



Barbara A. Lee

Edwards Angell Palmer & Dodge LLP
Counsel
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Areas of Practice

Litigation
Educational Institutions
Privacy

Education

Georgetown University Law Center,
J.D.
cum laude
The Ohio State University, Ph.D.
The Ohio State University, M.A.
The University of Vermont, B.A.
summa cum laude

Bar Admissions

New Jersey

Memberships

Academy of Management
Association for the Study of Higher
Education
Labor and Employment Relations
Association
National Association of College &
University Attorneys
New Jersey State Bar Association -
Labor and Employment Law Section,
Executive Committee Member;
Higher Education Committee
Society for Human Resource
Management

Barbara is Counsel in the Firm's Labor & Employment Practice Group. She is a tenured professor of human resource management in the School of Management and Labor Relations at Rutgers University, where she teaches courses in higher education law, employment law, and human resource management. Barbara has held several leadership positions at Rutgers, including Dean of the School of Management and Labor Relations, associate provost for the social sciences, department chair, and graduate director. She also directed the University's Center for Women and Work for five years.

Notable Experience

Barbara has served as an expert witness on behalf of several colleges and universities in tenure and promotion cases, sexual harassment, and faculty discipline grievances.

Recent Speaking Engagements and Publications

- "Dealing With Religion in the Classroom," Brown Bag Lunch online discussion presented by *Chronicle of Higher Education*, August 21, 2008.
- "Legal Issues in Managing the Aging Workforce," *presenter*, New Brunswick, New Jersey, June 6, 2008.
- "New Jersey Becomes Third State to Enact a Paid Family Leave Act," *Edwards Angell Palmer & Dodge Client Advisory*, May 2008.
- "Student Affairs Overseas," *moderator*, NACUA's CLE Workshop on "Legal Issues in Organizing and Operating Overseas Programs," April 11, 2008.
- "Who Are Your Faculty and Staff? Background Checks in Academe," *co-author*, NACUA, 2008.
- "Tenure, Faculty Discipline, Academic Freedom and Litigation by Faculty," *speaker*, National Association of College and University Attorneys (NACUA) Spring 2008 CLE Workshop, Seattle, Washington, March 5-7, 2008.

- "No Confidence Votes," "Professional Ethics Issues for Faculty and Administrators" and "Performance Reviews, Tenure and Promotion for Faculty," *speaker*, 17th Annual Legal Issues in Higher Education Conference, Burlington, Vermont, October 14 - 16, 2007.
- "Do You Yahoo®" on the Company's Computer? *E-mail Privacy and the Attorney-Client Privilege*," *Edwards Angell Palmer & Dodge Labor & Employment Bulletin*, Summer/Fall 2007.
- *Dealing with Faculty with Psychiatric Disorders*, speaker at NACUA Annual Conference, June 29, 2007.
- *Academic Freedom and Tenure*, speaker at NACUA Annual Conference, June 27, 2007.
- *Big Brother in the Workplace: Balancing Business Necessity with Employee Privacy*, *moderator*, New Brunswick, New Jersey, May 3, 2007.
- *Affirmative Action in Higher Education & Employment*, New Jersey Law Center, April 24, 2007.
- *Faculty Issues and the Law in Higher Education, Virtual "Brown Bag" Discussion* sponsored by The Chronicle of Higher Education, February 15, 2007.
- "Principles and Practices of Effective Faculty Discipline," *co-presenter*, *Virtual Seminar* sponsored by National Association of College and University Attorneys, January 25, 2007.
- "Who Are You? Fraudulent Credentials and Background Checks in Academe," *The Journal of College and University Law*, Vol. 32, No. 3, November 2006.
- "Faculty Discipline: Legal and Policy Issues in Dealing with Faculty Misconduct," *co-author*, *The Journal of College and University Law*, Vol. 32, No. 2, August 2006.
- Barbara is a frequent presenter about sexual harassment, academic employment issues, and lawful human resource management practices.
- Barbara provided sexual harassment training for all New Jersey state court judges in 1996, and provides similar training every year to newly-appointed state and municipal judges.
- Barbara has published numerous books and articles on the subject of academic employment, discrimination, and labor-management relations.

- *The Law of Higher Education*, 3rd Edition, *co-author*, 1995 and 4th Edition, *co-author*, 2006.
- "Employers Should Show Renewed Attention to Background Checks," *Edwards Angell Palmer & Dodge Labor & Employment Bulletin*, Fall 2005.
- "Sexual Harassment," *chapter author*, *New Jersey Labor & Employment Law*, published by the Institute for Continuing Legal Education, 2000 & 2001.
- *Academics in Court: The Consequences of Academic Discrimination Litigation*, *co-author*, Michigan Press, 1987.
- Barbara has chaired the editorial board of the *Journal of College and University Law*, and is a frequent contributor to that journal. She also served on the editorial board of the *Journal of Higher Education*.

Besides Edwards Angell Palmer & Dodge

Barbara recently completed a term as a member of the New Jersey Supreme Court Committee on Outside Activities of Judiciary Employees. Barbara is an avid gardener and is President of the Board of the Princeton Adult School. She has also served as the treasurer of the Princeton Little League.