

Curriculum Vitae

OREN R. GRIFFIN

EDUCATION

J.D., Washington and Lee University, School of Law, Lexington, Virginia.

Ph.D., University of Iowa, Iowa City, Iowa, Dissertation - Risk Management Case Study: A Characterization of Tort Liability at Public Universities.

M.A., University of Northern Iowa, Cedar Falls, Iowa.

B.S., Southern University at New Orleans, New Orleans, Louisiana.

PROFESSIONAL EXPERIENCE

UNIVERSITY OF TULSA, Tulsa, Oklahoma

2025-Present, Professor of Law, (Sabbatical 07/2025 – 06/2026)

2022–2025, Dean, College of Law, Chapman Endowed Chair and Professor of Law

- *Leadership and Management* – Represents the College of Law and the University in matters regarding the American Bar Association, American Association of Law Schools, Alumni Affairs, and related institutional matters. Chief academic officer regarding faculty governance and employment issues. Presides over academic administrative proceedings, student affairs disputes, and implementing decision-making procedures related to university policies.
- *Strategic Planning and Enrollment Management* – Coordinates admissions strategy and student recruitment operations based on enrollment objectives. Monitors and provides data analysis for governance board and university leadership relative to academic performance predictors to advance institutional profile and national ranking.
- *Accreditation and Compliance* – Supervises reporting and assessment processes for state, regional, and national accreditation compliance purposes regarding the academic program, learning outcomes and student achievement. Also, provides oversight for self-assessment preparation and on-campus site evaluations

regarding compliance with the ABA Standards and AALS requirements. Led College of Law's ABA accreditation preparation in 2023. Also, serving as an ABA/AALS accreditation team member and AALS reporter in 2026.

- *Fundraising, Development, and Alumni Relations* – Leads major fundraising activities reaching out to alumni and supporters of the College of Law intended to expand the annual fund, establish scholarships for Native American law programs and students from under-represented groups, and enhance the technology and resources available in the library. Fundraising ranged from \$650,000 to 1.2 million dollars per year excludes gifts received through planned giving generous efforts.
- *Budget, Operations, and Facilities* – Monitors institutional operating budgets and financial affairs related to restricted and unrestricted accounts. Develops annual budget requests and monitors spending regarding clinical programs, admissions administration, library operations, and information technology services necessary to support academic program and related administrative operations within the institution.

MERCER UNIVERSITY, Macon, Georgia

Associate Dean for Strategic Initiatives (2015-21)

Associate Dean for Academic Affairs (2011-15)

Professor of Law (2015-2021)

Associate Professor of Law (2008-14); (Tenured 2010)

Assistant Professor of Law (2006-08)

- *Scholarship, Teaching, and Research:* Civil Procedure, Labor and Employment Law, Education Law and Policy, ADR and Negotiations, Public Sector and Workplace Investigations.
- *Accreditation:* 2014 Co-Chair of Mercer Law School's self-study committee in preparation for 2014 ABA reaccreditation site visit. Also served as an Administrative Hearing Officer for the Southern Association for Colleges and Schools Commission on Colleges (SACSCOC), the primary accreditation body for colleges and universities in the nation's southeastern region. 2019 member of SACSCOC Substantive Change Committee for the review of Ph.D. program at Universidad de Monterrey (UEM) in Monterrey, Mexico.
- *Enrollment Management and Admissions:* Development and implementation of student recruitment strategy that combined assessment of applicants' credentials (median LSAT scores and GPA) and tuition revenue objectives. Spreadsheet modeling and other tactics used in cooperation budget and finance personnel. Data driven enrollment management process resulted in significant increase in incoming class size from 110 to 145+ students.

- University and Law School Service: Administrative Committee, Chair (2020-21), Faculty Appointment Committee, Chair (2017-18); ABA Accreditation Committee, Co-Chair (2014), Honor Council (Faculty Magistrate, 2020-21), Curriculum Committee, Faculty Development Committee, Law School Policy Committee, Adjunct Teaching Committee, Judicial Clerkship Advisor, Diversity Committee, Advisor to Law School Dean, University President, and Provost during 2014-15 leadership transition. Service presentations for various campus units including the College of Education and College of Health Sciences.
- Diversity: Director of University Arc of Justice initiative in cooperation with the State Bar of Georgia to recognize the contribution of lawyers to the civil rights movement; advisory support provided to the Black Law Students Association and Law School's initiative for Brazilian judges and scholars.

ELARBEE, THOMPSON, SAPP & WILSON, LLP, Atlanta, Georgia

2000-2006, Labor and Employment Attorney (Partner)

- Litigated employment law disputes raising state and federal law claims in state and federal court systems on behalf of various educational institutions and private sector entities. Legal experience includes employment discrimination matters regarding Title VII of the Civil Rights Act, Americans with Disabilities Act (ADA) claims, wage and hour disputes, overtime and compensation matters, and employee disputes regarding the Family and Medical Leave Act.
- Successfully mediated employment disputes for private colleges and major research universities, and prepared settlement agreements related to the dismissal of faculty, instructors, and mid-level administrators.
- Responsible for the development of pretrial responses to discovery requests and defense strategies used in state and federal court proceedings. Also, prepared discovery requests, pretrial motions, and summary judgment briefs and supporting documentation on behalf of clients.

MILLER, CANFIELD, PADDOCK & STONE, PLC, Kalamazoo, Michigan

1997-2000, Labor & Employment Attorney

- Represented public and private sector unionized employers in collective bargaining, labor arbitrations, and defending against unfair labor practice allegations. Practiced before administrative law judges and arbitrators; prepared pre-arbitration and post-arbitration briefs and pre and post hearing briefs in administrative law judge proceedings in support of employer's position regarding unfair labor practice claims.

- Conducted internal investigations, witness interviews, and drafted fact-finding reports regarding employment discrimination charges, and provided research and litigation support.
- Counseled employers and management representatives on labor and employment matters including the Americans with Disabilities Act, the Family and Medical Leave Act, whistleblowing and retaliation prevention strategies, and employee misconduct investigations. Also, drafted position statements in response to Equal Employment Opportunity Commission (EEOC) charges. Represented employers in on-site investigations and workplace audits conducted by the Department of Labor regarding wage and hour violation allegations.

MISSISSIPPI SUPREME COURT, Jackson, Mississippi

1996-97, Judicial Law Clerk, Honorable Fred Banks

- Assisted the Justice in drafting memoranda and opinions in cases assigned to the Justice, reviewing memoranda and proposed opinions in cases assigned to other justices of the State Supreme Court, and advising the Justice on a variety of legal issues. Other responsibilities included reviewing appellate briefs, trial records and other documents, researching and analyzing existing law; and making recommendations to the Justice on the resolution of legal issues presented in cases before the court.

UNIVERSITY OF NORTHERN IOWA, Cedar Falls, Iowa

1989-1993, Special Projects Assistant, Vice President's Office for Administration & Finance

- Managed strategic initiatives with direct impact within the Administrative and Finance Division. Facilitated strategic planning development process among departments including physical plant operations, human resources, campus safety, campus planning, information technology, and budget development.
- Served as Vice President's liaison on numerous university committees in areas of intercollegiate athletics, student services, plant operations, student health center, and academics affairs.
- Performed special assignments with the Graduate College in support of university student recruitment efforts for graduate level programs including enrollment management, counseling, and student retention.

HONORS & PROFESSIONAL ACTIVITIES

American Bar Association
American Association of Law Schools (AALS)
Association for the Study of Higher Education
Black Law Students Association, Award of Excellence (2012)
Bleckley Inns of Court
City of New Orleans, Honorary Citizenship (1990)
Isaacson, Miller, Senior Advisor (2019-2021)
Journal of College and University Law Editorial Board
National Association for College and University Attorneys
National Association of Student Personnel Administrator, Certificate Program, Instructor
Southern Association of Colleges and Schools, Hearing Officer
Southern University Distinguished Alumni Award, 2004
State Bar of Georgia, Public Service Award
State Bar of Georgia
State Bar of Michigan
Stetson University Higher Education Law Conference, 2019 Honorary Co-Chair
University of Houston Institute for Higher Education Law and Governance Roundtable
United Way, Waterloo, Iowa, University of Northern Iowa. Loan Account Manager

SCHOLARSHIP & PUBLICATIONS

Books and Chapters

Griffin, O.R., Denying or Terminating Tenure, Higher Education and the Law: Cases and Materials, Foundation Press [Forthcoming 2026].

Griffin, O.R., The University as Employer: Academic Freedom or Unlawful Discrimination, Higher Education and the Law: Cases and Materials, Foundation Press [Forthcoming 2026].

Griffin, O.R., Equal Opportunity in Employment in Higher Education, *Oxford Handbook of U.S. Higher Education Law*, Oxford University Press [Forthcoming 2026].

Griffin, O.R., State Law College Safety Requirements: Accountability for Safety On and Off Campus, *Oxford Handbook of U.S. Higher Education Law*, Oxford University Press [Forthcoming 2026].

Griffin, O.R., Investigating College Student Misconduct, Johns Hopkins University Press, Baltimore, Maryland (Fall 2018).

Griffin, O.R., Campus Safety, Policy and Risk Management, in Emerging Issues in College and University Campus Security, Thompson Reuters/Aspatore, 2015.

Law Review Articles

The Academic Workplace Investigation: Risk Management Response and Accountability, 56 Stetson Law Review __ (2027) [Forthcoming]

A View of Campus Safety Law in Higher Education and the Merits of Enterprise Risk Management, 61 Wayne Law Review 379 (2) (2016).

Academic Freedom and Professorial Speech in the Post-Garcetti World, 37 SEATTLE U. L. REV. 1 (2013).

Social Security Disability Law and the Obstacles Facing Claimants with Mental Disabilities, 36 Law & Psychol. Rev. 147 (2012).

Beyond Chalk-and-Talk: The Law Classroom of the Future, 38 Ohio N.U. L. Rev. (1) 257 (2012) (with Professors Timothy W. Floyd and Karen Sneddon).

Constructing a Legal and Managerial Paradigm Applicable to the Modern-Day Safety and Security Challenge at Colleges and Universities, 54 St. Louis U. L.J. 241 (1) (2009).

Confronting the Evolving Safety and Security Challenge at Colleges and Universities, 5 Pierce L. Rev. 413 (2007).

The Teach Act: Recognizing Its Challenges and Overcoming Its Limitation, 62 J.C. & U.L. 499 (3) (2007) (co-authored with Stephana I. Colbert, Esq.).

Accommodating The Learning-Disabled Student on Campus, 78 U. Det. Mercy L. Rev. Vol. 78, No. 3 (2001).

Survey of 1999 College and University Employment Discrimination Decisions, 27 J.C.&U.L. 341 (2) (2000) (co-authored with Tom P. Hustoles, Esq.).

The Impact of “Fair Use” in the Higher Education Community: A Necessary Exception? 62 ALB L. Rev. 437 (1998) (co-authored with Stephana I. Colbert, Esq.).

Referred Journals, Reports, & Monographs

Avoiding Retaliation in the Higher Education Workplace in the Aftermath of *Burlington N. & Santa Fe Ry. Co. v. White*, (227 Ed. Law Rep. [1] (Feb. 21, 2007)).

How You Can Help When Your College is Sued, Chronicle of Higher Education, May 27, 2005, at B11.

Investigating Employee Misconduct and Taking Appropriate Remedial Action: The Fundamentals, 182 Ed. Law Rptr. 21(1) (2003).

National Association of College and University Attorneys, Practical Litigation Series, Giving a Deposition: A Witness Guide (2002).

Systematizing Information for Public Sector Risk Management: A Perspective from Higher Education, *Educational Research Quarterly*. 24(2), 21-36, (2000) (co-authored with Prof. Lelia B. Helms and Prof. Alan B. Henkin).

Employment Discrimination Law, 2000 Supplement, American Bar Association, Section of Labor and Employment Law, BNA Books (Contributor).

PROFESSIONAL PRESENTATIONS

ABA 2023 Deans' Workshop, Thinking "Outside the Box" for the Future of Legal Education, Managing Up and Down, Discussion Panel, Moderator, July 6 and 7, 2023, Westin Denver Downtown Hotel.

The 2023 NASPA Certificate Program in Student Affairs Law and Policy, Employment Law and Misconduct Investigations, June 26-30, 2023, Wyndham Grand Beach Resort in Clearwater Beach, Florida.

The National Conference on Law Higher Education, Boot Camp: Higher Education Law and Policy Foundations and Employment Law Critical Issues, Stetson University College of Law, Clearwater Beach, Florida. February 2020.

Legal Issues in Higher Education Conference, University of Vermont, (plenary presentation), The Investigation Climate and the Quest to Separate Confusion from Clarity, October 2019.

Arc of Justice, State Bar of Georgia, Examining the Role of Judges in the Civil Rights Movement regarding the Desegregation of Public Universities and Schools in Georgia, March 2019.

2019 NASPA Certificate Program, Higher Education Law and Policy. Clearwater Beach, Florida. June 2019.

2018 NASPA Certificate Program, Higher Education Law and Policy. Clearwater Beach, Florida. June 2018.

38th Annual National Conference on Law & Higher Education. Impact of Immigration Policies on Higher Education. Orlando, Florida. February 2017.

2016 NASPA Certificate Program on Student Affairs Law and Policy. Clearwater Beach, Florida. June 2016.

Stetson University College of Law, National Higher Education Law and Policy Conference. Internal Investigations in Higher Education. Orlando, Florida, February 2015.

The Community College Conference on Legal Issues (Valencia College), Program Presenter, Conducting Internal Investigations in Higher Education (2015).

Employment Law Fundamentals for Student Affairs Professionals. National Association of Student Personnel Administrators Conference, Denver, Colorado, 2014.

Complaining, Campaigning, and Social Networking, National Association of College and University Attorneys Conference, Seattle, Washington, March 2012.

Stetson University College of Law, National Higher Education Law and Policy Conference. Academic Freedom in Higher Education. Orlando, Florida, February 2011.

University of Houston Law Center, Higher Education Law and Policy Conference, Scholar Roundtable Conference, Houston, Texas, May 2011.

Society of American Law Teachers, Bi-Annual Teaching Conference “Teaching in a Transformative Age: The Law School of the Future.” Beyond Chalk-and-Talk: The Law School Classroom of the Future.” (Presented with Professor Karen Sneddon and Professor Tim Floyd.) Honolulu, Hawaii December 2010.

International Association of Campus Law Enforcement Administrators, Annual Conference, Legal Update, June 20, 2009, Quebec Hotel, Quebec City, Quebec, Canada.

Bethune-Cookman University Faculty and Staff Orientation Program, Avoiding Harassment in the University Workplace, August 12, 2009, Daytona Beach, Florida.

Southeastern Association of Law Schools Conference, New Scholars Workshop, West Palm Beach, Florida, Ritz Carlton - An Examination of Social Security Disability Law and Implications for Functionally Illiterate Workers, Summer, 2009.

The Community College Conference on Legal Issue (sponsored by Valencia Community College), Campus Security and the Clery Act, February 2008, Orlando, Florida.

National Association of College and University Attorneys, Annual Conference, Legal Ethics in the Electronic Era, New York, New York, June 2008.

Georgia State University, Employment Law and Hiring Practices, January 2007, Atlanta, Georgia.

Stetson University National Conference on Law and Higher Education, Protecting Employees from Retaliation, February 2007, Clearwater Beach, Florida.

The Alabama College System Human Resources Management Association, Sixth Annual Diversity Conference, Advancing Diversity and Minimizing the Institution's Exposure to Unlawful Discrimination Claims - The Role of Administrative Leaders, October 2007, Sheraton Hotel, Birmingham, Alabama.

National Association for Student Personnel Administrators, Student Affairs Law and Policy Conference, Taking a closer look at the legal challenges that confront Student Personnel Administrators, Campus Security and Safety Workshop, December 2007, San Antonio, Texas.

37th Annual Conference on Higher Education & the Law, Security Issues and the College Campus, Managing Campus Security and the Rule of Law, Jekyll Island Club Hotel, Jekyll Island, Georgia, August 2006 (co-presenter John D. Marshall, University Attorney, Georgia State University).

The Alabama College System Presidents Association Fall Conference, Conflict Resolution, October 5, 2006, Marriott at Capitol Hill, Prattville, Alabama.

Stetson University Law and Higher Education Conference, Managing Campus Security and The Rule of Law, Clearwater Beach, Florida, February 2006.

Stetson University National Conference on Law and Higher Education, Liability Issues Related to Campus Security and Law Enforcement: Providing Reasonable Security Without Creating Unreasonable Expectations, Sheraton Sand Key Resort, Clearwater Beach, Florida, February 2005.

The Sixth Annual Georgia Conference on Ethics & Standards for Community Services Organizations, Employment Related Issues, Atlanta, Georgia, July, 2005.

The Alabama College System Human Resources Management Association-Fourth Annual Diversity Conference, Navigating Legal Issues of Diversity in the Classroom, September 14-15, 2005, Sheraton Birmingham Hotel, Medical Forum Conference Center, Birmingham, Alabama.

Southern Crescent Society for Human Resource Management, Is Your Organization at Risk for Unintentional Age Bias? Clayton State University, October 25, 2005.

National Association of College and University Attorneys CLE Workshop, Race, Gender and Other Outreach and Strategies in College and University Hiring March 2004, Atlanta, Georgia.

International Association of Campus Law Enforcement Administrators, Tort Theory and Campus Safety: The Role of Campus Law Enforcement in the Context of the College's Legal Duty as Landowner, Annual Meeting, Ottawa, Canada, June 26, 2004.

Georgia State University, Manager's Duty of Care: Strategies for Avoiding Harassment, Retaliation, and Violence in the Workplace, September 2003, Atlanta, Georgia.

ADMINISTRATIVE HEARINGS, ADR PROCEEDINGS, AND PROGRAM REVIEW

Southern Association of Colleges and Schools Commission on Colleges' Substantive (Level) Change Committee, Universidad de Monterrey (UEM), Nuevo Leon, Mexico, April 2019.

Georgia Institute of Technology, Impartial Board of Review, grievance proceeding regarding employee request for reinstatement for violating Georgia Tech's overtime policy and other workplace rules, June 2014.

Southern Association of Colleges and Schools Commission on Colleges Appeals Hearing in the matter of Virginia Intermont College, Bristol, Virginia, Hearing Officer, August, 2013.

Georgia Institute of Technology, Impartial Board of Review, grievance proceeding regarding dismissal of laboratory technician for failing to comply with bio-contamination prevention practices, December 2010.

Georgia Institute of Technology, Impartial Board of Review, grievance proceeding regarding the unauthorized removal of computing property from campus facility and non-compliance with purchasing procedures, June 2010.

Georgia Institute of Technology, Impartial Board of Review, grievance proceeding regarding allegations that employee engaged in a pattern of poor job performance and failed to respond to training support, August 2009.

Georgia Institute of Technology, Impartial Board of Review, grievance proceeding regarding allegations that campus police officers engaged in conduct unbecoming and dishonesty in the operation of police vehicles, May 2008.

Georgia Institute of Technology, Impartial Board of Review, grievance proceeding regarding employee misrepresentations related to the processing and authorization of travel documents in February 2008.

Georgia Institute of Technology, Impartial Board of Review, grievance proceeding regarding allegation that employee knowingly failed to adhere to institutional hiring policies and procedures, February 2007.

Georgia Institute of Technology, Impartial Board of Review, grievance proceeding regarding failure to comply with institutional policies and protocols related to vacation, sick leave, and computer data entry, November 2006.

Georgia Institute of Technology, Impartial Board of Review, grievance proceeding regarding failure to provide truthful information during the hiring process, November 2006.

Georgia Institute of Technology, Impartial Board of Review, grievance proceeding regarding falsification of criminal history in employment application, August 2006.

Georgia Institute of Technology, Impartial Board of Review, grievance proceeding regarding the termination of staff personnel for poor work performance, June 2006.

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LICENSURE AND CREDENTIALS

State Bar of Georgia, licensed attorney in good standing since 1996.

State Bar of Michigan, licensed attorney in good standing since 1998.

Registered Georgia Neutral (mediator), Georgia Department of Dispute Resolution (2015-2021).

EXPERT WITNESS APPEARANCES IN FEDERAL AND STATE COURTS

Expert Witness, S.B. vs. Florida Agriculture And Mechanical University Board of Trustees, United States District Court, North District of Florida.

Expert Consultant Stokes v. Maury Bowen, et al., State Court of Chatham County (Georgia).

Expert Witness, John Doe v. Coastal Carolina University, United States District Court, District of South Carolina, Florence Division.

Expert Witness, Annie Andrews v. Baylor University, et al., District Court of Harris County, Texas, 234th Judicial District.

TRAINING SEMINARS AND RELATED PROFESSIONAL SERVICES

Mercer University, College of Health Professions, Higher Education Law Update and Overview, Mercer Health Sciences Center, College Wide Faculty Development Retreat. December 2015.

Legal Issues Forum Update for Campus Law Enforcement Professionals, San Diego State University. November 2015.

Jones Cork & Miller, LLP, Continuing Legal Education program, Labor and Employment Claims regarding Pregnancy Discrimination. September 2015.

Legal Issues Forum Update for Campus Law Enforcement Professionals, Villanova University. November 2013.

Athens State University, College of Education, Diversity and Conflict Resolution Presentation, December 2006.

Alabama Community College System – Assistant to the General Counsel for the College System and Consultant for College System’s Presidents Associations regarding Conflict Resolution. July 2006.

GRADUATE STUDENT RESEARCH SUPERVISOR/ADVISOR

Labor and Employment Law Research Study, Katelyn M. Dowdell, Mercer University Law School, 2021.

Mercer Law Review, Volume 71, Comment, Antonio D. Solomon, The Enforcement of the Immigration Reform and Control Act, 2020.

Mendes Hershman Student Writing Contest, ABA Business Law Section, Employers Beware: Civil RICO Provision Creates Private Enforcement of Immigration Laws, Third Place, Louise N. Emeagi-Smith, 2011.

College of Labor and Employment Lawyers' Competition, Erica Hickey, Mercer University School of Law - Gomez-Perez V. Potter - Yet Another Step Away from Textualist Interpretation Of Employment Discrimination Statutes, First Place, Erica Hickey, 2009.

MOOT COURT, MOCK TRIAL, AND ACADEMIC TEAMS **(BENCHING/COACHING)**

Robert F. Wagner National Labor and Employment Law Moot Court Competition

Black Law Students Association Frederick Douglas Moot Court Competition

Thurgood Marshall Moot Court Competition

INVESTIGATIONS AND EXTERNAL AUDITS

Shepherd University internal investigation regarding hostile learning environment claims. External advisor and consultant to review committee, August 2020.

DeKalb County, Georgia outside review of employee grievance conducted at the request of the County Chief Operating Officer pursuant to Administrative Policies & Procedures, October 2020.

Bradley University, 2018 comprehensive investigation and review of the university athletics program regarding Title IX Compliance and gender equity. Final report provided to University Athletics Director.

Cedarville University, 2018 Title IX sexual assault investigation regarding alleged student-on-student misconduct. Final report provided to University General Counsel.

City of Warner Robins, internal investigation conducted at the request of the City Attorney and Mayor for the City of Warner Robins, Georgia to determine the validity of harassment and discriminations claims prohibited by the City's workplace rules and policies, October 2018.

Richard Bland College (Community College), 2017 Title IX Investigation and Compliance Review regarding gender equity and harassment allegations in intercollegiate athletic programs.

Jacksonville University, 2017 independent investigation regarding compliance allegations related to the intercollegiate athletic football program.

Kennesaw State University regarding allegations of misconduct within the food services department. Report prepared for university attorney, October 2015.

DeKalb County, Georgia investigation conducted at the request of the County Attorney to determine employee misconduct related to 2013 Special Purpose Grand Jury report and related proceedings, April 2014.

City of Kennesaw, Internal Investigation of racial discrimination allegations within the Public Works Department. Final report provided to City Manager and City Attorney, Kennesaw, Georgia, February 2009.

Kennesaw State University Bagwell College of Education investigation regarding allegations that administrators within the College misappropriated public funds related to international travel. Final report prepared by Dr. Daniel S. Papp, KSU President, February 2007.

Organizational assessment of the Kennesaw State University Campus Police Department. Report prepared for the Vice President for Business Operations, November 2007.

Georgia State University, Internal Investigation regarding allegations of abuse related to executive authority among senior academic executive personnel. Report provided to University President, 2006.

REFERENCES FURNISHED UPON REQUEST.