

HENRY L. CHAMBERS, JR.

Professor of Law

University of Richmond School of Law

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PROFESSIONAL EMPLOYMENT HISTORY

University of Richmond School of Law, Richmond, Virginia

Professor of Law, 2004 - current

Visiting Professor of Law, Spring Semester 2004

Commonwealth of Virginia, Office of the Attorney General, Richmond, Virginia

Special Assistant Attorney General, 2011 - 2013

University of Missouri-Columbia School of Law, Columbia, Missouri

James S. Rollins Professor of Law, 2002 - 2004

Associate Professor, 1994 – 2002 (tenure granted 1998)

Washington University School of Law, St. Louis, Missouri

Visiting Professor of Law, Fall Semester 2002

Fried, Frank, Harris, Shriver & Jacobson, Washington, D.C.

Associate, Litigation Department, 1991 - 1994

PUBLICATIONS

Articles, Essays, Book Chapters and Book Reviews

State and Local Officials and Voter ID, 15 ELECTION LAW JOURNAL 234 (2016)(peer reviewed)

Presidential Constitutional Interpretation, Signing Statements, Executive Power, and Zivotofsky,
87 UNIVERSITY OF COLORADO LAW REVIEW 1183 (2016)

The President as Spiritual Leader: Pardons, Forgiveness, Mercy and Justice, in *Frontiers in
Spiritual Leadership: Discovering the Better Angels of Our Nature* (Scott T. Allison,
Craig T. Kocher, George R. Goethals, eds., New York: Palgrave 2016)

Telescoping and Collectivizing Religious Free Exercise Rights, 75 MARYLAND LAW REVIEW
392 (2015)

*The McDonnell Trial: A Clarification of Corruption Law or A Confused Application of
Corruption Law*, 50 UNIVERSITY OF RICHMOND LAW REVIEW 237 (2015)

The Problems Inherent in Litigating Employer Free Exercise Rights, 86 UNIVERSITY OF COLORADO LAW REVIEW 1141 (2015)

Reading Amendments and Expansions of Title VII Narrowly, 95 BOSTON UNIVERSITY LAW REVIEW 781 (2015)

The Supreme Court Chipping Away at Title VII: Strengthening It or Killing It, 74 LOUISIANA LAW REVIEW 1161 (2014)

Lincoln, The Emancipation Proclamation, and Executive Power, 73 MARYLAND LAW REVIEW 100 (2013)

The Cost of Non-Compensable Workplace Harm, 8 FIU LAW REVIEW 317 (2013)

Slavery, Free Blacks and Citizenship, 43 RUTGERS LAW JOURNAL 487 (2013)

Holy Writ: Interpretation In Law and Religion, 26 JOURNAL OF LAW AND RELIGION 635 (2011) (book review)

Much Ado About Nothing Much: Protestant Episcopal Church in the Diocese of Virginia v. Truro Church, 45 UNIVERSITY OF RICHMOND LAW REVIEW 141 (2010)(with Isaac A. McBeth)

The Wild West of Supreme Court Employment Discrimination Jurisprudence, 61 SOUTH CAROLINA LAW REVIEW 577 (2010)

Biblical Interpretation, Constitutional Interpretation and Ignoring Text, 69 MARYLAND LAW REVIEW 92 (2009)

Dred Scott: Tiered Citizenship and Tiered Personhood, 82 CHICAGO-KENT LAW REVIEW 209 (2007)

Recapturing Summary Adjudication Principles in Disparate Treatment Cases, 58 SOUTHERN METHODIST UNIVERSITY LAW REVIEW 103 (2005)

The Effect of Eliminating Distinctions Among Title VII Disparate Treatment Cases, 57 SOUTHERN METHODIST UNIVERSITY LAW REVIEW 83 (2004)

Fear, Irrationality, and Risk Perception, 69 MISSOURI LAW REVIEW 1047 (2004)

Retooling the Intent Requirement under the 14th Amendment, 13 TEMPLE POLITICAL & CIVIL RIGHTS LAW REVIEW 611 (2004)

Colorblindness, Race Neutrality and Voting Rights, 51 EMORY LAW JOURNAL 1397 (2002) (reprinted in 19 CIVIL RIGHTS LITIGATION AND ATTORNEY FEES ANNUAL

HANDBOOK 11-1 (Steven Saltzman, ed., 2003))

(Un)Welcome Conduct and the Hostile Work Environment, 53 ALABAMA LAW REVIEW 733 (2002)

Discrimination, Plain and Simple, 36 TULSA LAW JOURNAL 557 (2001)(symposium)

A Unifying Theory of Sex Discrimination, 34 GEORGIA LAW REVIEW 1591 (2000)

Employer Prerogative and Employee Rights: The Never-Ending Tug-of-War, 65 MISSOURI LAW REVIEW 877 (2000)

Enclave Districting, 8 WILLIAM AND MARY BILL OF RIGHTS JOURNAL 135 (1999)

Reasonable Certainty and Reasonable Doubt, 81 MARQUETTE LAW REVIEW 655 (1998)

Getting It Right: Uncertainty and Error in the New Disparate Treatment Paradigm, 60 ALBANY LAW REVIEW 1 (1996)

Separation of Powers and the 1995 - 1996 Budget Impasse, 16 SAINT LOUIS UNIVERSITY PUBLIC LAW REVIEW 51 (1996) (with Dennis E. Logue, Jr.)

Encyclopedia and Other Entries

Printz v. United States, in AMERICAN GOVERNANCE (Stephen L. Schechter, ed., Detroit: Macmillan Reference USA, 2016)

26th Amendment, in AMERICAN GOVERNANCE (Stephen L. Schechter, ed., Detroit: Macmillan Reference USA, 2016)

Bond v. Floyd, in MILESTONE DOCUMENTS IN AFRICAN AMERICAN HISTORY: A REFERENCE GUIDE FOR STUDENTS (Schlager Group 2010)

The Civil Rights Act of 1964, in MILESTONE DOCUMENTS IN AFRICAN AMERICAN HISTORY: A REFERENCE GUIDE FOR STUDENTS (Schlager Group 2010) and in MILESTONE DOCUMENTS IN AMERICAN HISTORY: A REFERENCE GUIDE FOR STUDENTS (Schlager Group 2008)

Plessy v. Ferguson, in MILESTONE DOCUMENTS IN AFRICAN AMERICAN HISTORY: A REFERENCE GUIDE FOR STUDENTS (Schlager Group 2010) and in MILESTONE DOCUMENTS IN AMERICAN HISTORY: A REFERENCE GUIDE FOR STUDENTS (Schlager Group 2008)

Baker v. Carr, in ENCYCLOPEDIA OF THE SUPREME COURT OF THE UNITED STATES (McMillan/Gale 2008)

The Civil Rights Act of 1964, in ENCYCLOPEDIA OF THE SUPREME COURT OF THE UNITED STATES (McMillan/Gale 2008)

The Right to an Attorney, in ENCYCLOPEDIA OF THE SUPREME COURT OF THE UNITED STATES (McMillan/Gale 2008)

Random Drug Testing, in ENCYCLOPEDIA OF THE SUPREME COURT OF THE UNITED STATES (McMillan/Gale 2008)

Johnson v. DeGrandy, in THE OXFORD COMPANION TO THE SUPREME COURT OF THE UNITED STATES 521 (Kermit L. Hall et al. eds., 2nd ed. Oxford University Press 2005)

Newsletter Articles and Columns

Money, Politics, and the Blurry Line Between Them, NAACA News (National Association of Appellate Court Attorneys, Richmond, VA), Fall 2016

The Court Had to Uphold McDonnell's Conviction, RICHMOND TIMES-DISPATCH, July 19, 2015

Voting Rights Act at 50, NAACA News (National Association of Appellate Court Attorneys, Richmond, VA), Winter 2015

Occasional Columnist, Faith and Values Column, RICHMOND TIMES-DISPATCH, 2010-current

Reflections on Blood Done Sign My Name, NAACA News (National Association of Appellate Court Attorneys, Richmond, VA), April 2011

Is Race Legitimate Grounds for Drawing Districts, RICHMOND TIMES-DISPATCH, September 5, 2010

Title VII Retaliation: A Hot Topic, NEWSLETTER (National Association of Appellate Court Attorneys, Richmond, VA), Spring 2009

Chair's Column, EDUCATION & PRACTICE (Virginia State Bar Section on Education of Lawyers, Richmond, VA), Fall 2007, Spring 2008, Fall 2008, Spring 2009

TEACHING AWARDS

University of Richmond Distinguished Educator, 2012

LAW SCHOOL SERVICE AND AWARDS (selected)

University of Richmond

Curriculum Committee, 2004-2010; 2012-current
Chair, 2004-2010
Dean Search Committee, 2010 - 2011; 2007-2008
Building/Space Committee, Chair, 2012-2013
Lateral/Chair Appointments Committee, 2011-2012
Faculty Advisor, Black Law Students Association, 2007-2012

University of Missouri

Appointments Committee, 2002-2004
Curriculum Committee, 1998-2004
Ad Hoc Committee on Teaching Evaluations, Chair, 2000-2002
Dean Search Committee, 2001-2002
Colloquium Committee, 1998-2002
Affirmative Action Committee, 1997-2002
Dual Degrees Committee, 1995-2002
Standards and Readmission Committee, 1996-1999
Advisor, Regional National Trial Competition Team, 1995-1998
Board of Advocates Committee, 1994-1998
Board of Advocates Executive Award for Faculty, 1994-1995 school year

UNIVERSITY SERVICE AND AWARDS (selected)

University of Richmond

Terms of Racial Justice Working Group, 2011-present
University Faculty Council, 2004-2007; 2012-2015
Chair, 2005-2006
Subcommittee on Shared Governance, 2013-2015
Faculty Athletics Committee, 2011-2014
Chair, 2011-2012
Athletics Council, 2011-2014
University Presidential Search Committee, 2006
Grievance Committee, 2004-2010
Committee on Committees, 2005-2006
Burhans Fellow Mentor, 2008

University of Missouri

Adviser and Coach, Mizzou Mock Trial Association (undergraduate mock trial), 1996-2004
University Grievance Hearing Panel, 2001-2003
Professional Sports Counseling Panel, 1997-2002
Intercollegiate Athletics Committee, 1996-2002
Chair, 1998-2000
Chair, Academic Affairs Subcommittee, 1997-1999, 2000-2002
NCAA Interim Recertification Steering Committee, 2001-2002
NCAA Certification Committee, Subcommittee for Commitment to Equity, 1996-1997
Minority Affairs Committee, 1996-2001

Co-Chair, 1999-2000
Chair, Subcommittee on Minority Faculty, 2000-2001
Adviser and Coach, College Bowl Team, 1994-2000
Residential College Design Team, 1998-1999
Excellence in Leadership Faculty and Staff Award for Student Development (Awarded “In Recognition of Outstanding Contributions to Student Success”), 2000
Excellence in Education Award (Awarded “In Recognition For Outstanding Contributions to Student Learning”), 1996

SELECTED PRESENTATIONS (since 2012)

Lecturer, “Values and the Constitution,” Federal Executive Institute, Charlottesville, Virginia, periodically, 2014-current (continuing education program for federal government executives)

Lecturer, “The Constitution and USAID,” Federal Executive Institute, Charlottesville, Virginia, periodically, 2015-current (continuing education program for United States Agency for International Development executives)

Presenter, “Voting Rights: Today and Tomorrow,” 2017 Old Dominion Bar Association Winter Conference, Richmond, Va., February 2017

Panelist, Supreme Court’s 50th Anniversary Cases (Katz, Loving, Afroyim, and Gault), January 2017

Presenter, “U.S. Supreme Court’s Criminal Law Decisions in its 2015-16 Term,” Court of Appeals of Virginia Retreat, Irvington, Va., October 2016

Presenter, “Employment Discrimination,” Institute for Federal Judicial Law Clerks (Fourth Circuit), Richmond, Virginia, October 2016, September 2012, September 2010, September 2008, September 2005

Panelist, UR American Constitution Society/Federalist Society Supreme Court Review, October 2016, Richmond, Va., October 2016

Panelist, “Know Your Rights,” Mid-Atlantic Black Law Students Association Community Service Day, Richmond, Va., November 2016

Panelist, “A Conversation on Police-Community Relations,” Jepson Leadership Forum, Richmond, Va., September 2016

Speaker, “Federalism on Drugs” and “The New Voting Rights Regime,” National Association of Appellate Court Attorneys Annual Meeting, Philadelphia, Pa., July 2016

Paper Presentation, “Updating Original Public Meaning,” Maryland Constitutionalism Discussion Group, University of Maryland School of Law, Baltimore, Maryland, March 2016

Panelist, Election Law Developments, UVA Law Democrats, University of Virginia School of Law, Charlottesville, Va., March 2016

Panelist, “State and Local Officials and Voter ID,” Section on Election Law, Association of American Law Schools Annual Meeting, New York, NY, January 2016

Paper Presentation, “A Few Thoughts on Presidential Constitutional Interpretation, Signing Statements, Executive Power and *Zivotofsky*,” Ira C. Rothgerber, Jr. Conference, University of Colorado Law School, Boulder, Colorado, October 2015

Panelist, The Arc of Social Justice: The 1965 Voting Rights Act and Beyond, 1619: The Making

of America Conference, Hampton University, Hampton, Virginia, September 2015

Lecturer, “From Ferguson to Charleston: A Racial Justice Forum,” University of Richmond, Richmond, Virginia, September 2015

Panelist, “50th Anniversary of the Voting Rights Act of 1965: Protecting, Extending, and Ensuring the Franchise,” Dr. Martin Luther King, Jr., Memorial Commission Event on Commemorating The 150th Anniversary of the Emancipation Proclamation, Library of Virginia, Richmond, Virginia, August 2015

Speaker, “The Voting Rights Act at 50: Big Huzzah or Last Hurrah?,” National Association of Appellate Court Attorneys Annual Meeting, Seattle, Washington, July 2015

Paper Presentation, “Telescoping and Collectivizing Religious Free Exercise Rights,” Maryland Constitutionalism Discussion Group, University of Maryland School of Law, Baltimore, Maryland, February 2015

Paper Presentation, “Reading Explicit Expansions of Title VII Narrowly,” The Civil Rights Act of 1964 at 50: Past, Present & Future, Boston University School of Law, Boston, Massachusetts, November 2014

Paper Presentation, “The Problems Inherent in Litigating Employer Free Exercise Rights,” Litigating Constitutional Change – Annual Ira C. Rothgerber, Jr. Conference, University of Colorado Law School, Boulder, Colorado, October 2014

Panelist, “Voter Identification Laws: What Do They Mean for Voter Rights,” Law Over Lunch CLE, UR-Downtown, Richmond, Virginia, October 2014

Panelist, “And Now What?: The Conundrum of Achieving Racial Equality After the Civil Rights Act of 1964,” Dr. Martin Luther King, Jr., Memorial Commission Event on The 50th Anniversary of the Civil Rights Act of 1964, Library of Virginia, Richmond, Virginia, July 2014

Lecturer, “Toward A Better Understanding of the Constitution,” Osher Lifetime Learning Institute, University of Richmond, Richmond, Virginia (three lecture series), July 2014

Presenter, “The Law, the Fourth Circuit and the Last Fifty Years of the Civil Rights Movement,” Federal Bar Association Spring CLE, Richmond, Virginia, May 2014

Paper Presentation, “*Shelby County v. Holder* and Preclearance as Legislative Injunction,” Maryland Constitutionalism Discussion Group, University of Maryland School of Law, Baltimore, Maryland, February 2014

Paper, “Lincoln: The Almost Great Emancipator,” How Hollywood Handles History: Spielberg’s *Lincoln*, Carleton College, Northfield, Minnesota, October 2013

Commenter, 100 Years of Charles Beard’s An Economic Interpretation of the Constitution, The Miller Center at the University of Virginia, Charlottesville, Virginia, October 2013

Panelist, Deconstructing Race in the American Legal System: From 1619 to Trayvon Martin, 1619 Conference, Norfolk State University, Hampton, Virginia, September 2013

Presenter, Term Presenter, “Field Study Notes,” Richmond Public Schools’ Teaching American History Academy, Richmond, Virginia, July 2013, July 2012, July 2011, July 2010, July 2009

Presenter, Association of American Law Schools (AALS) Workshop for Pretenured People of Color Law School Teachers, Washington, D.C., June 2013, June 2012

Panelist, Roundtable on the Emancipation Proclamation, Law and Society Annual Meeting, Boston, Massachusetts, May 2013

Paper, “The Cost of Non-Compensable Workplace Harm,” Minding the Gap: Reflections on the Achievement Gap between Men and Women in the Workplace in 2013, Florida

International University Law School, Miami, Florida, March 2013
Paper, "Lincoln, the Emancipation Proclamation and Executive Power," Maryland Constitutionalism Discussion Group, University of Maryland School of Law, Baltimore, Maryland, February 2013
Panelist, "Lincoln and the Emancipation Proclamation," Mid Atlantic People of Color Legal Scholarship Conference, University of Pennsylvania School of Law, Philadelphia, Pennsylvania, January 2013
Presenter, "The Lawyer's Expanding Responsibility to Inform Clients of the Collateral Consequences of Criminal Conviction," Virginia Association of Criminal Defense Lawyers' Annual CLE, Williamsburg, Virginia, October 2012
Presenter, "Collateral Consequences, Immigration and *Padilla*," Continuing Legal Education, University of Richmond School of Law, Richmond, Virginia, March 2012
Panelist, "Transforming Property, Transforming People," Section on Legal History, Association of American Law Schools Annual Meeting, Washington, D.C., January 2012

SELECTED CIVIC EDUCATION ACTIVITIES (since 2011)

Teacher, We The People . . . The Citizen and the Constitution, Washington, D.C./Virginia Teachers Institute, James Madison's Montpelier, Orange, Virginia, June 2016, July 2015, July 2014, June 2013
Teacher, We The People . . . The Citizen and the Constitution, Teachers Institute, Rutgers University, New Brunswick, N.J., March 2016
Panelist, Jim Crow Electronic Field Trip, Colonial Williamsburg, Williamsburg, Virginia, February 2016
Judge, National Finals, State Finals and District Competition, We The People . . . The Citizen and the Constitution, State (Virginia) and National Finals, (Washington, D.C., Williamsburg, Va., Richmond, Va.), 2007 - current
Panelist, Constitution Day Voting Rights Panel Discussion, Fix the Districts, American Civil War Center, September 2014
Panelist, Balance of Power Electronic Field Trip, Colonial Williamsburg, Williamsburg, Virginia, November 2013
Presenter, Democracy and Sustainability, LEAD Virginia, Charlottesville, Virginia, November 2013
Primary Teacher, Course on American Citizenship, James Madison's Montpelier, Orange, Virginia, November 2013, November 2012
Panelist, Bill of Rights Electronic Field Trip, Colonial Williamsburg, Williamsburg, Virginia, September 2012, November 2010
Presenter, "The 13th Amendment," Teaching American History Academy (Richmond City Public Schools), Richmond, Virginia, April 2012
Moderator, Panel on Evaluating Established Constitutions and Guiding Emerging Constitutions: Founding Conversations: James Madison and Nelson Mandela Constitutional Lessons for a World in Transition, James Madison's Montpelier, Orange, Virginia, March 2012
Occasional Guest, The Jack Gravelly Show, WLEE-FM, Richmond, Virginia

PROFESSIONAL AFFILIATIONS AND SERVICE

Member, Virginia Indigent Defense Commission, 2016-present
Advisor, Virginia Model Jury Instructions Committee, 2011-present
Citizen Member, Virginia General Assembly Special Subcommittee on the 50th Anniversary of
Public School Closings in Virginia, 2009-present
American Law Institute, 2002-present
Model Penal Code: Sexual Assault and Related Offenses Members' Consultative Group
Project on Sexual and Gender-Based Misconduct on Campus: Procedural Frameworks
and Analysis Members' Consultative Group
Model Penal Code: Sentencing, Members' Consultative Group
Restatement of Employment Law, Members' Consultative Group
Member, American Evolution, 2019 Commemoration First English Thanksgiving Committee,
2016-present
Citizen Member, Secure Commonwealth Panel Public Safety and Homeland Security
Technologies Sub-Panel, 2015-2016
Mid-Atlantic People of Color Legal Scholarship Conference
Co-chair (for Works-in-Progress), Annual Meeting, 2008-2012
Program Chair, 2007 Annual Meeting
Virginia State Bar, 1991-present
Section on the Education of Lawyers, 2004-2010; 2013-present
Chair, 2007-2009
Vice Chair, 2006-2007
Diversity Conference Board Member, 2010-2013
Various Ad Hoc Membership Committees, 2009-2013
District of Columbia Bar, 1992-present
American Bar Association, 1991-present
Contributor on Employment Law, Jotwell (Journal of Things We Like Lots), 2010-current
Law and Society Association
Occasional Reviewer, Law and Society Review, 2003-current
Member, Slavery and the Law Working Group, Gilder Lehrman Center, Yale University, 2007-
2009
Association of American Law Schools
Section on Minority Groups Executive Committee, 2003-2006
Section on Employment Discrimination Law Executive Committee, 2001-2002

EDUCATION

J.D., 1991; B.A., 1988, University of Virginia