CHARLOTTE S. ALEXANDER
Georgia Institute of Technology
Scheller College of Business
800 West Peachtree Street NW
Atlanta, GA 30308
charlotte.alexander@scheller.gatech.edu

ACADEMIC APPOINTMENTS

Georgia Institute of Technology
Esther R. and Edward J. Brown Chair
ADVANCE Professor
Professor of Law and Ethics — 2023-Present
Scheller College of Business
Carter School of Public Policy, by courtesy
Founder and Director: Law, Data & Design Lab

Georgia State University, J. Mack Robinson College of Business
Connie D. and Ken McDaniel WomenLead Chair
Professor of Law and Analytics — 2022-2023
Associate Professor of Law and Analytics — 2019-2022
Institute for Insight (primary appointment)
College of Law and Department of Risk Management and Insurance (secondary appointments)

Department of Risk Management and Insurance
Associate Professor (with tenure) — 2017-2019
Assistant Professor — 2011-2017

Bar-Ilan University Faculty of Law — Winter 2020
Innovation Lab for Law, Data Science, and Digital Ethics
Visiting Professor

EDUCATION

Harvard Law School
J.D. *cum laude*, 2005

Columbia University, Columbia College
B.A. *magna cum laude*, Political Science, 2000

HONORS, AWARDS, AND FELLOWSHIPS

2026 Scholar-in-Residence, Daniel and Florence Guggenheim Foundation Program on Demography, Technology, and Criminal Justice, Law Library of Congress
2025 Georgia Tech Research Leadership Academy Cohort
2024 Georgia Tech Fall 2024 Course Instructor Opinion Survey (CIOS) Honor Roll (Large Classes)
2024 Holmes-Cardozo Award for Best Submitted Conference Paper, Academy of Legal Studies in Business
2023 Fulbright U.S. Scholar Award, National School of the Judiciary, Justice Innovation Lab, Santo Domingo, Dominican Republic
2022 AMERICAN BUSINESS LAW JOURNAL Hoeber Memorial Award for Outstanding Article Published in 2022

2021 Georgia State University Robinson College of Business Faculty Recognition Award for Research
2020 Amicus Champions of Justice Award (recognizing work in partnership with Eversheds Sutherland to build case analytics tools for the Florida Center for Capital Representation)
2020 Georgia State University Robinson College of Business Faculty Recognition Award for Service
2019 AMERICAN BUSINESS LAW JOURNAL Hoeber Memorial Award for Outstanding Article Published in 2019
2019 Fastcase 50 Award (honoring "the law's smartest, most courageous innovators, techies, visionaries, and leaders")
2019 Association to Advance Collegiate Schools of Business Innovations that Inspire Award (awarded to Legal Analytics Lab)
2018 Holmes-Cardozo Award for Best Submitted Conference Paper, Academy of Legal Studies in Business
2017 AMERICAN BUSINESS LAW JOURNAL Hoeber Memorial Award for Outstanding Article Published in 2017
2016 Distinguished Early Career Faculty Award, Academy of Legal Studies in Business
2016 Jackson Lewis Distinguished Employment Law Paper Award, Academy of Legal Studies in Business
2016 Distinguished Proceedings Award, Academy of Legal Studies in Business
2015 Junior Scholar Award, Southeastern Academy of Legal Studies in Business
2015 Holmes-Cardozo Award for Best Submitted Conference Paper, Academy of Legal Studies in Business
2015 Distinguished Proceedings Award, Academy of Legal Studies in Business
2013 Best Proceedings Award, Southeastern Academy of Legal Studies in Business Annual Conference
2013 Call for Papers Competition Winner, Southeastern Association of Law Schools Annual Meeting
2012 Best Proceedings Award, Southeastern Academy of Legal Studies in Business Annual Conference
2009 Harvard Law School Post-Graduate Research Fellowship (2009-2011)
2006 Skadden Fellowship (2006-2008) (awarded to 30-35 law graduates nationwide)
1999 Harry S. Truman Scholarship (awarded to 60-65 college juniors nationwide)

SPONSORED RESEARCH AND GRANTS

2024 Public Interest Technology University Network Tech for Change Hackathon, *Housing Access and Stability* (Co-Principal Investigator, $25,000)
2024 Google Academic Research Awards, Society-Centered AI, *Improving Accessibility of Legal Documents with AI to Support Civil Rights Litigation* (Co-Principal Investigator, $100,000)
2024 Georgia Tech Vertically Integrated Project Seed Grant, *Law, Data & Design Lab* (Principal Investigator, $5,000)
2024 Skadden Foundation Flom Incubator Grant, *Exploring Data Credibility* (Principal Investigator, $14,755)
2023 National Science Foundation, Proto-OKN Theme 1, *An Integrated Justice Platform to Connect Criminal Justice Data Across Data Silos* (Co-Principal Investigator, $1,498,523.00)
2023 Georgia Clinical & Translational Science Alliance KL2 Program, Dr. Puneet Kaur Chehal, Emory University, Rollins School of Public Health (Mentor, Natural Language Processing project focused on legal text)
2022 Georgia State University Research Innovation and Scholarly Excellence Challenge, *Criminal Legal Events Analysis and Research (CLEAR) Initiative* (Principal Investigator, $250,000)
2021 Université Paris Dauphine - PSL, Women and Science Chair Grant, *Investigating Gender's Effects in Medical Residency Selection in the United States* (Co-Principal Investigator, €10,000)
2021 SCALES Open Justice Research Workshop Project Seed Grant, *An Analysis of Individuals' Litigation Touchpoints Across Court Systems* (Co-Principal Investigator, $10,000)

2020 National Science Foundation, Convergence Accelerator Program, *Transform the Transparency and Accessibility of Court Records* (Co-Principal Investigator, $4,999,771)
2020 National Association of Insurance Commissioners, *Measuring Model Law Implementation Using Text Analytics* (Principal Investigator, $5,000)
2019 The Risk Institute, Fisher College of Business, The Ohio State University, *Measuring Corporate Cybercrime Risk* (Co-Principal Investigator, $15,000)
2018 Barrett & Farahany, GSU Legal Analytics Lab Insight Sprint, *Using Text Analytics to Predict Litigation Outcomes* (Principal Investigator, $20,000)
2017 U.S. Department of Labor, Employment and Training Administration, Research and Evaluation Grant, *A Study of Ten Years of U.S. District Courts' Employee Misclassification Decisions* (Principal Investigator, $248,000)
2012 Research Support Grant, Center for the Economic Analysis of Risk, Georgia State University (Principal Investigator, $8,000)

SCHOLARSHIP

† solo authorship; * lead authorship; ** equal authorship

PUBLICATIONS – LAW REVIEWS

** *Justice in a Walled Garden: Structural Secrecy and Adjudicatory Data* (with Jeffrey R. Boles, Nathan Dahlberg & Leora F. Eisenstadt), 102 INDIANA L.J. __ (forthcoming 2026)

** *Settled and Wrong: Immigration Law and the Limits of Stare Decisis* (with Hallie Ludsin), 54 FLORIDA STATE UNIV. L. REV. __ (forthcoming 2026)

** *Managerial Judging and the Evidence Gap* (with Roger Michalski & Anne M. Tucker), __ RUTGERS L. REV. __ (forthcoming 2026)

† *Rethinking the Litigation Boom*, 78 VANDERBILT L. REV. 951 (2025)

* *Procedural Localism and Access to Justice* (with Nathan Dahlberg), 103 OREGON L. REV. 291 (2025)

** *Settlement as Construct: Defining and Counting Party Resolution in Federal District Court*, 119 NORTHWESTERN L. REV. 65 (2024) (with Nathan Dahlberg & Anne M. Tucker)
Reprinted in Richard Givens, *Advocacy: The Art of Pleading a Cause*

** *The SCALES Project: Making Federal Court Records Free*, 119 NORTHWESTERN L. REV. 23 (2024) (with David Schwartz et al.)

** *Bringing the Right to Education into the 21st Century*, 42 BERKELEY J. INT'L LAW 65 (2024) (with Jonathan Todres)

† *Employees, Independent Contractors, and the Flexibility False Choice*, 44 BERKELEY J. EMP. & LAB. L. 281 (2023)

** *Creating a People-First Court Data Framework*, 58 HARV. C.R.-C.L. L. REV. 731 (2023) (with Lauren Sudeall)

Does Lawyering Matter? Predicting Judicial Decisions from Legal Briefs, and What That Means for Access to Justice, 101 TEXAS L. REV. 1157 (2022) (with Elizabeth Tippett, Karl Branting, Paul Morawski, Carlos Balhana, Craig Pfeifer & Sam Bayer)

Reprinted in Legal Writing Institute Monograph 13: *Examining Legal Writing Empirically*

** *Coding and Collaboration: Data Analytics in the Law School Classroom*, 23 TRANSACTIONS: THE TENN. J. OF BUSINESS LAW 1 (symposium) (2022) (with Nicole Iannarone)

** *Evaluating the Implementation of Human Rights Law: A Data Analytics Research Agenda*, 43 U. OF PENN. J. INT'L LAW 1 (2021) (with Jonathan Todres)

** *Winning, Defined? Text-Mining Arbitration Decisions*, 42 CARDOZO L. REV. 1695 (2021) (with Nicole Iannarone)

† *Sorry (Not Sorry): Decoding #MeToo Defenses*, 99 TEXAS L. REV. 341 (2020)

* *Introduction to Special Issue*: *Labor & Employment Law Initiatives, Proposals, and Developments During the Trump Administration,* ABA J. OF LABOR & EMPLOYMENT LAW (2020) (with Samuel Estreicher)

** *The Shadow Judiciary*, 39 THE REV. OF LITIGATION 303 (2020) (with Nathan Dahlberg & Anne M. Tucker)

** *The Hacking of Employment Law*, 82 MO. L. REV. 974 (2018) (with Elizabeth Tippett)

† *Misclassification and Antidiscrimination: An Empirical Analysis*, 101 MINN. L. REV. 907 (2017)

When Timekeeping Software Undermines Compliance, 19 YALE J. LAW & TECH. 1 (2017) (with Elizabeth Tippett & Zev Eigen)

** *Post-Racial Hydraulics: The Hidden Dangers of the Universal Turn,* 91 N.Y.U. L. REV. 1 (2016) (with Zev Eigen & Camille Gear Rich)

† *Transparency and Transmission: Theorizing Information's Role in Regulatory and Market Responses to Workplace Problems*, 48 CONN. L. REV. 177 (2015)

** *Gaming the System: The Exemption of Professional Sports Teams from the Fair Labor Standards Act*, 49 U.C. DAVIS L. REV. 123 (2015) (with Nathaniel Grow)

** *Stabilizing Low-Wage Work*, 50 HARV. C.R.-C.L. L. REV. 1 (2015) (with Anna Haley-Lock & Nantiya Ruan)

* *Bottom Up Workplace Law Enforcement: An Empirical Analysis*, 89 IND. L.J. 1069 (2014) (with Arthi Prasad)

† *Explaining Peripheral Labor: A Poultry Industry Case Study*, 33 BERKELEY J. EMP. & LAB. L. 353 (2012)

† *Learning to be Lawyers: Professional Identity and the Law School Curriculum*, 70 MD. L. REV. 465 (2011)

† *Would an Opt In Requirement Fix the Class Action Settlement? Evidence from the Fair Labor Standards Act*, 80 MISS. L.J. 443 (2010)

† *Come Down and Make Bargains in Good Faith: The Application of 42 U.S.C. § 1981 to Discrimination in Retail Stores*, 4 HASTINGS RACE & POVERTY L. J. 281 (2007) (written as Charlotte H. Sanders)

PUBLICATIONS – REFEREED SCHOLARLY JOURNALS

** *The SCALES Project: Structured Federal District Court Data and Open-Source Code*, ___ J. OF EMPIR. LEG. STUD. ___ (forthcoming 2026) (with Kathryn Albrecht, Adam R. Pah & David L. Schwartz)

** *No Adjudication*, 22 J. OF EMPIR. LEG. STUD. 1 (2025) (with Nathan Dahlberg, Alexandra Lahav & Peter Siegelman)

Reviewed in JOTWELL, Courts Law Section, November 2024

The Market for Model Laws: The Diffusion of NAIC Model Laws, J. OF RISK AND INSURANCE 1 (2024) (with Jingshu Luo & Martin Grace)

An Overview, Empirical Application, and Discussion of the Future Research Potential of Q&A Models in B2B Contexts, 107 INDUSTRIAL MARKETING MANAGEMENT 212 (2022) (with Benjamin Lawrence, Yanqing Wang & Yinghao Pan)

† *Text Mining for Bias: A Recommendation Letter Experiment*, 59 AM. BUS. L.J. 5 (2022)

How to Build a More Open Justice System, 369 SCIENCE 134 (July 10, 2020) (with Adam R. Pah, David L. Schwartz, Sarath Sanga, Zachary D. Clopton, Peter DiCola, Rachel Davis Mersey, Kristian J. Hammond & Luis A. Nunes Amaral)

† *Litigation Migrants*, 56 AM. BUS. L.J. 235 (2019)

† *#MeToo and the Litigation Funnel*, 22 EMPL. RTS. & EMPL. POL'Y J. 101 (2019)

† *Transmitting the Costs of Unsafe Work,* 54 AM. BUS. L.J. 463 (2017)

† *Workplace Information Forcing: Constitutionality and Effectiveness,* 53 AM. BUS. L.J. 487 (2016)

** *Underwork, Work Hour Insecurity, and a New Approach to Wage and Hour Regulation,* 54 INDUSTRIAL RELATIONS 695 (2015) (with Anna Haley-Lock)

† *Anticipatory Retaliation, Threats, and the Silencing of the Brown Collar Workforce*, 50 AM. BUS. L.J. 779 (2013)

PUBLICATIONS – REFEREED CONFERENCE PROCEEDINGS

PersonaMatrix: A Recipe for Persona-Aware Evaluation of Summaries in High-Stakes Domains (with Maryam Berijanian, Thomas Orth, Sam Pang, Brianna Shi) (The 38th International Conference on Legal Knowledge and Information Systems (JURIX 2025))

Credibility Boosters as a Lens for Understanding Epistemic Injustice in Civic Tech: The Case of Heat Seek, CSCW 2025: 28th ACM SIGCHI Conference on Computer-Supported Cooperative Work & Social Computing (2025) (with Mohsin Yousufi & Nassim Parvin)

Epistemic Injustice in Technology and Policy Design: Lessons from New York City's Heat Complaints System, CHI 2023 Designing Technology and Policy Simultaneously: Towards A Research Agenda and New Practice (2023) (with Mohsin Yousufi & Nassim Parvin)

Franchise Governance in Response to Covid-19: An Automated Text Analysis of Franchise Disclosure Documents, Proceedings of the 35th International Society of Franchising Conference (2022) (with Benjamin Lawrence)

Automated Text Applications in the Context of Franchise Disclosure Documents, Proceedings of the 35th International Society of Franchising Conference (2022) (with Benjamin Lawrence, Yanqing Wang & Yinghao Pan)

PRESIDE: A Judge Entity Recognition and Disambiguation Model for US District Court Records, IEEE BigData 2021, Fifth Annual Workshop on Applications of Artificial Intelligence in the Legal Industry (2021) (with Adam R. Pah, Christian J. Rozolis, David L. Schwartz & the SCALES OKN Consortium)

Lex Rosetta: Transfer of Predictive Models Across Languages, Jurisdictions, and Legal Domains, ICAIL 2021: International Conference on Artificial Intelligence and Law (2021) (with Jaromir Savelka, Hannes Westermann, Karim Benyekhlef, Jayla C. Grant, David Restrepo Amariles, Rajaa El Hamdani, Sebastien Meeus, Aurore Troussel, Michal Araszkiewicz, Kevin D. Ashley, Alexandra Ashley, Karl Branting, Mattia Falduti, Matthias Grabmair, Jakub Harasta, Tereza Novotna, Elizabeth Tippett & Shiwanni Johnson)

Predictive Features of Persuasive Legal Texts, ASAIL 2020: Automated Semantic Analysis of Information in Legal Text; co-located with ICAIL 2020: International Conference on Artificial Intelligence and Law (2020) (with Karl Branting, Elizabeth Tippett, Sam Bayer, Paul Morawski, Carlos Balhana & Craig Pfeifer)

PUBLICATIONS – EDITED VOLUMES

People-First Court Data, in ANNUAL REVIEW OF LAW AND SOCIAL SCIENCE, CAROL HEIMER & MICHAEL MCCANN, EDS. (forthcoming 2026) (with Lauren Sudeall)

The Needs of Civil Litigants, in EQUALIZING JUSTICE: HARNESSING AI FOR LITIGANTS WITHOUT LAWYERS, KARL BRANTING & MIA BONARDI, EDS. (2026) (with Elizabeth Tippett)

Robots Are Coming for the Lawyers – Which May be Bad for Tomorrow's Attorneys but Great for Anyone in Need of Cheap Legal Assistance, in THE CONVERSATION ON WORK, IAN WILLIAMSON, ED. (Johns Hopkins Press 2024) (with Elizabeth Tippett)

† *Litigation Outcome Prediction, Access to Justice, and Legal Endogeneity*, in LEGAL TECH AND THE FUTURE OF CIVIL JUSTICE, DAVID FREEMAN ENGSTROM, ED. (Cambridge University Press 2023)

***** *On Dragons, Caves, Teeth, and Claws: Legal Analytics and the Problem of Court Data Access*, in COMPUTATIONAL LEGAL STUDIES: THE PROMISE AND CHALLENGE OF DATA-DRIVEN LEGAL RESEARCH, RYAN WHALEN, ED. (Edward Elgar 2020) (with Mohammad Javad Feizollahi)

***** *Using Text Analytics to Predict Litigation Outcomes*, in LAW AS DATA: COMPUTATION, TEXT, AND THE FUTURE OF LEGAL ANALYSIS, MICHAEL LIVERMORE & DANIEL ROCKMORE, EDS. (Santa Fe Institute Press 2019) (with Khalifeh al Jadda, Mohammad Javad Feizollahi & Anne M. Tucker)

† *Direct and Indirect Employment Under Title VII*, in PROCEEDINGS OF THE NEW YORK UNIVERSITY SCHOOL OF LAW'S 68TH ANNUAL CONFERENCE ON LABOR: WHO IS AN EMPLOYEE, AND WHO IS THE EMPLOYER? KATI GRIFFITH & SAMUEL ESTREICHER, EDS. (LexisNexis 2017)

† *Legal Avoidance and the Restructuring of Work*, in THE STRUCTURE AND STRUCTURING OF WORK, M. DIANE BURTON, LISA COHEN & MICHAEL LOUNSBURY, EDS., RESEARCH IN THE SOCIOLOGY OF ORGANIZATIONS SERIES (Emerald 2016)

** *Developing Professional Judgment: Law School Innovations in Response to the Carnegie Foundation's Critique of American Legal Education*, in THE ETHICS PROJECT IN LEGAL EDUCATION, MICHAEL ROBERTSON ET AL., EDS. (Routledge-Cavendish 2011) (with Clark D. Cunningham)

SELECTED PUBLICATIONS – NON-REFEREED AND OTHER

The Promise of AI in an Open Justice System, AI MAGAZINE (2022) (with Adam R. Pah, David L. Schwartz, Sarath Sanga, Kristian J. Hammond, Luis A. Nunes Amaral & the SCALES OKN Consortium)

Robots Are Coming for the Lawyers – Which May Be Bad for Tomorrow's Attorneys but Great for Anyone in Need of Cheap Legal Assistance, THE CONVERSATION (August 9, 2021) (with Elizabeth Tippett)
Republished by FAST COMPANY and other outlets

Power Imbalances Are at the Root of Sexual Harassment – but Statements Like Andrew Cuomo's Don't Acknowledge that Inconvenient Fact, THE CONVERSATION (April 7, 2021)
Republished by 25+ newspapers as an op-ed

Decisional Shortcuts and Selection Effects: An Empirical Study of Ten Years of U.S. District Courts' Employee Misclassification Decisions, report to the U.S, Department of Labor (2020) (with Mohammad Javad Feizollahi)

How to Tell Other Sexual Harassment Stories, A Review of Tristin K. Green, *Was Sexual Harassment Law a Mistake? The Stories We Tell* and Angela Onwuachi-Willig, *Meritor Savings Bank v. Vinson*, in FEMINIST JUDGMENTS: REWRITTEN OPINIONS OF THE UNITED STATES SUPREME COURT, KATHRYN M. STANCHI, LINDA L. BERGER, AND BRIDGET J. CRAWFORD, EDS., in JOTWELL: THE JOURNAL OF THINGS WE LIKE (LOTS) (2019)

Address Working Poverty by Promoting Work Hour Security in Low-Wage Hourly Jobs, Spotlight on Poverty and Opportunity Exclusive Commentary (Mar. 31, 2014) (with Anna Haley-Lock & Nantiya Ruan)

A Study on Women's Experiences at Harvard Law School (2003) (with Adam Neufeld and student group) (*cited in* SHERYL SANDBERG, LEAN IN)

WORKING PAPERS

** *Access to Data for Access to Justice: Unpacking Judicial Congestion Using an Event Log* (with Shany Azaria, Opher Baron & Dmitry Krass) (revise and resubmit, MANUFACTURING & SERVICE OPERATIONS MANAGEMENT)

** *Accessible, Timely, and Fair Justice Systems: Grand Challenges for MSOM* (with Nitin Bakshi, Paul D. Feigin, Jeunghyun Kim, Avishai Mandelbaum, Hye-Won Mok, Raman Randhawa, Hasan Tas, Keren Weinshall & Galit B. Yom-Tov) (minor revisions, MANUFACTURING & SERVICE OPERATIONS MANAGEMENT)

Using Worker Surveys to Detect Labor Standards Non-Compliance (with Sachin S. Pandya, Lucas da Cunha Godoy, Daniel Schneider & Kristen Harknett) (revise and resubmit, STATISTICS AND PUBLIC POLICY)

** *Janitorial Franchising: The Ethics of Exploitative Labor Contracting* (with Benjamin Lawrence & Yanqing Wang) (under review, JOURNAL OF BUSINESS ETHICS)

** Incredible Evidence: An Experiment in Data, Demographics, and Believability* (with Mohsin Yousufi & Allen Hyde) (under review, law reviews, August 2026)

**Blinding Gender: An Algorithmic Bias Experiment* (with Sayak Chakrabarty, Souradip Pal, Bailey Russo, Arushi Sharma, Shane Storks & Mlen-Too Wesley) (under review, law reviews, August 2026)

*** District Judge Referral Practices to Magistrate Judges* (with Jonathan Remy Nash) (planned submission, JOURNAL OF EMPIRICAL LEGAL STUDIES)

WORKING PAPERS (with Law, Data & Design Lab students)

Building and Evaluating a Domain-Specific Entity Extraction Dataset for Criminal Sentencing Dockets (with David Guecha Ahumada, Aanan Biswas & John Meixner)

Mitigating Label Noise in Legal NLP: A Data-Centric Study on Insurance Litigation (with Michael L. Bock, Patricia S. Eastwood, Evan U. Lim & Tom Baker)

Automated Event Log Creation from Spanish-Language Judicial Opinions (with Víctor C. Fernández, Alejandro Gómez, Karol Gutiérrez, Annette Knell, Agustín Lucas & Breanna Shi)

WORKS IN PROGRESS

† *The Slow Courts: Rethinking How Justice Moves in the Age of AI* (book, drafting)

*** The Spaghetti Courts* (with Shany Azaria) (article, drafting)

CASEBOOKS

EMPLOYMENT LAW: PRIVATE ORDERING AND ITS LIMITATIONS (Wolters Kluwer, 6th ed., forthcoming 2026) (with Charles A. Sullivan, Timothy P. Glynn, Sachin S. Pandya & Rachel Arnow-Richman)

AMICUS BRIEFS

State of Georgia vs. Public.Resource.Org, Inc., No. 18-1150 (S. Ct. 2019) (with Michael Livermore & Anne M. Tucker)

State of Nevada v. U.S. Department of Labor, No. 16-41606 (5th Cir. 2016) (with Sachin Pandya)

TEACHING

Georgia Institute of Technology, Scheller College of Business and College of Computing
- AI and Business Law, Regulation, and Ethics (graduate, spring 2026)
- Project Management and Computer Science Research (graduate, fall 2025)
- Master's Project, Computer Science (graduate, fall 2024-present)
- Special Problems, Computer Science (graduate, fall 2024-present)
- Law, Data & Design Lab Vertically Integrated Project team (mixed, fall 2024-present)
- The Legal, Social, and Ethical Aspects of Business (undergraduate, spring 2024-present)

Georgia State University, Robinson College of Business
- Introduction to Python Programming, in partnership with Delta Airlines (spring 2023)
- Text Analytics (MSDA, fall 2021, fall 2022)
- Data Ethics and Bias Boot Camp (MSDA, fall 2022)

Executive MBA Analytics Seminar (MBA, spring 2021, spring 2022)
Introduction to Programming and Predictive Analytics for Business (MBA, fall 2020, spring 2021)
PhD Analytics Seminar (PhD, spring 2020)
MBA Analytics Experience (MBA, fall 2019, fall 2020)
Women Lead: Policy and Politics (undergraduate, spring 2019, spring 2020, spring 2021)
The Legal and Ethical Environment of Business (undergraduate, 2011-2015)
The Law and Business of Immigration (JD-MBA, 2014)

Georgia State University College of Law
Legal Analytics I and II (JD-MSDA, fall 2018, spring 2020, spring 2021, spring 2023)
Legal Analytics Applied Lab (JD, spring 2020, fall 2020)
The Law and Business of Immigration (JD-MBA 2014)
International Human Rights Seminar: Immigration Detention (JD, adjunct, 2011)
Fundamentals of Law Practice (JD, adjunct, 2010)

Georgia State University, Honors College
Employment Law and the Future of Work (undergraduate) (fall 2017)
Immigration, Labor, and Cities (undergraduate) (fall 2015)

Emory Law School
Labor and Employment Law: Immigrants in the Workplace (JD, 2010)

SELECTED CONFERENCE PRESENTATIONS AND WORKSHOPS

2026 Academy of Legal Studies in Business (ALSB) Annual Conference
2026 Stanford Law School Symposium on Secrecy and Transparency in Civil Litigation
2026 Temple University Beasley School of Law, Faculty Scholarship Colloquium
2026 Online Workshop on the Computational Analysis of Law (OWCAL)
2026 Legal Services Corporation Innovations in Technology Conference
2025 Conference on Empirical Legal Studies (CELS)
2025 Colloquium on Scholarship in Employment and Labor Law (COSELL)
2025 University of Miami Herbert Business School
2025 Texas A&M University School of Law, Annual Dispute Resolution Symposium
2024 Conference on Empirical Legal Studies (CELS)
2024 Academy of Legal Studies in Business (ALSB) Annual Conference
2024 SMART Law Seminar Series, HEC Paris, Paris, France
2024 Women and Science Conference, Université Paris Dauphine-PSL, Paris, France
2023 Northwestern Law Review Data Justice Symposium, Chicago, IL
2023 Legal Scholars Roundtable on Artificial Intelligence, Emory Law School
2023 Python and Data Analytics for Judges, National School of the Judiciary, Dominican Republic
2023 Law & Economics Workshop, University of Toronto Faculty of Law
2022 Colloquium on Scholarship in Employment and Labor Law (COSELL)
2022 NSF Workshop on Data Science and Law, UNC Chapel Hill
2022 School of Computer Science and Technology, Scholarship Seminar, Shandong University, Qingdao, China
2022 Georgetown Law School Civil Justice Data Commons, Clustering/Classification Convening
2022 Summer Institutes in Computational Social Science, Atlanta, GA
2022 Justice Innovation Lab, National Judicial College, Santo Domingo, Dominican Republic
2022 Estrategia Regulatoria/LEX ED, Lima Peru
2022 SCALES Open Justice Workshop, Northwestern University
2022 Conference on Settlement, Kimball R. and Karen Gatsis Anderson Center for Advocacy and Professionalism, University of Illinois College of Law

2022 Computational Legal Studies Conference, Singapore Management University Centre for Computational Law (keynote speaker)
2022 NICAR Data Journalism Conference
2022 American University Washington College of Law scholarship seminar
2022 Huber Hurst Seminar, University of Miami
2021 Colloquium on Scholarship in Employment and Labor Law (COSELL)
2021 NSF Conference on Data Science and Law
2021 Gender, Bias, and Technology in the 21st Century Workplace, Equity Now Speaker Series, University of Connecticut School of Business
2021 Harvard University, John F. Kennedy School of Government
2021 United States Department of Labor, Labor Research and Evaluation Program
2021 CodeX, The Stanford Center for Legal Informatics
2020 Colloquium on Scholarship in Employment and Labor Law (COSELL)
2020 University of Pennsylvania, Wharton School
2020 Emory Law School, TI:GER Innovation Conference, Atlanta, GA
2019 NSF Workshop: Computing, Data Science, and Access to Justice, Washington, DC
2019 Law and Society Association Annual Meeting, Washington, DC
2019 Online Workshop on the Computational Analysis of Law (OWCAL)
2019 Conference on Modern Social Movements and Their Impact in the Workplace, College Station, TX
2018 Conference on Empirical Legal Studies (CELS)
2018 American Risk and Insurance Association Annual Meeting, Chicago, IL
2018 University of Hong Kong Law & Technology Centre, The Emergence of Computational Legal Studies Workshop
2018 Law and Society Association Annual Meeting, Toronto, Canada
2018 Georgia Institute of Technology, Cecil B. Day Program Distinguished Guest Speaker
2017 Institute for Operations Research and the Management Sciences (INFORMS) Annual Meeting, Houston, TX
2017 Academy of Legal Studies in Business (ALSB) Annual Conference
2017 Law and Society Association Annual Meeting, Mexico City, Mexico
2017 Vanderbilt Law School, Law and Economics Ph.D. Workshop, Nashville, TN
2017 Indiana University Kelley School of Business, Departmental Speaker Series, Bloomington, IN
2016 Colloquium on Scholarship in Employment and Labor Law (COSELL)
2016 Midwestern Law and Economics Association Annual Conference, Atlanta, GA
2016 Academy of Legal Studies in Business (ALSB) Annual Conference
2015 Conference on Empirical Legal Studies (CELS)
2015 Colloquium on Scholarship in Employment and Labor Law (COSELL)
2015 Academy of Legal Studies in Business (ALSB) Annual Conference
2015 New York University's 68th Annual Conference on Labor, New York University School of Law, New York, NY
2014 Title VII: Fifty Years Later Colloquium, Ross School of Business, University of Michigan, Ann Arbor, MI
2014 Colloquium on Scholarship in Employment and Labor Law (COSELL)
2014 AMERICAN BUSINESS LAW JOURNAL Invited Scholars Colloquium, Seattle, WA
2014 The Civil Rights Act at 50 Symposium, Stanford Law School, Palo Alto, CA
2013 Colloquium on Scholarship in Employment and Labor Law (COSELL)
2013 Structuring Work In and Around Organizations Conference, McGill University Desautels Faculty of Management
2013 Cornell University School of Industrial and Labor Relations Faculty Seminar, Ithaca, NY
2012 Access to Civil Justice: Re-envisioning and Reinvigorating Research Workshop, American Bar Foundation and National Science Foundation, Chicago, IL
2012 Emory School of Law Faculty Colloquium, Atlanta, GA
2012 People & Organizations Conference, The Wharton School, Univ. of Pennsylvania, Philadelphia, PA

2012 Colloquium on Scholarship in Employment and Labor Law (COSELL)
2012 Academy of Legal Studies in Business (ALSB) Annual Conference
2011 Roundtable Discussion on Immigration and Jobs with U.S. Secretary of Labor Hilda Solis, Georgia State University College of Law, Atlanta, GA
2011 Colloquium on Scholarship in Employment and Labor Law (COSELL)

SPECIALIZED TRAINING AND CONTINUING EDUCATION

2025 Math for Operations Research (graduate level, audit), Georgia Institute of Technology
2021 Network and Graph Analysis, ICPSR Summer Program (four weeks)
2019 Machine Learning for the Analysis of Text as Data, ICPSR Summer Program (one week)
2017 Applied Data Science with Python (five course online series), University of Michigan
2017 Early Summer Tutorial in Modern Applied Tools of Econometrics, Michigan State University
2017 Applied Statistics and Econometrics II (graduate level, audit), Georgia State University Department of Economics
2016 Applied Statistics and Econometrics I (graduate level, audit), Georgia State University Department of Economics
2012 Conducting Empirical Legal Scholarship Workshop, University of Southern California Gould School of Law

PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS

Academy of Legal Studies in Business
Admitted to Practice Law in Georgia (inactive status)

SERVICE

COMMUNITY

Advisor, Georgia Judicial Council AI Subcommittee

Past Member, City of Atlanta Artificial Intelligence Commission

UNIVERSITY AND COLLEGE

Member, Scheller College of Business Teaching Effectiveness Committee

Faculty Guide, Stamps President's Scholarship Program

Member, Advisory Board, Georgia Tech's Strategic Plan, Big Bet 3.5 (defining, measuring, and sustaining meaningful impact on a global scale)

Member, Internal Technical Advisory Board (ITAB) of Tech AI

Faculty Advisor, Jackets for Justice Pre-Law Society

Executive MBA Programs Committee, Scheller College of Business

Undergraduate Programs Committee, Scheller College of Business

Member, Application Review Committee: 100&Change MacArthur Foundation Grant, Bill Kent Family Foundation AI In Higher Education Grant

PROFESSION

Advisory Board Member, Born Physical, Studied Digitally Consortium, Northwestern University

Blue Ribbon Committee on the Academy of Legal Studies in Business' Next Century

Past President, Academy of Legal Studies in Business, Employment Law Section

Past President, Southeastern Academy of Legal Studies in Business

Past Co-Editor and Author, JOTWELL Worklaw Section

Staff Editor, AMERICAN BUSINESS LAW JOURNAL

Area Organizer – Conference on Empirical Legal Studies for Labor and Employment Law, Civil Procedure, Litigation, and Dispute Resolution

Ad Hoc Reviewer – Journals: ARTIFICIAL INTELLIGENCE AND LAW; CAMBRIDGE JOURNAL OF ECONOMICS; COMPUTER LAW & SECURITY REVIEW; INDUSTRIAL RELATIONS; LABOR STUDIES JOURNAL; LAW & SOCIETY REVIEW; PLOS ONE; POLITICAL RESEARCH QUARTERLY; SOCIAL FORCES; SOCIAL SCIENCE RESEARCH; JOURNAL OF LAW & EMPIRICAL ANALYSIS

Ad Hoc Reviewer – Funders: ISRAEL SCIENCE FOUNDATION

Ad Hoc Reviewer – Conferences: International Workshop on Cyber-Social Threats (AAAI-ICWSM Conference on AI and Social Good); HEC Paris Algorithmic Law & Society Symposium; CySOC; SCALGO2022

WORK EXPERIENCE

National Institute for Teaching Ethics and Professionalism
Georgia State University College of Law, Atlanta, GA
Deputy Director 2009- 2011

Georgia Legal Services Program, Farmworker Rights Division, Atlanta, GA
Skadden Fellow and Senior Staff Attorney 2006- 2009

The Honorable Nancy Gertner
U.S. District Court, District of Massachusetts, Boston, MA
Law Clerk 2005- 2006