

WILLIAM R. CORBETT

**350 Paul M. Hebert Law Center
Louisiana State University
Baton Rouge, LA 70803**

Employment:

Sept. 2016-Dec. 2019 Faculty Advisor to the Louisiana Judicial College

Jan. 2016-June 2016 Interim Dean, LSU Law Center

Aug. 2015-Dec. 2015 Interim Co-Dean, LSU Law Center

Jan. 2015-Apr. 2015 Visiting Professor, University of Georgia School of Law

**Subjects taught: Employment Law and Employment
Discrimination**

Jan. 2011-Apr. 2011 Visiting Professor, University of Georgia School of Law

Subjects taught: Employment Discrimination and Torts II

Aug. 2004-Dec. 2004 Visiting Professor, University of Georgia School of Law

Subjects taught: Torts and Labor Law

Jan. 2002-present Executive Director, Louisiana Association of Defense Counsel

Jan. 2001-Jan. 2002 Co-Executive Director, Louisiana Association of Defense Counsel

Oct. 1998-Jan. 2000 Vice Chancellor, Student/Academic Affairs, LSU Law Center

July 1998-Jan. 2001 Executive Director of the Louisiana Judicial College

**May 1997-Oct. 1998 Interim Vice Chancellor, Student/Academic Affairs, LSU Law
Center**

1991-present Faculty member, LSU Law Center
1991-1995: Assistant Professor
August 1995: Promoted to Associate Professor with tenure
August 1998: Appointed Rosemary Neal Hawkland
Associate Professor of Law
Spring 1999: Promoted to Professor, Effective July 1999
Aug. 2000: Appointed Frank L. Maraist Professor of
Law

Nov. 2013: Appointed Wex S. Malone Professor of Law
June 2020: Appointed Rosemary Neal Hawkland Professor of Law

Subjects taught: Employment Law, Employment Discrimination, Labor Law, Comparative Labor Law, Torts, Relational Interests, Federal Civil Procedure, and Louisiana Civil Procedure I

Jan. 1996-May 1996 Visiting Associate Professor, Marshall-Wythe School of Law of the College of William & Mary

Subjects taught: Employment Discrimination and Federal Civil Procedure

1989-1991 Associate, Burr & Forman, Birmingham, Alabama, specializing in labor and employment law and general litigation

Jan. 1983-May 1986 Teacher, Auburn High School, Auburn, Alabama

Education:

1989 J.D., University of Alabama School of Law
Editor in Chief of the Alabama Law Review, 1988-89
Order of the Coif

1982 B.S. in Education, Auburn University
Graduated "With Highest Honor"

Awards and Recognitions:

2024 Recipient of 2024 LSU Law Center Excellence in Legal Scholarship Award for article *Reasonably Accommodating Employment Discrimination Law*

2024 Recipient of LSU Foundation Distinguished Faculty Teaching Award

2022 Recipient of inaugural LSU Law Center Excellence in Legal Scholarship Award for article *Cross-Statute Employment Discrimination Claims and the Need for a "Super Statute"*

2018 Inducted as a Fellow in the College of Labor and Employment Lawyers

2017 2016-2017 Law Center Professor of the Year, Presented by LSU Law Class of 2017

2013 Louisiana Bar Foundation Distinguished Professor

Publications:

Books

ROGER BLANPAIN, SUSAN BISOM-RAPP, WILLIAM R. CORBETT, HILARY K. JOSEPHS & MICHAEL J. ZIMMER, *THE GLOBAL WORKPLACE: INTERNATIONAL AND COMPARATIVE EMPLOYMENT LAW—CASES AND MATERIALS* (2D ED. WOLTERS KLUWER 2012).

FRANK L. MARAIST, JOHN M. CHURCH, WILLIAM R. CORBETT, THOMAS C. GALLIGAN, THOMAS E. RICHARD & THOMAS M. FLANAGAN, *TORT LAW: THE AMERICAN AND LOUISIANA PERSPECTIVES* (3D ED. VANDEPLAS PUB. 2017).

FRANK L. MARAIST, THOMAS C. GALLIGAN, JR., WILLIAM R. CORBETT & JOHN M. CHURCH, *LOUISIANA TORT LAW* (2004 ED. LEXISNEXIS) (with annual updates)

DOUGLAS E. RAY, WILLIAM R. CORBETT & CHRISTOPHER DAVID RUIZ CAMERON, *LABOR-MANAGEMENT RELATIONS: STRIKES, LOCKOUTS AND BOYCOTTS* (2D ED. THOMSON-WEST 2004) (with annual supplements).

Articles

Stripping Title VII Down to Its Bare Essentials: Uncovering an Employee-Friendly Employment Discrimination Law, 94 GEO. WASH. L. REV. ARGUENDO 36 (forthcoming 2025).

Into the Twilight Zone: Reverse Citizenship Discrimination, Damage Caps, and Escalating Incoherence, 90 BROOK. L. REV. 1059 (2025).

Reverse Discrimination: An Opportunity to Modernize and Improve Employment Discrimination Law, 79 U. MIAMI L. REV. 160 (2024).

Reasonably Accommodating Employment Discrimination Law, 128 PENN STATE L. REV. 535 (2024).

The Case for Waivable Employee Rights: A Contrarian View, 72 BUFF. L. REV. 179 (2024).

Professionalism in an Age of Incivility and Polarization: The Role of a Lawyer in

Lessening Division and Polarization in Society, 71 LA. B.J. 230 (Dec. 2023/Jan. 2024).

Cross-Statute Employment Discrimination Claims and the Need for a “Super Statute,” 99 WASH. U. L. REV. 1773 (2022).

Firing Employment at Will and Discharging Termination Claims from Employment Discrimination: A Cooperative Federalism Approach to Improve Employment Law, 42 CARDOZO L. REV. 2281 (2021).

Intolerable Asymmetry and Uncertainty: Congress Should Right the Wrongs of the Civil Rights Act of 1991, 73 OKLA. L. REV. 419 (2021).

Explorations with Charlie Sullivan: Theorizing a Different Universe of Employment Discrimination, 50 SETON HALL L. REV. 1283 (2020).

“You’re Fired!”: The Common Law Should Respond with the Refashioned Tort of Abusive Discharge, 41 BERKELEY J. EMP. & LAB. L. 63 (2020).

Finding A Better Way Around Employment At Will: Protecting Employees’ Autonomy Interests Through Tort Law, 66 BUFF. L. REV. 101 (2018).

Breaking Dichotomies at the Core of Employment Discrimination Law, 45 FLA. ST. U. L. REV. 761 (2018).

Mike Zimmer, McDonnell Douglas, and “A Gift That Keeps Giving,” 20 EMPLOYEE RTS. & EMP. POL’Y J. 303 (2016).

Young v. United Parcel Service, Inc.: McDonnell Douglas to the Rescue?, 92 WASH. U. L. REV. 1683 (2015).

What is Troubling About the “Tortification” of Employment Discrimination Law?, 75 OHIO STATE L.J. 1027 (2014).

An Outrageous Response to “You’re Fired!” 92 N.C.L. REV. ADDENDUM 17 (2013) (online journal).

Calling On Congress: Take a Page from Parliament’s Playbook and Fix Employment Discrimination Law, 66 VAND. L. REV. EN BANC 55 (2013) (online journal).

Unmasking a Pretext for Res Ipsa Loquitur: A Proposal to Let Employment Discrimination Speak for Itself, 62 AM. U. L. REV. 447 (2013).

What Is in GINA’s Genes? The Curious Case of the Mutant-Hybrid Employment Law, 64 OKLA. L. REV. 1 (2011).

Hotness Discrimination: Appearance Discrimination as a Mirror for Reflecting on the Body of Employment-Discrimination Law, 60 CATH. U. L. REV. 615 (2011).

***“The More Things Change, . . .”: Reflections on the Stasis of Labor Law in the United States*, 56 VILL. L. REV. 227 (2011).**

Frank L. Maraist, H. Alston Johnson III, Thomas C. Galligan, Jr. & William R. Corbett, *Answering A Fool According to His Folly: Ruminations on Comparative Fault Thirty Years On*, 70 LA. L. REV. 1105 (2010).

***Babbling About Employment Discrimination Law: Does the Master Builder Understand the Blueprint for the Great Tower?*, 12 U. PA. J. BUS. L. 683 (2010).**

Matthew W. Finkin, Lea Vander Velde, William Corbett & Stephen F. Befort, *Working Group on Chapter 2 of the Proposed Restatement of Employment Law: Employment Contracts: Termination*, 13 EMPLOYEE RTS. & EMP. POL’Y J. 93 (2009).

***Fixing Employment Discrimination Law*, 62 SMU L. REV. 81 (2009).**

***Awaking Rip Van Winkle: Has the National Labor Relations Act Reached a Turning Point?* 9 NEV. L.J. 247 (2009).**

***The Ugly Truth About Appearance Discrimination and the Beauty of Our Employment Discrimination Law*, 14 DUKE J. OF GENDER L. & POL’Y 153 (2007).**

***An Allegory of the Cave and the Desert Palace*, 41 HOUS. L. REV. 1549 (2005).**

McDonnell Douglas, 1973-2003: *May You Rest in Peace?*, 6 U. PA. J. LAB. & EMP. L. 199 (2003).

***The Need for a Revitalized Common Law of the Workplace*, 69 BROOK. L. REV. 91 (2003).**

***The National Labor Relations Act: A Valuable Source of Protection for Nonunion Workers*, 54 LAB. L.J. 229 (2003).**

***Waiting for the Labor Law of the Twenty-First Century: Everything Old Is New Again*, 23 BERKELEY J. EMP. & LAB. L. 259 (2002).**

***A Somewhat Modest Proposal to Prevent Adultery and Save Families: Two Old Torts Looking for a New Career*, 33 ARIZ. ST. L.J. 985 (2001).**

Faragher, Ellerth, and the Federal Law of Vicarious Liability for Sexual Harassment by Supervisors: *Something Lost, Something Gained, and Something to Guard Against*, 7 WM. & MARY BILL RTS. J. 801 (1999).

***Of Babies, Bathwater, and Throwing Out Proof Structures: It Is Not Time to Jettison McDonnell Douglas*, 2 EMPLOYEE RTS. & EMP. POL’Y J. 361 (1998).**

The "Fall" of Summers, The Rise of "Pretext Plus," and the Escalating Subordination

of Federal Employment Discrimination Law to Employment at Will: Lessons from McKennon and Hicks, 30 GA. L. REV. 305 (1996).

Taking the Employer's Gun and Bargaining About Returning It: A Reply to "A Law, Economics, and Negotiations Approach" to Striker Replacement Law, 56 OHIO ST. L.J. 1511 (1995).

Of Power and Lies: At the Intersection of Employment Discrimination and Employment at Will, in TENTH ANNUAL NATIONAL CONFERENCE ON LABOR AND EMPLOYMENT LAW: CRITICAL ISSUES FOR 1995 at 195 (1995).

Daubert v. Merrell Dow Pharmaceuticals Inc.: Keeping the Gate in Employment Discrimination Cases, 4 EMP. DISCRIMINATION REP. 303 (1995).

A Proposal for Procedural Limitations on Hiring Permanent Striker Replacements: "A Far, Far Better Thing" Than the Workplace Fairness Act, 72 N.C. L. REV. 813 (1994).

Presentations:

May 6, 2022—"Employment Law Directions, Trends, and Timely Issues," U.S. Fifth Circuit Judicial Conference

Nov. 1, 2019—A Symposium in Honor of the Work of Charles A. Sullivan, Seton Hall Law School

Feb. 20, 2019—"The Supreme Court's Labor and Employment Decisions of 2018 and 'Hot' Issues to Watch For in 2019, 2019 Midwinter Meeting of the Federal Labor Standards Legislation Committee of the ABA's Section of Labor and Employment Law

Aug. 7, 2018—U.S. Supreme Court & Legislative Update Panel, Southeastern Association of Law Schools Annual Meeting

May 23, 2018—"No Bursting Bubble: The Unending March of Employment Law Claims," U.S. Fifth Circuit Judicial Conference

Feb. 17, 2018—"Joint Employers, Medical Joints, and the Mark of the Beast: A Revelatory Year in Labor and Employment Law," The College of Labor and Employment Lawyers, Fifth and Eleventh Circuits Regional Meeting

Oct. 21, 2016—Symposium to Honor the Life and Work of Prof. Michael J. Zimmer, Seton Hall Law School

Nov. 15, 2013—Symposium—"Torts and Civil Rights Law: Migration and Conflict," Moritz College of Law, The Ohio State University

Jan. 6, 2013—Torts and Compensation Section, 2013 AALS Annual Meeting

Center of Continuing Professional Development of LSU Law Center--speeches on Recent Developments in Labor and Employment Law on the annual Recent Developments continuing legal education program from 1993 through 2022 and Louisiana Civil Procedure from 2012 through 2022

Louisiana State Bar Association--speeches on labor and employment law

Louisiana Judicial College--speeches on civil procedure and torts

Louisiana Association of Defense Counsel--speeches on torts, civil procedure, employment law, and evidence

Surgical Association of Louisiana--speech on law and medicine at the First Annual Banquet in January 1998

Tenth Annual National Conference on Labor and Employment Law (Stetson University College of Law's Center for Dispute Resolution)--speech on employment discrimination law

ABA's Regional Committee for Liaison with EEOC and OFCCP annual presentations on employment discrimination law