

CURRICULUM VITAE

Stacy Hawkins, Esq.
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ACADEMIC EXPERIENCE

Rutgers Law School

Associate Professor (July 2015 – Present)

Assistant Professor (June 2012 – June 2015)

Visiting Assistant Professor (June 2010 – May 2012)

Adjunct Professor (January 2010 – May 2010)

Courses Taught

- ◆ Constitutional Law
- ◆ Employment Law
- ◆ Diversity and the Law (*original seminar*)

Awards/Honors

- ◆ Mid-Atlantic People of Color Conference 2017 Banks-Haddon Junior Faculty Award
- ◆ New Full-time Faculty of the Year (2011 and 2013)

Scholarship

- ◆ *Beyond Fisher: The Past, Present and (Likely) Future of the Supreme Court's Diversity Doctrine*, 33 A.B.A. J. LAB. & EMP. L. __ (forthcoming 2017)
- ◆ *Batson for Judges, Police and Teachers: Lessons in Democracy from the Jury Box*, 23 MICH. J. RACE & L. ____ (forthcoming 2017)
- ◆ *Focus on the "How" (Not the "Why") of the Commitment to Diversity in the Legal Profession*, IILP REV. (Spring 2017)
- ◆ *The Long Arc of Diversity Bends Towards Workplace Equality: Deconstructing the Progressive Critique of Workplace Diversity Efforts*, 17 U. MD. L. J. RACE, RELIG. GENDER & CLASS 61 (2017)
- ◆ *How Diversity Can Redeem the McDonnell Douglas Standard: Mounting An Effective Title VII Defense of the Commitment to Diversity in the Legal Profession*, 83 FORDHAM L. REV. 101 (2015)
- ◆ *Mismatched Or Counted Out? What's Missing From Mismatch Theory And Why It Matters*, 17 U. PA. J. CONST. L. 869 (2015)
- ◆ *A Conversation on the Nature, Effects, and Future of Affirmative Action in Higher Education Admissions*, 17 U. PA. J. CONST. L. 683 (2015) (with Peter Arcidiacono, Thomas Espenshade, and Richard Sander)
- ◆ *Diversity, Democracy & Pluralism: Confronting the Reality of Our Inequality*, 66 MERCER L. REV. 577 (2015)
- ◆ *Selling Diversity Short: An Essay Responding to Nancy Leong's 'Racial Capitalism,'* 126 HARV. L. REV. 2151 (2013), 40 RUTGERS L. REC. 68 (2012-2013)
- ◆ *A Deliberative Defense of Diversity: Moving Beyond the Affirmative Action Debate to Embrace a 21st Century View of Equality*, 2 COLUM. J. RACE & L. 75 (2012)

Scholarly Presentations

- ◆ *Increasing the Number of Women and Minority Lawyers Appointed to Leadership Positions in Class Actions and MDLs*, Duke Law School Center for Judicial Studies, Atlanta, GA (panelist/co-moderator, April 6-7, 2017)
- ◆ *Batson for Judges, Police and Teachers*, 22nd Annual Mid-Atlantic People of Color Conference, The George Washington University Law School, Washington, D.C. (works-in-progress presenter, January 27-28, 2017)
- ◆ *Responding to Fisher v. Texas*, AALS Annual Meeting, Employment Discrimination Section, San Francisco, CA (invited panelist, January 3-5, 2017)
- ◆ *Fisher v. Texas, Implications for Labor & Employment Law*, SEALS Annual Conference (invited roundtable discussant, Amelia Island, FL, August 2016)
- ◆ *Batson for Judges, Police and Teachers*, SEALS New and Emerging Voices in Labor & Employment Law Session (invited presenter, Amelia Island, FL, August 2016)
- ◆ *The Long Arc of Diversity Bends Towards Equality: Deconstructing the Progressive Critique of Workplace Diversity Efforts*, Yale Critical Race Theory Conference, Emerging Scholars Workshop (invited presenter, Yale Law School, April 2016)
- ◆ *The Long Arc of Diversity Bends Towards Equality: Deconstructing the Progressive Critique of Workplace Diversity Efforts*, AALS New and Emerging Voices in Workplace Law Session (invited presenter, New York, NY, January 2016)
- ◆ *Anti-Discrimination Law: A New Vision for Anti-Discrimination Law*, The Present and Future of Civil Rights Movements: Race and Reform in 21st Century America (invited panelist, Duke Law School, November 2015)
- ◆ *The Long Arc of Diversity Bends Towards Equality: Deconstructing the Progressive Critique of Workplace Diversity Efforts*, LatCrit Annual Conference (works-in-progress presenter, Anaheim, CA, October 2015)
- ◆ *The Long Arc of Diversity Bends Towards Equality: Deconstructing the Progressive Critique of Workplace Diversity Efforts*, Conference on Scholarship in Employment and Labor Law (COSELL) (works-in-progress presenter, Indiana University Maurer School of Law, September 2015)
- ◆ *The Long Arc of Diversity Bends Towards Equality: Deconstructing the Progressive Critique of Workplace Diversity Efforts*, Lutie Lytle Faculty Writing Workshop (works-in-progress presenter, Vanderbilt Law School, July 2015)
- ◆ *Diversity, Democracy & Pluralism*, Fifth Annual Constitutional Law Colloquium (works-in-progress presenter, Loyola University Chicago School of Law, November 2014)
- ◆ *Colloquium: The Challenge of Equity and Inclusion in the Legal Profession: An International and Comparative Perspective* (invited panelist, Fordham Law School, October 2014)
- ◆ *Diversity, Democracy & Pluralism*, Law and Society Annual Meeting (works-in-progress presenter, Minneapolis, MN, May 2014)
- ◆ *Colloquium: Educational Equality and the Constitution in the Twenty-First Century* (invited panelist, University of Pennsylvania School of Law, January 2014)
- ◆ *Deconstructing the Liberal Critique of Workplace Diversity Efforts*, Widener Journal of Law Economics and Race Diversity in the Legal Profession CLE Symposium (invited panelist Widener University School of Law, April 2013)
- ◆ *Grutter's Promise: Bridging the Gap Between Rhetorical Colorblind Equality and Real Racial Inequality*, Mid-Atlantic Law and Society Association Conference, (works-in-progress presenter, Drexel University Earle Mack School of Law, October 2012)

- ◆ *Taking Our Pulse: Racial & Ethnic Diversity in the Legal Academy*, Southeast/Southwest People of Color Scholarship Conference (*invited panelist*, Samford University Cumberland School of Law, March 2012)
- ◆ *Beyond Affirmative Action: A 21st Century View of Equality*, The Delaware Valley, Pennsylvania, Ohio, and West Virginia Feminist Law Teachers Nineteenth Annual CLE Conference (*invited panelist*, Drexel University Earle Mack School of Law, January 2012)
- ◆ *A Lesson in Constitutional Law from the Front Lines of Corporate Diversity Practice*, Joint Meeting of the Southeast/Southwest and Midwest People of Color Scholarship Conference (*works-in-progress presenter*, Fort Lauderdale, FL, March 2011)

Media Interviews/Apearances

- ◆ “Debating Affirmative Action,” *The Heat* (CGTN-America, Aug. 18, 2017)
- ◆ “Why a Gay Law Professor is Trying to Shut Down Women-Only Wonder Woman Screenings,” *The Washington Post* (June 1, 2017)
- ◆ “N.J. Female Physicians Make Less Than Their Male Counterparts, Study Shows,” *The Press of Atlantic City* (May 6, 2017)
- ◆ “Companies Use Diversity Data to Hold Law Firms Accountable,” *Bloomberg Law* (Apr. 3, 2017)
- ◆ “Parking Authority Brass Padded Salaries with Comp Time,” *The Philadelphia Inquirer* (Feb. 6, 2017)
- ◆ “Comcast Has a Point on Pay Equity Bill,” *Philadelphia Magazine* (Jan. 13, 2017)
- ◆ “Why Law is the Least Diverse Profession,” *Law360* (May 17, 2016)
- ◆ “Growing Diversity Creates Struggles, Opportunities in South Jersey,” *The Courier Post* (Nov. 1, 2014)
- ◆ “Sikh Job Applicant’s Bias Suit Over No-Beard Policy Prompts Reforms,” *New Jersey Law Journal* (Dec. 4, 2013)

Other Publications

- ◆ “Eliminating Inequalities Needs Affirmative Action,” *The Conversation* (June 24, 2016)
- ◆ “Commentary: Zimmerman Verdict Reveals Justice is Not (Color)Blind,” *The Legal Intelligencer* (July 17, 2013)
- ◆ “Are We Unconsciously Undermining Our Diversity Commitment?” *The Legal Intelligencer* (August 8, 2011)
- ◆ “What Change Lies Ahead, What Legacy Left Behind?” *The Legal Intelligencer* (October 26, 2009)
- ◆ “Qualifying the ‘Qualified’ Minority Attorney,” *Diversity A Special Supplement to The Legal Intelligencer and Pennsylvania Law Weekly* (April 2009)
- ◆ “Diversity in a Downturn: Staying the Course,” *The Legal Intelligencer* (February 27, 2009)
- ◆ “Leaders Called to Spearhead Diversity Initiatives,” *The Legal Intelligencer* (April 25, 2008)
- ◆ “How Long Will We Stand for Diversity Practice Without Diversity Progress?” *The Legal Intelligencer* (January 21, 2008)
- ◆ “What Works & What’s Legal: How to Improve Diversity Without Violating Title VII,” *Diversity A Special Supplement to The Legal Intelligencer and Pennsylvania Law Weekly* (May 2007)

Other Professional Presentations

- ◆ 6th Annual Supreme Court Roundup, Pennsylvania Bar Institute (Philadelphia, PA, August 2017)
- ◆ *Diversity, Legitimacy & the Federal Courts*, Federal Judicial Center (Washington, D.C., October 2016)
- ◆ 5th Annual Supreme Court Roundup, Pennsylvania Bar Institute (Philadelphia, PA, August 2016)
- ◆ 3rd Annual Conversation on Race in America - Across Cultural Lines, South Burlington County NAACP (Mt. Laurel, NJ, May 10, 2014)
- ◆ 2nd Annual Conversation on Race in America, South Burlington County NAACP (Mt. Laurel, NJ, Sept. 29, 2013)
- ◆ *Perspectives on Diversity Initiatives in Law Firms*, WALRAA/PDC Joint Meeting (Washington, D.C., June 2011)
- ◆ *Tiptoeing Around Landmines: Diversity-Related Employment Law*, NALP Annual Education Conference (Palm Springs, CA, April 2011)
- ◆ *Do Racial Preferences Backfire? The Racial Paradox of Law Firms*, DRI Diversity for Success Seminar (Chicago, IL, June 2009)
- ◆ *Diversity – Focus on Progress*, DRI Annual Meeting (New Orleans, LA, October 2008)
- ◆ *Hiring Practices of Law Firms & Corporate Legal Departments*, Pennsylvania Bar Association Minority Attorney Conference (Philadelphia, PA, April 2008)
- ◆ *Legal Issues in Diversity: The Real Truth*, NALP Annual Education Conference (Toronto, Canada, April 2008)
- ◆ *Diversity and the Law*, NALP Diversity Summit (Philadelphia, PA, March 2008)
- ◆ *Should Clients Require Their Law Firms to Promote Diversity?*, The Federalist Society CLE Program (Philadelphia, PA, September 2007)
- ◆ *Diversity and the Law: Advising Your Company on the Issues That Arise From Diversity Initiatives*, Association of Corporate Counsel, Washington Metropolitan Chapter (McLean, VA, February 2006)

Service

- ◆ Rutgers University – Camden, Chancellor’s Committee on Institutional Equity & Diversity (*Co-Chair*, 2015-present; *Member*, 2011-2015)
- ◆ Rutgers School of Law – Admissions Committee (2012-2013, 2016-present)
- ◆ Rutgers School of Law – Bylaws Committee (2016-2017)
- ◆ Rutgers School of Law – Camden, Educational Policy Committee (2013-2015)
- ◆ Rutgers School of Law – Camden, Bar Passage Task Force (2011-2012)

EDUCATION

Georgetown University Law Center

Juris Doctor (1997)

Dean’s List

Frederick Douglass Moot Court Team (*National Champion, Regional Best Advocate*)

University of Virginia

Bachelor of Arts, Rhetoric & Communication Studies (1993)

Dean’s List

BAR ADMISSIONS

United States District Court for the District of Columbia (*December 2001*)

District of Columbia Court of Appeals (*October 1999*)

New York, Appellate Division, Second Judicial Department (*May 1998*)

PROFESSIONAL AFFILIATIONS

- ◆ NJ Supreme Court Committee on Minority Concerns, *Member* (appointed term September 2017 – August 31, 2019)
- ◆ Public Interest Law Center of Philadelphia, *Board Member* (January 2008 – June 2014), *Advisory Board* (June 2014 – Present)
- ◆ Pennsylvania Bar Association, *Diversity Team Member* (June 2011 – May 2016)
- ◆ Pennsylvania Bar Association Commission on Women in the Profession, *Diversity Committee Co-Chair* (June 2008 – May 2011 and June 2014 – May 2016)
- ◆ School District of Cheltenham Township, *Board of School Directors* (July 2014 – December 2015)
- ◆ NAACP, Southern Burlington County Chapter, *Legal Redress Committee* (October 2013 – December 2014)
- ◆ Philadelphia Diversity Law Group, *Board Member* (September 2006 – June 2014)
- ◆ ABA Presidential Diversity Initiative, *Report & Recommendations Practitioner Working Group* (January – February 2010)
- ◆ NALP Diversity Recruiting Task Force, *Member* (March 2008 – April 2009)
- ◆ Pennsylvania and Philadelphia Trial Lawyers Association Diversity Committee, *Advisory Board Member* (September 2007)
- ◆ Association of Law Firm Diversity Professionals, *Member* (October 2006 – November 2007)
- ◆ Diversity Best Practices, *Board Member* (2004 – 2006)

DIVERSITY EXPERIENCE

Stacy Hawkins, Esq.

Diversity & Employment Practices Consultant (November 2007 – Present)

Ballard Spahr Andrews & Ingersoll, LLP

Director of Diversity (September 2006 – November 2007)

Holland & Knight, LLP

Special Diversity Counsel (July 2004 – August 2006)

Senior Associate and Co-Chair, Corporate Diversity Counseling Group (March 2002 – August 2006)

Little Mendelson, PC

Associate (March 2000 – March 2002)

Major accomplishments:

- ◆ Co-chaired the Holland & Knight Corporate Diversity Counseling Group beginning in 2005.
- ◆ Served as Team Lead and liaison to senior executive management on multiple diversity assessment projects, including management of work plans and budgets.
- ◆ Led an industry-wide diversity assessment of approximately 15,000 practicing architects, non-practicing architects, interns, and architectural students on behalf of the American Institute of Architects.
- ◆ Rebranded and redesigned a firm's diversity communications, including development of a diversity brochure and redesign of the firm's diversity newsletter and external diversity webpage.
- ◆ Conducted a firm-wide diversity assessment; drafted a comprehensive assessment report detailing quantitative and qualitative findings and recommending a strategic action plan to improve diversity performance; and assisted with plan implementation.

- ◆ Designed customized training programs for use in law firm attorney and staff diversity training and conducted firm-wide staff diversity training.
- ◆ Selected through a competitive bidding process to provide customized diversity training and professional development to the membership of the Association of Law Firm Diversity Professionals
- ◆ Developed and delivered customized workplace diversity, cultural competence, implicit bias, and harassment and discrimination training for clients ranging in size from several hundred to several thousand employees.

Industries Serviced:

- ◆ Legal Services
- ◆ Telecommunications
- ◆ Manufacturing/Automotive
- ◆ Consumer Products
- ◆ Waste Management
- ◆ Technology
- ◆ Financial Services
- ◆ Professional Services
- ◆ Higher Education
- ◆ Public Sector/Government

EMPLOYMENT LAW EXPERIENCE

Holland & Knight, LLP

Senior Associate (March 2002 – August 2006)

Little Mendelson, P.C.

Associate (March 2000 – March 2002)

Major accomplishments:

- ◆ Designed an internal EEO/Diversity complaint, investigation, resolution, and tracking system for a large quasi-government agency.
- ◆ Conducted 100+ interviews with employees from senior management to line staff regarding equal opportunity and diversity.
- ◆ Designed a system-wide Title IX and Title VI compliant university EO complaint intake, tracking, and resolution system for a private university, including assistance with training and implementation.
- ◆ Assisted in negotiation and confidential settlement of three major civil rights lawsuits with high profile plaintiffs' counsel.
- ◆ Defended employers in a wide range of employment law matters arising under Title VII, NLRA, FMLA, ERISA, FLSA, and state and local employment and labor laws.
- ◆ Counseled employers regarding their duties and responsibilities under prevailing employment law, including but not limited to drafting employee handbooks, negotiating severance and release agreements, affirmative action compliance audits, worker classification audits, reviewing healthcare summary plan documents, anti-discrimination and anti-harassment complaint investigation and resolution, and advising on workers' compensation, unemployment compensation and disability insurance claims.
- ◆ Performed employment law, discrimination, and harassment training for employees, managers/supervisors, and executive management for employers ranging in size from several hundred to several thousand employees.