

ANN CAREY JULIANO
Villanova University Charles Widger School of Law
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ACADEMIC APPOINTMENTS

VILLANOVA UNIVERSITY CHARLES WIDGER SCHOOL OF LAW

Professor of Law, Aug. 2003-present; *Associate Professor*, Aug. 2001-Aug. 2003;
Assistant Professor, Aug. 1998-Aug. 2001

Courses: Civil Procedure; Civil Rights Litigation; Employment Discrimination;
Employment Law; Native Americans and the Law; Sex Discrimination;
Title IX; Writing for Publication

THOMAS KLINE SCHOOL OF LAW, DREXEL UNIVERSITY, Philadelphia PA
Visiting Professor of Law, Fall 2014 and Fall 2017 Course: Civil Procedure

GEORGE WASHINGTON UNIVERSITY, THE NATIONAL LAW CENTER

Professorial Lecturer (Adjunct Faculty), Fall 1997 Course: Federal Indian Law

HONORS AND AWARDS

Appointed Co-Reporter, Third Circuit Committee on Model Civil Jury Instructions
within the Third Circuit (2025) (anti-discrimination chapters)

Diane Ambler '78 Faculty Curricular Innovation Award (2024)

Diane Ambler '78 Faculty Curricular Innovation Award (2022)

Grant Recipient, Villanova Institute on Teaching And Learning (2021-2022)

Villanova Women's Law Caucus Impact Award (2019)

Villanova Student Bar Association Inaugural Teacher of the Year Award (2016)

Elected Member, American Law Institute (2015)

EDUCATION

CORNELL LAW SCHOOL, Ithaca NY

J.D. *cum laude* May 1992

Editor-in-Chief, Cornell Law Review, Volume 77

American Jurisprudence Award for Civil Procedure

UNIVERSITY OF PENNSYLVANIA, Philadelphia, PA
B.A., International Relations, May 1989

PUBLICATIONS

Law Review Articles

Addressing The Gender Wage Gap For Native American Women, 24 U. Md.L.J. Race, Religion, Gender & Class, 101 (2025)

Privileging Scholarship and Law School Compensation Decisions: It's Time to Shed a Light on Compensation Decisions, 61 U. Louisville L. Rev. 291 (2023)

How to Look Like a Lawyer, 34 St. John's Journal of Civil Rights and Econ. Dev. 151 (2021)

The Games We Play, 63 St. Louis U. L. Rev. 453 (2019)

Contra-power Harassment: The Case of Subordinate-Initiated Harassment, 87 Boston Univ. L. Rev. 491 (2007)

What is the Federal Government's Trust Responsibility towards Removed and Unremoved Indian Nations?, 31 Syracuse J. Int'l L. & Commerce 71 (2004)

Conflicted Justice: The Department of Justice's Conflict of Interest in its Representation of Native American Tribes, 37 Georgia L. Rev. 1307 (Summer 2003)

The More You Spend, The More You Save: Can the Spending Clause Save Disparate Impact Claims Against States?, 46 Villanova L. Rev. 1111 (2001) (New Voices on the New Federalism symposium issue)

The Sweep of Sexual Harassment Cases, 87 Cornell L. Rev. 548 (2001) (with Stewart Schwab)

Redesignating Tribal Trust Land Under Section 164(c) of the Clean Air Act, 35 Tulsa L. Rev. 37 (1999)

Reform of Environmental Regulations: Three Points, Published in *National Resources and the Environment*, 12 Nat. Resources & Env. 175 (Winter 1998) (with Lois J. Schiffer) (excerpted in *Best of ABA Sections*, 15 A.B.A. 50 (Sept. 1998))

Note, *Did She Ask For It: The "Unwelcome" Requirement in Sexual Harassment Cases*, 77 Cornell L. Rev. 1558 (1992)

Books

THE SHORT & HAPPY GUIDE TO EMPLOYMENT DISCRIMINATION, 2D EDITION
(forthcoming 2025)

THE SHORT & HAPPY GUIDE TO EMPLOYMENT LAW (2024)

THE SHORT & HAPPY GUIDE TO EMPLOYMENT DISCRIMINATION (2021)

Book Chapters

Employment Law Issues for Fraternities and Sororities in THE LAW OF FRATERNITIES
AND SORORITIES (Gregory Parks ed. 2024)

Is My Boss Allowed to Do That? Off-Duty Conduct in the Time of COVID-19 in Work
Law Under COVID-19, <https://worklawcovid19book.netlify.app> (Summer 2020)

*A Step Backward in the Government's Representation of Tribes: The Story of Nevada v.
United States* in INDIAN LAW STORIES (Stories Series Foundation Press) (Dec. 2010)

*An Empirical Study of Sexual Harassment Litigation, 1986-1996: Some Preliminary
Findings* in NYU Working Papers on Labor and Employment Law: 1998-1999 (Michael
J. Yelonsky, ed., 2001)

Shorter Publications

Enforcement of Indigenous Rights, Elgar Encyclopedia of Law and Indigenous Rights,
edited by Mariah Thompson and Dinah Shelton (Edward Elgar Publishing) (forthcoming)

Op-Ed, *Penn. House bill seeks to prop up gun-rights groups like NRA*, Philadelphia
Inquirer (Oct. 3, 2019)

WORKS IN PROGRESS

Clapping Erasers and Hauling Goalposts: The Labor and Employment Implications of
Manual Labor as School Discipline

Contra-power Harassment: Twenty Years Later

ACTIVITIES AND PRESENTATIONS

Panelist, *Affirmative Action and Students for Fair Admission*, Pennsylvania Bar
Association Diversity Summit (October 28, 2024)

Panelist, *Dress Codes and Their Impact on Lawyers and Students*, Dress to Transgress, UC Irvine Law School (March 22, 2024)

Speaker, *Personal Jurisdiction After Mallory*, Toxic Torts and Environmental Law Seminar, DRI (March 21, 2024)

Presenter, *Wage Gap for Native American Women*, Equal Pay Symposium, Maryland Law Journal of Race, Religion, Gender & Class, March 15, 2024 (with Danielle DiGrazia)

Response Speaker, *The Missing Indian Affairs Clause*, Penn Law School Federalist Society, January 24, 2024

Panel Moderator, *Title IX: The Past, the Present, and the Future*, Matthew J. Ryan Public Policy Forum, Villanova University Charles Widger School of Law, March 31, 2023

Faculty Colloquium Speaker, *Privileging Scholarship*, Penn State Law School, April 6, 2022

The Diversity and Inclusion Committee of Connolly Gallagher in Wilmington, DE on the topic of Native American Issues in Diversity and Inclusion during Native American history month, November 2019

Speaker, *Challenging Dress Codes Under Title IX*, Sports, Violence and Equality: Current Issues in Title IX Compliance, Villanova University Charles Widger School of Law, January 29, 2016

Presenter, *Accommodating Employees: Discussing the Supreme Court's Most Recent Rulings*, CLE, Villanova University Charles Widger School of Law, November 7, 2015

Panelist, *The Federal Trust Responsibility and Conflicts of Interest*, Federal Bar Association Federal Indian Law Conference, April 10, 2015

Speaker, *Short Changing Girls: Challenging School Dress Codes Under Title IX*, Delaware Valley, Pennsylvania, Ohio, And West Virginia Feminist Law Teachers Twenty-Second Annual CLE Conference, University of Pennsylvania Law School, March 21, 2015

Presenter, *More Than Sports: Employment Claims Under Title IX*, CLE, Labor and Employment Section of Delaware State Bar Association, April 16, 2013

Speaker, *Celebrating 40 Years of Title IX*, Women and Law Section, Delaware State Bar Association, December 4, 2012

Speaker, *A Bad Exam Answer: The Supreme Court's Jicarilla Decision*, Ethics Panel, Representing the Federal Government While Fulfilling the Trust Responsibility, Federal Bar Association Mid-Year Indian Law Conference, Washington DC, November 15, 2011

Faculty Colloquium Speaker, *The Return of Common Sense*, University of Nevada Las Vegas, February 4, 2011

Speaker, *The State of Persuasion in Federal Indian Law*, Persuasion and Ideology: Politically Divisive Cases in Appellate Courts, 7th Annual Indigenous Law Conference, East Lansing, MI, October 2010

Faculty Colloquium Speaker, *Contra-power Harassment*, Hofstra Law School, October 6, 2005

Faculty Colloquium Speaker, *Contra-power Harassment*, University of Pittsburgh, April 21, 2005

Paper Presenter, *Contra-power Harassment*, Delaware Valley Women Law Teachers Conference, February 2005

Paper Presenter, *The Federal Government's Responsibility to Removed and Unremoved Tribes*, Going Home: A Symposium on the Return of Removed Indigenous Peoples, Syracuse, NY, November 2003

Moderator, *Environmental Issues in Indian Country*, Indian Tribes, Natural Resources Disputes and Alternative Dispute Resolution, Missoula, MT, Oct. 10, 2002

Speaker, *Who Is the Client when Dealing with Native American Tribes*, Natural Resources and Environmental Law on the Reservation, Tucson, AZ, August 2001

Speaker, *The Department of Justice's Conflict of Interest*, Federal Bar Association's Indian Law Conference, Albuquerque, NM, April 9, 2001

Speaker, *Legal Issues for Primary Care Practitioners in the Americans with Disabilities Act*, Quality Care for Women with Disabilities, Bryn Mawr, PA, June 23, 2001

Panel Moderator, *Federalism and Civil Rights*, New Voices on the New Federalism, Villanova Law Review Symposium, October 28, 2000

Speaker, *The Department of Justice's Conflict of Interest in Representation of Native American Tribes*, Delaware Valley Women Law Teachers Conference, February 2000

Paper Presenter, *Conflict of Interest Issues in the Federal Government's Representation of Native American Tribes*, Natural Resources and Environmental Law on the Reservation, Scottsdale AZ, August 1999

Paper Presenter, *Redesignating Tribal Trust Land Under the Clean Air Act*, Sovereignty Symposium, Tulsa OK, June 1999

Paper Presenter, *An Empirical Study of Sexual Harassment Cases in Federal Courts*, Center of Employment and Labor Law, New York University School of Law, January 27, 1999

Panel Moderator, Taxing and Benefiting Women: The Impact of Gender and Race on Government, Still Hostile After All These Years? Gender, Work & Family Revisited, Villanova Law Review Symposium, November 7, 1998

Panel Member, Empirical Studies and Employment Discrimination, Association of American Law Schools Conference, Washington DC, Jan. 1997

CONFERENCES ORGANIZED

Symposium on “Title IX at 50: Past, Present, and Future,” 2023 Matthew J. Ryan Law and Public Policy Forum, Villanova University Charles Widger School of Law, March 31, 2023

Symposium on “Gender Equity in Law Schools,” Villanova Law Review Norman J. Shachoy Symposium, Villanova University Charles Widger School of Law, October 25, 2019 (co-organizer with Cathy Lanctot and Jennifer O’Hare)

Symposium on “Sovereignty’s Seductions: Reconciling Conflicting Claims to Govern,” Villanova Law Review Norman J. Shachoy Symposium Villanova University Charles Widger School of Law, Sept. 11, 2009 (co-organizer with Patrick Brennan)

MEDIA

Interviewed on KYW News <https://www.audacy.com/kywnewsradio/news/local/federal-judges-order-trump-administration-reinstate-fired-government-workers> (March 17, 2025)

Interviewed on ABC6 news <https://6abc.com/post/judge-consider-lawsuit-mayor-cherelle-parkers-return-office/15051373/> (July 5, 2024)

Interviewed on NBC10 news <https://www.nbcphiladelphia.com/news/local/central-bucks-school-district-will-pay-ex-superintendent-712000-following-buyout-vote/3697006/> (Nov. 15, 2023).

Quoted in <https://www.marketplace.org/2022/09/02/yes-its-legal-to-not-hire-any-virgos/>

Interviewed on 6ABC news re: Supreme Court decision on vaccine mandate (January 14, 2022).

Interviewed on 6ABC news, “President Biden’s vaccine mandate must go into effect on January 4” (November 4, 2021).

Interviewed on 6ABC news concerning Satanic Delco and School Dress codes (October 26, 2021) (republished in USA Today, HuffPost, NYPost)

Interviewed on 6ABC news, discussing employer-mandated vaccine requirements (September 2021)

Quoted in Marketplace, “Are Employers legally required to post job openings?”, <https://www.marketplace.org/2021/08/24/are-employers-legally-required-to-post-job-openings/>

Interviewed on ABC6 Philadelphia news re: Supreme Court’s decision on LGBTQ coverage under Title VII (May 19, 2020)

Podcast with Matt Leon from KYW Radio on the Supreme Court’s decision in Oklahoma v. McGirt (July 15, 2020)

Quoted in Bloomberg Law, Companies Can Support Protesting Workers But Fire Them, Too (June 3, 2020)

Podcast interview with Matt Leon from KYW Radio on employment issues in pandemic (May 19, 2020)

Quoted in Bloomberg Law, Fired Black Law Professor May Sue D.C. Law School (June 14, 2019)

Quoted in Bloomberg Law, <https://news.bloomberglaw.com/daily-labor-report/hope-solos-pay-bias-suit-to-stay-apart-from-teammates-for-now> (June 6, 2019)

Quoted in Syracuse Post-Standard, Land trust decision supported: Law professors see little chance that decision for Oneidas will be overturned (May 25, 2008)

SERVICE

To the Profession

AALS Section on Indian Nations and Indigenous Peoples
Chair (2007)
Chair-Elect (2006)
Secretary (2005)

ABA Section on Environment, Energy, and Resources, Subcommittee on Native American Resources, Vice Chair for Committee Newsletter (2005)

To the University

Villanova University Faculty Congress (2022-present)
Academic Policy Committee (2024-present)
Sexual Violence Prevention Advisory Committee (2024-present)
Faculty Congress Executive Committee (2022-2024)
Faculty Rights and Responsibilities Committee (2022-2024)

To the Law School (Current)

Chair, Learning Outcomes Committee (2025-2026)
Faculty Advisor to the VILLANOVA LAW REVIEW (2021-present)
Faculty Advisor to Public Interest Fellowship Program (1999-present)
Faculty Advisor to Women's Law Coalition (1999-present)
Faculty Advisor to If/When/How (2023-present)
Faculty Advisor to Labor and Employment Law Society (2005-present)
Elected Member, Faculty Budget Committee (2024-present)
Selection Committee, Public Interest Fellowship Program (1999-present)

To the Law School (Past)

Chair, Career Strategy and Clerkship Committee (2022-2024)
Chair, Student Formation Task Force (2012-2014)
Chair, Faculty Admissions Committee (Feb 2011-August 2012)
Chair, Strategic Planning Committee (Jan. 2010-July 2011)
Chair, Public Interest Programs Committee (2006-2009)
Chair, Academic Committee (2004-2006)
Co-Chair, Mission Task Force (2004-2005)
Co-Chair, Public Interest Task Force (2002-2004)
Faculty Advisor to the Moot Court Board (2006-2014)
Faculty Advisor to Pro Bono Society (1998 to 2000)
Steering Committee, Public Interest Fellowship Program
Selection Committee, Philadelphia Diversity Legal Group
Selection Committee, Public Interest Scholars Program
Selection Committee, Loan Repayment Assistance Program (2006-2024)
Building Committee (2002 to 2004)
Curriculum Committee (1998 to 2000)

To the Community

MOMS Demand Action, Chester County, PA – Students Demand Liaison
Great Valley Community Organization, Board Member (past)
Great Valley Foundation, Board Member (past)

Public Interest Law Center of Philadelphia, Board Member (past)

NON-ACADEMIC PROFESSIONAL APPOINTMENTS

Bar/bri

Lecturer, Summer 2006 – Summer 2021

Wrote summary of Title VII, the Age Discrimination in Employment Act and the Americans with Disabilities Act for bar examination review course; provide yearly updates and deliver four lectures each year.

Thomson Reuters

Author, Anti-harassment in the Workplace, Summer 2010-Summer 2020

Drafted on-line training course for supervisors to comply with California, Connecticut and Maine state anti-harassment law.

OTHER PROFESSIONAL EXPERIENCE

UNITED STATES DEPARTMENT OF JUSTICE, Washington, D.C.

Special Assistant to Lois J. Schiffer, Assistant Attorney General

Environment and Natural Resources Division, June 1997 to January 1998

Duties included assisting the Assistant Attorney General on matters of policy formulation, legislative development and litigation strategy on numerous environmental issues.

Trial Attorney, Indian Resources Section, Environment and Natural Resources Division
September 1994 to June 1997, January 1998 to May 1998

Participated in all phases of litigation in state and federal courts representing the United States for the benefit of Native American tribes to preserve, protect and defend Native American sovereignty, resources and land. Recipient of Special Commendation for Outstanding Service, April 8, 1997.

U.S. DISTRICT COURT FOR THE DISTRICT OF RHODE ISLAND Providence, RI

Judicial Clerk, Senior Judge Raymond J. Pettine, September 1993 to September 1994

U.S. COURT OF APPEALS FOR THE TENTH CIRCUIT Tulsa

Judicial Clerk, Chief Judge Stephanie K. Seymour, August 1992 to August 1993