

ROBERT BELTON

Professor of Law

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EDUCATION:

J.D., 1965, Boston University School of Law; B.A., 1961, University of Connecticut

EMPLOYMENT:

Vanderbilt Law School:

Professor of Law, since 1982; Associate Professor of Law (1977-81); Director and Instructor, Fair Employment Clinical Law Program (1975-77)

Courses: Employment Discrimination Law; Labor Law; Law of Work (individual employment rights); Constitutional Torts; and Race and the Law

Visiting Professorships:

Harvard Law School, 1986-87

Univ. of North Carolina School of Law, 1990-91 and summer 1983

Charles Hamilton Houston Distinguished Visiting Professor, North Carolina Central University Law School, fall 1997

Law Practice:

Partner, Chambers, Stein, Ferguson & Lanning, Charlotte, North Carolina (1970-75); Assistant Counsel, NAACP Legal Defense & Educational Fund, Inc., New York, New York (1965-70)(major responsibility for national litigation project enforcing laws prohibiting discrimination in employment)

PUBLICATIONS:

Books and Chapters in Books

EMPLOYMENT DISCRIMINATION LAW: CASES AND MATERIALS ON EQUALITY IN THE WORKPLACE (with Avery, Ontiveros & Corrada) (7th ed. West 2004)(with Avery and Ontiveros)

STATUTORY SUPPLEMENT TO EMPLOYMENT DISCRIMINATION LAW: CASES AND MATERIALS ON EQUALITY IN THE WORKPLACE (with Avery, Ontiveros & Corrada) (7th ed. West 2004)

REMEDIES IN EMPLOYMENT DISCRIMINATION LAW (1992, John Wiley & Sons); Supplements 1995, 1996 and 1997

Employment Discrimination Law, ch. 5, in PUBLIC INTEREST PRACTICE AND FEE AWARDS 233-334 (H. Newberg ed. 1980) (PLI)

How to Settle A Discrimination Case: An Individual Viewpoint, in 28 NYU ANNUAL CONFERENCE ON LABOR 111 (R. Adelman ed. 1976)

Book Reviews

EQUAL EMPLOYMENT POLICY FOR WOMEN: STRATEGIES FOR IMPLEMENTATION IN THE UNITED STATES, CANADA AND WESTERN EUROPE (R. Ratner ed. 1980), 13 Vand. J. Trans. L. 901 (1980) (book review)

Articles

Title VII at Forty: A Brief Look at the Birth, Death, and Resurrection of the Disparate Impact Theory of Discrimination, 22 Hofstra Lab. & Empl. J. 431 (2005)

Brown as a Work In Progress: Still Seeking Consensus after All These Years, 34 Stetson L. Rev. 487 (2005)

Mixed-Motive Cases in Employment Discrimination Law Revisited: A Brief Updated View of the Swamp, 51 Mercer L. Rev. 651 (2000)

The Employment Law Decisions of the 1998-99 Term of the Supreme Court, 3 Employee Rhts. & Employment Pol'y 183 (1999)

Employment Law: A Review of the 1997 Term Decisions of the Supreme Court, 2 Employee Rhts. & Employment Pol'y J. 267 (1998)

The Unfinished Agenda of the Civil Rights Act of 1991, 45 Rutgers L. Rev. 921 (1993)

The Civil Rights Act of 1991 and the Future of Affirmative Action: A Preliminary Assessment, 41 DePaul L. Rev. 1085 (1992)

The Dismantling of the Griggs Disparate Impact Theory and the Future of Title VII of the Civil Rights Act of 1964: The Need for A Third Reconstruction, 8 Yale Law and Pol'y Rev. 223 (1990)

Causation and Burden-Shifting Doctrines in Employment Discrimination Law Revisited: Some Thoughts on Hopkins and Wards Cove, 64 Tulane L. Rev. 1359 (1990)

Mr. Justice Marshall and the Sociology of Affirmative Action, 6 Harv. Blackletter J. 102 (1989)

Causation in Employment Discrimination Law, 34 Wayne L. Rev. 1235 (1988)

Reflections on Affirmative Action after Johnson and Paradise, 23 Harv. C.R.-C.L.L. Rev. 115 (1988)

Some Thoughts on the "New" Law School Constituency: The Public Interest Lawyer, 35 Mercer L. Rev. 859 (1984)

Harnessing Discretionary Justice in the Employment Discrimination Cases: The Moody and Franks Standards, 44 Ohio St. L. J. 571 (1983)

Burdens of Pleading and Proof in Discrimination Cases: Toward a Theory of Procedural Justice, 34 Vand. L. Rev. 1205 (1982)

Federal Magistrates, 13 The Vanderbilt Lawyer 9 (Summer 1982)

Discrimination and Affirmative Action: An Analysis of Competing Theories of Equality and Weber, 59 N. C. L. Rev. 531 (1981)

Feeing the Unfee'd Lawyer: Attorneys' Fees in Civil Rights Litigation, 5 ABA Litigation 32 (Winter 1979)

Massachusetts v. Feeney. Preview of United States Supreme Court Cases, October 1978 Term, No. 28: 4-5 (March 1979) (comment)

A Comparative Review of Private and Public Enforcement of Title VII of the Civil Rights Act of 1964, 31 Vand. L. Rev. 905 (1978)

Title VII of the Civil Rights Act of 1964: A Decade of Private Enforcement and Judicial Developments, 20 St.Louis U. L. J. 225 (1976) (edited version appears in 19 NBA L.J. 39 (1978-79)

Other Publications

C. Clyde Ferguson, Jr., Esquire: An Irreplaceable Pioneer in the Struggle for Human Rights, in THE A.M.E. CHURCH REVIEW (July-September 2003)

Segregation, Legal Aspects, in ENCYCLOPEDIA OF EDUCATION (2d ed. 2002)

Comments, *Effects of the University of the Michigan Cases on Affirmative Action*, in Employment in Proceeding of the 2004 Annual Meeting, AALS, Sections on Employment Discrimination Law, Labor Relations and Employment Law, and Minority Groups, 8 Employee Rts. & Employment Pol'y, 145 (2004).

Works-in-progress

Book-length treatment of *Griggs v. Duke Power Co.*, and its influence of the affirmative action policy debate

The legality of the racial and sexual composition of the Supreme Court under the *Croson-Adarand* constitutional strict scrutiny test

The influence of critical race jurisprudence on judicial decision-making: A preliminary assessment

PROFESSIONAL ASSOCIATIONS AND ACTIVITIES:

American Law Institute, since 1996

Member, Steering Committee, United States Court of the Appeals for the Sixth Circuit's

Gender Fairness Task Force and Racial Fairness Task Force

Association of American Law Schools

Executive Committee, 1991-1994

Committee on Professional Development (1986-89)

Chair, Standing Committee on Recruitment and Retention of Minority Law

Teachers (1988-90)

Chair, Special Committee on Recruitment and Retention of Minority Law Teachers

(1987-88)

Sections: Minority Groups, Labor Law, Employment Discrimination Law; Civil Rights

Chair, Section on Employment Discrimination Law (1987-88)

Executive Committee, Section on Labor Relations (1988-89)

Secretary-Treasurer, Section on Employment Discrimination Law (1986-87)

American Bar Association

Sections: Individual Rights and Responsibilities; Labor and Employment Law

National Employment Lawyers Association

Executive Board (1995-2002)

National Bar Association

Napier-Looby Bar Association

North Carolina State Bar Association

Fellow, The College of Labor and Employment Lawyers

Other Professional Activities

Editorial Boards:

University of Pennsylvania Journal of Labor and Employment

Employment Rights and Employment Policy Journal

Class Action Reports, 1979-89

Lecturer: University of Florida Law School, (Summer 1979) (CLEO); Florida State

College of Law (Summer 1978) (CLEO)

Board of Director, ABAR III (EEOC funded litigation support center, Cleveland-Marshall

College of Law) (1979-81)

Consultant, Office of Federal Contracts Compliance Programs (OFCCP), Department of

Labor (public sector) (Summer 1979)

Consultant, President Carter's Reorganization Project, Civil Rights (Employment), Summer

1978

Consultant, EEOC Trial Advocacy Training (periodic)
Delegate, Thirty-Ninth Annual Judicial Conference of the Sixth Circuit
Panelist or lecturer at numerous conferences or symposia on employment discrimination law, civil rights, labor law and related subjects

HONORS AND AWARDS:

2006 National Bar Association Presidential Award
2004 Napier-Looby Lifetime Achievement Award, Napier-Looby Bar Foundation
2003 Clyde C. Ferguson Award, Minority Section, American Association of Law Schools

SIGNIFICANT LITIGATION:

Substantial involvement in the development of employment discrimination law (chronicled, in part, in Jack Greenberg, CRUSADERS IN THE COURTS: HOW A DEDICATED BAND OF LAWYERS FOUGHT FOR THE CIVIL RIGHTS REVOLUTION (1994))

Counsel for plaintiffs in several landmark Supreme Court civil rights cases: Griggs v. Duke Power Co., 401 U.S. 424 (1971) (race discrimination); Albemarle Paper Co. v. Moody, 422 U.S. 405 (1975) (civil rights damages); Harris v. Forklift Systems, Inc., 510 U.S. 17 (1993) (sexual harassment)

UNIVERSITY AND COMMUNITY SERVICE:

Law School Committees

Faculty Appointments Committee, 2003-04
Faculty Recruitment, 1996-1997
Dean Search Committee, Law School, 1979-80
Curriculum Committee
Chair, Jan. 1980-July 1980; member, 1980-1983
Admissions Policy Committee, 1977-1980
Admissions Committee, 1977-1980; 1992-1994
Placement Committee, 1976-1977; 1981-84
Solicitor, United Way Campaign, 1979-81
Administrative Committee, 1980-1983
Alumni Committee, 1979-1980
Faculty-Student Relations, 1987-90, 1996-
Coordinator, Thirty-Fourth Annual National Moot Court Competition, Region VII (1983)
Diversity Lectures Committee, Chair, 1994-96

University Committees

Fisk University Strategic Planning Committee, 2003-
Advisory Committee, Black Cultural Center, 1997-2003
Faculty Senate, 1989-1992
Graduate Student Conduct Council, 1991-1993
University Research Council, 1984-86
Graduate Fellowship Committee, 1985-
Council on Government Relations, 1981-1984
United Way, Law School representative, 1979-1981
Human Relations Council, 1978-1981
Committee on the Status of Women and Minorities, 1983-1986

Social and Civic Organizations

Alpha Phi Alpha, Tau Lambda Chapter
Sigma Pi Phi Fraternity, Chi Boulé,
100 Black Men of Middle Tennessee
Board of Directors, Nashville Urban League, 1985-86
Julia Green Elementary School PTA, Historian, 1978-79

BAR ADMISSIONS:

New York; North Carolina; Tennessee; Supreme Court of the United States; United States
Courts of Appeals for the Fourth, Fifth, Sixth, and Tenth Circuits