

Professional Experience

Syndio

Founder; Chief Science Officer

2016-present

Develop AI and data analytic solutions to the biggest HR problems.

Littler Mendelson

Global Director of Data Analytics

2015-2018

Lead a team of data scientists and statisticians in developing analytic solutions for HR, labor & employment law, and litigation problems.

Contract Standards

2012-'15

VP of Strategy

Develop and test machine learning algorithms enabling programmatic analysis of complex contracts.

Consultant / Data Scientist (self employed)

2008-'15

Analyze data in advance of litigation or in response to litigation; predictive modeling & analytics

Twentieth Century Fox Film Corp.

2003-'05

Senior Counsel, Labor Relations

Littler Mendelson

1999-'03

Associate Counsel

Academic Appointments

- Yale Law School

Irving S. Ribicoff Visiting Associate Prof. of Law

Spring, 2015

- NYU School of Law

Visiting Prof. of Law

Fall, 2014

Research Fellow; Center for Labor & Empl. Law

2010-present

- Northwestern University School of Law

Associate Prof. of Law

2012-'15

Assistant Prof. of Law

2009-'12

- USC Gould School of Law
Visiting Associate Prof. of Law Fall, 2012
- Kellogg School of Management
Associate Prof. of Management & Strategy (by courtesy) 2010-'15

Education

- Ph.D. **M.I.T.** Economic Sociology; Behavioral & Policy Sciences (2009)
- J.D. **Cornell Law School** (1999)
- B.S. **Cornell University** *with honors; Industrial & Labor Relations* (1996)

Research Grants, Fellowship, Honors & Awards

- Financial Times Award for Innovation in Data Analytics and Business Intelligence (2016)
- Financial Times Award Top 10 Innovative Lawyers (2016)
- FastCase 50 Award for Innovation (2016)
- Center for Dispute Resolution Research Grant (2014)
- National Law Journal 40 Rising Legal Stars Under 40 (2013)
- LERA (Labor & Employment Research Ass'n) Refereed Paper Competition Winner (2011)
- Honorable Mention, Law & Society Ass'n Graduate Student Paper Prize (2010)
- National Science Foundation Dissertation Research Improvement Grant (2008)
- Harvard Law School Program on Negotiation Graduate Research Fellowship (2008)
- Harvard Law School Program on Negotiation Teaching Fellowship (2007)
- Sloan School Doctoral Fellowship (2005-2008)
- GE Faculty of the Future Fund Fellowship (2006)
- Harvard Law School Program on Negotiation Summer Fellowship (2005)
- Award for Dedicated Service to Cornell's Legal Aid Clinic (1999)
- Teaching Assistant of the Year (1998; 1999)
- Joel Seideman Memorial Prize for best undergraduate and graduate level work on labor and employment related issues (1996)

Articles

[*When Timekeeping Software Undermines Compliance*](#), 19 YALE J. L. & TECH. 1 (2017) (with Elizabeth Tippet & Charlotte Alexander).

[*Contract Consideration and Behavior*](#), 85 GEO. WASH. L. REV. 351 (2017) (with David A. Hoffman).

[*Consumer Form Contracting in the Age of Mechanical Reproduction: The Unread and the Undead*](#), 2017 U. ILL. L. REV. 65 (2017) (with Ethan J. Leib).

[*Post-Racial Hydraulics: The Hidden Dangers of the Universal Turn*](#), 91 NYU LAW REV. 1 (2016) (with Camille Gear-Rich & Charlotte Alexander).

[*When Rules are Made to be Broken*](#), 129 NORTHWESTERN U. LAW REV. 107 (2014) (with David Sherwyn).

[*Less is More: A Case for Structural Reform of the National Labor Relations Board*](#), 98 MINNESOTA LAW REV. 1880 (2014) (with Sandro Garofalo).

[*Justice or Just between Us? Empirical Evidence of the Trade-off between Procedural and Interactional Justice in Workplace Dispute Resolution*](#), 67 IND. & LAB. RELATIONS REV. 171 (2014) (with Adam Seth Litwin).

[*Do Lawyers Really Believe Their Own Hype and Should They? A Natural Experiment*](#), 41 JOURNAL OF LEGAL STUDIES 239 (2012) (with Yair Listokin).

[*Empirical Studies of Contract*](#), 8 ANNUAL REVIEW OF LAW & SOCIAL SCIENCE 291 (2012).

[*When and Why Individuals Obey Contracts: Experimental Evidence of Consent, Compliance, Promise, and Performance*](#), 41 JOURNAL OF LEGAL STUDIES 67 (2012).

[*Experimental Evidence of the Relationship Between Reading the Fine Print and Performance of Form-Contract Terms*](#), 168 JOURNAL OF INSTITUTIONAL & THEORETICAL ECONOMICS 124 (2012).

[*A Moral / Contractual Approach to Labor Law Reform*](#), 63 HASTINGS LAW JOURNAL 101 (2012) (with David Sherwyn).

[*Shifting the Paradigm of the Debate: A Proposal to Eliminate At-Will Employment and Implement a 'Mandatory Arbitration Act'*](#), 87 INDIANA LAW J. 271 (2011) (with Nicholas Menillo & David Sherwyn).

[*The Devil in the Details: The Interrelationship among Citizenship, Rule of Law and Form-Adhesive Contracts*](#), 41 CONNECTICUT LAW REV. 381 (2008).

[*Don't Train Your Employees and Cancel Your 1-800 Harassment Hotline: An Empirical Examination and Correction of the Flaws in the Affirmative Defense to Sexual Harassment Charges*](#), 69 FORDHAM LAW REV. 1265 (2001) (with David Sherwyn & Michael Heise).

In Defense of Mandatory Arbitration of Employment Disputes: Saving the Baby, Tossing Out the Bath Water and Constructing a New Sink in the Process, 2 U. PENN. J. OF LABOR & EMPL. LAW 73 (1999) (with David Sherwyn & Bruce Tracey).

Voluntary Mediation in New York: An Unturned Rock?, 52 DISPUTE RESOLUTION JOURNAL 58 (1997).

Books, Book Chapters, & Edited Volumes

Foundations of Labor and Employment Law, Matthew Bender Publishing (2012) (with Samuel Estreicher and Stewart Schwab).

[The Forum for Adjudication of Employment Disputes](#), in Research Handbook on the Economics of Labor and Employment Law, Michael L. Wachter, Cynthia L. Estlund, eds. Edward Elgar Publishing Ltd. (2012) (with Samuel Estreicher).

[Labor and Employment Law Initiatives and Proposals Under the Obama Administration: Proceedings of the New York University 62nd Annual Conference on Labor](#), volume editor, Kluwer Law International (2011).

The Recent Judicial Evolution of Arbitration of Employment Discrimination Lawsuits: From Gardner-Denver and Gilmer to Circuit City, Waffle House and Luce, Forward, Alternative Dispute Resolution in the Employment Arena: Proceedings of N.Y.U. 53rd Annual Conference of Labor, Samuel Estreicher, ed. (2004) (with David Sherwyn).

Representative Invited or Refereed Presentations

- 2015: Stanford Law School; Yale Law School; U. of Conn School of Law
- 2014: Stanford Law School; MIT/Harvard Economic Sociology Seminar; UCLA; Law & Society Ass'n Annual Meeting; American Law & Economics Ass'n Annual Meeting; Hebrew University; NYU School of Law; Georgetown University Law Center; Conference on Empirical Legal Studies.
- 2013: UCLA Law School; Northwestern University School of Law; Cornell Law School; Cornell University School of Industrial & Labor Relations; NYU Law School; 8th Annual Colloquium on Current Scholarship in Labor & Employment Law; University of Michigan Law School.
- 2012: USC Gould School of Law; Kellogg School of Management; UCLA Anderson School of Management; NYU Law School; Georgia State University; American Law & Economics Ass'n Annual Meeting; Conference on Empirical Legal Studies.
- 2011: Labor & Employment Research Association Annual Meeting; Suffolk University Law School; Cornell Law School; University of Chicago Law & Economics Workshop; American Law & Economics Ass'n Annual Meeting; Law & Society Ass'n Annual Meeting; Tel Aviv University; Bar Ilan University; Max Planck Institute; Annual Labor & Employment Law Colloquium; Conference on Empirical Legal Studies; MIT IWER Seminar.
- 2010: Law & Society Ass'n Annual Meeting; Northwestern University Sociology Workshop; HR in Hospitality Annual Conference; University of Illinois College of Law; Kellogg School of Management; UC Berkeley School of Law.
- 2009: American Bar Foundation Research Seminar; NYU Law School; Conference on Empirical Legal Studies; Yale Law School; University of Maryland School of Law; Northwestern Law School; UC Davis School of Law.

Affiliations/Memberships

- Editor: Law & Social Inquiry Editorial Advisory Board Member (2013-'15).
- Referee/ American Law & Economics Review; Journal of Law & Social Inquiry; Journal of Legal
Reviewer: Studies; Law & Society Review; Conference on Empirical Legal Studies; American Law
& Economics Association Annual Conference (section organizer); Israel Science
Foundation; Princeton University Press.
- Member: Executive Committee, Northwestern University Dispute Resolution Research Center;
Society for Empirical Legal Research; Law & Society Association Publications
Committee; Legal Studies Faculty Advisory Board Member (Northwestern University)
American Law & Economics Association; California Bar (also admitted to practice in
USDC N, E, C and S Districts of California as well as 9th, 11th and DC Circuit Courts);
Labor & Employment Research Association.
- Other: President, Order of the Coif; Northwestern University School of Law Chapter (2010-
'15); Appointments Committee (2011); Dissertation Committee Member for Tal Niv,
Berkeley; Editorial Search Committee, Law & Society Review (2014).