

**TEXAS STATE VITA**  
**January, 2015**

**I. Academic/Professional Background**

A. Name: Jonathan David Bible, J.D. Title: Professor/Tenured

**B. Educational Background**

Degree	Year	University	Major	Thesis/Dissertation
JD	1977	University of Texas at Austin		
MA	1975	University of Texas at Austin	American Studies	
BA	1971	University of Texas at Austin	History	

**C. University Experience**

Position	University	Dates
Professor	Texas State University-San Marcos	1997-present
Associate Professor		1991-97
Assistant Professor		1985-91
Interim Director, Honors Program		1993-95

**D. Relevant Professional Experience**

Position	Entity	Dates
Assistant Attorney General of Texas	State of Texas	1980-88
Director of Legal Services	Texas Association of School Boards	1979-80
Staff Attorney	Texas Association of School Boards	1977-79

**II. TEACHING****A. Teaching Honors and Awards:**

Dean Nominee for Presidential Award for Excellence in Teaching, 2011  
 Department Teaching Award, 2011  
 Alpha Chi National College Honor Society Favorite Professor, 2011  
 Panhellenic Council Outstanding Professor, 2011  
 Department Nominee, Piper Professor Award, 1995, 1998.  
 Nominee, SWTSU Alumni Association Outstanding Teacher, 1990.

**B. Courses Taught:**

BLAW 5308 (Classroom and online)  
BLAW 5368C -- The Employment Relationship  
BLAW 5308 -- Managerial Environment  
BLAW 3367 -- Employment Relationship  
BLAW 3362 -- Commercial Law and Business Associations  
BLAW 2361 -- Legal Environment of Business  
HON 3391 -- Contemporary Law and Literature  
GS 1100 -- Freshman Seminar

C. Graduate Theses/Dissertations or Exit Committees (if supervisor, please indicate):

D. Courses Prepared and Curriculum Developed:

BLAW 5368 -- The Employment Relationship  
HON 3391 -- Contemporary Law and Literature  
BLAW 5308 (online) – Managerial Environment – with Dr. McGee

E. Funded External Teaching Grants and Contracts:

F. Submitted, but not Funded, External Teaching Grants and Contracts:

G. Funded Internal Teaching Grants and Contracts:

H. Submitted, but not Funded, Internal Teaching Grants and Contracts:

### III. SCHOLARLY/CREATIVE

A. Works in Print

1. Books (if not refereed, please indicate)

a. Scholarly Monographs:

b. Textbooks:

c. Edited Books:

d. Chapters in Books:

**Bible, J.** (1994). *Workplace Drug Testing: Its Legal and Managerial Aspects*, Whitman, D. (1994). *Readings in Business Law and the Legal Environment of Business*. New York: McGraw-Hill, Inc.

e. Creative books:

**Bible, J. & McWhirter, D.** (1991). *Privacy As a Constitutional Right: Sex, Drugs, and the Right to Life*. Quorum Books.

**Bible, J. & McWhirter, D. (1990).** Privacy in the Workplace: A Guide for Human Resource Managers. Quorum Books.

## 2. Articles

### a. Refereed Journal Articles:

**Bible, J. (2015).** Integrity Staffing Solutions, Inc. v. Busk: Employee Time in Security Screenings Not Compensable Work under FLSA, *Business Law Today*, March 19, 2015.

**Bible, J. (2014).** EEOC v. Boh Brothers: Conservative Fifth Circuit Endorses Gender Stereotyping Theory in Same-Sex Title VII Sex Discrimination Cases, *Business Law Today*, Vol. 23, July 17, 2014.

**Bible, J. (2014).** Wet Ones: Conservative Fifth Circuit Adopts Gender-Stereotyping Theory of Same-sex Sexual Harassment, *Labor Law Journal* 65(3), 127-135

**Bible, J. (2013).** Nasser and Vance: Supreme Court Limits Scope of Title VII of the 1964 Civil Rights Act, *Business Law Today*, September 22, 2013.

**Bible, J. (2013).** Nelson v. Knight: Iowa Supreme Court Says (Twice) No Sex Discrimination where Boss Fires Attractive Employee due to his Wife's Jealousy. *Labor Law Journal*, 64(3), 121-134.

**Bible, J. (2013).** Nelson v. Knight: Can a Worker be Fired for being Too Irresistible? *Business Law Today*, June 22, 2013.

**Bible, J. (2013).** To Check or Not to Check: New EEOC Enforcement Guidance on the Use of Criminal History Information in Making Hiring Decisions. *Business Law Today*, March 22, 2013.

**Bible, J. (2013).** Catch-22: The EEOC's Controversial Guidance on the Use of Criminal History Records by Employers. *Labor Law Journal*, 64(1), 20-32.

**Bible, J. (2012).** Lies and Damned Lies: Some Legal Implications of Resume Fraud and Advice for Preventing It. *Employee Relations Law Journal*, 38(3), 20-34.

**Bible, J. (2012).** The Jerk at Work: Workplace Bullying and the Law's Inability to Combat It. *Employee Relations Law Journal*, 38(1), 20.

Sanders, D., Pattison, P., **Bible, J. (2012).** Legislating "Nice": Analysis and Assessment of Proposed Workplace Bullying Prohibitions. *Southern Law Journal*, XXII, 1-36.

**Bible, J. (2011).** Staub v. Proctor Hospital: Cat's Paw Decision Expands Potential for Employer Liability in Some Discrimination Cases, *Labor Law Journal*, 62(3), 103-119.

**Bible, J.** (2011). Lewis v. City of Chicago: Supreme Court Adopts Broad View of EEOC Filing Period in Title VII Cases, *Labor Law Journal*, 62(1), 5-15.

**Bible, J.** (2010). Tattoos and Body Piercings: New Terrain for Employers and Courts, *Labor Law Journal*, 61(3), 109-122.

**Bible, J.** (2010). The “Equal Opportunity Harasser”: The Slow Demise of a Strange Concept? *Labor Law Journal*, 61(2), 84-95.

**Bible, J.** and Sanders, D. (2009). Gross v. FBL Financial Services, Inc.: Supreme Court Radically Changes the Ground Rules For Proving ADEA Claims, *Labor Law Journal*, 60(3), 121-136.

**Bible, J.** and Pattison, P. (2009). Similar Cases, Different Results: The Perplexing Question of What Constitutes Title VII “Effeminacy Discrimination,” *ALSB Journal of Employment and Labor Law*, 11(1), 22-47.

**Bible, J.** (2008). Sexual Harassment of Teens in the Workplace: Two Seventh Circuit Decisions Sound Alarms for Employers, *Labor Law Journal*, 59(2), 190-200.

**Bible, J.** (2007). Giving With One Hand, Taking With The Other: Ninth Circuit Opens Door to Gender-Stereotyping Challenges to Employee Grooming Policies But Virtually Precludes Plaintiffs from Entering. *Midwest Law Journal*, 21, 141-171.

**Bible, J.** (2007). Confusion in the Courts: Gender Stereotyping and Effeminacy Discrimination. *Business Law Today*, 17(2), 31-36.

**Bible, J.** (2007). Ledbetter v. Goodyear Tire & Rubber, Co: Supreme Court Places Roadblock in Front of Title VII Pay Discrimination Plaintiffs. *Labor Law Journal*, 58(3), 170-82.

**Bible, J.** (2007). In a Class by Themselves: The Legal Status of Employee Appearance Policies Under Title VII After Jespersen v. Harrah’s Operating Co., Inc. *Employee Relations Law Journal* 32(4), 3-29.

**Bible, J.** (2006). Jespersen v. Harrah’s Operating Co.: Ninth Circuit Rejects Title VII Sex Discrimination Challenge to Employee Appearance Policy. *Labor Law Journal*, 57(3), 182-198.

**Bible, J.** (2006). Disorder in the Courts: Proving Same-Sex Discrimination in Title VII Cases Via “Gender Stereotyping.” *Employee Relations Law Journal*, 31 (4), 42-72.

**Bible, J.** (2005). Right Without a Remedy? Supreme Court Allows Disparate Impact Claims Under the ADEA. *Labor Law Journal*, 56(3), 161-171.

**Bible, J.** (2005). Smith v. City of Salem: “Sex-stereotyping” Becomes a Potent Way to Prove Same-Sex Sex Discrimination under Title VII. *Labor Law Journal*, 56(1), 47-58.

**Bible, J.** (2004). Tennessee v. Lane: The Supreme Court Further Muddies the State Sovereign Immunity Water. *Labor Law Journal*, 55(3), 145-154.

**Bible, J.** (2004). Grosjean v. First Energy Corp.: The Relevance of Age Differentials in a Prima Facie ADEA Case. *Labor Law Journal*, 55(2), 112-118.

**Bible, J.** and Sanders, D. (2003). Nevada Dept. of Human Resources v. Hibbs: Is the Supreme Court Back-tracking on State Sovereign Immunity? *Labor Law Journal*, 54(3), 153-165.

**Bible, J.** (2003). The 180/300 Day Title VII Filing Requirement: The Effects of National Railroad Passenger Corp. v. Morgan, *Labor Law Journal*, 54(1), 45-53.

**Bible, J.** (2002). U. S. Airways v. Barnett: Seniority Systems and the Americans With Disabilities Act, *Labor Law Journal*, 53(2), 61-68.

**Bible, J.** (2002). Same-Sex Sexual Harassment: When Does A Harasser Act "Because Of Sex"? *Labor Law Journal*, 53(1), 3-10.

**Bible, J.** (2001). Results In Search Of Reasons: State Sovereign Immunity In The Supreme Court, *Labor Law Journal*, 52(2), 75-88.

**Bible, J.** (2001). The Federalism Revolution Continues: Supreme Court Bans Suits Against States Under the Americans with Disabilities Act, *Journal of Employment Discrimination*, 3(2), 73-78.

**Bible, J.** (2000). Gender Stereotyping: Courts Open The Door To Title VII Claims By Homosexuals, *Journal of Employment Discrimination*, 3(1), 25-43.

**Bible, J.** (2000). Kyles v. J. K. Guardian Security Services, Inc.: Seventh Circuit Allows Title VII Damages Suit By Employment Testers, *Journal of Employment Discrimination*, 2(4), 295-300.

**Bible, J.** (2000). The New Eleventh Amendment: Federal Anti-Discrimination Law After Kimel v. Bd. of Regents, *Journal of Employment Discrimination*, 2(2), 180-192.

**Bible, J.** (1999). Update on Sexual Harassment: A Year After Oncale, Faragher and Ellerth, *Journal of Employment Discrimination*, 1(1), 36-47.

**Bible, J.** (1999). A Second Generation of Harassment Law: The Supreme Court Rewrites the Rules in the Workplace, *Labor Law Journal*, 50(2), 115-129.

**Bible, J.** (1993). Secret Taping by Employees: A Few Words About a New Dilemma for Employers, *Southwest Business Review*, 3(1), 13-22.

**Bible, J.** (1990). When Employers Look For Things Other Than Drugs: The Legality of AIDS, Genetic, Intelligence, and Honesty Testing, *Labor Law Journal*, 41(4), 322-356.

**Bible, J.** (1989). Drug Testing and the Supreme Court: The Law After Skinner and Von Raab. *Labor Law Journal*, 40(11), 675-691.

**Bible, J.** (1988). The Constitutional Implications of Employee Urine Testing. *Journal of Applied Business Research*, 5(1), 68-73.

**Bible, J.** (1988). Employee Urine Testing and the Federal Appeals Courts, *American Business Law Journal*, 26(2), 219-254.

**Bible, J.** (1987). Employee Urine Testing and the Fourth Amendment, *Labor Law Journal*, 38(10), 611-640.

**Bible, J.** (1986). Screening Workers for Drugs: The Constitutional Implications of Urine Testing in Public Employment. *American Business Law Journal*, 24(3). 309-357.

b. Non-refereed Articles:

“Hiring Without Opening Yourself Up To Lawsuits,” *Austin Business Journal* (May 15-21, 1998), p. 8.

“Avoiding Giving References Not Always Best Move,” *Austin Business Journal* (May 1-7, 1998), p. 11.

"Search and Seizure in the Public Schools," Institute of Juvenile Justice Studies, SWTSU (1991).

3. Abstracts:

4. Reports:

5. Book Reviews:

6. Other: Printed in Refereed Conference Proceedings

**Bible, J.** (1999). Oncale, Faragher and Ellerth: A Second Generation of Workplace Harassment Law, *Pacific Southwest Academy of Legal Studies Annual Convention Proceedings*.

B. Works not in Print

1. Papers Presented at Professional Meetings:

Sanders, D., Pattison, P., and **Bible, J.** (2011). Legislating “Nice”: Analysis and Assessment of Proposed Workplace Bullying Prohibitions, 2011 Annual Meeting, Southern Academy of Legal Studies in Business, San Antonio, TX, March 2011.

Pattison, P. and **Bible, J.** (2009). The Road Less Traveled: Gender Stereotyping in Employment, *Academy of Legal Studies in Business, 84<sup>th</sup> Annual Conference*, Denver, CO, August 4-8.

**Bible, J.** and Pattison, P. (2004). Sexual Harassment Under Title VII: Toward the Adoption of a “Sensitive Victim” Standard, *2004 American Business Law Association Annual Conference*, Ottawa, Canada, July.

**Bible, J.** (2002). The New Eleventh Amendment: Using a Revitalized “State Sovereign Immunity,” the Rehnquist Court Declares War on Federal Discrimination Laws, *2002 Pacific Southwest Academy of Legal Studies in Business Annual Convention*, Palm Springs, CA., February.

**Bible, J.** (1999). Oncale, Faragher and Ellerth: A Second Generation of Workplace Harassment Law, *1999 Pacific Southwest Academy of Legal Studies in Business Annual Convention* Palm Springs, CA., February.

**Bible, J.** (1991). New Concerns in Health and Safety at Work, *1991 Southwest Labor Studies Annual Conference*, Phoenix, AZ., February.

2. Invited Talks, Lectures, & Presentations:

“Legal Aspects of Interviewing,” College of Business Administration, January, 2003.

“Legal Aspects of Interviewing,” SWT Programs For Professional Excellence, March 2002.

“Academic Freedom,” SWT Biology Dept., October, 2000.

SWT School of Business Training Program for Dallas Probation Officer Management Training, July 1998.

"Employee Screening Practices: Recruiting and Selecting Job Candidates," SWT Staff Development Series," November 20, 1996.

Discussant, "Multiculturalism," SWT, 1994.

"Do's and Don'ts of Interviewing," SWT Staff Development Series, 1993.

SWT Professional Development Seminars, 1992.

"Censorship in the Arts," SWT Honors Program Symposium, 1992.

Discussant, Bicentennial Institute on the U. S. Constitution, Washington, D.C., 1990.

Discussant, State Bar of Texas Conference on Drug Use and Testing in Athletics, 1989.

"Legal Aspects of Drug Testing," SWT HPER Department, 1988.

"Search and Seizure in the Public Schools," Juvenile Police Officer Training Program, SWT, March, 1987.

"Search and Seizure in the Public Schools," Juvenile Justice Training Program, SWT, March, 1986.

"Fourth Amendment Search and Seizure," Juvenile Justice Training Program, SWT, March, 1986.

### 3. Consultancies:

### 4. Workshops:

SWT Administrators Legal Update Workshop, September, 2000.

"Improving Your Personnel Practices: Employee Recruiting and Hiring," Self-sponsored Workshop, Austin, TX, July, 1997.

"Employment Law: What You Don't Know Can Hurt You," Executive Women in Texas Government Mini-Course, May, 1997.

"Employment Law: What You Don't Know Can Hurt You," Annual Conference of Executive Women in Texas Government," November, 1996.

"Employment Law," Executive Women in Texas Government Mini-course, May 9, 1996.

"Legal Aspects of Interviewing," SWT Staff Development Series, April 18, 1996.

"Employment Law: What You Don't Know Can Hurt You," Annual Conference of Executive Women in Texas Government," November, 1995.

"Legal Aspects of Interviewing," SWT Staff Development Series, 1995.

5. Other:

"Academic Freedom Questioned," University Star, September 1, 2009

"University Permits More Freedom," University Star, September 2, 2009

"Hiring Without Opening Yourself Up To Lawsuits," Austin Business Journal (May 15-21, 1998), p. 8.

"Avoiding Giving References Not Always Best Move," Austin Business Journal (May 1-7, 1998), p. 11.

"Search and Seizure in the Public Schools," Institute of Juvenile Justice Studies, SWTSU (1991).

C. Grants and Contracts

1. Funded External Grants and Contracts:

2. Submitted, but not Funded, External Grants and Contracts:

3. Funded Internal Grants and Contracts:

4. Submitted, but not Funded, Internal Grants and Contracts:

D. Fellowships, Awards, Honors:

Runner-Up for Presidential Award for Excellence in Scholarly/Creative Activities, 2004.

Outstanding Research Award, Department of Finance and Economics, 2004.

Nominee, Department Excellence in Research Award, 1991, 1995, 1999, 2000, 2001.

Nominee, University Excellence in Research Award, 1991.

Recipient, Department Excellence in Research Award, 1990, 2001.

**IV. SERVICE**

**University:**

General Education Council, 2010 -

Faculty Grievance Committee, 2009-2014

Transportation and Parking Committee, 2008

University Grievance Hearing Officer, 2002-2004

University Ombudsman, 1999-2001

Tenure and Promotion Policy Review Committee, 2004

Chair, Faculty Senate, 1996-99

Faculty Senate, 1994-99

Athletic Director Screening Committee, 1995, 1998

Post-Tenure Review Committee, 1996-97  
 Head Football Coach Screening Committee, 1996  
 Council of Academic Deans (ex-officio), 1996-99  
 Executive Planning Council, 1996-2000  
 Bonus Pay Subcommittee, 1996  
 Faculty Senate, 1994-99  
 Vice Chair, Faculty Senate, 1995-96  
 University Council, 1994-99  
 Athletics Task Force, 1996  
 General Studies Council, 1993-94  
 Athletic Advisory Council, 1993-1995  
 Acting Director, Honors Program, 1995-1996  
 Chair, Honors Program Committee, 1993  
 Honors Program Committee, 1989-96  
 Faculty Workload Committee, 1995-96  
 Chair, Tenure, Promotion, and Compensation Committee, 1993-96  
 Chair, Tenure and Promotion Appeals Committee, 1992-94  
 Tenure and Promotion Appeals Committee, 1990-91  
 Academic Core Curriculum Committee (Ex Officio), 1993  
 Intern, College of General Studies, 1993  
 Task Force Leader, General Studies Freshman Seminar, 1993  
 Graduate School Mission and Objectives Committee, 1992  
 Honors Program Mission and Objectives Committee, 1992  
 Professional Sports Advisory Committee, 1992-present  
 Faculty Senate Liaison, 1992-93  
 Chair, Faculty Traffic Court, 1988-93  
 Faculty Traffic Court, 1986-88  
 Group Leader, General Studies Freshman Seminar, 1990  
 Faculty Advisor, Kappa Sigma Fraternity, 1990  
 Faculty Advisor, Golden Key National Honor Society, 1990  
 General Undergraduate Degree Committee, 1990

**College:**

Undergraduate Curriculum Task Force, 2008  
 Chair, Curriculum Committee, 2004-present  
 Chair, Accounting Department Chair Search Committee, 2002  
 Finance and Economics Department Chair Search Committee, 2002  
 College Review Group, 2002-2010  
 Gender Equity Committee, 2000-01  
 Faculty Governance Committee, 1994-2010  
 Core Curriculum Review Committee, 1994-present  
 Mission and Objectives Committee, 1992  
 Exit Survey Committee, 1991  
 Research Grant Committee, 1991  
 Awards and Honors Committee, 1989-90

**Department:**

Merit Policy Review Committee – 2015  
 Merit/Tenure/Promotion Criteria, 2005-present

Graduate Faculty Membership Committee, 1993-present  
Faculty Evaluation and Development Committee, 1991-present  
Textbook Selection Committee, 1986-present  
Business Law Curriculum Committee, 1986-present  
Sick Leave Policy Review Committee, 1994  
Scholarship Committee, 1994  
Chair, Excellence in Research Committee, 1994  
Excellence in Research Committee, 1991, 1995, 1998  
Mission and Objectives Committee, 1992  
Untenured Faculty Representative, 1987

C. Community:

D. Professional:

Staff Editor, Journal of Employment and Labor Law, 2011-present  
Reviewer, new edition of Kubasek text, 2009  
Reviewer, American Business Law Journal, 2008-present  
Editorial Board, Labor Law Journal, 2002-present  
Regular Columnist, Journal of Employment Discrimination, 2000-2001  
Editorial Board, Journal of Employment Discrimination, 1999-2001  
Staff Editor, American Business Law Journal, 1988-94  
Staff Editor, Journal of Applied Business Research, 1988-91  
Staff Editor, Mid-South Journal of Business and Economics, 1990-91.  
Staff Editor, Southwest Business Review, 1990-93.

Numerous addresses to Kiwanis, Lions, Rotary clubs

E. Organizations

1. Honorary:

2. Professional:

Phi Delta Phi  
Pacific Southwest Academy of Legal Studies in Business