

RICHARD J. GONZALEZ

CURRICULUM VITAE

CURRENT POSITION:

August, 1988 – Present

Clinical Professor of Law
(Director of Clinical Legal Education -
June, 2015-present)
Chicago-Kent College of Law
Illinois Institute of Technology
565 West Adams Street, Suite 600
Chicago, Illinois 60661

Oversee and direct Chicago-Kent's in-house legal clinic "C-K Law Group: The Law Offices of Chicago-Kent" – a fee-generating law firm operating within Chicago-Kent. Maintain substantial practice with a concentration in employment discrimination/wrongful discharge, civil rights, and other civil matters within in-house clinic. Supervise and utilize law students on actual cases, providing individualized and group instruction in interviewing, drafting of pleadings, pre-trial discovery techniques, motion practice, trial practice, counseling and negotiation, and management of a law practice. Classroom teaching has included: Employment Discrimination, Pre-Trial Litigation, Employment Litigation, One-L Clinical Rotation, Legal Writing IV For Labor & Employment, Negotiation, Alternative Dispute Resolution, and Appellate Advocacy.

ACTIVITIES AND ACCOMPLISHMENTS:

- Successfully litigated or settled in excess of 500 legal actions, including extensive jury trial experience.
- Created highly successful course in Pre-Trial Litigation, Chicago-Kent's first course aimed at development of overall civil litigation skills.
- Co-Executive Editor of 2009, 2010, 2013 & 2015 Supplements to leading employment law treatise *Employment Discrimination Law* (BNA Bloomberg).
- Elected to membership in College of Labor and Employment Lawyers- 2013.
- United States District Court Pro Bono Public Service Award, 2009.
- Selected by Chicago Magazine as an Illinois "Super Lawyer" in the field of employment law – September, 2007.
- Special Appointment by Chief Judge of U.S. District Court for Northern District of Illinois to represent jurors terminated from employment while serving on federal jury duty – 2007 & 2010.

- Administrative Law Judge and Consultant, Cook County Commission on Human Rights, September, 1993 – Present.
- Board of Directors of Illinois Chapter of National Employment Lawyer’s Association, June, 2000 – 2005.
- Active member of National Employment Lawyers Association, American Bar Association, and Chicago Bar Association.
- Chicago Bar Association’s Special Experience Panel for labor and employment and civil rights cases.
- Recipient of Chicago-Kent Student Bar Association “Professor of the Year” award, 1995.
- Arbitrator, Cook County Circuit Court Mandatory Arbitration Program, 1989 – Present.
- Grader, Illinois Bar Examination, 1987 – 1991.
- Helped create and develop Chicago-Kent’s Litigation and Dispute Resolution and Labor and Employment certificate programs.
- Writer and co-producer of “The American Legal Process,” an award-winning educational film for use at the secondary school level that set a national sales record for the industry. Film was translated into four languages and is currently in use throughout United States and Europe.
- Nationally ranked college and high school debater. Winner of numerous tournaments. Received debating scholarship to Northwestern University.
- Professional acting experience in Illinois and Ohio theaters.

PUBLICATIONS:

AUTHOR:

- Employment Discrimination Law, 2009, 2010, & 2013 Cumulative Supplements (BNA Publishing, 2009, 2010, 2013).
- “The Rise of Fraudulent Misrepresentation in the Employment Context: A Viable Alternative to Oral Contract Claims in Illinois”, Illinois Bar Journal, November, 2007.

- “Depositions in the Age of Summary Judgment,” TRIAL (Journal of the Association of Trial Lawyers of America), August 2004.
- “A Plaintiff Need Not Present Direct Evidence of Discrimination to Get a Mixed-Motive Jury Instruction,” 2 ISBA Federal Civil Practice 4 (March 2004).
- “Schizophrenia for Disability Practitioners,” 6 Illinois Advocate 2 (2002)
- “Overcoming Qualified Privilege in Workplace Defamation Suits,” 4 Illinois Advocate 4 (2001).
- “Barriers to Bar Admission of Applicants with Mental Health Treatment Histories,” 4 Illinois Advocate 2 (2000).
- “Mitigation of Damages in Employment Discrimination and Wrongful Discharge Cases,” 69 Mississippi Law Review 2, Winter, 2000.
- “Playing By New Rules” Avoiding Summary Judgments in Employment Cases, Illinois Chapter of National Employment Lawyers Association Journal, (1999).
- “Warts and All: Protecting Employment Plaintiffs From Intrusive Discovery Techniques,” 2 Illinois Advocate 2 (1998).
- “*Hicks and Hazen Paper*: Blessings for Employers or Blessings in Disguise for Employment Discrimination Plaintiffs,” 11 Ill. Pub. Empl. Rel. Rptr. 2 (1994).

CO-AUTHOR:

- “Litigation at the Illinois Human Rights Commission,” Chicago Bar Association Record, July/August, 1992.
- “Handling Employment Discrimination Claims in Illinois – A Practical Guide,” Chicago Bar Association Record, March, 1991.

LIST OF RECENT SPEECHES AND PRESENTATIONS:

Speaker to continuing legal education seminars, civic groups, conventions, radio and school audiences on equal opportunity in employment and housing, consumer law, and the role of law and lawyers in American society

February, 2019- “Effective Trial Preparation”, Community Activism Law Alliance seminar.

October, 2018- “Finding Careers in Employment Law”, College of Labor & Employment Lawyers seminar.

June, 2018- “Building a Legal Career”, Illinois Chapter National Employment Lawyers Association seminar.

June, 2018- “Latest Developments in Employment Law”, Chicago-Kent Not For Profit Corporations seminar.

April, 2018- “Building a Fee Generating Legal Clinic”- American Association of Law Schools Clinical Conference (plus Workshop Moderator).

June, 2017- “Latest Developments in Employment Law”, Chicago-Kent Not For Profit Corporations seminar.

May, 2017- Workshop Moderator- American Association of Law Schools Clinical Conference.

November, 2016- “Civility in the Litigation Process”, American Bar Association National Labor & Employment Conference, Chicago, IL

October, 2016- “Career Opportunities in Labor & Employment Law”, College of Labor & Employment Lawyers Annual Chicago Seminar, Chicago, IL

March, 2016- “Trial of a Sexual Harassment Case”, Illinois State Bar Association Annual Labor & Employment Conference, Chicago, IL

July, 2014- “Maximizing Damages in Employment Cases” and “Trends in Models of Proof For Discrimination Cases”, American Law Institute Annual Seminar, Santa Fe, NM

June, 2014- “Recent Developments under the Americans With Disabilities Act”, Chicago-Kent College of Law Annual Conference for Not-For-Profit Corporations”, Chicago, IL

October, 2013- “Careers in the Legal Profession” (moderator) College of Labor & Employment Lawyers, Chicago, IL

June, 2013- “Ethical Issues in the Practice of Law”, Chicago Bar Association seminar and play production, Chicago, IL

March, 2012- “Recent Developments in Employment Law”, Practising Law Institute, New York City, NY

February, 2012- “Deposition and Trial Techniques For Employment Cases”, National Employment Lawyers Association 7th Circuit Conference, Chicago, IL

October, 2011 - “Latest Developments in Labor & Employment Law”, Practising Law Institute Annual Labor & Employment Seminar, New York City, NY

March, 2011- “Managing Clients and Their Expectations”, Chicago Bar Association seminar, Chicago, IL

November, 2010- “Effective Summary Judgment Motions”, American Bar Association Annual Labor & Employment Conference, Chicago, IL

April, 2010 - 2009-2010- Employment Discrimination Law Update, American Bar Association/BNA Webcast

February, 2009- “Defeating Summary Judgment in Employment Cases”, National Employment Lawyers association Annual Seventh Circuit Seminar, Chicago, IL

October, 2008- “Latest Developments in Employment Law”, Practicing Law Institute Annual Labor & Employment Seminar, Chicago, IL

February 2008 - “Latest Case Law & Legislation—A Plaintiff’s Perspective”, Illinois State Bar Association Annual Labor & Employment Seminar, Chicago, IL, October, 2007 –

“Latest Developments in Employment Law”, Practicing Law Institute 2007- Annual Seminar

January, 2007 - “Fraudulent Misrepresentation in the Employment Context”, Chicago Bar Association Labor and Employment Committee

January, 2007- “Procedural Issues in Bringing and Defending Employment Discrimination Suits”, Illinois State Bar Association Annual Seminar

October, 2006- “Latest Developments in Retaliation Law”, Practicing Law Institute Annual Seminar

October, 2005– “Defending Employment Discrimination: How to Counter Typical Plaintiffs’ Strategies”; training Seminar, Franczek Sullivan, P.C.

September, 2005– “Effective Discovery in Employment Cases – A Plaintiff’s Perspective,” Chicago Bar Association Labor & Employment Committee

June, 2005– “Labor & Employment Issues Affecting Not-For-Profits in 2005: The Effects of the New Illinois Equal Pay Act; Changes in the Illinois Minimum Wage; & Recent Developments Regarding the Family and Medical Leave Act,” Chicago-Kent College of Law Annual Legal Conference for Not-For-Profit Corporations

December, 2004– “Anatomy of a Discrimination Lawsuit: A Plaintiff Lawyer’s Perspective,” Illinois Council on Education in Management Annual Seminar

November, 2004– “Handling Difficult Issues Under the Family Medical Leave Act.” Illinois CPA Society Annual Seminar

October, 2004– “Recent Developments in Employment Law: The Reactions of the Federal Courts to the *Desert Palace* and *Suders* Decisions,” Practising Law Institute 2004 Seminar

June, 2004– “Recent Developments Under the Family Medical Leave Act,” Chicago-Kent College of Law Annual Legal Conference for Not-For-Profit Corporations

February, 2004– “Litigating Employment Cases in the Age of Summary Judgment,” National Employment Lawyers Association Annual 7th Circuit Conference

June, 2003– “Effective Trial Techniques for Employment Cases,” Illinois Chapter, National Employment Lawyers Association

October, 2002– “Illinois Discrimination Law Overview,” National Labor Relations Board Chicago Training Session

June, 2002– “Recent Developments in Employment Law,” Chicago-Kent College of Law Annual Seminar on Not-For-Profit Corporations

March, 2002– “Reforming the Illinois Department of Human Rights,” Chicago Council of Lawyers Seminar”

January, 2002– “Taking Effective Depositions in Employment Litigation,” Chicago Bar Association labor and Employment Committee Young Lawyers’ Section

September, 2001– “Techniques in the Mediation of Employment Cases,” Human Resource Institute 2001 Seminar

June, 2001– “2001 Employment Law Update,” Chicago-Kent College of Law Annual Seminar on Not-For-Profit Corporations

February, 2001– “Special Problems in Jury Trial of Employment Suits,” Illinois Chapter of National Employment Lawyers Association

October, 2000– “The Need To Reform Illinois’ Character and Fitness Committees,” Illinois State Bar Association Committee

June, 2000– “Recent Legal Developments Affecting Not-for-Profit Corporations,” Chicago-Kent College of Law Annual Seminar on Not-For-Profit Corporations

May, 2000– “Strategies and Techniques for Jury Litigation,” Chicago Bar Association Labor and Employment Committee

February, 2000– “Preparation for Jury Trial,” Illinois Chapter of National Employment Lawyers Association

September, 1999– “Avoiding Summary Judgment in Employment Discrimination Cases,” Illinois Chapter National Employment Lawyers Association Seminar

September, 1999– “Playing By New Rules: Rethinking Traditional Discovery Strategies,” Illinois Chapter National Employment Lawyers Association Seminar

June, 1999– “Recognizing the Dangerous Plaintiff,” Human Resource Professionals Seminar, Chicago, IL

October, 1998– “The ‘Dangerous’ Plaintiff in Employment Litigation,” Human Resource Institute National Seminar

May, 1998– “Protecting Employment Plaintiffs from Intrusive Discovery Techniques,” Defense Research Institute National Seminar

March, 1998– “Trends in Litigation of Race Discrimination Cases,” National Employment Lawyers Association Midwest Seminar

February, 1998– “Avoiding Summary Judgment in Employment Discrimination Cases,” Chicago Bar Association

January, 1998– “Amassing Genuine Issues of Material Fact and Proving Pretext,” Chicago Bar Association Annual Labor and Employment Seminar

June, 1997– “Avoiding Sexual Harassment Claims in the Workplace,” Chicago Mercantile Exchange

May, 1997– “Employee Rights in the Changing Workplace of the Nineties,” Institute for Law and the Workplace Annual Seminar

February, 1997– “Juries and Race: The O.J. Simpson Civil Verdict,” WVON radio

November, 1996– “Mediation of Employment Discrimination Claims,” Chicago-Kent Public Sector Labor Relations Annual Seminar

December, 1995– “Deposing Decision-Makers in Employment Discrimination and Wrongful Discharge Cases,” Chicago Bar Association Annual Labor and Employment Seminar

March, 1995– “Affirmative Action: Has Its Time Come and Gone?,” on-air debate, WUSN radio, Chicago, Illinois

June, 1994– “Ethical Considerations in The Negotiation of Employment Settlements,” National Employment Lawyers Association Annual Convention, Seattle, Washington

December, 1993– “The After-Acquired Evidence Rule,” Chicago Bar Association Labor and Employment Committee

October, 1993– “Significant Curricular Developments and the MacCrate Report,” Midwest Clinical Teachers Conference

September, 1993– Acted as defense counsel in focus group mock trial of multi-million dollar New York state court case, Durable Aluminum Co. v. E.Z. Foil, Inc.

February, 1993– “Litigating Employment Discrimination and Wrongful Discharge Cases: A Plaintiff’s Perspective,” Chicago Bar Association Labor and Employment Committee Annual Seminar

January, 1993– “The Civil Rights Act of 1991,” Human Resource Professionals Convention, Chicago, Illinois

November, 1992– “Diabetes as a Protected Handicap under Illinois Law,” Chicago Chapter of American Diabetes Association;

May, 1992– “The Civil Rights Act of 1991,” Chicago-Kent Not-for-Profit Corporations Conference

March, 1992– “How to Win a Weak Employment Case,” Chicago Bar Association Labor and Employment Committee

PRIOR PROFESSIONAL HISTORY:

December, 1987 – August, 1988

Associate Attorney
James D. Montgomery and Associates, Ltd.
100 North LaSalle Street, Suite 1810
Chicago, Illinois 60602

Managed extensive caseload in small, aggressive general practice firm, with emphasis on major litigation. Solely responsible for litigation of insurance defense and plaintiff's civil rights, medical malpractice and employment matters. In addition, handled probate, ERISA, labor and employment, taxation, and school law, and acted as general counsel to a wide variety of corporate and public sector clients.

November, 1984 – December, 1987

Administrative Law Judge
State of Illinois Human Rights Commission
100 West Randolph Street, Suite 5-100
Chicago, Illinois 60601

Presided over and decided employment discrimination lawsuits appealable directly to Illinois Appellate Court, monitoring litigation from complex, pre-trial discovery disputes through post-trial awards of attorney's fees. Conducted major trials, often of several weeks' duration, and issued comprehensive written decisions in a timely fashion. As Mediation judge, worked closely with corporate decision makers and attorneys to resolve numerous legal actions prior to trial. Gained thorough knowledge of federal and state equal opportunity law and considerable exposure to effective personnel management techniques.

February – November, 1984

Attorney
Federal Litigation Division
City of Chicago – Department of Law
121 North LaSalle Street
Chicago, Illinois 60602

Defended major federal law suits against municipality. Advised and counseled city departments on policies and procedures, including taxation, labor and employment disputes, fiscal policy, and police detention, fingerprint, and record-keeping practices. Extensive federal court motion practice and discovery experience.

March, 1980 – February, 1984

Attorney
Legal Assistance Foundation of Chicago
343 South Dearborn Street
Chicago, Illinois 60604

Defended personal injury and property damage tort actions. Managed monumental caseload, interviewed clients, conducted depositions and settlement negotiations. Maintained an 85% win ratio of cases tried. Gained jury trial experience. Also involved in major federal court class action litigation and in consumer and family law and appellate practice.

EDUCATION:

September, 1975 – June, 1978

J.D., The Ohio State University College of Law
Best Litigator – Trial Practice Course, 1977

September, 1971 – June, 1975

B.A., Northwestern University
Majors: Political Science, Speech; Dean's List