

John D. Blackburn

Department of Finance
236 Fisher Hall
2100 Neil Avenue
Columbus, Ohio 43210-1144
(614) 292-5204
Blackburn_3@cob.osu.edu

EDUCATION

J.D. June 1974 The University of Cincinnati College of Law
B.S. August 1971 Indiana State University, Social Science

PROFESSIONAL CERTIFICATION

Member of Ohio Bar, November 1974.

ACADEMIC AND PROFESSIONAL EXPERIENCE

Associate Professor of Legal Environment of Business, The Ohio State University 1981 - present.

Assistant Professor of Legal Environment of Business, The Ohio State University 1976-1981.

Visiting Associate Professor of Management, The Warrington College of Business Administration, University of Florida, Spring, 2002.

Guest Associate Professor, Clark Atlanta University, April 22, 1997 (part of a team of faculty selected nationwide by the Industrial Relations Council, as part of its *GOALS* project, to teach an undergraduate human resource course at this historically African-American college).

Visiting Assistant Professor of Legal Studies, The Wharton School, University of Pennsylvania, 1980-1981.

Visiting Assistant Professor of Business Law, Indiana University, Summer, 1980.

Instructor of Business Law, University of Cincinnati, 1974-1975.

RESEARCH IN PROGRESS

“The Bona Fide Occupational Qualification and Branding.”

“Implications of *SFFA v. Harvard* for Employer Affirmative Action Policies”

PUBLICATIONS

BOOKS AND MONOGRAPHS

Essentials of the Legal Environment of Business: Applications and Ethical Considerations, Third Edition (XanEdu, 2022) with Elliot Klayman.

Essentials of the Legal Environment of Business: Applications and Ethical Considerations, Second Edition (XanEdu, 2021) with Elliot Klayman.

Instructor's Manual to Accompany Essentials of the Legal Environment of Business: Applications and Ethical Considerations, Second Edition (XanEdu, 2021) with Elliot Klayman.

Essentials of the Legal Environment of Business: Applications and Ethical Considerations (XanEdu, 2020), with Elliot Klayman.

The Essentials of the Legal Environment of Business, with Elliot Klayman (XanEdu, 2016).

The Essentials of the Legal Environment of Business, E-Text, with Elliot Klayman (Pearson Education, Inc. 2015).

The Legal Environment of Business, 12th Ed. E-Text, with Elliot Klayman (Pearson Learning Solutions, 2013).

The Legal Environment of Business, 12th Ed., with Elliot Klayman (Pearson Learning Solutions, 2011).

The Legal Environment of Business, 11th Ed., with Elliot Klayman (Pearson Learning Solutions, 2010).

The Legal Environment of Business, 10th Ed., with Elliot Klayman (Pearson Learning Solutions, 2008).

The Legal Environment of Business, 9th Ed., with Elliot Klayman (Pearson Learning Solutions, 2007).

Study Guide to Accompany The Legal Environment of Business, 8th Edition, with Elliot Klayman (Pearson Learning Solutions, 2006).

The Legal Environment of Business, 8th Ed., with Elliot Klayman (Pearson Learning Solutions, 2006).

The Legal Environment of Business, 7th Ed., with Elliot Klayman (Pearson Learning Solutions, 2005).

The Legal Environment of Business, 6th Ed., with Elliot Klayman (Pearson Learning Solutions, 2003).

Real Estate Law Instructors Manual, (Center for Real Estate Education and Research, Max. M Fisher College of Business, The Ohio State University 2001).

Delineating The Body of Knowledge needed by the Entry-Level Real Estate Person, (Center for Real Estate Education and Research, Max. M. Fisher College of Business, The Ohio State University 2000).

1998).

Ethics For Ohio Real Estate Licensees, Revised Edition (Ohio Real Estate Commission,

Modern Business Law, 3d Ed., with Thomas Dunfee, Frank Gibson, Bartley Brennan, Douglas Whitman, and William McCarty (McGraw-Hill, Inc. 1996).

Legal Environment of Business, 5th Ed., with Elliot Klayman and Martin Malin (Richard D. Irwin, Inc. 1994).

Ethics For Ohio Real Estate Licensees, (Ohio Real Estate Commission, 1992).

Legal Environment of Business, 4th Ed., with Elliot Klayman and Martin Malin (Richard D. Irwin, Inc. 1991).

Modern Business Law, 2d Ed., with Thomas Dunfee, Frank Gibson, Bartley Brennan, Douglas Whitman, and William McCarty (McGraw-Hill, Inc. 1989).

Legal Environment of Business, 3rd Ed., with Elliot Klayman and Martin Malin (Richard D. Irwin, Inc. 1988).

Law and Business, with Thomas Dunfee, Frank Gibson, Bartley Brennan, Douglas Whitman, and William McCarty (Random House, Inc., 1987).

Legal Environment of Business, 2d Ed., with Elliot Klayman and Martin Malin (Richard D. Irwin, Inc. 1985).

Modern Business Law, with Thomas Dunfee, Frank Gibson, Bartley Brennan, Douglas Whitman, and William McCarty (McGraw-Hill, Inc. 1984).

Labor Relations: Law, Practice & Policy, with Julius Getman (Foundation Press, Inc. 1983).

Protecting Unorganized Employees Against Unjust Discharge, with Jack Stieber (School of Labor and Industrial Relations, Michigan State University, 1983).

Ohio Real Estate Law: 3rd Ed., with Elliot Klayman, et al. (Ohio Real Estate Commission, 1983).

ARTICLES AND BOOK CHAPTERS

“The Role of the United States Foreign Corrupt Practices Act in Counteracting Corruption in State and Municipal Bodies in Russia”, in Russian and International Experience of the Fight on Corruption in the Sphere of State and Municipal Administration, Siberian Academy of Public Administration (2008).

“Invasion of Privacy: Refocusing the Tort in Private Sector Employment,” with Elliot Klayman and Richard Nathan, 6 DePaul Business Law Journal 41 (1993).

“Safety Training and Employer Liability,” with James E. Sage, 5 Technical & Skills Training 29 (1992).

“Employers’ Pay Practices and Potential Responses to ‘Comparable Worth’ Litigation: An Identification of Research Issues,” with Marcia Miceli, and Stephen Mangum, 7 Journal of Business Ethics 347 (1988).

“Charting Compliance Under ADEA,” Chicago-Kent Law Review 559 (1981).

“Worker Participation on Corporate Directorates: Is America Ready for Industrial Democracy?” 18 Houston Law Review 349 (1981). Reprinted at I Corporate Counsel’s Annual 847 (1982).

“Do Teaching Methods Matter?: A Field Study of an Integrative Teaching Technique,” with Edward Niedzwiedz 18 American Business Law Journal 525 (1981).

“Legal Aspects of Smoking in the Workplace,” 31 Labor Law Journal, 391 (1980).

“Ten-Year Review of the CPA Law Examination Revisited,” 18 American Business Law Journal 391 (1980).

“Recent Developments in Religious Discrimination: The EEOC’s Proposed Guidelines,” with Kathryn Sheehan 31 Labor Law Journal 335 (1980).

“Restricted Employer Discharge Rights: A Changing Concept of Employment at Will,” 17 American Business Law Journal 467 (1980).

Review, Ronald A. Anderson, et al. Business Law: Principles and Cases, 7th Ed., 55 The Accounting Review 524 (1980).

“The French Social Balance Sheet,” with Jeffrey Newman 48 Cincinnati Law Review 969 (1979).

“Ohio Condominium Law Reform: A Comparative Critique,” with Nancy Melia, 29 Case Western Reserve Law Review 145 (1978).

Note, “Prison Discipline and the Eighth Amendment: A Psychological Perspective,” 43 Cincinnati Law Review 101 (1974).

PROCEEDINGS AND OTHER PUBLICATIONS

“Taming the Tort of Invasion of Privacy: Defining and Balancing the Tort in Private Sector Employment,” with Elliot Klayman and Richard Nathan, Ohio State University College of Business Working Paper Series 93-17 (1993).

“Forward, Legal Implications of an Employer Competency Certification Program, by J. Sage, K. Hawkins, and N. Martin (Technical Education and Training Research Report Series, Ohio State University Department of Educational Studies, 1991).

“Legal Rights and Responsibilities,” in Proceedings: Smoking and the Workplace Conference (Ohio Department of Health, 1980).

“Equal Employment Opportunity: Implications for Line Managers,” 54 Bulletin of Business Research 1 (May 1979).

“Equal Employment Opportunity Often Misconstrued,” Columbus Dispatch, p. B-3 (Wed., August 22, 1979).

“Hotel/Restaurants in Governmental Facilities: Public or Private Employer?” I Ohio Bar Association Labor Law Newsletter 6 (1974).

PROFESSIONAL PRESENTATIONS

Symposium Participant, “Integrating Strategy in the Legal Environment of Business Course,” Business Law Summit 2020, San Diego, California, February 6-8, 2020.

Panelist, “What is Faculty Governance and Do We Have it at OSU?,” American Association of University Professors Ohio State University Chapter, 220 Sullivant Hall, March 20, 2018.

“Cases in Ohio Colleges Involving Academic Freedom, Committee Report of Committee

A (Academic Freedom & Tenure) of the Ohio Conference of the American Association of University Professors Annual Meeting, Columbus, Ohio, November 10, 2018.

“Professional Standards For Treatment of Faculty,” Campus Equity Teach-In, Knowlton Hall, Ohio State University, October 31, 2017.

“The Pay Gap Problem and Pay Equity,” Seibert Hall Faculty Program Presentation, March 28, 2017.

“The Role of the United States Foreign Corrupt Practices Act in Counteracting Corruption in State and Municipal Bodies in Russia,” International Conference on Russian and International Experience of the Fight on Corruption in the Sphere of State and Municipal Administration, at Siberian Academy of Public Administration, Novosibirsk, Russian Federation, March 27-28, 2008.

“The Sarbanes-Oxley Act’s Implications for the Accounting Profession,” with J. Richard Dietrich, NASD Institute at Wharton, NASD Professional Development Program, New York, New York, November 18, 2003

Moderator, Business Ethics, Tri-State Academy of Legal Studies in Business, November 10, 2003.

Visiting Lecturer, Clark Atlanta University, April 1997 (one day participation to teach the employment law unit of a human resources course taught at Clark Atlanta University by professors from other universities, sponsored by the Industrial Relations Council on GOALS.

Case Discussion Leader, Second International Conference on Ethics in a Global Economy, Council on Ethics in Economics, November 20, 1995.

“Lawful Termination,” Fall Educational Conference, Ohio Medical Group Management Association, September 15, 1995.

Panelist, “Americans With Disabilities Act,” Students for Disability Awareness, Columbus, Ohio, March 6, 1994.

Panelist, “Restructuring at OSU and the Faculty Role,” Ohio State University Chapter of the American Association of University Professors, Columbus, Ohio, March 6, 1994.

Discussion Facilitator, “Fostering Honesty in Business,” Conference No. 3, Council for Ethics in Economics, Columbus, Ohio, December 8, 1993.

Discussion Facilitator, “Fostering Honesty in Business,” Conference No. 2, Council for Ethics in Economics, Columbus, Ohio, June 8, 1993.

“A Case Study in Business Ethics,” Conversation-at-Trinity, sponsored by the Council for Ethics in Economics, Columbus, Ohio, February 17, 1993.

“The New Ethics Module,” 1993 Real Estate Administrator’s Conference, Columbus, Ohio, February 18, 1993.

Discussion Facilitator, “Fostering Honesty in Business,” Conference No. 1, Council for Ethics in Economics, Columbus, Ohio, December 4, 1992.

“Immunizing Training Programs Against Liabilities,” Ohio Valley Chapter for the American Society for Training and Development, Columbus, Ohio, March 2, 1992.

Case Discussion Facilitator, Conference on the Ethics of Business in a Global Economy, Council for Ethics in Economics, Columbus, Ohio, March 1992.

“Ethics in Emerging Firms,” Professor Donald Sexton’s Seminar in Entrepreneurship, November 26, 1991.

“How to Minimize Your Legal Liabilities,” with James E. Sage, National Conference on Technical & Skills Training, Cincinnati, Ohio, November 1, 1991.

Symposium participant, “The Role of Unions in Science and Technology Organizations,” American Chemical Society, Columbus Section, and the Association of Women in Science in Central Ohio, April 17, 1990.

“Legal Aspects of Hiring and Firing,” WF & WFSM Management Institute, Columbus, Ohio, August 24, 1989.

“Implications of Employment at Will for Chemists,” American Chemical Society annual meeting, Dallas, Texas, April 10, 1989.

Employment-at-Will Revisited,” American Business Law Association, August 16, 1984.

“Individual Employment Rights,” Midwest Business Administration Association, March 25, 1983.

Panelist, “The Lawyer in Academia,” The University of Cincinnati College of Law, March 14, 1983.

“Employee Privacy Rights,” American Business Law Association, Louisville, Kentucky, August, 1982.

Panelist, “Redesigning the Required Business Law Course,” American Business Law

Association, Louisville, Kentucky, August, 1982.

Legal Studies Seminar, "Teaching Law Outside the Law School: The Role of the Business Law Professor," The Wharton School, University of Pennsylvania, March 1981.

Invited participant, Sloan Foundation Conference on Protection Against Unjust Discharge, Michigan State University, September 28-30, 1980.

"Legal Aspects of Smoking in the Workplace," Conference on Smoking and the Workplace sponsored by the Ohio Department of Health, Columbus, Ohio, May 19, 1980.

Panelist, "Recent Developments in Government Regulation of Business," Midwest Business Law Association, March 27, 1980.

"Equal Employment Opportunity for Managers," Commerce and Industry Association of Greater Elyria, Elyria, Ohio, February 21, 1980.

"Equal Employment Opportunity for Personnel Directors," Human Resource Legislation Seminar, Ohio State University Center for Tomorrow, December 1979.

"Comments on Ohio's Revised Condominium Act," Ross County Bar Association, September 27, 1979.

"The French Social Balance Sheet," American Business Law Association, Hot Springs, Arkansas, August 18, 1979.

Moderator, Academic Session of American Business Law Association, August 18, 1979.

"Ten Year Review of the C.P.A. Law Examination Revisited," Tri-State Regional of the American Business Law Association, Cincinnati, Ohio, April 21, 1979.

Panelist, "The Bakke Decision," Ohio State University Pre-Law Club, April 11, 1979.

Panelist, "Equal Employment Opportunity Law and the College Placement Office," Ohio State University Career Planning and Placement Committee, April 11, 1979.

"Condominium Law Reform," Second Anglo-American Business Law Conference, Williamsburg, Virginia, March 26, 1979.

"Employment at Will," Chillicothe Evening Lions Club, Chillicothe, Ohio, January 30, 1979.

"Ohio Condominium Law: Problems and Solutions," Ohio Association of Realtors,

Columbus, Ohio, September, 1978.

“Worker Participation on Corporate Directorates: Is America Ready for Industrial Democracy?” American Business Law Association, College Park, Maryland, August, 1978.

Panelist, “What is Business Law?” American Business Law Association, College Park, Maryland, August, 1978.

“Employment at Will,” Rocky Mountain Regional of the American Business Law Association, Keystone, Colorado, May, 1978.

Colloquium, “Recent Developments in Employment at Will,” Ohio State University, April, 1978.

“Censorship and the Constitution: Remarks on Obscenity Regulation,” Dennison University, January 1978.

Colloquium, “Recent Developments Under ADEA,” Ohio State University, May, 1976.

Colloquium, “Affirmative Relief Under Title VII,” Ohio State University, February, 1975.

CONSULTATION AND EXECUTIVE EDUCATION

“The Sarbanes-Oxley Act’s Implications for the Accounting Profession,” with J. Richard Dietrich, NASD Institute at Wharton, NASD Professional Development Program, New York, New York, November 18, 2003.

“Employment Law,” Ohio State University Department of Continuing Education, in Columbus, Mansfield, Wooster, and Lima, week of March 15, 1996.

SERVICE ACTIVITIES WITHIN COLLEGE AND PROFESSION

Member, Legal Environment of Business Transfer Assurance Guide (TAG) Faculty Revision Panel, Ohio Department of Higher Education, 2016.

President, Tri-State Academy of Legal Studies in Business, October, 2016 – 2017.

Program Chair, Tri-State Academy of Legal Studies in Business Meeting, October 30, 2015, held at the Ohio State University, Blackwell Inn/Pfahl Hall.

Vice President, Tri-State Academy of Legal Studies in Business, October, 2014 – 2015.

Secretary, Tri-State Regional of Academy of Legal Studies in Business, October, 2013 – 2014.

Journal of Legal Studies Education, Advisory Editor, 1993-present; Editor-in-Chief, 1990-1992, co-editor, 1989-1990, staff editor, 1986-1989.

American Business Law Journal, Reviewer, 1975-present; Staff Editor, 1979-1981, 1985-1989.

Reviewer, Human Resource Management Journal, special issue, 2002.

President, Ohio Conference, American Association of University Professors, 1995; Vice-President, 1993-1994; Secretary, 2014-2018; Member of the Board of Trustees, 2014-2018; Chair of Committee A (Academic Freedom & Tenure 2018-present).

President, Ohio State University Chapter of American Association of University Professors, 1990-1992, 2016-present ; Vice-President, 1989-1990; 2014-2016 ; Member of the Board of Trustees, 1990-present.

Member, Board of Trustees, Ohio State University Chapter of American Association of University Professors, 1985-1996, 1998- 2003; 2007-present.

Member, Committee A, Ohio State University Chapter of American Association of University Professors, 1985 – present.

Secretary, Ohio Conference of American Association of University Professors, 2016.

Member, Board of Directors of Ohio Conference of American Association of University Professors, 1993-1995; 2014-2015.

Member, Subcommittee on Access to University Records, Committee A, American Association of University Professors, 1996.

Member, Ohio State University Senate, 1995- 1998.; 2001- 2007; 2020-present.

Alternate Member, Ohio State University Senate, 2012-2015

Alternate Member, Ohio State University Senate Steering Committee, 1995-1998.

Member, Ohio State University Senate Committee on Academic Freedom and Responsibility, 1984-1987; Vice-Chair, 1985-1986; Chair, 1986-1987; member 2005- 2007; Chair, 2011 – 2013.

Member, Ohio State University Senate Hearing Committee, 2005-2012; 2018-present.

Member, Ohio State University Campus Art and Memorials Committee, 2000- 2011.

Member, Governor of Ohio's Task Force on Volunteer Liability and Risk Management, 1993-1995.

Member, Ad Hoc Classroom Climate Committee, Ohio State University College of Business, Summer 1993.

Member, Ohio State University College of Business Personnel Committee, 1985-1988.

Member, (At-Large Faculty Representative), Ohio State University Fisher College of Business Executive Committee, 1993-1995.

Member, Ohio State University College of Business Shepard Professorship Search Committee, 1981-1984.

Member, Ohio State University College of Business Affirmative Action Committee, 1981-1982.

President, College of Business Faculty Senate, 1979-1980.

Member, Department of Finance Executive Committee, Fisher College of Business, Ohio State University, 2002.

Core Course Coordinator, Legal Environment of Business, Department of Finance, Fisher College of Business, Ohio State University, 2006- present.

Public Sector Member, Committee on Equal Employment Opportunity, Labor Law Section, American Bar Association, 1976-1981.

Member, Subcommittee on Civil Rights in the Public Sector, Labor Law Section, American Bar Association 1976-1981.

Member, Subcommittee on EEO Enforcement, Labor Law Section, American Bar Association, 1976-1981.

Chairman, Ohio State University Committee on Student Financial Aid, 1979-1980.

Chairman, Subcommittee on Substantive Developments Involving National Origin Under Title VII, Labor Law Section, American Bar Association, 1976-1978.

Member, Ohio State University College of Business Davis Professorship Search Committee, 1976-1977.

Member, Ohio State University College of Business Library Committee, 1976-1977.

Member, Ohio State University College of Business Elections Committee, 1975-1976.

HONORS

Undergraduate Program Teaching Award, Fisher College of Business, The Ohio State University, February 18, 2004.

Outstanding Faculty Member, Ohio State University Women's Panhellenic Association/Intrafraternity Council, May 1, 1995.

Nemzer Award for Defending Academic Freedom, Ohio State University Chapter of the American Association of University Professors, June 1994.

Outstanding Teacher Award, Masters Program, Management and Human Resources Department, Fisher College of Business, The Ohio State University, June 1994.

Distinguished Service Award, Tri-State Regional of the Academy of Legal Studies in Business, 1993.

Best Article Award, awarded by the editors of the American Business Law Journal for the best article appearing in Volume 17 of the Journal.

1978 Best Paper Award, Rocky Mountain Business Law Association, May, 1978.

Norbert Heinsheimer Essay Prize in Jurisprudence, awarded by the University of Cincinnati Law Review for the best student article on the subject of jurisprudence.

Who's Who In American Law (Marquis 2012) Who's Who In American Education (Marquis 2004).

PROFESSIONAL ASSOCIATION MEMBERSHIPS

Academy of Legal Studies in Business

Tri-State Regional of Academy of Legal Studies in Business American Association of University Professors

American Association of University Professors

Ohio Bar Association

Ohio Association for Justice