

Nancy Conrad

Partner

Chair, Labor and Employment Group and Education Law Group

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For more than 20 years, Nancy Conrad has represented businesses, educational institutions and non-profit organizations in all aspects of employment law. She has defended all types of employment actions, including the defense of federal and state discrimination claims, wrongful discharge cases, employment contract matters and restrictive covenant cases. Nancy develops and advances a litigation position and strategy based on a client's designated resources and ultimate goal. She utilizes effective, value-based litigation practices that are consistent with a client's business operations and work environment.

In addition to litigating employment related disputes, Nancy is involved in all aspects of workplace issues. Nancy builds close relationships with her clients and they rely upon her for advice in reviewing and revising workplace policies, managing employee performance, disciplining and terminating employees and training supervisors in best practices. When consulting with employers on best practices, Nancy's focus is on identifying and implementing solutions that make sense in the client's workplace and effectuate results. While it may not always be the answer that is sought, she provides the benefits and risks related to a decision in order for a client to make a fully informed decision.

Another significant portion of Nancy's practice includes representing colleges, universities and schools in matters related to faculty, staff and students. Nancy recognizes the unique challenges that exist on campus and has extensive experience in analyzing and problem-solving controversial matters. She has litigated tenure related disputes, academic integrity and student conduct cases and staff terminations. She also provides proactive advice and counsel to her clients, including Presidents, Deans, Vice Presidents and Heads of Schools to assist them in resolving education and employment issues and making significant decisions. She is especially sensitive to addressing and resolving issues in a manner that is consistent with the institution's mission and operations.

Nancy is a frequent speaker on workplace issues and supports organizations and programs that provide training and mentoring to students and professionals.

As evidenced by the awards she has received and programs she participates in, Nancy takes an active role in the legal and local community. She is vice-chair of the Pennsylvania Bar Association's Federal Practice Committee, a member of the Executive Committee of the PBA Commission for Women in the Profession, a member of the PBA's Labor and Employment Council and the Continuing Legal Education Committee of the National Association of College and University Attorneys.

Practice Areas

Education Law

Labor and Employment

Bar And Court Admissions

Pennsylvania

New Jersey

U.S. Court of Appeals for the Third Circuit

U.S. District Court for the District of New Jersey

U.S. District Court for the Eastern District of Pennsylvania

U.S. District Court for the Middle District of Pennsylvania

Education

Temple University School of Law, JD, *cum laude*, 1989

The Pennsylvania State University, MEd, *summa cum laude*, 1977

Lycoming College, BA, *magna cum laude*, 1976

Memberships

Lehigh County Bar Association

National Association of College and University Attorneys

Pennsylvania Bar Association

Society for Human Resources Management

Representative Matters

- On behalf of a college, obtained summary judgment in a tenure denial case based on national origin discrimination brought by a professor which was affirmed by the Third Circuit Court of Appeals
- On behalf of an international commercial company, obtained summary judgment in a race discrimination case which was affirmed by the Third Circuit Court of Appeals
- On behalf of a large health care network, obtained a trial verdict in a breach of contract claim brought by a physician
- On behalf of a college, obtained summary judgment in an age and gender claim brought by an adjunct professor and filed in state court
- On behalf of a large health care organization, obtained an injunction against a physician per a non competition agreement
- On behalf of a university, obtained summary judgment in a civil rights action brought by a student in federal court
- Obtained dismissal of a gender based discrimination claim brought under the Equal Rights Amendment of the Pennsylvania Constitution in federal court
- Litigated and resolved non competition and other restrictive covenants in various federal and state court jurisdictions
- Provided advice and counsel to businesses, non profits and educational institutions on all aspects of employee discipline and termination resulting in significant savings and no ensuing litigation
- Provided advice and counsel to universities and colleges on an array of education and employment matters including tenure track issues, student and faculty discipline, faculty and administrative appointments, grievance process and proceedings and policy review
- Reviewed and negotiated executive employment contracts and other related employment agreements
- Conducted and supervised training in employment related areas including, harassment, EEOC issues, FMLA procedures, and discipline and discharge
- Conducted and supervised training in the areas of education related issues including, FERPA, Title IX, sexual assault response, technology and social media policies and faculty evaluation

Recognition & Involvement

In 2005, 2006, 2010 and 2011, Nancy was selected in a survey of her peers as a Pennsylvania "Super Lawyer" by *Law & Politics* magazine.

In 2006, she received the "Athena Award" from the Greater Lehigh Valley Chamber of Commerce, which honors women who strive toward the highest levels of professional accomplishment, excel in their chosen field, devote time and energy to their community in a meaningful way and open paths for others to follow.

Lehigh Valley Magazine honored Nancy in 2008 as a "Mover & Shaper" in recognition of her contributions to the Lehigh Valley community.

In 2009, she received the "Take the Lead" Award from the Girl Scouts, which honors women whose professional and personal accomplishments exemplify the organization's mission of building girls who lead with courage, confidence and character to make the world a better place.

Nancy is a member of the Women's Business Council of the Greater Lehigh Valley Chamber of Commerce, vice-president of the Board of Directors of the Lehigh Valley Women's 5K Classic, a member of the Community Advisory Board of the CancerCare Community of Greater Lehigh Valley and a member of the Board of Directors of Green Hope Charities. In addition to her community involvement, she is also an advocate and fundraiser for breast cancer research and programs.

In The News

Commentary: Nancy Conrad's Take on Girl Scouts' Community Involvement for Past 100 Years
March 2012

White and Williams Sponsors Cedar Crest College's Launch into Adult Education with SAGE
October 19, 2011

Nancy Conrad, Chair of the Labor & Employment Group, was interviewed and featured in the recent book, "Power and Influence for Lawyers: How to Use It To Develop Business and Advance Your Career" (West 2011) by Susan Letterman White.

Congratulations 2011 PA Super Lawyers and Rising Stars
May 25, 2011

Events

2011 Labor and Employment Law Seminar
April 28, 2011

Hot Topics in Employment Law For Non-Employment Lawyers

Legal Implications Arising From Changes in Technology and Social Media
2011

The Ethics of Monitoring Employee Communications

Federal Practice Tips and Traps, Course Planner and Moderator
November 2010

Sexual Assault Response Training for College and University Personnel
Fall 2010

Overview of Key Employment Law, Statutes and Regulations
July 2010

Leadership to Reduce Faculty Mis-Steps
June 2010

Top Challenges for Boarding Schools, Keynote Address
June 2010

Interplay Among FMLA, ADA and Workers' Compensation
May 2010

Technology and Cyber Space Best Practices and Emerging Trends
May 2010

A Work Life Balance and the Profession of Law, Moderator
March 2010

Lost in Federal Practice? See Us in Atlantis, Course Planner and Panelist
January 2010

Survival Strategies in Stressful Times, Course Planner
November 2009

Hot Topics in Employment Law
October 2009

Breast Cancer and the Workplace, Moderator
September 2009

Legal and Ethical Considerations Regarding Confidentiality and Student Information
July 2009

Women's Rights in Afghanistan, Course Planner and Moderator
July 2009

Federal Practice from Pennsylvania to St. Thomas, Course Planner and Panelist
February 2009

Women in Leadership, Moderator
February 2009

FMLA & Absence Management
January 2009

Managing Pregnancy and Parent Claims
October 2008

Rally for the Cure, Keynote Address
September 2008

Employment Law Overview: Title VII/PHRA
May 2008

The Aging Workforce
May 2008

Legal Issues for Co-ops, Interns and Volunteers
May 2007

Women, Work and the Law
May 2007

Employment Law Update
November 5, 2006

Federal Practice Tips and Traps, Course Planner and Presenter
January 2006

Unemployment Compensation: To Contest or Not to Contest
October 2005

Update 2005: Helping You Find Your Way
April 2005

Publications

Severance Pay Offsets Under Pennsylvania's Unemployment Compensation Law Now In Effect
March 19, 2012

Labor and Employment Updates
November 14, 2011

Pennsylvania Court Holds Non-Public Posts to Social Media Websites Discoverable
June 23, 2011

Labor and Employment Newsletter
March 2011

The Higher Education Opportunity Act Now in Effect
October 1, 2010

Same-Sex Parents Qualify for Benefits Under FMLA
June 22, 2010

U.S. Supreme Court Rules on Text Message Privacy Case
June 17, 2010

The Children's Health Insurance Program Reauthorization Act
April 2010

Cobra Subsidy Temporary Extension
March 2010

PA Human Relations Commission Proposed Policy Guidance on Job Applicants with Criminal Records
February 2010

COBRA Subsidy Extension
December 29, 2009

Pennsylvania Mini-COBRA Effective July 10, 2009
June 15, 2009

Pandemic Preparedness in the Workplace
May 6, 2009

The American Economic Recovery and Reinvestment Act: Latest IRS COBRA Guidance on "Involuntary Termination"
April 7, 2009

The American Economic Recovery and Reinvestment Act: Critical COBRA Changes Retroactive to September 2008
March 23, 2009

Cases & Deals

Labor Group Obtains Dismissal of Wrongful Discharge Claim
March 2011