

Debbie N. Kaminer
Professor of Law (w/tenure)
Baruch College, Zicklin School of Business
City University of New York (CUNY)
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ACADEMIC APPOINTMENTS

Baruch College, Zicklin School of Business, City University of New York

Professor of Law (with tenure), January 2011-present

Associate Professor of Law (with tenure), January 2003-December 2010

Assistant Professor of Law, September 1997-December 2002

Southwestern University of Finance and Economics, Chengdu, China

Visiting Professor, Fall 2021 (online teaching)

Radzyner School of Law, Interdisciplinary Center, Herzliya, Israel

Visiting Adjunct Professor, May 2006

EDUCATION

Columbia University School of Law, J.D.

University of Pennsylvania, B.A. *cum laude*

LAW REVIEW ARTICLES

How the Conflict Between Anti-Boycott Legislation and the Expressive Rights of Business Endangers Civil Rights and Anti-Discrimination Laws (coauthored with David Rosenberg) 55 UNIVERSITY OF RICHMOND LAW REVIEW 827 (2021)

Vaccines in the Time of COVID-19: How Government and Businesses Can Help Us Reach Herd Immunity, 2020 WISCONSIN LAW REVIEW FORWARD 103 (2020)

Sex: Sexual Orientation, Sex Stereotyping and Title VII, 27 UCLA WOMEN'S LAW JOURNAL 1 (2020)

The Meaning of "Sex": Using Title VII's Definition of Sex to Teach About the Legal Regulation of Business, 35 JOURNAL OF LEGAL STUDIES EDUCATION 83 (2018)

Religious Accommodation in the American Workplace: The Consequences of the Supreme Court Decision in EEOC v. Abercrombie & Fitch, JOURNAL OF LAW RELIGION AND STATE 5 (25-47), BAR ILAN UNIVERSITY (2017) (SYMPOSIUM EDITION)

Mentally Ill Employees in the Workplace: Does the ADA Amendments Act Provide Adequate Protection? 26 HEALTH MATRIX 205 (2016)

Religious Accommodation in the Workplace: Why Federal Courts Fail to Provide Meaningful Protection of Religious Employees, 20 UNIVERSITY OF TEXAS REVIEW OF LAW & POLITICS 107 (2015)

Religious Conduct and the Immutability Requirement: Title VII's Failure to Protect Religious Employees in the Workplace, 17 UNIVERSITY OF VIRGINIA JOURNAL OF SOCIAL POLICY & THE LAW 453 (2010)

The Child Care Crisis and the Work-Family Conflict: Policy Rationale for Federal Legislation, 28:2 BERKELEY JOURNAL OF EMPLOYMENT & LABOR LAW 495 (2007)

The Work-Family Conflict: Developing a Model of Parental Accommodation in the Workplace, 54 AMERICAN UNIVERSITY LAW REVIEW 305 (2004)

Bringing Organized Prayer in Through the Back Door: How Moment-of-Silence Legislation for the Public Schools Violates the Establishment Clause, 13:2 STANFORD LAW AND POLICY REVIEW 267 (2002)

When Religious Expression Creates a Hostile Work Environment: The Challenge of Balancing Competing Fundamental Rights, 4:1 NEW YORK UNIVERSITY JOURNAL OF LEGISLATION AND PUBLIC POLICY 81 (2000-2001)

Title VII's Failure to Provide Meaningful and Consistent Protection of Religious Employees in the Workplace: Proposals for an Amendment, 21:2 BERKELEY JOURNAL OF EMPLOYMENT & LABOR LAW 575 (2000)

PROFESSIONAL PUBLICATIONS

Who's covered by a vaccine mandate? Here's a quick guide to America's patchwork of Covid-19 shot requirements, THE CONVERSATION, September 14, 2021 (reprinted in over twenty-four periodicals throughout the United States including HOUSTON CHRONICLE)

There's no vaccine for hypocrisy: On Republicans' opposition to Covid-19 vaccination passports, NEW YORK DAILY NEWS, April 14, 2021

Can an employee object to mandatory COVID-19 vaccines on religious grounds? THE CONVERSATION, February 3, 2021 (viewed approximately, 74,000 times) (reprinted in over twenty-five periodicals throughout the United States including CHICAGO TRIBUNE and HOUSTON CHRONICLE)

Mandatory COVID-19 vaccinations? Here's what states and employers can legally require, THE CONVERSATION, July 21, 2020 (viewed approximately 200,000 times) (reprinted in over twenty-five periodicals throughout the United States including HOUSTON CHRONICLE)

The Supreme Court and the meaning of 'sex': How justices' definition clashes with the Trump administration's, NEW YORK DAILY NEWS, June 18, 2020

Employers Should Mandate Flu Vaccines to Mitigate Pandemic, BLOOMBERG LAW, June 10, 2020

Discrimination Against Employees Without COVID-19 Antibodies, NEW YORK LAW JOURNAL, 2020, May 4, 2020

Teaching the Arab-Israeli Conflict through a Critical Lens, THE JERUSALEM POST, September 13, 2018

Will the Young People Win? Don't Let Gun Control Debate Become an Intergenerational Conflict, NJ STAR-LEDGER GUEST COLUMNIST, June 11, 2018

Liberals' Sorry Silence on Linda Sarsour, Opinion Page, NY DAILY NEWS, May 31, 2017

Second Circuit to Hear Case on Sexual Orientation Discrimination, NEW YORK LAW JOURNAL, January 19, 2017

Jokes About Leaving the USA Aren't Funny, Opinion Page, USA TODAY, November 8, 2016 (reprinted in approximately 300 other newspapers throughout the United States)

"EEOC v. Abercrombie" and Title VII's Broad Definition of Religion, NEW YORK LAW JOURNAL, November 5, 2014

Mental Illness in the Workplace and the ADA Amendments Act, NEW YORK LAW JOURNAL, September 24, 2014

Using Mediation to Resolve Conflicts Involving Religious Accommodation in the Workplace, NEW YORK LAW JOURNAL, August 7, 2013

Uniform Dress Codes and an Employee's Religious Observance, 84 OCT N.Y. STATE BAR JOURNAL 26, October 2012

Can Employers Ask Workers, Applicants for Social Media Login Information? NEW YORK LAW JOURNAL, July 24, 2012

Recent Developments Involving Religious Accommodation in the Workplace Under §701(j) of Title VII, NEW YORK LAW JOURNAL, June 2, 2010

Workplace Discrimination by Member of Employee's Own Religion, NEW YORK LAW JOURNAL, June 5, 2006

Religious Accommodation, Employee's Obligation to Compromise, NEW YORK LAW JOURNAL, May 2, 2005

Religious Expression in the Workplace, NEW YORK LAW JOURNAL, February 19, 2004

Silence as Symbol: When Government Mandates a Moment of Silence, Students Hear "a Moment of Prayer," LEGAL TIMES, September 3, 2001

When Business and Employees' Religion Clash, NEW YORK LAW JOURNAL, July 21, 2000

ACADEMIC PRESENTATIONS AND INVITED PANELS

The State of Vaccine Requirements, invited guest expert, The Colin McEnroe Show, National Public Radio (NPR) (September 15, 2021)

Master Teacher Panel, invited panelist, Academy of Legal Studies in Business Annual Conference, Online Conference (August 6, 2021)

Vaccines in the Time of Covid-19: Using Vaccine Mandates to teach About Business Law and Ethics, *Journal of Legal Studies Education Invited Scholars Colloquium*, Academy of Legal Studies in Business Annual Conference, Online Conference (August 5, 2021)

Politics and the Constitutionality of Including Additional Protected Classes in Anti-Discrimination Laws, Academy of Legal Studies in Business Annual Conference, Online Conference (August 4, 2021)

Vaccines in the Time of Covid-19: Using Vaccine Mandates to teach About Business Law and Ethics, Master Teacher Symposium (winner of international teaching award), Academy of Legal Studies in Business Annual Conference, Online Conference (August 3, 2021)

Vaccines in the Time of COVID-19: How Government and Businesses Can Help Us Reach Herd Immunity, Atlantic Academy of Legal Studies in Business Annual Conference, Online Conference (March 19, 2021)

Legal and Ethical Considerations for the COVID-19 Vaccine, invited guest expert, Health Policy Institute of Ohio, Online Forum (Feb. 24, 2021)

The Legal Impact of COVID-19, invited guest expert, Forward, Wisconsin Law Review Podcast (November 14, 2020)

Public and Private Sector Mandates of COVID-19 Vaccination, invited guest expert, American Medical Association (AMA) Journal of Ethics, EthicsTalk Videocast (September 3, 2020)

Discrimination Against Employees without Covid-19 Immunity, Academy of Legal Studies in Business Annual Conference, Online Conference (August 4, 2020)

COVID-19 and the Ethics of Vaccine Distribution, invited panelist, Zicklin School of Business, Baruch College, New York, NY, Online Panel (June 2020)

Anti-Boycott Legislation and The Expressive Rights of Businesses, invited panelist, The Robert Zicklin Center for Corporate Integrity, Baruch College, New York, NY, Online Panel (April 2020)

Anti-BDS Legislation and the First Amendment, Academy of Legal Studies in Business Annual Conference, Montreal, Canada (August 2019)

Banning BDS: Is it Constitutional for States to Punish Companies that Refuse to Do Business with Israel? invited panelist, Academy of Legal Studies in Business Annual Conference, Montreal, Canada (August 2019)

The Thriving Law Department: The Baruch Experience, invited panelist, Summit on the Academic Profession of Business Law, University of Connecticut (UConn) School of Business, Hartford CT (May 2019)

Vocat: Innovative Multimedia Assignments and OERs, invited panelist, CUNY IT Conference 2018, John Jay College, New York, NY (November 2018)

Title VII, Sex Stereotyping and LGBT Workplace Protections, Academy of Legal Studies in Business Annual Conference, Portland, Oregon (August 2018)

The Supreme Court's Decision in Masterpiece Cakeshop: A Recipe for Balancing Religious Freedom and Anti-Discrimination Laws? Panel Chair, Academy of Legal Studies in Business Annual Conference, Portland, Oregon (August 2018)

The Meaning of "Sex" (Using Title VII's Definition of Sex to Teach About the Legal Regulation of Business), Academy of Legal Studies in Business Annual Conference, Savannah, GA (one of four selected Master Teacher Symposium Finalists) (August 2017)

Free Speech on College Campuses and Hostile Work Environment Harassment, Academy of Legal Studies in Business Annual Conference, Savannah, GA (August 2017)

Online Teaching Best Practices, invited panelist, Academy of Legal Studies in Business Annual Conference, Savannah, GA (August 2017)

Free Speech on College Campuses and Hostile Work Environment Harassment, Academy of Legal Studies in Business Annual Conference, San Juan, Puerto Rico (August 2016)

Weed (Using Marijuana Laws to Teach About the Legal Regulation of Business), Academy of Legal Studies in Business Annual Conference, San Juan, Puerto Rico (August 2016)

Law Religion and Business: Exploring the Next Cross Roads, invited panelist, Academy of Legal Studies in Business Annual Conference, San Juan, Puerto Rico (August 2016)

Religion in the Workplace: The Impact of the Supreme Court's decision in EEOC v. Abercrombie, Mid-Atlantic Academy of Legal Studies in Business, New York, NY (April 2016)

The Supreme Court's Decision in EEOC v. Abercrombie & Fitch: An End to Formal Equality? Academy of Legal Studies in Business Annual Conference, Philadelphia, PA (August 2015)

Religious Accommodation in the American Workplace: Why Federal Courts Fail to Provide Meaningful Protection of Religious Employees, Journal of Law, Religion & State International Conference on Religion and Equality, Bar-Ilan University, Ramat Gan, Israel (June 2015)

Mental Illness in the Workplace and the ADA Amendments Act, Academy of Legal Studies in Business Annual Conference, Seattle, Washington (August 2014)

Using Mediation to Address Conflicts Involving Religious Accommodation in the Workplace, Academy of Legal Studies in Business Annual Conference, Boston, MA (August 2013)

Religious Conduct and the Immutability Requirement: Title VII's Failure to Protect Religious Employees in the Workplace, Academy of Legal Studies in Business Annual Conference, Denver (August 2009)

Religious Conduct and the Immutability Requirement: Title VII's Failure to Protect Religious Employees in the Workplace, Third Annual Colloquium on Current Scholarship in Labor & Employment Law, San Diego (October 2008)

COURSES TAUGHT

Law 9001: The Legal Environment of Business (Executive MBA)

Law 9891: Special Topics in Employment Law (Executive MBA)

Management 9200: Business and Society Relationships (Executive MBA)

Management 9495: Capstone Research Seminar MSILR (Executive MSILR)

Law 9770: Employment Law (Executive MS Human Resource Management)

Law 9201: Overview of Business Law and Ethics (Graduate and Executive MBA)

Law 9000: The Legal and Ethical Environment of Business (Graduate)

Law 9800: Intensive Survey of Contracts and Law of Corporations (Graduate)

Law 3123: Employment Law (Undergraduate)

Law 3102: The Law of Business Organizations (Undergraduate)

Law 1101: Fundamentals of Business Law (Undergraduate)

HONORS AND AWARDS

Winner of the 2021 Charles M. Hewitt Master Teacher Competition, Academy of Legal Studies in Business, August 2021

Selected to present research in the Invited Scholars Colloquium of the JOURNAL OF LEGAL STUDIES EDUCATION, Academy of Legal Studies in Business Annual Conference, Online Conference, August 2021

Invited participant in the City University of New York's (CUNY's) HyFlex Pilot Program, Summer 2021

Finalist for Best Paper Award, Annual Meeting of MAALSB (Mid-Atlantic Academy of Legal Studies in Business) *Vaccines in the Time of COVID-19: How Government and Businesses Can Help Us Reach Herd Immunity*, April 2021

Charles M. Hewitt Master Teacher Symposium Finalist, Academy of Legal Studies in Business Annual Conference, Savannah, GA, August 2017

Hybrid Fellowship at Baruch College, Spring Semester 2017

Zicklin School of Business Teaching Excellence Award, 2009 and 2000

Given annually to seven out of approximately 200 full-time faculty members.

Baruch Faculty Recognition Recipient, 2018, 2017, 2016, 2010, 2008, 2007, 2006, 2005

SERVICE

Baruch College Committees and Service

Executive MBA Admissions Committee, 2018-present

MBA Steering Committee, 2015-present

Zicklin School of Business Graduate Curriculum Committee, 2003-2007, 2015-present

Law Department Executive Committee, 2000-2018

Law Department Curriculum Committee, 2000-2018

Law Department Hiring Committee, 2000-2017

Graduate Assurance of Learning Committee, 2012-2014

Zicklin School of Business Undergraduate Curriculum Committee, 2012-2014

Zicklin School of Business Academic Review Committee, 2011-2013

Law Department Strategic Planning Committee (Chair), 2003-2010

Law Department External Review Committee (Chair), 2008-2009

Baruch College Middle States Faculty Committee, 2008-2009

Law Department Research Committee (Chair), 2006

Zicklin School of Business Executive Committee (Chair), 2002-2006

Zicklin School of Business Research Task Force, 2003

Law Department Articulation Committee (Chair), 2001-2003

Zicklin School of Business Mission Statement Committee, 2002

Law Department Prizes and Award Committee (Chair), 1997-2002

Academic Discipline Service

Journal of Business Ethics (2020-present)

Journal of Law and Religion, Emory University, Reviewer (2018-present)

Journal of Legal Studies Education, Reviewer (2018-present)
American Business Law Journal, Reviewer (2017-present)

OTHER EMPLOYMENT

NYS Unified Court System's Office of ADR Mediator, Westchester, NY
Certified Mediator, June 2015 – present

FINRA (Financial Industry Regulatory Authority), New York, NY
Arbitrator, September 2012 – present

Anti-Defamation League, New York, NY
Assistant Director of Legal Affairs, 1993-1997

IBM, Armonk, NY and Somers, NY
Attorney, 1991-1993

MEDIA CONTRIBUTIONS

Have provided subject matter expert commentary in the media including: *The New York Times*, *Businessweek*, *NBC News*, *USA Today*, *Fox News*, *Bloomberg Law*, *Financial Times*, *MarketWatch*, *JAMA Ethics*, *Vice*, *Las Vegas Review-Journal*, *Law360* and *Healthline*.

MISCELLANEOUS

My law review articles have been cited in multiple U.S. Supreme Court briefs, in a petition for a writ of certiorari to the U.S. Supreme Court, and in numerous law review articles. I have also signed onto amicus briefs in the U.S. Supreme Court.

My teaching evaluations regularly average over 4.5/5.0.

BAR AND COURT ADMISSIONS

New York
Supreme Court of the United States
Connecticut (inactive)
U.S. Court of Appeals for the Second Circuit (inactive)