

Richard G. Trotter, Ph.D.

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Education

J.D., Rutgers University, 1977.

Major:

Ph.D., University of Pennsylvania, 1970.

Major:

M.A., University of Pennsylvania, 1966.

Major:

B.S., Columbia University, 1965.

Major:

Professional Positions

Academic - Faculty

Associate Professor of Management, Merrick School of Business, University of Baltimore. (1979 - Present).

Lecturer in Labor Relations, Johns Hopkins University. (1982 - 1983).

Assistant Professor, Rutgers University. (1970 - 1978).

Lecturer, University of Pennsylvania. (1968 - 1970).

Professional

Labor-Management Arbitrator, Federal Mediation and Conciliation Service, Federal Mediation and Conciliation Service. (1978 - Present).

Labor-Management Arbitrator, National Mediation Board, National Mediation Board. (1978 - Present).

Labor-Management Arbitrator, Social Security Administration - American Federation of Government Employee (AFGE), Social Security Administration - American Federation of Government Employee (AFGE). (1978 - Present).

Private Practice of Law, (1978 - 1979).

Licenses and Certifications

Certification-Institutional Research Board, Collaborative Institutional Training Initiative. (2010).

License to Practice Law-Supreme Court of the United States, United States Supreme Court. (1980 - 2043).

License to Practice Law-state of Pennsylvania and the Federal Courts, US Gov. and State of Pennsylvania. (1977 - 2011).

License to Practice Law-state of Pennsylvania and the Federal Courts, US Gov. and State of Pennsylvania. (1977 - 2011).

Professional Memberships

Industrial Relations Research Association (Maryland Chapter) (Present).

Pennsylvania Bar Association (Present).

Society of Professional in Dispute Resolution (Present).

Awards and Honors

Who's Who in America 2003 Ed. (2003).

Who's Who in American Law 2003 Ed. (2003).

RESEARCH

Intellectual Contributions

Refereed Journal Articles

Trotter, R. G. (Forthcoming). Protected Concerted Activity Under Section 7 of the National Labor relations Act:A New Frontier for Non -Union Employees to Organize and Improve Terms and Conditions of Employment-To be Published in The Journal of Management and Policy-Winter 2015.

Trotter, R. G. (2013). United Parcel Service-Federal Express-National Labor Relations Act -Railway Labor Act -Union Employees UPS-Independent Contractor Fed Ex -Current Developments of the Legal Status of Fed -Ex Workers. *American Journal of Management*. 13/3(13/3), 67-76.

Trotter, R. G. (2013). In Re Baltimore County MD and The Fraternal Order of the Police Lodge 25131LA 1546-1555 June 26, 2013. *Bloomberg-BNA Labor Relations Reporter*. 131, No 28 (No 38), 1547-1556.

Trotter, R. G., & Zacur, S. R. (2012). Investigation of Sexual Harassment Complaints: An Update for Managers and Employers. *SAM Advanced Management Journal*. 77(1), 28-37.

Trotter, R. G. (2011). D.C. Department of Public Works and American Federation of Public Employees Local 631. *Bloomberg-BNA Labor and Employment Law*. 129(LA 29(Arb.2011)), 29-42.

Trotter, R. G. (2010). Transgender Discrimination and the Law. *Contemporary Issues in Education Research*. 3(2), 55-60.

Trotter, R. G. (2008). The Proposed Employee Free Choice Act: Strengthening The American Middle Class Or Tyranny By Union Organizations. *Journal of Business and Economics Research*. 6(11), 53-61.

Trotter, R. G. (2004). The New Economic and Social Model - A Third State of Economic and Social Development in Brazil in the Millennium: One Brazil - Shared Humanity - Wealth Creation and Social Justice. *Journal of American Academy of Business, Cambridge*. 4(1 & 2), 178-183.

Trotter, R. G., & Zacur, S. R. (2004). Corporate Sexual Harassment Policies: Effective Strategic Human Resource Management. *Journal of Business and Economic Research*. 2(3), 63-70.

Trotter, R. G. (2002). Global Economic Scenarios: In the Twenty-First Century for the Future of World Economic Development - The Allen Hammond Scenario Projections for the Future. *Journal of American Academy of Business, Cambridge*. 2. 135-140.

Conference Proceedings

Trotter, R. G. (2012). Pay Transparency Practice in the United States. *Hawaii Conference on International Business*. (12 Annual Conference on Business).

Trotter, R. G. (2011). Ricci v. DeStefano: What Employers Can Learn about Employment Testing and Title VII Compliance. *Hawaii International Conference on Business*. Volume 11 (May 2011).

Trotter, R. G. (2007). The Investigation of Sexual Harassment Complaints. *Proceedings of the 7th Annual Hawaii International Business Conference*.

Trotter, R. G. (2004). The New Economic and Social Model - A Third Stage of Economic and Social Development in Brazil in the Millennium: One Brazil - Shared Humanity - Wealth Creation and Social Justice. *Proceedings of the International Business and Economic Research Conference*.

Trotter, R. G. (2003). Corporate Sexual Harassment Policies: Effective Human Resource Management. *Proceedings of the International Business and Economic Research Conference*.

Trotter, R. G. (2002). Employer Promulgated Arbitration: Unresolved Issues, Post Circuit City Store, Inc. v. Adams - Developments. *Proceedings of Twenty-Third Annual Southern Industrial Relations and Human Resources Conference*. 23. 139-141.

Trotter, R. G. (2002). Global Economic Scenarios: In the Twenty-First Century for the Future of World Economic Development - The Allen Hammond Scenario Projections for the Future. *Proceedings of the Academy of International and Business Economic Research Conference*. 27.

Trotter, R. G. (2000). State Employer Age Bias Liability - States' Rights v. Federal Remedies for Age Discrimination, Kimmel v. Florida Board of Regents. *Twenty-First Annual Southern Industrial Relations and Human Resource Conference, University of Alabama at Birmingham*. 132-133.

Trotter, R. G. (2000). The Enforcement of International Labor Practices and Linkages to Trade Policies by the WTO The Need for Reform. *Proceedings of the Academy of International Business - Northeast Regional Meeting*. 357.

Written Case

Trotter, R. G. (2013). In Re Giant Food, INC and International Association of Machinist and Aerospace Workers, Automotive Lodge 1486, District Lodge 4. *Bloomberg-BNA Labor Relations Reporter*. 131(NO.14), 725-732.

Trotter, R. G. (2009). Johns Hopkins University and Public Service Employees' Local 572, Laborer's International Union of North America. *The Bureau of National Affairs*. 126(LA 650), 650-656.

Trotter, R. G. (2009). American Electric Power Co. and Individual Grievant Arbitration Decision. *The Bureau of National Affairs*. 123(LA 1438), 1438-1444.

Trotter, R. G. (2006). U.S. Department of Veterans Affairs and American Federation of Government Employees Arbitration Decision. *Bureau of National Affairs*. 122(LA-402), 402-413.

Presentations

Trotter, R. G. "Protected Concerted Activity Under Section 7 of the national Labor Relations Act:A New Frontier for Non-Union Employees to Organize and Improve Terms and Conditions of Employment," co-sponsored -Labor and Management in Development -Asia Journal of Entrepreneurship and Strategy, Honolulu,Hawaii-May 2014. (2014).

Trotter, R. G. "United Parcel Service -Federal Express National labor relations Act Railway ActIndependent Contractor or Employee," co-sponsors Labour and Management in Development and Asia Journal of Entrepreneurship and Strategy, Honolulu -Hawaii. (2013).

Trotter, R. G. "Pay Transparency and Pay Equality," co-sponsors-Asia journal of Entrepreneurship, Honolulu-Hawaii. (2012).

Trotter, R. G. "Riccv DeStefano-Disparate Impact-Disparate Treatment -issues of employment testing," Asia Journal of Entrepreneurship and Strategy:Labour and management in Development, Honolulu,Hawaii. (2011).

Trotter, R. G. "Transgender Discrimination and the Law," Clute Institute,Littleton CO, Las Vegas,Nevada. (2009).

Trotter, R. G. "The Investigation of Sexual Harassments Complaints," International Business Conference, Honlulu,Hawaii. (2007).

Intellectual Contributions in Submission

Trotter, R. G., Zacur, S. Rawson, & . Pay Transparency and the Gender Pay Gap in the United Kingdom and the United States. Industrial Relations Journal/Wiley & Sons.

Research in Progress

"Ethics of Employment Testing (topic)" (On-Going)
Ethics of Employment Testing (topic)

"Ricci V.DeStefano-What Employers Can Learn About Developing Employment Tests" (On-Going)
The case of Ricci v. DeStefano was a landmark case involving the issues of disparate treatment and disparate impact as regards employment testing.my paper will focus on what employers can learn in making and developing employment tests that from the Supreme Courts decision

"The Developing Law in Transgender Discrimination Cases"
Much has been written about employment discrimination against individuals based on sexual orientation,but now there is an emerging case law dealing with the specific issue of transgender discrimination.

"The Gender Pay Gap" (On-Going)

SERVICE

Department Service

Committee Member, Committee on Evaluating Academic Journals in Management.

College Service

Faculty Advisor, Sigma Iota Epsilon, Merrick School of Business.

University Service

Faculty Advisor, Advisor Human Resources Management Club.

Committee Member, University Senate.

Committee Member, Academic Policies Committee. (September 2012 - Present).

Committee Member, Institutional Research Board. (September 2010 - Present).

Committee Member, Academic Policies Committee. (September 2013 - May 2015).

Committee Member, Institutional Reasearch Review Board. (January 2008 - December 2013).

Committee Member, Writing Advisory Group. (October 2009 - May 2010).

Professional Service

Member, Federal Mediation and Conciliation Service-Labor Arbitrator.

Labor Arbitrator,

Presented essential of American Corporate law to delegation from China, Business Delegation from China. (November 2012 - November 2012).

Public Service

Chairperson, Arbitration of Labor Disputes. (October 2009 - Present).

Consulting

Private Sector Unionized Employers, Federal, State governments and private sector unionized employers, Washington D.C. and Mid-Atlantic region.

Development Activities

Seminar, "Obtaining Certification for WEB courses," University of Baltimore. (2009).

Seminar, "teaching millienials," University of baltimore. (2009).