

DEBORAH THOMPSON EISENBERG
University of Maryland Francis King Carey School of Law
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ACADEMIC EXPERIENCE

UNIVERSITY OF MARYLAND FRANCIS KING CAREY SCHOOL OF LAW, Baltimore, Maryland

Vice Dean, 2023-present

Associate Dean for Academic Affairs, 2020-2023

Piper & Marbury Professor of Law

Faculty Director, Dispute Resolution Program (2011-present)

Oversee dispute resolution program, research initiatives, teaching collaborations, grant-funded projects, conflict resolution services, and professional training programs

Faculty Appointments:

Piper & Marbury Professor of Law (2020-present)

Professor of Law (2015-2020)

Associate Professor of Law (2013-2015)

Assistant Professor of Law (2011-13)

Visiting Law School Assistant Professor (2008-11; Fall 2007)

Courses Taught:

Civil Procedure (2019, 2021, 2022)

Mediation Clinic (2011-2019)

Conflict Resolution and the Law (2019-2023)

School-to-Prison Pipeline Legal Theory and Practice clinic (2016-17)

Alternative Methods of Dispute Resolution (Spring 2017)

Freddie Gray's Baltimore: Past, Present, and Moving Forward (2015-16)

Comparative Conflict Resolution (in Aberdeen, Scotland) (July 2015)

Introduction to Civil Procedure (Fall semesters 2007, 2009, 2010)

Legal Analysis & Writing (Fall semesters 2007, 2008, 2009, 2010)

Workers' Rights Clinic (Spring semesters 2010, 2011)

Workers' Rights Seminar: Legal Theory and Practice (Spring 2009)

Employment Discrimination (Fall 2008)

Committee Service:

Dean Search Committee (2021-22)

Curriculum Committee, Chair (2018-2020)

Admissions Committee, Chair (2015-16; 2017-18); Member (2016-17)

Curriculum Committee (2014-2015; 2012-13)

Dean Search Committee (2013-14)

Appointments Committee (2013-14)

MPower Committee (2013-14)

Clinical Law Program Major Case Committee (2012-2019)

Planning Committee, Symposium to honor Chief Judge Robert M. Bell (2012-13)

PUBLICATIONS

“What Matters to Employment Attorneys When Considering Online or In-Person Mediation?” with Donna Shestowsky & Robert Niccolini, 41 ALTERNATIVES TO THE HIGH COST OF LITIGATION 151 (Nov. 2023), [here](#), preprint version [here](#). SSRN version [here](#).

[*ChatGPT Goes to Law School: Now What?*](#) MARYLAND BAR JOURNAL (July 27, 2023)

The Force is Female: Negotiating Lessons from the Women of Star Wars, in STAR WARS AND CONFLICT RESOLUTION: THERE ARE ALTERNATIVES TO FIGHTING (Noam Ebner & Jen Reynolds eds., 2022)

[*Disrupting the Eviction Crisis with Conflict Resolution Strategies*](#), 41 MITCHELL-HAMLIN J. PUB. POL’Y & PRAC. 125 (2020) (with Noam Ebner) (invited Symposium article)

[*Beyond Settlement: Reconceptualizing ADR as “Conflict Profess Strategy”*](#), 35 OHIO ST. J. ON DISP. RESOL. 705 (2020) (invited Symposium essay)

The Role of Mediation in an Integrated Eviction System, 2 Maryland Bar Journal (2020) (with Toby Guerin and David Spinosa)

School Conflict De-Escalation: A Coordinated Approach for Educators and SROs, 74 DISP. RES. J. (2019). https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3464691.

Creating a Culture of Conflict Resolution: The Maryland Example, in BEYOND BORDERS – KONFLIKTE DIESSEITS UND JENSEITS VON RECHTEN UND PFLICHTEN (SASCHA FERZ, ED) (2019), https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3375110

What Works in Alternative Dispute Resolution? The Impact of Third-party Neutral Strategies in Small Claims Cases,” CONFLICT RESOLUTION QUARTERLY (2019) (with co-authors Lorig Charkoudian and Jamie Walter) <https://onlinelibrary.wiley.com/doi/full/10.1002/crq.21264>

Frank Sander: Father of Court-Based Dispute Resolution in DISCUSSIONS IN DISPUTE RESOLUTION: THE FOUNDATIONAL ARTICLES (Hinshaw, Schneider, and Cole, eds.) (Oxford Univ. Press, forthcoming 2020) (invited contribution)

What Works in Child Custody Mediation: Effectiveness of Various Mediation Strategies on Immediate and Long-Term Outcomes, FAMILY COURT REVIEW (2018) (co-authors Lorig Charkoudian and Jamie Walter)

What Difference Does ADR Make: Comparison of ADR and Trial Outcomes in Small Claims Court, 34 CONFLICT RESOLUTION Q. 1 (2017) (co-authors Lorig Charkoudian and Jamie Walter)

Against School Suspensions, 16 U. MD. L.J. RACE, RELIGION, GENDER & CLASS 163 (2017)

Reflections on “Innovations in Family Dispute Resolution,” 75 MD. L. REV. ENDNOTES 1 (2016)

What We Know (and Need to Know) about Court-Affiliated Dispute Resolution, 67 S.C. L. REV. 245 (2016)

The Restorative Workplace: An Organizational Learning Approach to Discrimination, 50 RICHMOND L. REV. 487 (2016)

A Simple Metaphor for More Sophisticated Thinking about Conflict, Dispute Res. Mag., Winter 2016, 40-41 (Review of BERNARD MAYER, THE CONFLICT PARADOX)

The Equal Pay Act: Past and Future in THE AMERICAN MIDDLE CLASS: AN ECONOMIC ENCYCLOPEDIA OF PROGRESS AND POVERTY (ABC-CLIO/Greenwood Robert Rycroft, ed. 2016)

Alternative Dispute Resolution and Public Confidence in the Judiciary: Chief Judge Bell’s “Culture of Conflict Resolution,” 72 MD. L. REV. 1112 (2013) (with Rachel Wohl and Toby Treem Guerin)

Regulation by Amicus: The Department of Labor’s Policy Making in the Courts, 65 FLA. L. REV. 1223 (2013)

- Featured, Susan Bisom-Rapp, [Context Matters: A Reply to Professor Eisenberg](#), 65 FLA. L. REV. FORUM 13 (2014)
- Cited in *Smith v. Aegon Companies Pension Plan*, -- F.3d -- (6th Cir. 2014)
- Highlighted on practitioner blog: Jon Robinson, [Great Law Review Article: “Regulation by Amicus,”](#) NavWaters.com, Sept. 25, 2013
- Ranked on Social Science Research Network’s (SSRN) top ten download list for “Labor” (week of Sept. 27, 2013) and “Policy Limitations on Judicial Review” (week of Sept. 23, 2013)

Stopped at the Starting Gate: The Overuse of Summary Judgment in Equal Pay Cases, 57 N.Y.L. SCH. L. REV. 815 (2012-13) (invited symposium piece)

- Ranked on SSRN’s top ten download list for “Employment Discrimination” (week of Dec. 2, 2012) and “Macroeconomics: Employment, Income & Informal Economy eJournal” (week of Jan. 1, 2013)

Wal-Mart Stores v. Dukes: Lessons for the Legal Quest for Equal Pay, 46 NEW ENG. L. REV. 229 (2012) (solicited piece)

- Selected for republication in WOMEN AND THE LAW (Tracy Thomas, ed. 2012)
- Ranked on SSRN’s top ten download lists for three months in several categories: Public Policy; Employment Law; Employee Social Responsibility & HR Practices; and Human Resources Management & Organizational Behavior

Money, Sex, and Sunshine: A Market-Based Approach to Pay Discrimination, 43 ARIZ. ST. L.J. 951 (2011)

- Featured, Nancy Folbre, "[Paycheck Fairness and Market Failure](#)," N.Y. TIMES, Economix blog, June 25, 2012
- Quoted, Irin Carmon, "[The Case for Telling Everyone What You Make](#)," SALON.COM, May 31, 2012

Shattering the Equal Pay Act's Glass Ceiling, 63 SMU L. REV. 17 (2010)

- Selected for republication in *WOMEN AND THE LAW* (Tracy Thomas, ed. 2011)
- Cited in *Pick v. Remsen*, No. C13-4041-MWB, 2014 WL 4258738 (N.D. Iowa Aug. 27, 2014)
- Cited in Brief of Amici Curiae of the American Civil Liberties Union and the National Women's Law Center in *Wal-Mart v. Dukes*, U.S. Supreme Court, 2011 WL 805231 (Mar. 1, 2011)

Opening the Doors to the Local Courthouse: Maryland's New Private Right of Action for Employment Discrimination, 9 MD. L. J. RACE, RELIGION, GENDER & CLASS 7 (2009)
(symposium piece)

Applied Scholarship

Primary Author, Final Report and Collaborative Action Plan: Maryland Commission on the School-to-Prison Pipeline and Restorative Practices (Dec. 2019), available at https://education.umd.edu/sites/education.umd.edu/files/STPP%20%26%20RP%20Commission%20Final%20Report_12.2018_0.pdf. (The work of this Commission, which C-DRUM chaired, led to changes in Maryland school discipline law. C-DRUM continues to assist schools around the state with the development of peer mediation and restorative school climate programs. The Maryland State Department of Education has also hired C-DRUM as a consultant to develop statewide training and curricula to support schools statewide with restorative school climate and discipline programs).

Shorter Publications

Maryland Schools, Restorative Practices, and Positive School Climate, Maryland State Bar Association Bulletin, Feb. 2, 2019 (with Toby Treem Guerin), <https://www.msba.org/maryland-schools-restorative-practices-and-school-climate/>.

Maryland's School Discipline Crisis Fault of Adults, Not Kids, Balt. Sun, Feb. 27, 2019, <https://www.baltimoresun.com/news/opinion/oped/bs-ed-op-0227-school-discipline-20190227-story.html>

Money, Sex and Sunshine: In Favor of Pay Transparency, The Maryland Law Faculty Blog (June 17, 2010)

Op Ed, *Benefits for Everyone: Modernizing the Unemployment Insurance System is Good for Business, Too*, BALT. SUN (Jan. 26, 2010)

TESTIMONY

Testimony in Support of House Bill 725, Restorative Approaches to School Discipline, House Ways and Means Committee, Maryland General Assembly, Feb. 28, 2019

Invited Testimony, U.S. Senate Health, Education, Labor and Pensions Committee, “Access to Justice: Ensuring Equal Pay with the Paycheck Fairness Act,” Washington, D.C., Apr. 1, 2014

Invited Testimony, Equal Employment Opportunity Commission about the EEOC’s Strategic Enforcement Plan, Washington, D.C., July 8, 2012

Testimony in Support of House Bill 1130, Maryland General Assembly, May 8, 2011 (anti-retaliation protection for Maryland Wage and Hour Law)

Testimony in Support of SB 107, Maryland General Assembly, Jan. 26, 2010 (Unemployment Insurance – Modernization and Tax Relief Act)

PRESENTATIONS

Presenter, “What Matters to Employment Attorneys with Online and In-person Mediation,” AALS ADR Section Works-in-Progress Conference, Quinnipiac and Yale Law Schools, New Haven, CT, October 13, 2023

Panelist, “Leading Change in Law Schools Through ADR Skills,” ABA Dispute Resolution Conference, Las Vegas, NV, May 10, 2023

Presenter, “The Force is Female: Negotiating Lessons from the Women of Star Wars,” Star Wars and Conflict Resolution book event, Maryland Carey Law, Baltimore, MD, March 2, 2023

Moderator, “Restorative Justice and Transforming the Criminal Legal System: A Conversation with John Braithwaite,” Maryland Carey Law, Baltimore, MD, September 29, 2022

Presenter, “The Impact of Remote Mediation Options on Employment Cases,” *Stetson Law Review* Symposium, April 1, 2022

Moderator, “Truth and Reconciliation and Anti-Lynching Commissions,” March 30, 2022 (virtual event co-sponsored by Maryland Carey Law Dispute Resolution and International & Comparative Law Programs)

Moderator, “Reimagining the Future of Employment Law and Policy in a Post-Pandemic Society,” *Journal of Race, Religion, Gender & Class* Symposium, Feb. 24, 2022

Presenter, “NegoSHEators,” UMBrella Coaching Program, Feb. 15, 2022

Organizer and Moderator, “Court-based Restorative Justice: Hope or Hype?”, AALS Annual Conference, Jan. 6, 2022

Panelist, “Is Remote Justice Still Remote? Shifting DR Processes On-line,” SEALS Conference, July 29, 2021

Invited Presenter, “Beyond Settlement: Reconceptualizing ADR as ‘Process Strategy’”, Experimental ADR Conference, University of Oregon School of Law, Portland, OR, Feb. 28, 2020

Presenter, “Strategies for Managing Workplace Conflict,” Career Development Workshop, University of Maryland School of Medicine, Baltimore, MD, Nov. 5, 2019

Presenter/Facilitator, Mitchell-Hamline Dispute Resolution Institute 2019 Symposium: *An Intentional Conversation about ADR Interventions: Evictions, Poverty and Other Collateral Consequences*, St. Paul, MN, Oct. 10-12, 2019

Presenter, “Let’s Talk about Sex”: A Typology of Remedial Processes for Sexual Harassment,” at the AALS Dispute Resolution Section Works-in-Progress Annual Conference, at UNLV Law School, Las Vegas, NV, October 11, 2019.

Moderator, “Restorative Approaches in Schools Policy and Research,” Restorative School Approaches Roundtable, Maryland Carey Law, Baltimore, MD, May 9, 2019

Panelist, “Stimulating Simulations: Framing and Debriefing Provocative In-Class Role plays,” AALS Clinical Law Conference, San Francisco, CA, May 7, 2019

ADR Working Group Facilitator, AALS Clinical Law Conference, San Francisco, CA, May 5 & 6, 2019

Panelist, “Raw and Real Simulations: Negotiating and Mediating through Offensiveness,” American Bar Association Dispute Resolution Conference, Minneapolis, MN, April 13, 2019

Moderator, “Managing Client Expectations at the Outset,” at the JAMS/Metropolitan Washington Employment Lawyers Association Mediation Boot Camp, Washington, DC, on April 11, 2019

Presenter, “Dialogue Across Divides,” College Park Scholars Program, University of Maryland, College Park, MD, October 24, 2018

Moderator, Maryland Attorney General Debate, Maryland Carey Law, Baltimore, MD, October 17, 2018

Presenter, “Creating a Culture of Conflict Resolution,” GRIT-X Program, University of Maryland Baltimore County, Catonsville, MD, October 13, 2018

Keynote Speaker, “Creating a Culture of Conflict Resolution,” University of Graz, Austria, June 8, 2018

Co-Presenter, “ADR and Social Justice,” American Bar Association Dispute Resolution Section Conference, Washington, D.C., April 7, 2018

Co-Presenter, “Questioning Ourselves: How to Become a Mediator Who Asks ‘Game-Changing Questions,’” American Bar Association Dispute Resolution Conference, Washington, D.C., April 6, 2018

Moderator, Women’s Bar Association Bench-to-Bar Program, University of Maryland Francis King Carey School of Law, Baltimore, MD, April 4, 2018

Presenter, “Negotiation Skills for Physicians,” UMB Scientific Leadership Program, Baltimore, MD, March 29, 2018

Panelist, “The School-to-Prison Pipeline,” Criminal Justice Policy Panel, University of Maryland School of Social Work, Baltimore, MD, March 15, 2018

Presenter, “The Art and Science of Mediation Strategies,” AALS Dispute Resolution Section Works-in-Progress, Arizona State University Law School, Phoenix, AZ, Oct. 20, 2017

Presenter, “Money, Sex, and Sunshine: Pay Transparency and the Gender Pay Gap,” Mitigating Pay Inequality in the United States, Center for Equitable Growth, Washington, DC, Sept. 28, 2017

Co-Presenter, Mediation Skills for Judges, Maryland Judicial Institute, Annapolis, MD, July 27, 2017

Co-Presenter, “Integrating Research-Based Skills into your Regular Mediation Practice,” Center for Alternative Dispute Resolution Annual Conference, Greenbelt, MD, June 16, 2017

Presenter, “Negotiation 101,” Women in Neurology Retreat, University of Maryland, Baltimore, Baltimore, MD, June 10, 2017

Moderator, “How Can Dispute Resolution Be Improved? (Overcoming Obstacles and Challenges),” Mid-Atlantic Global Pound Conference, Baltimore, MD, June 8, 2017

Panelist, “All Roads Lead to Rome: Paths to Advancing and Teaching Social Justice,” AALS Clinical Law Conference, Denver, CO, May 7, 2017

Panelist, “Integrating Research-Based Skills into Your Regular Mediation Practice and Teaching,” ABA Dispute Resolution Conference, San Francisco, CA, April 22, 2017

Moderator, Women’s Bar Association Bench-to-Bar Program, University of Maryland Francis King Carey School of Law, Baltimore, MD, April 4, 2017

Presenter, “Dialogue Across Divides,” University of Maryland Francis King Carey School of Law, Baltimore, MD, March 30, 2017

Presenter, “Keeping Conflict at Bay: Conflict Resolution in Interprofessional Teams,” Training for Interprofessional Global Health Grantees, University of Maryland, Baltimore, March 28, 2017

Presenter, “The School-to-Prison Pipeline,” University of Maryland, College Park, MD, March 6, 2017

Presenter, “Building the Attorney-Client Relationship and Overcoming Factors that Might Get in the Way,” Clinical Law Program Orientation, University of Maryland Francis King Carey School of Law, Baltimore, MD, Jan. 5, 2017

Presenter/Trainer, “Strategic Negotiation,” DLA Piper, Baltimore, MD, Oct. 21, 2016

Presenter, “What Works in Mediation,” AALS ADR Section Works-in-Progress Conference, Marquette University Law School, Milwaukee, WI, Sept. 22, 2016

Panelist, “Restorative Approaches in Clinics and Communities,” AALS Clinical Law Section Annual Conference, Baltimore, MD, May 2, 2016

Facilitator, ADR Working Group, AALS Clinical Law Section Conference, Baltimore, MD, May 2-3, 2016

Presenter, “Keeping Conflict at Bay: Conflict Resolution in Interprofessional Teams,” Training for Interprofessional Global Health Grantees, University of Maryland, Baltimore, April 25, 2016

Panelist, “Are You Confused About the Rules?,” Baltimore City Bar Foundation, Mediation Ethics Workshop, Baltimore, MD Apr. 21, 2016

Panelist, “Next Steps for Progress on Equal Pay,” Center for American Progress, Washington, DC, Apr. 14, 2016

Panelist, “What Works in Mediation? What Do Mediation Consumers Value in the Process?: A Community Townhall,” ABA Dispute Resolution Section Annual Conference, New York, NY, Apr. 7, 2016

Presenter, “Conflict Resolution on Interprofessional Healthcare Teams,” IPE Faculty Development Session, Baltimore, MD, March 23, 2016

Presenter, “Title VII and the Equal Pay Act,” The Rose Zetzer Lecture Series, Baltimore, MD, March 23, 2016

Presenter, “Mediation Confidentiality,” Montgomery County Bar Association ADR Section, Rockville, MD, March 10, 2016

Presenter, “The School to Prison Pipeline,” Baltimore, MD, March 4, 2016 (invited presentation for the California Agricultural Leadership Foundation during their visit to Sandtown-Winchester neighborhood in Baltimore)

Panelist, Mediation Ethics, “Keeping Up with the Kredentials,” Maryland State Bar Association/ADR Section Council, Ellicott City, MD, March 3, 2016

Presenter, “Restorative Practices: Building School Climate Conducive to Learning,” Charles County Public Schools Creative Discipline Workshop, Waldorf, MD, Oct. 10, 2015

Presenter, Mediation Ethics, Center for Alternative Dispute Resolution Annual Conference, Greenbelt, MD, June 24, 2015

Presenter, Conflict Resolution for Interprofessional Teams, Universities at Shady Grove, Rockville, MD, June 8, 2015

Presenter, “The New Normal of Dispute Resolution: Pedagogical Lessons and Secrets from Mediation Clinics,” AALS Clinical Law Conference, Rancho Mirage, CA, May 7, 2015

Presenter, Mediation Ethics, Baltimore City Bar Association, Baltimore, MD, Apr. 27, 2015

Moderator, “Setting an Agenda: How Journal Board Leadership Can Enhance Author Diversity, Roundtable, Increasing Authority Diversity in Legal Scholarship: Individual and Institutional Strategies, University of Maryland Carey School of Law, Baltimore, MD, Apr. 10, 2015

Presenter, “The Restorative Workplace,” University of Pittsburgh School of Law, Pittsburgh, PA, Apr. 9, 2015

Panelist, “The Future of ADR—Trends and Opportunities,” ABA Section of Dispute Resolution Mid-Atlantic Regional Meeting, Washington, D.C., Jan. 22, 2015

Presenter, “Restorative Practices in Schools,” AALS ADR Section Works-in-Progress Conference, Southwestern Law School, Los Angeles, CA, Nov. 8, 2014

Presenter, “Alternatives to Litigation,” Learning-at-Lunch Series, University of Maryland Carey School of Law, Baltimore, MD, Nov. 3, 2014

Presenter, “Demystifying Mediation Confidentiality,” Maryland Mediators Convention, Linthicum, MD, Oct. 31, 2014

Moderator, “The Colors of Change, LGBT Employment Rights Under Title VII,” Symposium, Working for Equality: A Celebration of the 50th Anniversary of Title VII of the Civil Rights Act of 1964, University of Maryland Carey School of Law, Baltimore, MD, Oct. 10, 2014

Presenter, “Maryland ADR Landscape,” Maryland Mediation and Conflict Resolution Office Advisory Board Meeting, Annapolis, MD, Oct. 2, 2014

Presenter, “The Restorative Workplace: Moving From Settlement to Social Change,” Jr. Faculty Workshop, University of Maryland Carey School of Law, Baltimore, MD, Sept. 9, 2014

Presenter, “Employment Law,” Learning-at-Lunch Series, University of Maryland Carey School of Law, Baltimore, MD, Apr. 7, 2014

Panelist, “Teaching Multifaceted Lawyering Skills to Meet Community Needs,” Conference, The Clinical Law Program at 40, University of Maryland Carey School of Law, Baltimore, MD, Apr. 4, 2014

Panelist, “Vulnerable and Exploited: Undocumented Worker Rights Panel,” sponsored by Journal of Race, Religion, Gender and Class, University of Maryland Carey School of Law, Baltimore, MD, Mar. 25, 2014

Presenter, “The Restorative Workplace: Moving from Settlement to Social Change,” AALS Alternative Dispute Resolution Section Works-in-Progress Conference, Cardozo Law School, New York, NY, Nov. 8, 2013

Presenter, “Regulation by Amicus: The Department of Labor’s Policy Making in the Courts,” New Voices in Labor and Employment Law, Southeastern Association of Law Schools Annual Conference, Palm Beach, FL, Aug. 7, 2013

Presenter, “The ‘S’ Word in Employment Discrimination Cases: Moving Past ‘Settlement’ to ‘Social Change’ with Restorative Practices,” Law & Society Association Annual Meeting, Boston, MA, May 30, 2013

Invited Lecturer, “Finding, Keeping and Satisfying Clients,” Apprentice Program Professional Development Series, University of Maryland Carey School of Law, Apr. 29, 2013

Moderator, “2000s: Courts and Community,” Symposium, Access to Justice: Five Decades of Change in Maryland and the Impact on America, Baltimore, MD, Apr. 19, 2013

Presenter, “The Top Ten Mistakes Litigators Make in Mediation,” Federal Bar Association Program, U.S. District Court of Maryland, Baltimore, MD, Apr. 12, 2013

Presenter, “Regulation by Amicus: The Department of Labor’s Policy Making in the Courts,” UNLV William Boyd School of Law, Las Vegas, NV, Apr. 8, 2013

Presenter, “What Lawyers Want from Mediators,” Maryland Mediators Convention, Linthicum, MD, Dec. 7, 2012

Moderator, “Making the Most of Your Arbitration Process,” Symposium, Business Arbitration: Redefining the Landscape of Efficient Business Practices, University of Maryland Carey School of Law, Baltimore, MD, Nov. 2, 2012

Presenter, “ADR 101: Knowing Your Options,” University of Maryland Carey School of Law, Baltimore, MD, Oct. 18, 2012

Presenter, “The Alternative Dispute Resolution Program,” Faculty Forum, University of Maryland Carey School of Law, Baltimore, MD, Oct. 17, 2012

Presenter, “Dispute Resolution in the United States,” Presentation to Nanjing Judges Delegation, Baltimore, MD, Aug. 28, 2012

Presenter, “Regulation by Amicus: The Department of Labor’s Policy Making in the Courts,” Law & Society Conference, Honolulu, HI, June 7, 2012

Invited Presenter, “The Overuse of Summary Judgment in Equal Pay Cases,” Symposium “Trial by Jury or Trial by Motion?” New York Law School, Apr. 23, 2012

Invited Presenter, Maryland Judicial Training Institute, Training for Maryland Judges on Employment Contracts and Arbitration Agreements, Annapolis, MD, Mar. 14, 2012

Invited Presenter, *Dispute Resolution in the United States*, Presentation to Nanjing, China Middle Court Judges Delegation, Baltimore, MD, Dec. 1, 2011

Invited Presenter, “Chevron and the Agency Amicus Strategy,” Sixth Annual Employment & Labor Law Scholars Forum, Seton Hall Law School, Oct. 29, 2011

Moderator, Works-in-Progress Session about Clinical Pedagogy, American Association of Law Schools Clinical Law Conference, Seattle, Washington, June 15, 2011

SELECTED MEDIA APPEARANCES

Quoted, Lauren Kirkwood, “New Law School Courses, Clinics Delve into Criminal Justice Issues,” The Daily Record, Aug. 15, 2016

Quoted, Jessica Sager, [“Sexism Sucks: If You ‘Lean In’ at Work, You May Not Seem Ladylike.”](#) TheGrindstone.com, Aug. 27, 2014

Quoted, Martha C. White, [“Lean In... Nicely: Women Climbing Corporate Ladder Still Face Backlash.”](#) Today.com Money, July 14, 2014

Interviewed, WTOP radio, July 14, 2014 on topic of stereotypes about women in the workplace

Quoted, “Starting Pay for Women in Fed Jobs Still Lower Than Men’s,” Society for Human Resource Management, May 1, 2014

Featured, Lorraine Mirabella, [“Five Questions for Equal Pay Advocate Deborah Eisenberg,”](#) Balt. Sun, Apr. 12, 2014

Interviewed (live), [“How to Bridge the Gender Pay Gap.”](#) Maryland Morning, WYPR Radio, Apr. 9, 2014

Quoted, Ben Wolfgang, [“Obama's Equal Pay Mandate Gives Feds Extraordinary New Powers,”](#) Wash. Times, Apr. 8, 2014

Quoted, Irin Carmon, [“Why the GOP is Wrong About the Pay Gap.”](#) MSNBC.com, Apr. 8, 2014

Quoted, Bill Leonard, [“Senate Hearing Previews Contentious Vote on Paycheck Fairness Act.”](#) Society for Human Resource Management, Apr. 3, 2014

Quoted, Diana Furchtgott-Roth, [“‘Paycheck Fairness’ Will Lead to Fewer Paychecks, Less Fairness,”](#) Realclearmarkets.com, Apr. 1, 2014

Quoted, “Class Action Denied in Garnishment Case,” DAILY RECORD, March 30, 2014

Interviewed (live), “On Time,” WJZ-TV, March 23, 2014 (about Maryland Clinical Law Program)

Quoted, Laura Venn, [“Equal Pay Anniversary: Strategies to Close the Gap,”](#) the Connection Point for Women Lawyers (created by Joint Commission on Women in the Profession)

Quoted, Nancy Folbre, [“Paycheck Fairness and Market Failure.”](#) N.Y TIMES, Economix blog, June 25, 2012

Quoted, Irin Carmon, [“The Case for Telling Everyone What You Make,”](#) SALON.COM, May 31, 2012

Interviewed (live), Maryland Morning with Sheilah Kast, May 30, 2012 (regarding criminal background check guidelines from Equal Employment Opportunity Commission)

Quoted, Sarah Schweitzer, [“Massachusetts Lags on Pay for Women in the U.S.”](#) BOSTON GLOBE, Dec. 10, 2012

Interviewed (live), WBAL-TV, Feb. 15, 2011 (regarding lack of adequate resources for Equal Employment Opportunity Commission)

Quoted, Gary Haber, *AAI Corp. Faces Possible Class-Action Suit Over Unpaid Wages*, BALTIMORE BUS. J., Dec. 9, 2011

Media Featuring Work of Mediation Clinic and Center for Dispute Resolution

Lauren Daley, “We Can Work It Out,” BALT. SUN, Apr. 13, 2014

Armando Trull, [“Maryland Schools Using Conflict Resolution to Curb Bullying, Suspensions.”](#) WAMU 88.5, Feb. 24, 2014

Gigi Barnett, “Baltimore City Schools Solving Bullying Problems with Words, Not Fists,” CBS Local Media, Baltimore, Feb. 6, 2014

PROFESSIONAL TRAININGS AND WORKSHOPS (partial list)

40-hour Basic Mediation Training for Maryland Judiciary Staff, Annapolis, MD, Dec. 2015; May 2016; June 2016; December 2016

A Systemic Approach to Mediation Strategies (“STAR”), Professional Skills Training in Dispute Resolution, University of Maryland Carey School of Law, Baltimore, MD, Mar. 17-19, 2016 and Mar. 19-21, 2015 (in partnership with Straus Institute, Pepperdine University School of Law)

Negotiation Workshop, Contract Drafting Class (Prof. Ertman), Oct. 2, 2014

Negotiation and ADR Workshop, Contracts/Legal Analysis & Writing Class (Prof. Singer and Van Alstine), Sept. 11, 2014

Introduction to Restorative Practices and Circles, Callaway Elementary School, Baltimore, MD, Aug. 18, 2014 (training for teachers and staff)

Mediation Ethics, Circuit Court for Anne Arundel County, Annapolis, MD, June 13, 2014 (training for panel mediators)

A Systemic Approach to Mediation Strategies (“STAR”), Professional Skills Training in Dispute Resolution, University of Maryland Carey School of Law, Baltimore, MD, Mar. 20-22, 2014 (in partnership with Straus Institute, Pepperdine University School of Law)

Basic Workplace Mediation Training (40+ hours), National Security Agency, Linthicum, MD, Dec. 2013

STAR: A Systematic Approach to Mediation Strategies, Professional Skills Program, University of Maryland Carey School of Law, Baltimore, MD, Mar. 14-16, 2013

Basic Workplace Mediation Training (40+ hours), Surface Transportation Board, Washington, D.C., Sept. 2012

Negotiation Workshop, Scholars Program Orientation, Jack Kent Cooke Foundation, Aug. 3, 2012

Mediation Ethics, District Court of Maryland ADR Program Volunteer Appreciation Training, Linthicum, MD, May 23, 2012

Basic Workplace Mediation Training (40+ hours), Basic Mediation Train-the-Trainer, Maryland Shared Neutrals Mediation Program, Jan. 2012 and Mar. 2012

LEGAL EXPERIENCE

BROWN, GOLDSTEIN & LEVY, LLP, Baltimore, Maryland

Partner, 2003–July 2008

Complex civil litigation and employment law practice

PUBLIC JUSTICE CENTER, Baltimore, Maryland

Director, Appellate Advocacy Project, 2000-2003; *Senior Staff Attorney*, 1997-Dec. 1999; *Staff Attorney*, 1996-1997

Complex civil and appellate litigation and policy advocacy in civil rights, employment, and poverty law cases

OBER, KALER, GRIMES & SHRIVER, Baltimore, Maryland

Associate, 1994-1996; *Summer Associate*, Summer 1992

Litigated complex civil cases in commercial, construction, employment, and health law matters

EDUCATION

YALE LAW SCHOOL, New Haven, Connecticut

J.D., 1994

UNIVERSITY OF MARYLAND BALTIMORE COUNTY, Catonsville, Maryland

B.A., Political Science; Minor in Writing, 1991

Valedictorian; *summa cum laude*

BAR ADMISSIONS

Maryland (1994)

U.S. District Court for the District of Maryland (1995)

U.S. Court of Appeals for the Fourth Circuit (1995)

CERTIFICATIONS

Certified Trainer in Restorative Practices, International Institute for Restorative Practices
Court-designated Mediator pursuant to Maryland Rule 17-304