**JULIE MANNING MAGID**

Executive & Academic Director, Tobias Leadership Center

Professor of Business Law

Kelley Venture Fellow

Kelley School of Business, Indiana University

801 West Michigan Street, Room 4047

Indianapolis, IN 46202

317/274-2275  jmagid@indiana.edu

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**PROFESSIONAL APPOINTMENTS**

**Academic**

Kelley School of Business, Indiana University, Indianapolis, Indiana

Professor of Business Law (2007-present)

Executive & Academic Director, Tobias Leadership Center (2016-present)

Kelley Venture Fellow (2014-present)

TRIPS Scholar (2009-present)

Business Law Coordinator (2000-2009)

Associate Professor of Business Law (2007-present)

Assistant Professor of Business Law (2000-2007)

Visiting Assistant Professor of Business Law (1999-2000)

Ross School of Business, University of Michigan, Ann Arbor, Michigan

Visiting Scholar (2011)

**Legal**

Faegre Baker Daniels,Indianapolis, Indiana

Associate (1995-1999)

Vorys, Sater, Seymour and Pease,Columbus, Ohio

Associate (1993-1995)

**EDUCATION**

University of Michigan Law School, Ann Arbor, Michigan

*Juris Doctorate*, June 1993

*Michigan Journal of International Law*, associate editor

Georgetown University, Washington, D.C.

A.B., *magna cum laude,* in American Studies (foreign policy concentration) May 1988

Phi Beta Kappa, National Merit Scholar, Mary Katherine Mita American Studies Prize

Thesis: Frank P. Walsh and the Irish Question*,* Georgetown University Press (1989)

Oxford University, Trinity College, Oxford, England

Comparative Legal Study Program, summer 1986

**HONORS AND AWARDS**

**Research**

 Best Conference Paper Award, Pacific Southwest Academy of Legal Studies in Business, 2012 for *Retaliatory Disclosure: When Identifying the Complainants is An Adverse Action*

 Life Sciences Research Fellow, Center for the Business of Life Science, 2008-present

 Ralph C. Hoeber Memorial Award for Outstanding Article in American Business Law Journal, Volumes 42-43 (2006) for *A Hobson’s Choice Model for Religious Accommodation Under Title VII*

**Teaching**

 MBA Teaching Excellence Award, 2014

 Indiana University Trustees’ Teaching Award, 2004 and 2006

 Schuyler F. Otteson Undergraduate Teaching Excellence Award, 2005, 2002, 2000

 Charles M. Hewitt Master Teacher Award (Finalist and Overall Winner), Academy of Legal Studies in Business, 2004

 The Howard G. Schaller Award, IUPUI Undergraduate Teaching Award, 2000

**Service**

 Nominee, Chancellor’s Faculty Award for Excellence in Community Engagement, 2014

 Outstanding Reviewer, American Business Law Journal, 2011

 Distinguished Service Award, Tri-State Regional of the Academy of Legal Studies in Business, 2007

**RESEARCH**

**Publications**

Legal and Regulatory Environment of Business, McGraw-Hill/Irwin (18th edition) 2018 (co-authored with Marisa Anne Pagnattaro, Dan Cahoy, Lee Reed & Peter Shedd).

Julie Manning Magid, Monetize vs. Incentivize: Contracting for Healthcare Innovation, 19 University of Pennsylvania Business Law Journal (2017).

Julie Manning Magid, *Cloaking: Public Policy and Pregnancy*, 53 American Business Law Journal (2016).

Julie Manning Magid, *Employee-Created Healthcare Innovation at a Crossroads*, *in* Managing the Legal Nexus Between Intellectual Property and Employees: Domestic and Global Contexts (Lynda Oswald & Marisa Anne Pagnatarro eds. 2015).

Legal and Regulatory Environment of Business, McGraw-Hill/Irwin (17th edition) 2015 (co-authored with Marisa Anne Pagnattaro, Dan Cahoy, Lee Reed & Peter Shedd).

Julie Manning Magid, *Is Pregnancy a Disability? Examining the Trend of Accommodation Legislation and Federal Disability Law, in* Gender, Race, & Ethnicity in the Workplace: Emerging Issues, Enduring Challenges (Margaret Karsten ed. 2015).

Jamie Darin Prenkert, Julie Manning Magid & Allison Fetter-Harrott, *Retaliatory Disclosure: When Identifying the Complainants is An Adverse Action*, 91 North Carolina Law Review 889 (2013).

Julie Manning Magid, Mohan Tatikonda & Philip Cochran, *Radio Frequency Identification and Privacy Law: An Integrative Approach*, 46 American Business Law Journal 1 (2009) (Lead Article).

Philip Cochran, Mohan Tatikonda & Julie Manning Magid, *Radio Frequency Identification and the Ethics of Privacy*, 36:2 Organizational Dynamics 217 (2007).

Julie Manning Magid, *Pregnancy Discrimination: Laboring Under Assumptions in the Workplace, in* Work, Life, and Family Imbalance: How to Level the Playing Field 61 (Michele A. Paludi & Presha E. Neidermeyer eds. 2007).

Jamie Darin Prenkert & Julie Manning Magid, *A Hobson’s Choice Model for Religious Accommodation Under Title VII*, 43 American Business Law Journal 467 (2006).

Julie Manning Magid, Anthony D. Cox & Dena S. Cox, *Quantifying Brand Image: Empirical Evidence of Trademark Dilution,* 43 American Business Law Journal 1 (2006) **(**Lead Article).

Julie Manning Magid, *Co-Branding Requires Strong Contract Protections*, 34:4 Journal of the Academy of Marketing Science (2006).

Julie Manning Magid, *Pregnancy Discrimination: Laboring Under Assumptions in the Workplace, in* 2 Gender, Ethnicity and Race in the Workplace 101 (Margaret Karsten ed. 2006).

Julie Manning Magid & Jamie Darin Prenkert, *The Religious and Associational Freedoms of Business Owners*, 7 University of Pennsylvania Journal of Labor & Employment Law 191 (2005) (Lead Article), *reprinted in* 3 International Journal of Civil Society Law 14 (2005).

Julie Manning Magid, *Contraception and Contractions: A Divergent Decade Following Johnson Controls*, 41 American Business Law Journal 115 (2003).

Julie Manning Magid, *Pregnant with Possibility: Reexamining the Pregnancy Discrimination Act*, 38 American Business Law Journal 819 (2001).

**Working Papers and Works in Progress**

Julie Manning Magid & Jamie Darin Prenkert, *Immutability* *in Employment Discrimination Law*. Theoretical research framing the mutability of pregnancy and religion as outliers in employment discrimination law.

Julie Manning Magid & Tod Perry, *Whistle-blowing and Financial Regulation.* Background research begun.

Julie Manning Magid, *Contracting for Knowledge: What are the Limitations?* Background research completed.

**Conference and Seminar Presentations and Participation**

Discussant, *American Business Law Journal Research Colloquium,* Savannah, GA, August 8, 2017

*Monetize vs. Incentivize: Contracting for Health Care Innovation*, Academy of Legal Studies in Business Annual Conference, San Juan, PR, August 2016.

*Scholarship and Research Development*, Panel Presentation Participant for the *American Business Law Journal*, Academy of Legal Studies in Business Annual Conference, San Juan, PR, August 2016.

*Cloaking: Public Policy and Pregnancy*, Colloquium on Scholarship in Employment and Labor Law (COSELL), jointly sponsored by the Maurer School of Law and Kelley School of Business, Indiana University, September 10-12, 2015.

*Pitch Perfect Publications*, Panel Presentation Participant for the *American Business Law Journal*, Academy of Legal Studies in Business Annual Conference, Philadelphia, PA, August 2015.

Discussant, *American Business Law Journal* Colloquium, Academy of Legal Studies in Business Annual Conference, Philadelphia, PA, August 7, 2015.

*Realizing the Benefits of Diverse Boards and Management Teams*, presentation and panelist for Innovative Teaching at the Intersection of Employment Law and Corporate Governance Panel, MALSB Conference, Chicago, IL, March 26-28, 2015.

*Employee-Created Healthcare Innovation at a Crossroads*. Invited paper for the “Managing the Legal Nexus of Intellectual Property, Employees, and Global Trade” colloquium jointly sponsored by Ross School of Business, University of Michigan and Terry College of Business, University of Georgia, April 24 – 25, 2014.

Discussant, *Post-Racial Hydraulics: The Hidden Dangers of the Universal Turn* (Charlotte Alexander), Title VII: Fifty Years Later Colloquium sponsored by the Ross School of Business, University of Michigan, October 2-3, 2014.

*Cloaking: Public Policy and Pregnancy.* Selected paper for Title VII: Fifty Years Later Colloquium sponsored by the Ross School of Business, University of Michigan, October 2-3, 2014.

*Effective Reviews,* Panel Presentation Participant for the *American Business Law Journal*, Academy of Legal Studies in Business Annual Conference, Seattle, WA, August 2014.

*Cloaking: Public Policy and Pregnancy*, Big Ten and Friends Business Law Conference, Indianapolis, IN, November 2013.

Discussant, *Employee Restrictive Covenant Legislation: Haphazard Evolution or Coherent Policy? (*Norman D. Bishara), Big Ten and Friends Business Law Conference, sponsored by Kelley School of Business Department of Business Law and Ethics, Indianapolis, IN, November 2013.

*Cloaking: Public Policy and Pregnancy*, Academy of Legal Studies in Business Annual Conference, Boston, MA, August 2013.

*Occam’s Razor in Employment Discrimination Law* (with Jamie Darin Prenkert), Academy of Legal Studies in Business Annual Conference, Boston, MA, August 2013.

*Retaliatory Disclosure: When Identifying the Complainants is An Adverse Action* (with Jamie Prenkert and Allison Fetter-Harrott), Pacific Southwest Academy of Legal Studies in Business, Annual Conference, February 18, 2012.

*Retaliatory Disclosure: When Identifying the Complainants is An Adverse Action* (presented invited lecture with Jamie Prenkert), University of Michigan, Ross School of Business Legal Research Seminar, Ann Arbor, MI, October 24, 2011.

*Retaliatory Disclosure: When Identifying the Complainants is An Adverse Action* (with Jamie Prenkert and Allison Fetter-Harrott), Academy of Legal Studies in Business Annual Conference, New Orleans, LA, August 2011.

*Almost Famous: Empirical Evidence of Fame in Trademark Dilution* (with Anthony D. Cox and Dena S. Cox) Tri-State Academy of Legal Studies in Business, Ann Arbor, MI, October 2009.

*Immutable Traits as the Occam’s Razor of Employment Discrimination Law*, Academy of Legal Studies in Business Annual Conference, Denver, CO, August 2009.

*RFID Technology, Consumer Privacy and the Expiration of Personal Information* (with Mohan V. Tatikonda and Philip L. Cochran) Decision Sciences Institute Annual Conference, November 2008.

*Radio Frequency Identification and Privacy Law* (with Mohan V. Tatikonda and Philip L. Cochran) Tri-State Academy of Legal Studies in Business, East Lansing, MI, November 2007.

*Technology and Privacy Law: An Integrative Approach*, (with Mohan V. Tatikonda and Philip L. Cochran) Academy of Legal Studies in Business Annual Conference, St. Petersburg, FL, August 2006.

*Radio Frequency Identification and Consumer Privacy: Legal and Ethical Implications for Operations Managers*, (with Mohan Tatikonda, Philip Cochran and Candice Graham) Decision Sciences Institute Conference, San Francisco, CA, November 2005. (Refereed Proceedings Paper, pp. 18431-2).

*The Choice Theory: Influencing Antidiscrimination and Accommodation*, Tri-State Academy of Legal Studies in Business, East Lansing, MI, November 2005.

*A Hobson’s Choice Model for Religious Accommodation Under Title VII or Damned If You Do, Damned (To Hell) If You Don’t*, (with Jamie Prenkert) Academy of Legal Studies in Business Annual Conference, San Francisco, CA, August 2005.

*RFID and Consumer Privacy: Legal and Ethical Implications for Operations Managers*, (with Mohan Tatikonda, Philip Cochran and Candice Graham) Innovative Research Network Conference, Boston, MA, June 2005.

*The Religious and Associational Freedoms of Business Owners*, (with Jamie Prenkert) Eighth Annual Huber Hurst Research Seminar, co-sponsored by the University of Florida and the Wharton School of Business, Philadelphia, PA, February 2004.

*Quantifying Brand Reliance: Empirical Evidence of Trademark Dilution*, (with Anthony Cox and Dena Cox) Academy of Legal Studies in Business Annual Conference, Ottawa, Canada, August 2004.

*An Alternative Paradigm for Discrimination Outliers*, Academy of Legal Studies in Business, Nashville, TN, August 2003.

*Contraception and Contractions: A Divergent Decade Following Johnson Controls*, Academy of Legal Studies in Business, Las Vegas, NV, July 2002.

*The* Faragher *Dilemma for Government Employers*, Pacific Southwest Academy of Legal Studies in Business, Palm Springs, CA, February 2002.

*A Long and Winding Road: Will Viagra Redefine Pregnancy Protection?* Tri-State Academy of Legal Studies in Business, Indianapolis, IN, November 2001.

*Courts as Employers: Judging Those Who Sit in Judgment,* Academy of Legal Studies in Business, Baltimore, MD, August 2000.

*Pregnant with Possibility: Reexamining the Pregnancy Discrimination Act*, Midwest Academy of Legal Studies in Business, Chicago, IL, March 2000.

**TEACHING**

**Courses Taught**

L203: Commercial Law I (Undergraduate)

L204: Honors Commercial Law I (Undergraduate Honors Program)

L303: Commercial Law II (Undergraduate)

L503: Commercial Law II (Masters in Accounting)

X590: Independent Study in Business Law (MBA)

L512:Law, Ethics and Business (MBA)

L512: Law, Ethics and Business (Business of Medicine MBA)

X511:Business Ethics (MBA)

L590: Employment Law Seminar (MBA)

C515: Employment Law for Human Resource Practice (Kelley Direct MBA)

L579: Health Care and Public Policy Experience (Business of Medicine MBA)

International Business Law and Ethics, International Graduate Business School - Zagreb, Croatia

Kelley Connect Week, “A Primer on the Business of Microfinance” (MBA)

Kelley Connect Week, “Navigating Ethical Challenges” (MBA)

KD Team Coach (Kelley Direct MBA)

X520: AGILE – Palestine (Kelley Direct MBA)

Executive Leadership Development: Fellows Program of the Tobias Leadership Center

**Selected Invited Presentations**

*Leading High-Performance Teams: Recruiting, Establishing an Inclusive Climate and Negotiating Long-Term Success*, panelist, Barnes & Thornburg, Indianapolis, IN, September 29, 2017

*Legal Issues and Medical Practice,* presentation to pathology residents, Indiana University Health Pathology Laboratory, March 1, 2016.

*Legal Issues and Medical Practice,* presentation to pathology residents, Indiana University Health Pathology Laboratory, February 25, 2015.

*Build a Better Board and Improve Your Bottom Line? The Latest Research and Data on the Benefits of Diverse Boards and Management Teams* (with Dean Idalene Kesner), Faegre Baker Daniels, presentation to worldwide offices, November 5, 2014.

Discussant, *From Female Labor Force Participation to Boardroom Diversity* (Renee Adams), Financial Management Association Annual Meeting, Chicago, IL, October 18, 2013.

*Courageous Conversations: Confronting Without Conflict* (with Charlotte Westerhaus-Renfrow), Indiana State Medical Association’s Annual Convention, Indianapolis, IN, September 20, 2013.

*Women on the Board and Other Conundrums: The State of Women in Business*, The Gathering, Indianapolis, IN, April 10, 2013.

**SERVICE**

**Service to the Profession**

American Business Law Journal

Managing Editor (2017)

Senior Articles Editor (2016-2017)

Articles Editor (2014-2016)

Staff Editor (2004-2014)

Ad hoc reviewer (2003-2004)

Reviewer, *Women Leading Globally*, submitted chapter for International Business (Jean Boddewyn, ed.) (2015).

Journal of the Academy of Marketing Science

Marketing and the Law ad hoc reviewer (2006 – 2007)

Co-Organizer, Big Ten and Friends Conference, Indianapolis, IN, November 15-16, 2013

Tri-State Regional of the Academy of Legal Studies in Business

● Past-President (2007-2008)

● President (2006-2007)  
● Program Chair, Annual Meeting, Cleveland, OH (2006)

●Secretary (2005-2006)

● Reviewer for Student Papers (2003, 2004)

Coordinator*,* Charles M. Hewitt Master Teacher Competition, Academy of

Legal Studies in Business Annual Conference, San Francisco, CA (2005)

**Service to the University**

Search Committee Chair, Managing Director, Tobias Center for Leadership Excellence (2016)

Selection Committee, IUPUI Women’s Leadership Awards (2016)

IUPUI Promotion and Tenure Committee (2013-2014)

Kelley School of Business Dean Search Committee, faculty member (2012-2013)

Advisory Council, IUPUI Office for Women, member (2013-present)

IUPUI Faculty Council, elected member (2011-2013)

Dean Gary Roberts Administrative Review Committee, Faculty Council representative

(2011-2012)

Dean Roger Schmenner Administrative Review Committee (2005-2006)

**Service to the Kelley School**

Business of Medicine Policy Committee, KSB- Indianapolis (2013- present)

Academic Council, Kelley School of Business

● Indianapolis Representative (2008-2010, 2013 – 2016)

● Agenda Committee for Academic Council (2009 – 2010)

MBA Core Coordinating Committee, KSB – Indianapolis (2011-2017)

Kelley Direct Policy Committee, Kelley School of Business (2012-2017)

Co-Advisor, Kelley Indianapolis MBA Women’s Association (KIMBA) (2015-2017)

KSBI Committee Task Force (2014)

Advisor, Kelley Indianapolis Chapter of the MBA Women International (formerly National Association of Women MBAs (NAWMBAs)) (2008-2014)

Emerging Program Committee, KSB – Indianapolis (2012)

Faculty Mentoring Committee, KSB – Indianapolis (2012)

MBA Women’s Advisory Board, faculty member, KSB – Indianapolis (2001-2012)

Assessment Committee, KSB-Indianapolis (2011)

Teaching Excellence Committee, KSB – Indianapolis (2008 -2011)

Chair, Diversity Council, KSB – Indianapolis (2007-2010)

Kelley Indianapolis Strategic Planning Committee (2009- 2011)

Evening MBA Policy Committee (2003 – 2011)

Research Policy Committee, Kelley School of Business (2008, 2010, 2015-2017)

Organizing Committee for the *Jordan H. and Joan R. Leibman Annual Forum on the Legal and Business Environment of Art* (2004 -2006)

Taskforce on Cheating and Civility, KSB – Indianapolis (2001)

Kelley Commentator on “Indiana Business This Week,” (March, 2000)

**Community Service**

Women’s Fund of Central Indiana, an endowment fund of the Central Indiana Community Foundation (CICF)

● Community Engagement Committee Member (2016-present)

● Past Chair of the Advisory Board (2013-2014)

● Chair of the Advisory Board (2011–2013)

● *Ex Officio* Board Member*,* Central Indiana Community Foundation (CICF) (2012-2013)

● Vice Chair of the Advisory Board (2008-2010)

● Advisory Board Member (2005-2014)

● OPTIONS *ex officio* Advisory Board Member (2004)

Board of Governors, The Orchard School

● Vice-Chair (2012-present)

● Executive Committee Member (2011-present)

● Investment Committee Member (2011-present)

● Chair, Head of School Search Committee (2011-2012)

Elected Member, The Gathering, an organization of women leaders in central Indianapolis

(2012-present)

Advisor, Working Assumptions Foundation (2010–present)

Community Leader Representative, Domestic Violence Network, Community-Wide Plan 3.0 (2012-2013)

Board of Trustees, The Orchard School

**●** Chair of the Advisory Board (2008-2010)

● Trustee (2002-2008)

Judge,Indiana /American Business Ethics Award sponsored by the Society of Financial Service Professionals (2001-2003)

Judge, Torch Award for Marketplace Ethics sponsored by the Better Business Bureau of Central Indiana (2000-2001)

**ADMITTED TO THE BAR**

Indiana 1995 (currently inactive status)

Ohio 1993 (currently inactive status)

**PROFESSIONAL ASSOCIATIONS AND MEMBERSHIPS**

Academy of Legal Studies in Business

International Leadership Association

Law & Society Association

Tri-State Regional Academy of Legal Studies in Business

Northern and Southern District Courts of Indiana

Southern District Court of Ohio

United States Court of Appeals, Sixth Circuit