

SUSAN A. FITZGIBBON

EDUCATION

- J.D. 1984 St. Louis University School of Law
St. Louis, Missouri
- Rank: Top 10% of Class
Honors: Graduated Cum Laude
 Order of Woolsack
 AmJur Award in Estates and Trusts
 Top Grade in Criminal Law
 Paul Koenig Award for Health Law Article
- Asst. Editor-in-Chief of the Public Law Forum
Associate Member of White Family Fellowship
- B.A. 1971 Barat College
Lake Forest, Illinois
- Major: English Literature
Honors: Graduated Cum Laude
 English Department Honors
 Dean's List
 Barat Prize

EMPLOYMENT

- 1994 to Date Professor of Law and Director of the
William C. Wefel Center for Employment Law
Courses taught: Contracts I & II, Labor Law,
Alternative Dispute Resolution and Public Employment Law.
Administration of the Center for Employment Law including organization
of conferences and CLE programs.
- 1991 - 1994 Associate Professor of Law and
Assistant Director of the Center for Employment Law
St. Louis University School of Law
- 1987-1991 Assistant Professor of Law and
Assistant Director of the Center for Employment Law
St. Louis University School of Law
- 1986-1987 Associate, Commercial Litigation
Guilfoil, Petzall & Shoemake St. Louis, Missouri

1985-1986	Law Clerk to Judge Myron H. Bright U.S. Court of Appeals for the Eighth Circuit
1984-1985	Staff Law Clerk Judge Richard S. Arnold and Judge Myron H. Bright U.S. Court of Appeals for the Eighth Circuit
Jan-Aug 1983	Judicial Intern Judge Robert E. Crist Missouri Court of Appeals, Eastern District
1980-1981	Employment Manager The Jewish Hospital of St. Louis St. Louis, Missouri
1977-1980	Personnel Manager Famous-Barr Co. St. Louis, Missouri
1974-1977	Asst. Personnel Manager Saks Fifth Avenue St. Louis, Missouri
1973-1974	Asst. Acquisitions Librarian University of Wisconsin-Milwaukee Library Milwaukee, Wisconsin
1972-1973	Teacher Annunziata School St. Louis, Missouri

PROFESSIONAL DATA

Labor Arbitrator	United States Steel-Granite City panel; Ad Hoc Appointments.
Mediator	Ad Hoc Appointments in employment disputes.

- Member Alternative Dispute Resolution Committee of U.S. District Court
for the Eastern District of Missouri
- Reporter • Civil Justice Reform Act Advisory Committee for the U.S.
District Court for the Eastern District of Missouri (1992-1998)
- Missouri Bar Commission on Legal Services (1996-1997)

UNIVERSITY AND LAW SCHOOL ACTIVITIES

- 2011-12 Member, Faculty Senate Executive Committee
Member, Law School Self-Study Committee
Chair, Faculty Senate Governance Committee
- 2010-11 Member, Faculty Senate Executive Committee
Chair, Faculty Senate Governance Committee
Member, Center for Interdisciplinary Study of Courts &
Advocacy Committee
- 2009-10 Member, Faculty Senate Professional Relations Committee
Member, University ad hoc Judicial Committee
Member, Library Director Hiring Committee
Member, Judicial Externship Committee
- 2008-09 Co-Chair (Spring 09) and Member (Fall 08), Faculty Senate
Professional Relations Committee
Member, University ad hoc Judicial Committee
Member, Faculty Appointments Committee
- 2007-08 Member, Faculty Senate Professional Relations Committee
Member, University ad hoc Judicial Committee
- 2006-07 Member, Faculty Senate Professional Relations Committee
Member, Academic Planning and Curriculum Committee
- 2005-06 Co-Chair, Faculty Senate Professional Relations Committee
Member, Faculty Appointments Committee
Member, Ad Hoc Committee on Issues Raised by Self-Study Site
Report
- 2004-05 Co-Chair, Faculty Senate Professional Relations Committee
Member, Faculty Appointments Committee
Member, Law School Self-Study Committee

2003-04	Co-Chair, Faculty Senate Professional Relations Committee Chair, Law Library Director Search Committee Member, Faculty Appointments Committee Member, Assistant Dean of Students Search Committee
2002-03	Co-Chair, Faculty Senate Professional Relations Committee Chair, Student Life Committee Member, Jurist in Residence Committee
2001-02	Chair, Faculty Senate Grievance Committee Chair, Student Life Committee
2000-01	Member, Faculty Appointments Committee Member, Library Committee (Spring semester)
1999-00	Chair, Law Librarian Search Committee Member, Faculty Appointments Committee
1998-99	Member, Dean Search Committee Member, Faculty Appointments Committee Member, Career Services Committee Member, Judicial Clerkship and Internship Committee
1997-98	Chair, Career Services Committee Member, Faculty Appointments Committee Member, Judicial Clerkship and Internship Committee Member, Self Study Committee Member, Library Hiring Committee
1996-98	Chair, Career Services Committee Member, Faculty Appointments Committee Member, Judicial Clerkship and Internship Committee Member, Library Hiring Committee Member, University Strategic Plan Committee
1995-96	Chair, Career Services Committee Member, Faculty Appointments Committee Member, Judicial Clerkship and Internship Committee Member, Library Hiring Committee and Clinic Director Hiring Committee
1994-95	Chair, Career Services Committee Member, Faculty Appointments Committee Member, Judicial Clerkship and Internship Committee Member, University Committee on Smoking Policy

- 1993-94 Chair, Career Planning and Placement Committee
- 1992-93 Chair, Career Planning and Placement Committee
Member, Moot Court Judges Committee
- 1991-92 Member, University Committee on Law School Dean Search
Chair, Speakers Committee
- 1990-91 Member, Speakers Committee
Member, Ethics Committee
- 1989-90 Ethics Investigator
Member, Speakers Committee
Member, Clinical Faculty Hiring Committee

BAR ASSOCIATION AND RELATED ACTIVITIES

- 2011 Statewide Women's Justice Award: Legal Scholar Award- The Women's Justice Awards recognize women across the State of Missouri who have demonstrated leadership, integrity, service, sacrifice and accomplishment in improving the quality of justice and exemplifying the highest ideals of the legal profession. The Legal Scholar Award is awarded to women faculty members or administrators at area law schools who fulfill the above ideals through their own work with the justice system, through their research or scholarship, or through teaching and inspiring others.
- 2004 to date Executive Board Member, Labor and Employment Relations Association Gateway Chapter
- 1998 to date Member, Women in the Legal Profession Committee, Bar Association of Metropolitan St. Louis
Member, Alternative Dispute Resolution Committee, Missouri Bar
Member, Labor and Employment Law Section, Bar Association of Metropolitan St. Louis
Member, Labor Section, Missouri Bar
- 1991-97 Chair, Women in the Legal Profession Committee, Bar Association of Metropolitan St. Louis (through April 1997)
Member, Alternative Dispute Resolution Committee, Missouri Bar
Member, Labor and Employment Law Section, Bar Association of Metropolitan St. Louis
Member, Labor Section, Missouri Bar
- 1990-91 Chair, Women in the Legal Profession Committee, Bar Association of Metropolitan St. Louis

Vice Chair, Labor Section, Missouri Bar
Member, Special Committee on Alternative Dispute Resolution, Missouri Bar
Member, Legal Education Committee, Missouri Bar
Member, Labor and Employment Law Section, Bar Association of Metropolitan St. Louis

1989-1990 Chair, Labor Section
Bar Association of Metropolitan St. Louis
Member, Special Committee on Alternative Dispute Resolution, Missouri Bar
Member, Women in the Legal Profession Committee, Bar Association of Metropolitan St. Louis

Member: Missouri Bar Association
Bar Association of Metropolitan St. Louis American Bar Association

PUBLICATIONS

FitzGibbon, The EEOC and Mandatory Arbitration, Saint Louis Brief, Summer/Fall 2002.

FitzGibbon, Legal and Binding: Employment Alternative Dispute Resolution after Circuit City, Saint Louis Brief, Summer/Fall 2001.

FitzGibbon, Teaching Unconscionability through Agreements to Arbitrate Employment Claims, Vol. 44, No.4, St. Louis University Law Journal 1401-1425 (2000).

FitzGibbon, After Gardner-Denver, Gilmer and Wright: The Supreme Court's Next Arbitration Decision, Vol. 44, No. 3, St. Louis University Law Journal, 833-848 (2000).

FitzGibbon, Arbitration, Mediation and Sexual Harassment, Vol. 5, Psychology, Public Policy, and Law, 693-729 (September 1999) (Peer Reviewed Journal).

FitzGibbon, Reflections on Gilmer and Cole, Vol. I Employee Rights and Employment Policy Journal 221-262 (Fall 1997) (Peer Reviewed Journal).

FitzGibbon, Choosing Mediation or Arbitration to Resolve Disputes Without Going to Court, _____ Progressive Woman, Vol. III, Issue I, October 1996.

FitzGibbon & McGlynn, St. Louis Law Firms Find Success through Alternative Work Schedules, St. Louis Lawyer, February 1994.

FitzGibbon, Appellate Settlement Conference Programs: A Case Study, Vol. 1993 Journal of Dispute Resolution, No. 1, 57-112 (1993).

FitzGibbon, Arbitral Review of Sexual Harassment in the Workplace, Comparative Law Review Vol. 4, Nicolaus Copernicus University, Torun, Poland (1993).

FitzGibbon, Sexual Harassment and Labor Arbitration, Georgia Journal of International and Comparative Law, Vol. 20, No. 1, 71-87 (1990).

FitzGibbon, The Judicial Itch, Vol. 34 No. 3, St. Louis University Law Journal, 485-554 (1990).

FitzGibbon, Review of Arbitration Awards for the 1990s, The Daily Record, October 1989.

FitzGibbon, Recent Developments in Employment Law, The Daily Record, May 1988.

FitzGibbon Kinyon & Rohlik, "Deflouring" Lucas through Labored Characterizations: Tort Actions of Unionized Employees, Vol. 30 No. 1, St. Louis University Law Journal, 1-64 (1985).

Rohlik & FitzGibbon Kinyon, The Right of Self-Determination] and Central Europe, Crosscurrents 4, University of Michigan, 9-38 (1985).

As Reporter for the Civil Justice Reform Act Advisory Group of the U.S. District Court for the Eastern District of Missouri, I was the primary author of the Advisory Group's Final Report (November, 1993) and of the Annual Assessment Reports (Spring 1995, 1996, 1997).

Consultant on the chapter on Contracts in "Citizenship through Sports and Law" (1993) and on the chapter on Alternative Dispute Resolution in "Conflict, Courts and Trial" (1991). Both of these books are West publications for high school students.

SPEECHES and PRESENTATIONS

"Changes in Federal Court Rules" at the "Advanced Mediation Training for Court Certified ADR Neutrals" co-sponsored by the United States District Court and Washington University School of Law Dispute Resolution Program on February 18, 2011.

"AT&T Mobility v. Concepcion" at the "Critical Employment Cases before the Supreme Court" panel discussion at the School of Law on April 14, 2011.

"An Overview of the Alternative Dispute Resolution Process in the Eastern District of Missouri" at the "ADR Pro Bono Limited Scope Representation Training Seminar" sponsored by the U. S. District Court for the Eastern District of Missouri on December 16, 2011.

Labor Contract Interpretation Issues," Arbitration: The Good, The Bad and The Ugly Conference VIII, Labor and Employment Relations Research Association-Gateway Chapter, Edwardsville, Ill., May 7, 2008

- "Burlington v. White and the Legal Standard for Title VII Retaliation Claims," Eighth Circuit Human Resources Conference, St. Louis, Mo., May 5, 2006.
- "Wright or Wrong: Is Gardner-Denver Still Alive", Arbitration: The Good, The Bad and The Ugly Conference VII, Labor and Employment Relations Research Association-Gateway Chapter, Edwardsville, Ill., May 2, 2006.
- Moderator, "Collective Bargaining Impasses in the Public and Private Sectors", Labor and Employment Relations Research Association-Gateway Chapter, St. Louis, Mo., February 23, 2006.
- "Participants' Expectations for Procedural Due Process and Participant Perceptions of the Mediation Process," Federal ADR Fundamentals for Neutrals: Improving on a Decade of Success Conference sponsored by the United States District Court for the Eastern District of Missouri, St. Louis, Mo., December 2, 2005.
- "Ethics in Alternative Dispute Resolution," American Arbitration Association, May 2, 2003.
- "The Federal ADR Experience," Missouri Bar Alternative Dispute Resolution Conference, Lake Ozark, Mo., September 28, 2002.
- "Mediation of Worker's Compensation Claims," speaker and moderator, Bar Association of Metropolitan St. Louis, St. Louis, Mo., September 9, 2002.
- "Supreme Court Cases and Significant Recent Federal Circuit Court Cases," Fourth Annual Alternative Dispute Resolution Conference, Bar Association of Metropolitan St. Louis and The Missouri Bar, April 12, 2002.
- "Recent Employment Law and Employment Discrimination Developments in the Eighth Circuit and in Missouri," Employment Litigation and Policy Institute 2000, Missouri Bar Association, St. Louis, Mo., June 15, 2000.

- “Review of the 1997-98 Supreme Court Employment Law Cases,” Surviving the Litigation Explosion Conference, Bar Association of Metropolitan St. Louis, St. Louis, Mo., November 6, 1998.
- Moderator, “Women Leading the Judiciary: The Second Stage,” National Association of Women Judges Conference, St. Louis, Mo., October 9, 1998.
- “Fair Process Concerns in Mediation,” Missouri Division of Workers’ Compensation Conference, Lake of the Ozarks, Mo., August 19, 1996.
- Moderator, “Mediation of Labor Grievances,” Industrial Relations Research Association Annual Conference, St. Louis, Mo., May 3, 1996.
- “Women and Affirmative Action: Then and Now,” University Women’s Commission, Saint Louis University, St. Louis, Mo., March 20, 1996.
- “Negotiation Techniques,” Commercial Real Estate Women of St. Louis, St. Louis, Mo., November 1994.
- “Negotiation and the Realities of Practice,” Effective Negotiation Strategies for Women Lawyers, Missouri Bar Association Conference, St. Louis, Mo., March 4, 1994.
- Moderator, Federal Practice Conference, University of Missouri-Columbia Law School, Columbia, Mo., June 1994.
- “ADR in the Workplace After Gilmer,” Association of American Law Schools Annual Conference, Orlando, Fla., January 8, 1994.
- “Findings of the Advisory Group of Civil Justice Reform Act,” Federal Practice Committee Program, St. Louis, Mo., August 5, 1993.
- “Labor Arbitration,” Industrial Relations Research Association, Gateway Chapter, St. Louis, Mo., May 1993.
- “Alternative Work Schedules,” Missouri Bar Annual Meeting, St. Louis, Mo., September 29, 1993.
- “Recent Developments in ADR,” Federal Law Clerks of Eastern District of Missouri, St. Louis, Mo., August 31, 1993.
- “Gilmer v. Interstate/Johnson Lane: Arbitration Implications in Employment Cases,” Labor and Employment Section of Bar Association of Metropolitan St. Louis, Mo., March 10, 1992.

- “Problems in Binding or Court-Annexed Arbitration,” Missouri Bar Conference on ADR: New Resolutions to the Litigation Problems, St. Louis, Mo., May 18, 1990.
- “Sexual Harassment and Labor Arbitration” presented to Third Roundtable on “Unlawful Discrimination in Employment” sponsored by the Institute of International Studies in Brussels, Belgium, July, 1989.