Identities,” Cornell University School of Law, Ithaca, New York (March 1997).
- “Effective Mentoring of Minority Faculty and Other Lessons from Telemachus,” Association of American Law Schools Annual Meeting, Washington, D.C. (Jan. 1997).
- “Directors’ and Officers’ Liability,” Practising Law Institute Conferences, Chicago (May 1994), New York (June 1994).
- “Whistleblowing: Comparative German, Japanese, and American Perspectives,” Tokyo, Japan, Aoyama Gakuin University (July 1993, 1994).
- “Diverse Approaches to Dispute Resolution: A Comparative Analysis,” American Association of Law Schools Annual Meeting, Clinical Section (Jan. 1992).
- “Teaching Tolerance in the Dispute Resolution Process,” Society of Professionals in Dispute Resolution Annual Conference (Oct. 1992).
- “Direct Foreign Investment in the United States by Asian Countries,” presentation and paper as member of university delegation to National Taiwan University (June 1990).
- Presentations on the importance of recruitment and retention of minority law faculty, sponsored by the Association of American Law Schools and others at George Washington University and the University of Cincinnati (1990 and 1991).
- “Chinese Law and Foreign Trade,” presentation sponsored by the University of Pittsburgh Asian Studies Program for a Pittsburgh corporation engaged in U.S.-China joint venture (April 1987).
- “China’s Foreign Policy,” lecture as part of University Center for International Studies course on U.S. Foreign Policy in a Troubled World (March 1987).
- “China’s Relaxation of the Regulatory Framework Governing Arbitration in Direct Foreign Investments,” presentation sponsored by the University of Pittsburgh Asian Studies program as a part of University China Faculty seminar series (Feb. 1987).
- “The Influence of Increasing Foreign Trade on China’s Evolving Legal Model of Arbitration,” paper presented at Law and Society Session, Annual Meeting of the American Association for Chinese Studies (Nov. 1986).

- “Law Teaching as an Alternative Career Path,” presentation at American Bar Association Annual Meeting (Aug.1986).
- “China’s Evolving Legal Model for Foreign Trade Arbitration: The U.S. Perspective,” sponsored by the People’s Republic of China’s Ministry of Commerce and the Beijing Office of Finance and Commerce, in Beijing, P.R.C. (July 1986).

SELECTED PROFESSIONAL ACTIVITIES

(This is not a comprehensive list, but offers representative examples of current and prior activities.)

National:

American Law Institute (ALI) (member since 2003)
Consultative Group for proposed Restatement of Employment Law (2005- present)

American Association of Law Schools (AALS)

- Chair, Women in Legal Education Section (largest AALS section) (2006-2007).
- Resource Corps (small group of faculty selected by AALS to consult with other law schools on range of issues and to facilitate discussions among their faculty groups) (2000-present).
- Member of numerous ABA/AALS Accreditation Teams (1993-2000).
- Executive Committee, Minority Section (1989-1991, 1997-1998).
- Planning Committee, 1995 AALS Annual Meeting Mini-Workshop on Professors in the Profession.
- AALS Committee on Sections and Annual Meeting 1990-1992.
- Standing Committee on the Hiring, Recruitment and Retention of Minority Law Faculty (1988-1989).

Law Schools Admissions Council (LSAC), Test Development and Research Committee (1997-1999), Minority Affairs Committee (1999-2001).

Intercultural Communications Summer Institute (July 1996)

Law and Society Association Summer Institute

Wellesley College (July 1994).

Law and Economics Institute for Law Professors

Dartmouth University (July 1987).

Other Legal Education Activities

- Asian American Law Faculty Group, Co-Founder (1989-present).
- Planning Committee, First Asian American Law Professors Conference, Boston College and Northeastern University (October 1994).
- Planning Committee, Mid-Atlantic Conference People of Color Legal Scholarship Conference, Howard University Law School (February 1995).

American Arbitration Association Commercial Panel of Arbitrators (1988).

United States Arbitration and Mediation of Pennsylvania (Western Region) Panel of Hearing Officers (1991).

American Bar Association (ABA)

- Consultant on foreign business investment laws to the Republic of Kazakhstan.
- Member of the Council of Section of General Practice (governing body for 18,000 general practitioners in private firms and corporations) (1983-1987).
- Liaison to ABA Standing Committee on Professional Utilization and Career Development (1984-1987).
- Chair, Law Students and Law Schools Committee (1985-1987).
- Member of ABA Sections of International Law; Corporation, Banking and Business Law; Legal Education.

Member of the Pennsylvania Bar, the Illinois Bar and the California Bar, and admitted to the U.S. Court of Appeals for the Third Circuit and the Seventh Circuit

University of Pittsburgh:

- Law School Appointments Committee (2007-2008)
- Law School Diversity Committee (2005-2007)
- Law School – variety of committees on strategic planning (2005-2008)
- Faculty Advisory Board, Institute for Shipboard Education (2001-2005)
- Faculty representative to University Board of Trustees Investment Committee (2002-2004)
- Advisory Board, Katz Graduate School of Business-Graduate School of Public and International Affairs Center for Conflict Resolution and Negotiation (2001-2002)
- Advisory Board, Asian Studies Program (2000-2003)
- China Council faculty advisory board (1997-2000)
- Affirmative Action Committee (1993-1996).
- Provost's Advisory Committee on Women's Concerns (PACWC) (1988-1991).
- Asian Studies Program Faculty (1986-present).
- Law School Dean Search Committee (1986-1987).
- Variety of other Law School Committees.
- Faculty Advisor, Law School and Carnegie Mellon University Business School Joint Degree Program.
- Faculty Advisor, Asian Law Students Association.

(Date: 2008 - 2009)