

COURTLYN ROSER-JONES

Associate Professor
The Ohio State University Moritz College of Law
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ACADEMIC APPOINTMENTS

The Ohio State University Moritz College of Law

Associate Professor, May 2024 – Present

Assistant Professor of Law, 2018 – April 2024

Courses Taught: Employment Law; Labor Law; Constitutional Law; Labor & the
Constitution; Regulating Workers in the Gig Economy

University of Iowa College of Law

Visiting Assistant Professor, August 2023 – January 2024

Courses Taught: Employment Law

University of Wisconsin Law School

William H. Hastie Research & Teaching Fellow, 2016 – 2018

EDUCATION

University of Wisconsin Law School, Madison, WI
LL.M., 2018

University of Notre Dame Law School, Notre Dame, IN
J.D., *cum laude*, 2013
Lead Articles Editor, *Journal of College and University Law*
CALI Excellence for the Future Award in International Law

Pennsylvania State University, University Park, PA
B.A. in Journalism, with distinction, 2010

PUBLICATIONS

Journal Publications

The Roberts Court and the Unraveling of Labor Law, 108 MINN. L. REV. 1407 (2024).

Using State and Local Governments' Purchasing Power to Combat Wage Theft, 80
WASH. & LEE L. REV. (2024).

*Reconciling Agency Fee Doctrine, the First Amendment, and the Modern Public
Sector Union*, 112 NW. U. L. REV. 597 (2018).

A Costly Turnover: Why the NFL's Bounty Scandal Could Change the Disciplinary Standard in Instances of Game-Related Violence, 20 SPORTS LAW J. 93 (2013).

Works In Progress

The Professor's Private Speech (Article examining the legal tensions involved when professors at public institutions disseminate private speech and ideas within their subject-matter expertise).

Labor Relations Law: Cases and Materials (15th Edition) – Casebook co-authored by Marion G. Crain and Grant M. Hayden, and forthcoming spring 2026 with Carolina Academic Press.

[‘TheSkimm’ on] Human Capital Disclosures of Paid Work-Leave Benefits (Article using Form 10-K Human Capital Disclosure data to articulate a labor market efficiency and recommend Disclosure standards).

Labor’s General Counsel (Article examining the National Labor Relations Board (NLRB) General Counsel’s maneuvers and responses to them).

Labor Unions as First Amendment Institutions (Book Chapter).

In the Laboratories of Ohio’s Preempted Cities (Article).

The Passionate Workers’ Paradox: How the Quest for Personally Meaningful Work Enables Inequality and Exploitation (Book project on the law’s relation to “Passionate Workers”—individuals who follow their passion when choosing a work or career path):

- *Game Workers Unite: Organizing in the Video Game Industry (Book Chapter)*
- *The ‘Professional Cheerleader’ Fallacy: How the Buffalo Jills Ignited the Worker Misclassification Debate (Book Chapter)*
- *‘We All Came into This Business Because We Love Storytelling:’ When Writers Take the Streets to Demand Better Pay (Book Chapter)*

Other Publications

The Value of a Fellowship Before Pursuing Tenure-Track Jobs in Legal Academia, Association of American Law Schools “Becoming a Law Teacher” Perspective Series (Sept. 19, 2020), <https://teach.aals.org/experiences/courtlyn-roser-jones>.

Is Labor Law the only thing that stops a good teacher with a gun? Second Thoughts Blog (Aug. 12, 2019), <https://sites.law.duke.edu/secondthoughts/2019/08/12/in-florida-is-labor-law-the-only-thing-that-stops-a-good-teacher-with-a-gun>.

A Review of the Supreme Court’s 2017-18 Labor and Employment Decisions, 47:1 ABA Newsletter (Fall 2018), http://www.americanbar.org/content/dam/aba/publications/labor_employment_law_news/LEL_v47n01_F18_web.pdf.

Labor Unions, Draw Your Swords: Janus v. AFSCME and Future Labor Litigation, American Constitution Society Blog (June 29, 2018), <https://www.acslaw.org/acsblog/labor-unions-draw-your-swords-janus-v-afscme-and-future-labor-litigation/>.

The Good, the Bad, and the Ugly of Classwide Employment Arbitration, Forbes Employment Beat (December 2013), <https://www.forbes.com/sites/theemploymentbeat/2013/12/10/the-good-the-bad-and-the-ugly-of-classwide-employment-arbitration/#76aa311c4c>.

SELECTED PANELS AND PRESENTATIONS

Academic Freedom and Free Speech under the First Amendment at Public Institutions of Higher Education, University Senate Meeting, The Ohio State University, Columbus, OH
Invited Speaker March 2025

Labor's General Counsel, 19th Annual Colloquium on Scholarship in Employment and Labor Law (COSELL), University of San Diego School of Law, San Diego, CA
Presenter September 2024

Learning U.S. Constitutional Law, American Heritage Girls Troop OH0031, Columbus, OH
Invited Speaker August 2024

The Necessary Labor for Democracy's Survival, American Constitution Society's (ACS) 2024 National Convention, Atlanta, GA
Invited Speaker June 2024

'TheSkimm' on Regulatory Disclosure of Paid Work Leave, 18th Annual Colloquium on Scholarship in Employment and Labor Law (COSELL), University of Minnesota Law School, Minneapolis, MN.
Presenter October 2023

'TheSkimm' on Regulatory Disclosure of Paid Leave, 2023 Compliance Net, American University Washington College of Law, Washington, DC
Presenter June 2023

'TheSkimm' on Parental Leave Disclosure, American Business Law Journal Symposium: Business Ethics and the Future of Work (co-sponsored by the Center for Ethics, Diversity, and Workplace Culture & the Center for Legal Studies and Business Ethics), Remote Symposium
Selected Participant February 2023

Using State and Local Governments' Purchasing Power to Combat Wage Theft, American Constitution Society's (ACS) Junior Scholar Public Law Workshop, San Diego, CA
Selected Presenter January 2023

Using State and Local Governments' Purchasing Power to Combat Wage Theft, Albany Law School Faculty Workshop Series, Albany, NY
Invited Workshop Presenter October 2022

Hot Topics in Labor Law, 49th Federal Mediation and Conciliation Service/National Arbitration Association's Arbitrator & Advocate Symposium, Columbus, OH
Invited Presenter September 2022

Reinventing the Operational Wheel: Redefining Core Values, Ohio State Business Law Journal Symposium, Remote Symposium
Panelist March 2022

New and Emerging Voices in Workplace Law: Purchasing Solutions to Wage Theft, Association of American Law Schools (AALS) 2022 Annual Meeting, Remote Conference
Invited to Workshop January 2022

City of Columbus v. Fraternal Order of Police – Capital City Lodge #9, Grievance Arbitration #12- 2021 (Columbus Police Officers' Garrity obligations to provide testimony on allegations of excessive force during George Floyd Protests), Columbus, OH
Expert Witness for the City November 2021

Central Ohio Workers' Center (COWC) Pandemic Series on Unemployment Compensation Benefits, Remote Presentation
Invited Presenter July 2021

Unraveling Labor Law, Seattle University School of Law Faculty Workshop Series, Remote Workshop
Invited Presenter February 2021

No Worker Is Disposable: New and Old Fights for Workers' Rights, 2021 Ohio State Law Journal Symposium, Remote Symposium
Invited Speaker February 2021

Organizing in the Digital Game Industry, New Waves of Worker Empowerment: Labor and Technology in the 21st Century, Saint Louis University Law School Symposium, St. Louis, MO
Invited Presenter September 2020

Unraveling Labor Law, Culp Colloquium at Stanford Law School, Stanford, CA (changed to remote workshop)
Workshop Presenter May 2020

Was Janus v. AFSCME Correctly Decided? (Arguing affirmative against Buckeye Institute's Robert Alt), Federalist Society & American Constitution Society Debate Series, Columbus, OH
Invited ACS Debater January 2020

The Roberts Court's Unraveling of American Labor Law, LatCrit/Society of American Law Teachers (SALT) Biennial Conference (works-in-progress paper series), Atlanta, GA
Workshop October 2019

The On-Campus Callback Interview: Tips & Tricks, Association of American Law Schools Webinar Series on "Becoming a Law Professor," <https://teach.aals.org/events>
Invited Speaker October 2019

Workers' Centers and the Law, Cleveland Work & Workers Conference, Cleveland, OH
Invited Speaker August 2019

Public Labor Unions as First Amendment Institutions, Culp Colloquium at Duke University School of Law, Durham, NC
Presenter June 2019

What's Hot in Labor Law, Federal Mediation and Conciliation Service/National Arbitration Association's Arbitrator & Advocate Symposium, Columbus, OH
Invited Speaker May 2019

Ohio's Minimum Wage, The Ohio Department of Commerce Annual Continuing Legal Education Seminar, Columbus, OH
Moderator November 2018

Worker Misclassification and the Dental Hygienist, Ohio Dental Hygienists' Association Annual Conference, Columbus, OH
Invited Speaker November 2018

The Plot to Defund Public Sector Unions, Madison Institute & the Center for Media and Democracy, Madison, WI
Invited Speaker June 2018

Public Labor Unions and Equal Protection, Saint Louis University School of Law Faculty Scholarship Colloquium
Presenter March 2018

Public Labor Unions as Democracy Facilitators for the Working Class, Equality Law Scholars' Forum, Berkeley Law School
Invited Presenter November 2017

Public Labor Unions and Equal Protection, 12th Annual Colloquium on Current Scholarship in Labor and Employment Law, Texas A&M University School of Law
Presenter October 2017

Democracy and the Public Labor Union, 11th Lutie A. Lytle Black Women Law Faculty Conference, University of Michigan Law School

Presenter July 2017

New and Emerging Voices in Workplace Law: Reconciling Agency Fee Doctrine and the Modern Public Sector Union, Association of American Law Schools 2017 Annual Meeting, San Francisco, California

Invited Presenter January 2017

Governance, Intellectual Property and Labor, Midwest Law and Society Retreat, University of Wisconsin Law School

Moderator November 2016

SELECTED MEDIA INTERVIEWS

Sound of Ideas, IDEASTREAM PUBLIC MEDIA (WKSU HD1 CLEVELAND), interviewed on live radio by Jenny Hamel, “Ohio child labor bills offer differing views on how much teens should work” (April 14, 2025), <https://www.ideastream.org/show/sound-of-ideas/2025-04-14/ohio-child-labor-bills-offer-differing-views-on-how-much-teens-should-work>.

LAW360 Employment Authority, interviewed by Jon Steingart, “How Gov't Contracting Can Help Enforce Labor Standards” (March 25, 2024), <https://www.law360.com/employment-authority/articles/1816157/how-gov-t-contracting-can-help-enforce-labor-standards>.

WCMH-TV, NBC4, on-camera interview for Eric Halperin, “How is the auto workers strike affecting central Ohio?” (Oct. 23, 2023), <https://www.nbc4i.com/news/localnews/columbus/how-is-the-auto-workers-strike-affecting-central-ohio/>.

SPECTRUM NEWS 1, interviewed and quoted by Jamilah Muhammad, “UAW takes different approach with current auto strike” (Oct. 20, 2023), <https://spectrumnews1.com/oh/columbus/news/2023/10/20/uaw-strike-enters-second-month>.

WCMH-TV, NBC4, on-camera interview for Eric Halperin, “Columbus City Schools, teachers’ union head back to negotiation table” (Aug. 9, 2022), <https://www.nbc4i.com/news/local-news/columbus/columbus-city-schools-teachers-union-head-back-to-negotiation-table/>.

The Columbus Dispatch, interviewed and quoted by Patrick Cooley, “Former bartender sues Local Cantina for offering salary instead of tips” (Aug. 21, 2021), <https://www.dispatch.com/story/business/2020/08/31/former-bartender-sues-local-cantina-for-offering-salary-instead-of-tips/113636592/>.

10TV News (WBNS-TV, local CBS affiliate), on-camera interview for Glenn McEntyre, “Limits of free speech: Westerville police officer on leave over social media posts” (June 25, 2020), <https://www.10tv.com/article/news/local/westerville-police-officer-on-leave-over-social-media-posts/530-7756726b-510c-411b-b5cd-8f8b259a1eef>.

The Plain Dealer, interviewed and quoted by Olivera Perkins, “Talk politics at work with caution: Tips to avoid pitfalls” (Feb. 7, 2020), <https://www.cleveland.com/business/2020/02/talk-politics-at-work-with-caution-tips-to-avoid-pitfalls.html>.

All Sides with Ann Fisher, Live Radio Guest, “What is happening to the First Amendment?” (July 11, 2018), <http://radio.wosu.org/post/first-amendment#stream/0>.

Center for Media & Democracy: Exposed, cited in Mary Bottari’s “Trump’s Supreme Court Strikes Blow to Government Workers, Good Paying Jobs,” (June 27, 2018), <http://www.exposedbycmd.org/2018/06/27/trumps-supreme-court-strikes-blow-government-workers-good-paying-jobs/>.

Below the Line: Northwestern University Law Review Podcast, Guest, “Agency Fee Doctrine with Professor Courtlyn Roser-Jones” (April 6, 2018), <https://www.listennotes.com/podcasts/below-the-line-agency-fee-doctrine-with-sIbV-EK8yS1/>.

HONORS AND AWARDS

- **2024 Ohio State Program of Excellence in Engaged Scholarship (for scholarship and service using government contracting to combat wage theft)**, Office of Outreach & Engagement for excellence in community-engaged scholarship and projects of high impact throughout the University.
- ***New Voices in Labor and Employment Law***, American Association of Law Schools

LEGAL EXPERIENCE

Pennsylvania State University, Penn State Law, University Park, PA

Dean’s Assistant for Educational Equity & Alumni Relations (2015 – 2016)

Developed, executed, and monitored school-wide diversity efforts, academic pipeline programs, and student/faculty/staff recruitment and retention initiatives.

Reed Smith LLP, Pittsburgh, PA

Labor & Employment Associate (2013 – 2015)

Represented employers in lawsuits and administrative proceedings involving allegations of unfair labor practices, discrimination, and wrongful discharge.

Reed Smith LLP, Pittsburgh, PA

Labor & Employment Associate (2013—2016)

University of Notre Dame Office of Compliance and Legal Affairs, Notre Dame, IN

Legal Extern (2012—2013)

Reed Smith LLP, Pittsburgh, PA
Summer Associate (2012)

Superior Court for the Commonwealth of Pennsylvania, Pittsburgh, PA
Intern for the Honorable Judge Cheryl Lynn Allen (2011)

BAR ADMISSIONS

State: Pennsylvania (2013)

Federal: U.S. District Court – Western District of Pennsylvania (2014)

SERVICE

Moritz College of Law

Ohio State Business Law Journal Faculty Advisor (2024 – Present)
Black Law Student Association Faculty Advisor (2024 – Present)
Teaching Innovation Group Co-Chair (2024 – Present)
Ohio State Business Law Journal Faculty Advisor (2023 – Present)
Labor & Employment Law Association (LELA) Faculty Advisor (2019 – Present)
Law School Democrats Faculty Advisor (2019 – Present)
Wagner Labor & Employment Moot Court Team Coach (2020 – Present)
Peggy Browning Fellowship Liaison (2020 – Present)
Teaching Innovation Group Faculty Co-Chair (2024 – Present)
Public Interest Law Foundation (PILF) Auctioneer (2025)
Moritz Scholars Selection Committee (2024 – 2025)
Grade Grievance Committee (2024)
Graduate Studies Committee (2022 – 2023)
Long Range Planning Committee (2021 – 2022)
Academic Affairs Committee (2020 – 2021 & 2024 – 2025)
Faculty Workshop Committee (2020 – 2021)
Appointments Committee (2019 – 2020 & 2023 – 2024)
Admissions Committee (2018 – 2019)

Community

Columbus Labor Commission (formerly the “Columbus Wage Theft Prevention and Enforcement Commission”), appointed by the city council to a second three-year Commissioner term (2024 – 2027)

Columbus Wage Theft Prevention and Enforcement Commission, appointed by the City Council to a three-year Commissioner term (2021 – 2024)

Professional

Lewis Jackson National Employment and Labor Law Student Writing Competition Judge (2022 – Present)

Colloquium on Scholarship in Employment and Labor Law (COSELL) Legacy Committee
Member (2023 – Present)

Regional Undergraduate Mock Trial Competition Judge (2023, 2024)

OTHER AFFILIATIONS & ACTIVITIES

Legal Aid Society of Columbus Virtual Unemployment Compensation Clinic – Volunteer

Central Ohio Worker Center – Wage Theft Intake Volunteer

National Employment Law Council – Peer-Selected Fellow

Association of American Law Schools – Member, Labor and Employment Law Section

Association of American Law Schools – Member, Minority Groups Section

American Constitution Society – Member

Transgender Legal Defense Fund – Volunteer Counsel, Name Change Project National Thurgood

Thurgood Marshall Mock Trial Competition – Volunteer Judge

Bulldog Rescue Home and Foster Home