

REBECCA HANNER WHITE
Dean and J. Alton Hosch Professor of Law Emeritus
University of Georgia School of Law
Athens, Georgia 30602
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Academic Positions

Dean and J. Alton Hosch Professor of Law Emeritus, Meigs Professor Emeritus, University of Georgia, 2016 to present

J. Alton Hosch Professor of Law, University of Georgia, 1999 to 2016

Meigs Distinguished Teaching Professor, University of Georgia, 2000 to 2016

Dean and J. Alton Hosch Professor of Law, University of Georgia, October 2004 to January 2015

Interim Dean and J. Alton Hosch Professor of Law, University of Georgia (July 1, 2003–September 30, 2004)

Associate Provost and Associate Vice President for Academic Affairs, University of Georgia (May–June 2003) (now known as Vice Provost)

Interim Associate Provost and Associate Vice President for Academic Affairs, University of Georgia (October 2003–April 2004)

Professor of Law, University of Georgia 1998-99

Associate Professor of Law, University of Georgia 1993-98

Assistant Professor of Law, University of Georgia 1989-93

Courses Taught: Labor Law, Employment Law, Employment Discrimination, Labor Arbitration, & Comparative Labor and Employment Law

Legal Education and Honors

University of Kentucky, J.D., 1981

Grade Point Average: 4.06 Class

Rank: 1/159

Editor-in-Chief, Kentucky Law Journal 1980-81; Order of the Coif; West Hornbook Award for Highest Scholastic Average-1978-79, 1979-80, 1980-81; Best Comment, Kentucky Law Journal 1979-80; Corpus Juris Secundum Awards for Outstanding Contributions to Legal Scholarship; Numerous American Jurisprudence Awards

Judicial Clerkship

Law Clerk to the Honorable George C. Edwards, Chief Judge, United States Court of Appeals for the Sixth Circuit, 1981-82.

Scholarly Publications

Books and Book Supplements

Zimmer, Sullivan & White, Cases and Materials on Employment Discrimination, 8th ed. (Aspen 2013) and Case and Statutory Supplement (Aspen 2016), (Aspen 2015), (Aspen 2014)

Zimmer, Sullivan & White, Cases and Materials on Employment Discrimination, 7th ed. (Aspen 2008) and Case and Statutory Supplement (Aspen 2009), (Aspen 2011)

Zimmer, Sullivan & White, Cases and Materials on Employment Discrimination, 6th ed. (Aspen 2003)

Zimmer, Sullivan & White, 2005 Case Supplement, Cases and Materials on Employment Discrimination, 6th ed. (Aspen 2003)

Zimmer, Sullivan, Richards & White, 2002 Case Supplement to Cases and Materials on Employment Discrimination, 5thed. (Aspen 2000)

Sullivan, Zimmer & White, Employment Discrimination (Aspen Law & Business)(3d ed. 2002)

Sullivan, Zimmer & White, Case Supplements (2004, 2005, 2006, 2007) Employment Discrimination (Aspen Law & Business)(3d ed. 2002)

White, Employment Law & Employment Discrimination: Essential Terms & Concepts (Aspen Law & Business 1998)

Articles and Essays

White, Aging on Air: Sex, Age and Television News, 50 Seton Hall Law Review 1323 (2020)

White, Title VII and the #MeToo Movement, 68 Emory LJ Online 1014 (2018)

Zimmer, Sullivan and White, Taking on an Industry: Women and Directing in Hollywood, 20 Employee Rights and Employment Policy Journal 229 (2016)

White, I Do Know How She Does It (But Sometimes I Wish I Didn't), 11 William & Mary Women's Law Journal 209 (2005)

White, Affirmative Action in the Workplace: The Significance of Grutter?, 92 Kentucky Law Journal 263 (2003-04)

White, Arbitration and the Administrative State, 38 Wake Forest Law Review 1283 (2003)

White & Krieger, Whose Motive Matters? Discrimination in Multi-Actor Employment Decisionmaking, 61 Louisiana Law Review 495 (2001)

White, Deference and Disability Discrimination, 99 Michigan Law Review 532 (2000)

White, There's Nothing Special About Sex: The Supreme Court Mainstreams Sexual Harassment, 7 William & Mary Bill of Rights Journal 725 (1999)

White, De Minimis Discrimination, 47 Emory Law Journal 1122 (1998)

White, Modern Discrimination Theory and the National Labor Relations Act, 39 William and Mary Law Review 99 (1997)

White, Vicarious and Personal Liability for Employment Discrimination, 30 Georgia Law Review 509 (1996)

White, The EEOC, the Courts and Employment Discrimination Policy: Recognizing the Agency's Leading Role in Statutory Interpretation, 1995 Utah Law Review 51

White and Brussack, The Proper Role of After-Acquired Evidence in Employment Discrimination Litigation, 35 Boston College Law Review 49 (1993)

White, The Stare Decisis Exception to the Chevron Deference Rule, 44 Florida Law Review 723 (1992)

White, The Statutory and Constitutional Limits of Using Protected Speech as Evidence of Unlawful Motive Under the National Labor Relations Act, 53 Ohio State Law Journal 1 (1992)

White, Time for a New Approach: Why the Judiciary Should Disregard the Law of the Circuit when Confronting Nonacquiescence by the National Labor Relations Board, 69 North Carolina Law Review 639 (1991)

White, Section 301's Preemption of State Law Claims: A Model for Analysis, 41 Ala. L. Rev. 377 (1990)

White, Kaplan & Hawkins, Ohio's Public Employee Bargaining Law: Can It Withstand Constitutional Challenge? 53 U. Cin. L. Rev. 1 (1984)

Comment, Wanted: A Strict Contractual Approach to the Private University/Student Relationship, 68 Ky. L. J. 439 (1979-80)

Book Chapters and Monographs

White, Commentary on Clark County School District v. Breeden, *Feminist Judgments: Employment Discrimination*, A. McGinley and N. Porter, eds. (Cambridge University Press 2020)

White, "Be Passionate, Appreciative and Decisive," in *Law School Leadership Strategies: Top Deans on Benchmarking Success, Incorporating Feedback from Faculty and Students, and Building the Endowment (Inside the Minds)*(Aspatore 2006)(book chapter)

Goldman & White, *International Encyclopedia of Labour Law and Industrial Relations*, R. Blanpain, ed. (United States entry)(Kluwer 2002)(Monograph published as entry in *Encyclopedia* and as a stand alone volume)

Other Publications

White, A Tribute to Dean Don Weidner, 43 Fla S.U. L. Rev. 11127 (2016)

White, In Memory of Mike Zimmer, 47 Loyola U. Chi. L. J. 673 (2016)

White, Remembrance, Anne Dupre, 46 Georgia L. Rev. i (2012)

White, Gabriel Wilner Tribute, 39 Georgia J. of Int'l and Comp. Law 533 (2011)

White, Milner Ball: Mentor, Teacher and Friend, 41 Georgia L. Rev. 743 (2007)

Papers Presented

Employment Law Update, Labor and Employment Section of the Georgia Bar (Atlanta, Georgia, December 2014)

Employment Law Update, Labor and Employment Section of the Atlanta Bar Association (Atlanta, Georgia, March 2014)

Employment Law Update, Labor and Employment Section of the Georgia Bar (Atlanta, Georgia, December 2013)

"Workplace Wellness Programs and Employment Discrimination," ABA Midyear Meeting (Atlanta, Georgia, February 2011)

"Ethics and Professionalism in Labor and Employment," College of Labor and Employment Law, 11th Circuit Regional Meeting, Atlanta, Georgia, November 2010

"Judging Women," Georgia Association of Women Lawyers, Atlanta, Georgia, October 27, 2009

"Outlawing Age Discrimination in the Workplace: The U.S. Approach," German Society for Comparative Law, Labor Law Division, Wurzburg, Germany, September 2005

“I Do Know How She Does It (But Sometimes I Wish I Didn’t), Symposium on the Attrition of Women from the Legal Profession, Marshall-Wythe College of Law, William & Mary, April 2004

“The Proper Role for a Tangible or Adverse Action Inquiry in Employment Discrimination Cases,” Southern District of Georgia Federal Judicial Conference, February 2004

“Employment Law Update” presented to the Individual Rights Section of the Georgia Bar, Atlanta, Georgia, January 2002

“Individual Disparate Treatment Theory,” presented at the Appellate Judges Conference, Breckenridge, Colorado August 2001

“Understanding Ellerth,” presented at the Oxford Roundtable, St. Anthony’s College, Oxford University August 2001

“Whose Motive Matters”? Symposium on the Reeves Decision, Louisiana State University School of Law, January 2001

“Individual Disparate Treatment Theory,” presented at the Appellate Judges Conference, Quebec July 2000

“Employment Law Update,” presented to the Individual Rights Section of the Georgia Bar, Atlanta, Georgia, January 2000

“Labor and Employment Law in the Supreme Court: October 1998 Term,” presented to the 29th Annual Labor and Employment Law Institute. Atlanta, Georgia December 1999

“Labor and Employment Law in the Supreme Court: October 1996 term,” presented to the Carl A. Warns Labor & Employment Law Institute, University of Louisville School of Law, June 1997

“Developments in Labor Law Preemption,” presented to the Labor and Employment Law Section of the Atlanta Bar, October 1991

“Honey, They Shrunk the Statutes: A Review of the Supreme Court’s 1988-89 Term,” 19th Annual Labor and Employment Law Institute, Atlanta, Georgia December 1989

Teaching and Service Awards

2024 President’s Medal, University of Georgia

Faculty Service Award, University of Georgia Alumni Association (April 2015)(first member of the law faculty to receive the award in 35 years)

Distinguished Service Scroll Award, University of Georgia's Law School Alumni Council (March 2015)

Professional Achievement Award, University of Kentucky College of Law (June 2012)

Josiah Meigs Teaching Professorship: University of Georgia Spring 2000 (University's Highest Award for Teaching)

Student Bar Association Faculty Book Award for Excellence in Teaching, May 2002*

Student Bar Association Faculty Book Award for Excellence in Teaching, May 1996*

Student Bar Association Faculty Book Award for Excellence in Teaching, April 1994*

Student Bar Association Faculty Book Award for Excellence in Teaching, April 1993*

Student Bar Association Faculty Book Award for Excellence in Teaching, April 1992*

Student Bar Association Faculty Book Award for Excellence in Teaching, April 1991* *

(awarded by graduating class to "the faculty member who most effectively conveys his knowledge of what the law is and inspires his students to think analytically and critically of what the law may become.").

John O'Byrne Award for Contributions to Faculty-Student Relations, April 1991.

Honorary Class Marshall, 1992.

Member, University of Georgia Teaching Academy (2001 to present).

Senior Teaching Fellowship, 2000-01.

Lilly Teaching Fellowship, 1991-92.

Professional Memberships and Board Service

Co-Chair, Strategic Review Committee, Council of the Section on Legal Education and Admission to the Bar, American Bar Association (2021 to 2024)

Member, Council of the Section on Legal Education and Admission to the Bar, American Bar Association (2018–2021)

Chair, Accreditation Committee of the Council of the Section on Legal Education and Admission to the Bar, American Bar Association (2015-16; 2016-17)

Vice Chair, Accreditation Committee of the Council of the Section on Legal Education and Admission to the Bar, American Bar Association (2014-15)

Member, Accreditation Committee of the Council of the Section of Legal Education and Admission to the Bar, American Bar Association (2011-2017)

Chair, Kutak Award Committee (2023 and 2024)

National Executive Board, U.S. Branch, International Society for Labor and Social Security Law (2005-15)

Editorial Board, CCH Labor Law Journal

Fellow, College of Labor and Employment Attorneys

American Law Institute (member ex officio 2003-14)
Fellow, Lawyers Foundation of Georgia
Order of the Coif
University of Kentucky College of Law Visiting Committee (active 1996-2011)(emeritus
2011 to present)

University Service

Chair, Dean Search Committee, SPIA
Chair, Dean Search Committee, Terry College of Business
Chair, Dean Search Committee, Grady College of Journalism and Mass Communication
Chair, Search Committee, Director of the Honors Program
Search Committee, VP for Development and Alumni Relations
Search Committee, Director of University Libraries
Search Committee Member, Senior VP for Finance and Administration
Search Committee Member, VP for Instruction
Search Committee Member, Director for Office of Instructional Development
Chair, Five Year Review Committee, Dean of College of Education
Chair, Instructional Advisory Committee
Chair, NDAH Policy Working Group
Member, Josiah Meigs Award Selection Committee
Academic Affairs Symposium Planning Committee
Senior Faculty Fellow, Foundation Fellows Program
Foundation Fellows Selection Committee
Sarah Moss Fellowship Selection Committee

Legal Work History

Dinsmore & Shohl,
Cincinnati, Ohio
1982-1989
Labor and Employment Law Department, practicing before trial and appellate courts and
administrative agencies.

Stoll, Keenan and Park,
Lexington, Kentucky
Summer Law Clerk

Undergraduate Background

B.A., Eastern Kentucky University
Major: English; Minor: Journalism
Phi Kappa Phi, Kappa Alpha Theta