

**MICHAEL J. CHILDERS, J.D., M.B.A.**



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**EDUCATION**

**Wake Forest University, Winston Salem N.C.**

**School of Law**

Juris Doctor, May, 2000

Passed Bar Exam July, 2000

*Corpus Juris Secundum* Award for Scholastic Excellence

Edwin M. Stanly Moot Court Competition Honorable Mention, 1998

Quarterfinalist, 1999 & 2000 Zeliff Trial Bar Competition

**Babcock Graduate School of Management**

Masters of Business Administration May, 2000

Finance/General Management Concentration

Japan Study Abroad Scholarship Recipient

**University of North Carolina, Charlotte, N.C.**

B.S. in Accounting, May, 1996

B.S. in Business Administration, May, 1996

Chancellors List (1996)

Beta Alpha Psi Honorary Accounting Fraternity

Dean's List (1993 and 1995)

Kennedy Award for Excellence in Finance, 1995

**BAR LICENSES**

United States Supreme Court

Fourth Circuit Court of Appeals

Eastern, Middle and Western Federal District Courts of North Carolina

North Carolina State Bar

## PROFESSIONAL EXPERIENCE

### **08/2006 – 06/2025    Johnson & Wales University, Charlotte, NC**

03/2015 – 06/2025    College Chair (Dean Equivalent), College of Arts and Sciences,  
01/2020 – 06/2025    College Chair (Dean Equivalent), College of Health & Wellness  
06/2023 – 06/2025    Lead Academic, Charlotte Campus  
02/2022 – 06/2022    Interim Dean of Academics  
08/2014 – 06/2025    Professor  
08/2010 – 8/2014     Associate Professor  
08/2006 – 08/2010    Assistant Professor

- **Strategic Leadership**

- Created the College of Health & Wellness and three degree programs
- Launched the first degree programs in the College of Arts & Sciences
- Oversaw a \$4.7M budget and two academic departments comprising 34 full-time and 40+ adjunct faculty
- Coordinated over \$2.5M in external grants; led strategic initiatives and infrastructure projects
- Oversaw construction of two science labs, media production lab and nursing simulation lab

- **Academic Excellence and Curriculum**

- Developed six new undergraduate degrees in fields including Nursing, Psychology, Public Health, and Media Communication
- Designed and Oversaw First Year Seminar course
- Helped revise general education Core
- Helped establish and revise the Honors program in Charlotte
- Taught courses in business law, employment law and hospitality law

- **Leadership & Governance**

- Served on Executive Leadership Team, Provost Council, and multiple university-wide committees
- Chaired curriculum and academic standing committees
- Advised student organizations such as SHRM
- Worked on accreditation reports to North Carolina, NECHE and program specific accreditations (e.g. NC Board of Nursing and ACBSP)

### **8/2007 – Current -    Financial Industry Regulatory Authority, Southeast Region Arbitrator**

- Serve as Arbitrator for securities/investment related arbitrations.
- Serve as Arbitrator for employment related arbitrations.

### **08/2009 – 05/2017 –    Charlotte School of Law, Charlotte, NC - Adjunct Professor**

- Taught first year law students legal research and writing skills
- Taught Interviewing, Counseling and Negotiations skills class to 2Ls and 3Ls
- Develop course structure and assignments
- Create simulations and case studies for Interviewing, Counseling and Negotiations

## PROFESSIONAL EXPERIENCE CONTINUED

### **06/2007 – 08/2010 Galilee Agency, Charlotte, NC - Consultant**

- Provide consulting services to Fortune 500 companies.
- Advise clients on human resource issues and options
- Plan and present training programs in the areas of employment and labor law, as well as human resource management.

### **2/2004 – 3/2005 – Raymond James Financial, Inc., St. Petersburg, FL Assistant Vice President & Associate Corporate Counsel**

- Lead Attorney for all labor and employment issues for company of 5000+ employees.
- Represented company during EEOC and Department of Labor investigations.
- Handled recruitment and retention issues including non-compete issues.
- Drafted new Independent Sales Associate and Sales Associate Contracts.
- Prepared and revise company's Human Resources policies and procedures.
- Represented the company during NASD, SEC and NYSE securities arbitration.
- Instructed branch managers and company executives during training seminars.
- Handled all workers' compensation claims brought against company.
- Supervised another attorney and staff of six.

### **06/2002 – 08/2006 – Central Piedmont Community College, Charlotte, NC Adjunct Professor**

- Taught undergraduate courses in business law and employment law.
- Taught paralegal courses in commercial law, civil injuries, and workers compensation

### **2/2001 – 2/2004 – Hedrick Eatman Gardner & Kincheloe, L.L.P., Charlotte, NC Associate Attorney**

- Areas of focus included employment law, litigation and workers' compensation.
- Handled all constitutional law issues for the firm.
- Presented briefs and oral arguments to the North Carolina Court of Appeals.
- Prepared briefs for appeals before the North Carolina Supreme Court and 4<sup>th</sup> Circuit Court of Appeals.
- Prepared and presented defenses during trials in both North Carolina and Federal Courts.
- In depth experience defending corporations during trials, depositions, discovery, motions and mediations.
- Prepared and presented continuing legal education seminars.

### **08/1999 – 05/2000 – Wake Forest University, Winston-Salem, NC - Research Assistant**

## RESEARCH AREAS

Employment Law, Constitutional Law and Workers Compensation

## RESEARCH IN PROGRESS

Childers, Michael J. “Do Employee Privacy Rights Exist Anymore?”

Childers, Michael J. “Sex, an act of Intimacy or a Government Regaled Action?”

## PUBLICATIONS AND PRESENTATIONS

“Oral Arguments before Appellate Courts” – Panel Member – 2025 ABA Midwinter Conference (February 2025 in Phoenix, Arizona)

“Writing my first brief” – Panel Member - 2024 TIPS Spring Conference (May 2024 in Los Angeles, CA.)

“My First Trial” – Panel Member – 2024 ABA Midwinter Conference (February 2024 in Louisville, Kentucky)

“Appellate Advocacy” – Panel Member – 2023 TIPS Fall Conference (October 2023 in Nassau, Bahamas)

“First year at a law firm” – Panel Member – 2023 ABA Midwinter Conference (February 2023 in New Orleans, LA.)

“New to appellate advocacy?” – Panel member – 2022 TIPS Fall Conference (May 2022 in Baltimore, MD.)

“Interviewing for your first law position” – Panel member – 2018 ABA Annual Meeting (August 2018 in Chicago, Illinois.)

“First year as a Trial Attorney” – Panel member – 2017 TIPS Fall meeting (October 2017 in Miami, Florida)

“Interviewing skills for a Law Student” – Panel member – 2017 ABA Annual Meeting (August 2017 in New York City)

“First year Litigation Experiences” – Panel member – 2017 ABA Midyear meeting (February 2017 in Miami, Florida)

“My first year as a Litigator” – Panel member - 2016 TIPS Fall meeting (October 2016 in San Diego, CA)

## PUBLICATIONS AND PRESENTATIONS (CONT.)

“Interviewing for your First Job at a Lawyer” – Panel member - 2016 ABA Annual meeting (August 2016 in San Francisco, CA)

“Interview Skills for Law Students” – Panel member - 2016 ABA Midyear meeting (February 2016 in San Diego, CA)

“Privacy Issues in the Workplace” – 2011 Society for Human Resource Management Annual Conference (June 2011 in Las Vegas, Nevada)

“Privacy Issues in Employment Situations” – 2010 Nonprofit Human Resources Conference (October 2010 in Washington, DC)

“Supreme Court Update” – 2010 Society for Human Resource Management Annual Conference (June 2010 in San Diego, California)

“Can My Employer Really Look at That? And Other Privacy Issues.” – 2010 Society for Human Resource Management Annual Conference (June 2010 in San Diego, California)

“Can My Employer Really Look at That? And Other Privacy Issues.” – 2010 Employment Law and Legislative Conference sponsored by the Society for Human Resource Management (February 2010 in Washington, DC)

“The Effect of Criminal Activity Around the Property – Is my Business Safe Enough” – 2009 National Program on Emerging Issues in Premises Liability Litigation sponsored by the Tort Trial and Insurance Practice Section of the American Bar Association (Nov. 2009 in St. Petersburg, Florida)

“Sexual Harassment,” Raymond James Financial, Inc. Broker Training – January 2005

“Basic Employment Law for Brokerage Firms,” Raymond James Financial, Inc. – October 2004

“Managing your Business,” Raymond James Financial, Inc. Broker Training – July 2004

“Managing Workers Compensation Claims in North Carolina,” Hedrick, Eatman, Gardner & Kincheloe Annual Client Seminar, Charlotte, NC – December 2003

“Disability Ratings,” Lorman Seminars, Charlotte, NC – August 2003

*What is a Permanent Impairment?*, Childers, Michael J., *For The Defense* - August 2003

*The Fifth Edition Changes*, Childers, Michael J., *Compensation Courier* – Summer 2003

## **PUBLICATIONS AND PRESENTATIONS (CONT.)**

*The AMA Guidelines*, Childers, Michael J., *North Carolina Lawyers Weekly* - January 2003

“Handling of Workers’ Compensation Claims,” Lorman Seminars, Charlotte, NC – April 2002

“Civil Litigation Tactics,” Hedrick, Eatman, Gardner & Kincheloe Annual Client Seminar, Charlotte, NC - December 2002

## **PROFESSIONAL SERVICE AND LEADERSHIP**

American Bar Association, Torts Trial and Insurance Practice Section

- Chair - CLE Board (2024 – Present), Secretary 2008-2024
- Chair - Task Force on Outreach to Law Students (2024 – Present and 2015-2017)
- Secretary – CLE Board (2008 – 2024)
- Vice Chair - Taskforce on Outreach to Young Lawyers (2008-2020)
- Chair, Complex Litigation Sub Committee - Dispute Resolutions (2009 – Present)
- TIPS NOW! Fellowship 2008-2010

North Carolina State Bar and Mecklenburg County Bar

## **ACADEMIC COURSES TAUGHT**

### **Law School Courses**

Lawyering Process I (14 times) Lawyering Process II (10 times) Constitutional Law (6 times)

Workers’ Compensation (2 time) Interviewing, Counseling and Negotiations (10 times)

### **Undergraduate Courses**

Business Law I (50+ times) Business Law II (30 times) Employment Law (16 times)

Hospitality Law (50+ times) Freshman Seminar (4 times) Managerial Accounting (1 time)

Business Law I on-line/remote (34 times) Hospitality Law on-line/remote (20 times)

### **Paralegal Courses**

Commercial Law (3 times) Civil Injuries (2 times) Workers Compensation (3 times)

## ACADEMIC AND UNIVERSITY SERVICE

Charlotte Campus Executive Leadership Committee (01/23 – 06/25)  
Charlotte Leadership Team (08/22 – 06/25)  
Provost Council (08/22 – 06/25)  
Operations Committee (08/20 – 06/25)  
Capital Expenditures Committee (08/20 – 06/25)  
Student Success Committee (08/2015 – 06/25)  
Developed new bachelor degree program in Nursing (22-23)  
Developed new bachelor degree program in Health Science (18-19)  
Developed new bachelor degree program in Public Health (18-19)  
Developed new bachelor degree program in Psychology (16-17)  
Developed new bachelor degree program in Media/Communication (15-16)  
Developed new bachelor degree program in Liberal Studies (14—15)  
Committee on Academic Standing (08/07 – 06/25)  
Student Conduct Board (08/07 – 06/25)  
University Committee on Academic Rank (06/10 – 05/12, 08/19 – 05/21)  
Faculty Council (08/12 – 05/15)  
University Curriculum Committee (09/06 – 06/10)  
University Outcomes Assessment Committee (09/06 – 06/10)  
Chair, College of Business Curriculum Committee (09/06 – 06/10)  
Chair, College of Business Faculty Search Committee (08/08 – 06/10)  
College of Business Outcomes Assessment Committee (09/06 – 06/10)  
College of Business Audit/Strategic Planning Committee (01/07 – 06/10)  
Chair, Professional Development Committee (08/08 – 08/09)  
New Student Orientation Committee (09/06 – 08/07)  
Developed new bachelor degree program for Retail Marketing (06-07)  
Developed new bachelor degree program for Managerial Accounting (07-08)  
Academic advisor to undeclared freshman business students (08/07– 06/10)  
Co-Founder, The Society for Human Resources Management student club (01/07 – 05/17)  
Club advisor for MAB (08/08 – 05/14)  
Faculty participant for student affairs special programming

## AWARDS & RECOGNITIONS

Professional Development Award (2011), Johnson and Wales University

TIPS NOW! Fellowship (2008-2010), American Bar Association

Light Bulb Award (2008), Johnson and Wales University

First Year Teacher Award (2007), Johnson and Wales University

Justice Joseph Branch Inns of Court

Moot Court Board Executive Committee Member 1998-2000

Chairman, 1999 Walker Moot Court Competition

1998 Who's Who Among American Law Students

## COMMUNITY SERVICE

Boy Scouts of America

- District Commissioner 2007 - Present
- Troop 39 Committee Member since 2006, Outdoor Coordinator 2007 - 2016
- Venture Crew 39 Advisor 2010 - 2016
- Awards – Scout Leaders' Training Award (2009), Webelos Leader knot (2005), Cub Master knot (2003), and Tiger Leader knot (2001)

Disability Rights and Resources in Charlotte, NC 2008 - Present

- Member, Board of Directors
- Attorney of Record