FACULTY DEVELOPMENT PLAN
Leora Eisenstadt (2020-2021)

Summary of Faculty Member Accomplishments from the Current Academic Year

TEACHING

Suggestions: Courses taught, SFF summary, course GPA / grading profile, teaching reviews (peer, CITL, etc.), course innovations, teaching development (pedagogy workshops, etc.), and any other relevant teaching-related information.

Over the past year, I have taught two courses (and had a course release for one course in Spring 2021 due to my work for the Center for Ethics, Diversity, and Workplace Culture). In Fall 2020, I taught OBBA 3524 (Legal and Policy Issues in the Workplace) and in Spring 2021, I taught LGLS 3581 (Pre-law Internship Seminar). In creating the OBBA 3524 course (in 2016), I recorded 22 lectures for the Video Vault and created a new syllabus, 13 quizzes and assignments, a final exam, a major writing assignment and an oral presentation assignment. In the course evaluation for Fall 2020, I received a 5.0 on the question that asks “Overall, the instructor was effective in helping me learn the material in this course.” Students made the following comments:

1. “I thought our in class discussions were great and really helped me comprehend the material. We were always given ample time in class to discuss and ask questions and I think that was really important to my learning especially in an online class.”
2. “There’s not much I would change, this class was by far the best online class I took and honestly the only one where I felt as though I learned anything of substance on a weekly basis.”
3. “As a POC in this class, I felt both accepted and heard. In my 4 years of college, this was one of my favorite classes.”
4. “I really appreciate that the structure of this course is more of an open table discussion rather than a lecture. It allowed us students to engage with the information being taught in a more comprehensive way.”
5. “Professor Eisenstadt made this class one of the most engaging and comprehensive courses I’ve taken at Temple throughout my four years. I felt that the way we walked through numerous hyps really helped me personally stay engaged and made it easier to learn through examples rather than solely definitions. Examples, even if hypothetical, really help me learn as a student, especially when the professor encourages questions and viewpoints that can be discussed. I am not a morning person, so for me to be attentive even at 11am is difficult, but there was rarely a time when I was not excited to learn new information in class... I really appreciated the positive energy that Professor Eisenstadt would bring to class every morning, and it was overall a really pleasant experience throughout the entire semester.”

In Spring 2021, in teaching LGLS 3581, I found 9 law-related (online) internship placements for students, selected students for the course from a list of applicants, matched admitted students with internship positions, updated the syllabus and readings (without a textbook) and am teaching a weekly seminar on the legal profession. In addition, I have found and invited over 10 guest speakers to speak with the students in the course about different aspects of the legal profession (including a federal judge, Director of Litigation for Burlington Coat Factory, a partner at global law firm Morgan Lewis, a current mediator/arbitrator, and numerous solo or small firm practitioners).
Lastly, over the past year and continuing through the present, I have served as a Mentor to a DBA student and mentored a second student beginning in Spring 2020 – Summer 2020:
- Mentor for Sherry Carroll, DBA Candidate 2022 (2020)

In the future, I hope to return to teaching Honors Legal Environment of Business 1901. I would like the opportunity to engage freshmen students and introduce them to Legal Studies offerings. I am also eager to teach graduate students in one of the MBA programs and would like to eventually teach a Workplace Law and Compliance course in the MBA program.

SCHOLARSHIP

Suggestions: Publications (articles, proceedings, monographs, chapters, etc.), Presentations (Conferences, Invited lectures, Keynote addresses, etc.), Research awards, Grants, Translational dissemination of research (trade articles, industry talks, webinars, media mentions, etc.), and any other relevant scholarship-related information.

Over the past year, I published one article in in the Georgia Law Review. My co-authors and I had acceptances in several designated “A” level journals, but chose to publish in the Georgia Law Review for greater impact. The article won the Virginia Maurer Distinguished Ethics Paper Award. In addition, I was invited to take over editing a course text book (Employment Law for Business, published by McGraw Hill). I am in discussions with the existing editor. I presented multiple papers at the Academy of Legal Studies in Business (ALSB) Annual Conference (online in Summer 2020) and a paper at the Mid-Atlantic Academy of Legal Studies in Business (MAALSB) Conference in March 2021. I presented a Legal Studies Lunch and Learn program and moderated a second one. Lastly, I published two op-Eds in the Dallas Morning News and the Chicago Tribune.

1. My article, Whistleblowing in the Compliance Era (co-authored with Jeffrey Boles and Jennifer Pacella) received acceptances in the Yale Journal on Regulation, the Berkeley Journal of Employment and Labor Law, and the University of Pennsylvania Journal of Business Law (all “A” level journals), among others. My co-authors and I chose to accept a publication offer from the Georgia Law Review because we deemed it to offer the greatest opportunity for impact for this piece. The article won the Virginia Maurer Distinguished Ethics Paper Award at the ALSB 2020 Conference.

2. I presented on 5 panels (4 of which were invited presentations) at the ALSB Annual conference in August 2020, including:
   - Future of Work 3.0: Work in a World Disrupted Panel (Invited Panel)
   - Pursuing Excellence in Research and Publishing (Invited Panel)
   - Celebrating a Century of Disruption: Women, Work, and the Centennial Anniversary of a Woman’s Right to Vote (Invited Moderator)
   - Whistleblowing in the Compliance Era (Award winner)
   - Promoting Your Ideas through Engagement with the Media (Invited Panel)

3. I presented at the MAALSB online 2021 conference in March 2021: #MeToo Bots and the Rise of the AI Workplace

4. I published 2 op-Eds:
   - Losing your privacy will be the new normal, Dallas Morning News (July 16, 2020) (with Liz Brown)
   - Our work-from-home world is proving more job flexibility is possible, Chicago Tribune (May 8, 2020)
I have three current works in progress and several more in planning stages. The works in progress include:

1. **#MeTooBots and the Rise of the AI Workplace** – Planning to submit to journals in August 2021.

2. An empirical study examining gender diversity on corporate boards and whether a lack of diversity correlates with sexual harassment lawsuits filed (with Jeffrey Boles). We received a Young Scholars seed grant to fund the beginning of this research and are planning additional applications for more funding and researching data acquisition strategies.

3. **Protecting the Protectors: Compliance Officers and Retaliation Protection** (with Jennifer Pacella) – Planning to submit in August 2022.

In planning stages:

1. A project examining non-disclosure (NDAs) and non-disparagement agreements and their ability to inhibit discrimination suits with comparisons to Dodd-Frank and corporations’ ability to silence whistleblowers by contract.
2. A project examining the family-work conflict and proposing tax-based incentives to drive corporate change.
3. A project examining remote work in light of COVID-19 and its likely impact on courts’ review of telework as a reasonable accommodation under disability law.

**SERVICE**

*Suggestions: Industry, Community, Academy, University, School, Department, and Programmatic service are all valuable. Please articulate activities in detail (not merely a title or general statement).*

I engaged in the following service responsibilities this year:

1. Reviewer, American Business Law Journal
2. Reviewer, Atlantic Law Journal
3. Director, Law Scholars Program for Fox School of Business
5. Vice President, Mid-Atlantic Academy of Legal Studies in Business
6. I created the Center for Ethics, Diversity and Workplace Culture. Over the course of the last year, I have spent significant time building a Senior Advisory Board to guide and fund the Center. At this point, we have raised approximately $225,000 annually and the Board now includes senior executives from:
   - Walmart
   - Comcast
   - AIG
   - PwC
   - SAP
   - Lincoln Financial
   - Ernst & Young
   - Nixon Peabody
   - Aon
   - Rothman Orthopedic Institute
   - Advanced Auto Parts
Goals for the Next Academic Year

Teaching

With respect to forward-looking goals, please address the following items (wherever applicable):

1. Self-Evaluation of Teaching

   In reviewing evaluations of the Pre-law Internship Seminar and my Legal and Policy Issues in the Workplace Course, I am very pleased with the result. Students were generally very appreciative of the experiential learning opportunity, enjoyed the classroom discussions and readings and benefited tremendously from the guest speakers. I have tried to replicate that experience this year and have eliminated any internships that were not successful placements and have done the same with guest speakers. The 3581 course again had a waiting list of multiple students despite requiring an application to be admitted. Unfortunately, due to COVID-19, I could only secure 9 remote internships, but I expect the number to go back up to 18-20 next year. The course includes readings and discussions on practical information about the variety of legal practice issues in addition to substantive legal concepts. This year, I have added weekly discussion board post assignments with prompts based on the reading. This addition has improved the rates of participation in class discussions.

   In the Legal and Policy Issues in the Workplace course, I have focused on providing content and spurring discussion on complex legal and policy matters. In response to student feedback, I have transformed one of the two lengthy written assignments into a group project oral presentation. The assignments involve hypothetical case scenarios including fabricated documents and witness interviews and require students to do a factual investigation followed by legal research and analysis. I have also incorporated numerous quizzes and online posting assignments to test different skills and knowledge. I utilize my Fox Video Vault lectures and post the PowerPoint slides, which students greatly appreciate.

   I continue to add online content to my lectures including video clips and interactive websites (e.g. The New York Times website testing the amount of debt students would accumulate in one year if they had to live on the minimum wage).

2. Areas for Improvement

   I would like to spend some time attending courses by great teachers to learn and incorporate some new approaches.

3. Peer Review Plans

   Jeffrey Boles conducted a peer review of my teaching as part of my Mid-Contract Review.

4. Online Teaching

   I successfully taught an OBBA course in Fall 2018, Fall 2019, and Fall 2020 and plan to teach an online MBA course in Spring 2022.
5. Incorporating Technology

I have engaged with tech staff to present a Webinar with a Lexis Nexis Representative to train students in online legal research. I frequently use Zoom to teach and record lectures. I often give my students online quizzes and assignments, engaging the discussion posting feature on Canvas.

I have made 22 Video Vault lectures and regularly assign them to my students.

I routinely use video clips, podcasts, and online interactive tools to diversify my lesson plans.

6. Industry Currency

I routinely attend conferences and Webinars to stay up-to-date on changes in the law. I have high level contacts in most areas of law and now have contacts in Diversity and Inclusion/ Human Resources in various companies nationwide.

7. What resources would help you in meeting your goals?

I am committed to doing an empirical project considering the correlation between corporate board diversity and rates of sexual harassment complaints. I have estimated the cost of acquiring data on sexual harassment lawsuits at $225,000 and am pursuing grant and other funding opportunities.

8. Any other goal-related comments for Teaching:
Scholarship

With respect to forward-looking goals, please address the following items (wherever applicable):

1. Pipeline of Publications:
   - In PRESS (forthcoming)
   - In REVIEW (stage)
   - In PROGRESS (expected submission and target)
     i. #MeTooBots and the Rise of the AI Workplace – Planning to submit to journals in August 2021.
     ii. Protecting the Protectors: Compliance Officers and Retaliation Protection (with Jennifer Pacella) – Planning to submit to journals in August 2022.

2. Pipeline for Presentations:
   - Upcoming
     ii. August 2021 – Academy of Legal Studies in Business Annual Conference (presenting two papers and will likely sit on 1-2 panels).
   - Submitted
   - In Preparation (w/target)

3. New projects and/or collaborations
   - An empirical study examining gender diversity on corporate boards and whether a lack of diversity correlates with sexual harassment lawsuits filed (with Jeffrey Boles). We received a Young Scholars seed grant to fund the beginning of this research and are planning additional applications for more funding.
   In planning stages:
4. A project examining non-disclosure (NDAs) and non-disparagement agreements and their ability to inhibit discrimination suits with comparisons to Dodd-Frank and corporations’ ability to silence whistleblowers by contract.
5. A project examining the family-work conflict and proposing tax-based incentives to drive corporate change.
6. A project examining remote work in light of COVID-19 and its likely impact on courts’ review of telework as a reasonable accommodation under disability law.

7. Grant applications/ideas
   - Jeffrey Boles and I are planning to apply for additional grants to support our empirical study examining gender diversity on corporate boards and whether a lack of diversity correlates with sexual harassment lawsuits filed.
➢ I am exploring private donor sources of funding as well.

8. **What resources would help you in meeting your goals?**
➢ I would like some training on statistical work in general since my research has largely been theoretical and doctrinal up to this point and I have a planned project with Jeff Boles involving an empirical study.
➢ I need a collaborator who understands tax policy to work with me on my working project on family-work conflict.
➢ I am planning to attend a week-long mediation training seminar at Harvard Law School in Summer 2022 as part of a planned project on alternative dispute resolution.

9. Any other goal-related comments for Research/Scholarship:
Service

Service Leadership is an obligation of all full-time faculty and is assumed as part of workload regardless of the number of courses you teach. It is a critical component of a thriving, shared-governance model of a university and/or school.

With respect to forward-looking goals, please address the following items (wherever applicable), with regards to increased/new involvement in service activity:

Program – see Department below

Department – I anticipate continuing to
➢ advise pre-law students
➢ plan, moderate, and present major events on behalf of the department
➢ develop courses, certificates, and minor proposals

School –
➢ I founded and now direct the Center for Ethics, Diversity and Workplace Culture. Over the course of the last year, I have spent significant time developing the framework for the Center and forming an advisory board to advise and fund the Center. I anticipate spending significant time bringing in additional funding and planning programming, sponsoring research, hosting conferences, developing executive education DEI training, etc.

University –
➢ I have previously served on the Faculty Senate Committee on the Status of Women and would be interested in serving on a Faculty Senate committee again.
➢ I regularly serve on the University Fulbright Scholarship Nominating Committee.

Academy –
➢ I currently serve as Vice President for the Mid-Atlantic Academy of Legal Studies in Business.
➢ I anticipate serving as President in 2022-23 and planning/hosting the annual conference in March/April 2023.
➢ I serve as a Reviewer for the American Business Law Journal
➢ I serve as a Reviewer for the Atlantic Law Journal

Profession –
➢ I routinely attend conferences and Webinars on Labor and Employment Law and Diversity, Equity, and Inclusion topics.

Community –
➢ I volunteer at my children’s schools & my synagogue.

What resources do you need to fulfill your service commitments?

Chairs Comments on the Accomplishments from the Current Academic Year and Goals for Improvement in AY 2021-2022
Professor Eisenstadt’s research, teaching and service contributions have been uniformly positive this past year, and these collective efforts have been of great benefit to the Department and Fox School. In the research domain, Professor Eisenstadt had an award-winning article accepted in the elite law journal, the *Georgia Law Review* (a top publication outlet for any law faculty member within a business or law school), was invited to assume the authorship of a leading textbook, made a number of conference presentations and contributed two newspaper op-Eds. Her scholarship continues to boost the research reputation of the Fox School and it sets the standard for all research active faculty at the Department level. Her teaching is equally impressive, particularly given the broad scope of undergraduate courses she taught in a variety of formats, and she continues to excel in the classroom. Her intensive efforts in connection with the Pre-Law Internship Program is vitally important to the Department and its students, who serve as ambassadors for the Department and School at a number of government, commercial and non-profit host sites. That she was able to continue the Internship Program virtually during the challenging pandemic year is especially commendable. Her SFF feedback was consistently strong, and her GPA grade distributions are appropriate for the types of courses taught. She continues to improve her teaching abilities by further revising the curriculum in the courses she taught this past year, adding discussion boards, further developing assignments and updating course materials. Her service contributions this past year for the School have been exceptional, as most notably, she launched the Center for Ethics, Diversity and Workplace Culture, mentored two DBA students, served on the School’s DEI Council, and actively participating in academy, industry and community engagement initiatives, including serving as Vice President for the Mid-Atlantic Academy of Legal Studies in Business. She made consistent, high quality research, teaching and service contributions this year.