

N. JEREMI DURU
Professor of Law
American University
Washington College of Law
4300 Nebraska Avenue, NW
Washington, DC 20016
(202) 274-4414
duru@wcl.american.edu

EMPLOYMENT

AMERICAN UNIVERSITY, WASHINGTON COLLEGE OF LAW

Professor of Law, January 2013 - present

Courses: Sports Law, Civil Procedure, Employment Discrimination

Honors: 2018 American University Faculty Award for Outstanding Teaching
2018 Washington College of Law Award for Excellence in Teaching

TEMPLE UNIVERSITY, BEASLEY SCHOOL OF LAW

Professor of Law, May 2012 - December 2012

Associate Professor of Law, May 2008 - May 2012

Assistant Professor of Law, July 2005 - May 2008

Honors: 2008 George P. Williams Outstanding Law Professor of the Year Award

UNIVERSITY OF MARYLAND SCHOOL OF LAW

Visiting Associate Professor of Law, July 2011-December 2011

EDUCATION

HARVARD LAW SCHOOL, J.D., June 1999

Honors and Activities: Reginald F. Lewis International Study Fellowship
Editor, *Journal on Legislation*
Student Attorney, Prison Legal Assistance Project
Parliamentarian, Black Law Students Association

HARVARD UNIVERSITY - KENNEDY SCHOOL OF GOVERNMENT, M.P.P., June 1999

Honors and Activities: Woodrow Wilson Full Tuition Fellowship
Co-Chairperson, Black Student Caucus

BROWN UNIVERSITY, B.A. in Public Policy and African American Studies, May 1995

Honors and Activities: Carl Rowan Project Excellence Scholarship
Founder and Co-Chairperson, Black Pre-Law Society
Minority Student Representative, Admissions Committee
African American History Month Programmer

JUDICIAL CLERKSHIP

UNITED STATES COURT OF APPEALS FOR THE SIXTH CIRCUIT, Detroit, MI
Law Clerk to the Honorable Damon J. Keith. (Aug. 1999-Aug. 2000)

BOOKS

SPORTS LAW AND REGULATION: CASES, MATERIALS, AND PROBLEMS (4th ed.) (Wolters Kluwer, 2016) (co-authored with Matt Mitten, Timothy Davis, and Rodney Smith)

THE BUSINESS OF SPORTS AGENTS (3d ed.) (University of Pennsylvania Press, 2016) (co-authored with Kenneth Shropshire and Timothy Davis)

SPORTS LAW AND REGULATION: CASES, MATERIALS, AND PROBLEMS (3d ed.) (Wolters Kluwer, 2013) (co-authored with Matt Mitten, Timothy Davis, and Rodney Smith)

ADVANCING THE BALL: RACE, REFORMATION, AND THE QUEST FOR EQUAL COACHING OPPORTUNITY IN THE NFL (Oxford University Press, 2011)

BOOK CHAPTERS

The Rooney Rule's Reach: How the NFL's Equal Opportunity Initiative for Coaches Inspired Local Government Reform in THE OXFORD HANDBOOK OF AMERICAN SPORTS LAW (Oxford University Press, 2017)

Sam Jethroe's Last Hit in THE CONTESTED DIAMOND: AN ANTHOLOGY OF BASEBALL AND POLITICS (McFarland & Company Press, 2010)

The Fritz Pollard Alliance, the Rooney Rule, and the Quest to "Level the Playing Field" in the National Football League in REVERSING FIELD: EXAMINING COMMERCIALIZATION, LABOR, GENDER AND RACE IN 21ST CENTURY SPORTS LAW (West Virginia University Press, 2010) (reprinted from 7 VA. SPORTS & ENT. L.J. 179 (2008))

ARTICLES

In Search of the Final Head Ball: The Case for Eliminating Heading from Soccer, __ MISSOURI L. REV. __ (forthcoming, 2018).

Hoop Dreams Deferred: The WNBA, the NBA, and the Long-Standing Gender Inequity at the Game's Highest Level, 3 UTAH L. REV. 559 (2015)

Call in the Feds: Title VI as a Diversifying Force in the Collegiate Head Football Coaching Ranks, 2 WAKE FOREST J.L. & POL'Y 143 (2012)

This Field is Our Field: Foreign Players, Domestic Leagues, and the Unlawful Racial Manipulation of American Sport, 84 TUL. L. REV. 613 (2010)

Exploring Jethroe's Injustice: The Impact of an Ex-Ballplayer's Legal Quest for a Pension on the Movement for Restorative Racial Justice, 76 U. CIN L. REV. 793 (2008)

The Fritz Pollard Alliance, the Rooney Rule, and the Quest to "Level the Playing Field" in the National Football League, 7 VA. SPORTS & ENT. L.J. 179 (2008)

Friday Night 'Lite': How De-racialization in the Motion Picture Friday Night Lights Disserves the Movement to Eradicate Racial Discrimination from American Sport, 25 CARDOZO ARTS & ENT. L. J. 485 (2007)

Fielding a Team for the Fans: The Societal Consequences and Title VII Implications of Race-Considered Roster Construction in Professional Sport, 84 WASH. U. L. REV. 375 (2006)

The Central Park Five, the Scottsboro Boys, and the Myth of the Bestial Black Man, 25 CARDOZO L. REV. 1315 (2004)

A Claim for Third Party Standing in America's Prisons, 20 BUFF. PUB. INT. L. J. 101 (2002)

SYMPOSIA, PANELS, AND PRESENTATIONS

Presenter, "Hoop Dreams Deferred: Hoop Dreams Deferred: The WNBA, the NBA, and the Long-Standing Gender Inequity at the Game's Highest Level," Oxford Women's Leadership Symposium, Oxford, United Kingdom, August 2018

Discussant, "Race and Sport: Playing with Racism and other-isms," Arizona State University Global Sport Institute, Santa Monica, CA, June 2018

Presenter, "Advancing the Ball: Race and the NFL," Delaware Historical Society's New Directions in African American History Series, Wilmington, DE, January 2018

Presenter, "Lessons the NFL's Rooney Rule May Hold for the English Football League," Report Launch: Ethnic Minorities and Coaching in elite football in England: 2017 update," Prince Phillip House, London, England, November 2017

Presenter, "A Structured Rooney Rule for Europe," Play the Game: Riding Waves of Change, Van der Valk Hotel, Eindhoven, Netherlands, November 2017

Panelist, "Debating the Rooney Rule and Related Sports Law Topics," Oregon Summer Sports Law Institute, University of Oregon School of Law, Eugene, OR, August 2017

Moderator, "African Americans and the Law in a Post-Obama America," 21st Sylvania Woods Conference on African Americans and the Law, Washington College of Law, American University, Washington, DC, April 2017

Moderator, "Show Me the Money: A Discussion on the Business of Sports Agency," Washington College of Law, American University, Washington, DC, March 2017

Presenter, "Current Issues in International Sports Law," University of Sydney, Sydney, Australia, August 2016

Panelist, "Sports and Race: Reflection on 20 Years and Contemplation of the Future," 20th Sylvania Woods Conference on African Americans and the Law, Washington College of Law, American University, Washington, DC, April 2016

Presenter, "Acculturation of Asian Baseball Players to MLB," George Washington Spring Training Baseball Business Seminar, George Washington University, Washington, DC, February 2016

Presenter, Case Study: The Rooney Rule, 2015 NACD Global Board Leaders' Summit, Washington, DC, September 2015

Panelist, "Hottest Topics in Sports Law," Howard University School of Law Conference: The New Global Paradigm for Entertainment, Arts, and Sports, Washington, DC, September 2015

Presenter, "From Legal Policy to Practice: Diversity and the Changing Landscape of Sports," 41st Annual Sports Lawyers Association Conference, Baltimore, MD, May 2015

Presenter, "So You Think You Can Compete: How to Establish and Maintain a Competitive Edge in the Business of Sports," 19th Annual Center Court Conference, Howard University School of Law, Washington, DC, April 2015

Moderator, "Professional Sports: New Challenges in Collective Bargaining," 2015 Sports and Labor Law Symposium, American University Washington College of Law, Washington, DC, March 2015

Presenter, "Breaking the Glass Ceiling with the Rooney Rule," KNVB, UEFA, FARE Seminar on Institutional Discrimination, Amsterdam, Netherlands, December 2014

Presenter, "Coaching Diversity Beyond the NFL," University of Sydney, Sydney, Australia, August 2014

Presenter, "The Rooney Rule in Brazilian Top Flight Soccer?" Faculdades Integradas Helio Alonso, Rio de Janeiro, April 2014

Presenter, "The Promise of Diverse Candidate Interview Slates in Brazil," Universidade do Estado do Rio de Janeiro, Rio de Janeiro, Brazil, April 2014

Presenter, "The Transforming Power of Sport," Faculdades Integradas Helio Alonso, Rio de Janeiro, Brazil, April 2014

Moderator, "The Washington Redskins – Name Change Debate," American University Sports and Entertainment Law Society Symposium, Washington College of Law, American University, Washington, DC, February 2014

Presenter, "Diversity in the Professional and Collegiate Coaching Ranks," Black Entertainment and Sports Lawyers Association 33rd Annual Conference, Punta Cana, Dominican Republic, October 2013

Presenter, "The Coaching Pipeline," University of Missouri Black Studies Conference, University of Missouri, Columbia, MO, October 2013

Moderator, "Examining Linsanity: Jeremy Lin and the Role of Race in Sports," Asian Pacific American Heritage Month Celebration, The Law Firm of Fried, Frank, Harris, Shriver, and Jacobson, Washington, DC, May 2013

Presenter, "Athlete Activism in the 21st Century," Passing the Ball: Race and Sports Conference, Temple University, Philadelphia, PA, April 2013

Presenter, "The Birth and Evolution of the NFL's Rooney Rule," Montgomery College, Rockville, MD, April 2013

Presenter, "Title VII in the Sports Industry Context," American Legal Program – The Catholic University of America & Jagiellonian University, Washington, DC (via webinar to Krakow, Poland), April 2013

Commentator, "Race, Sports and Internationalization," University of San Francisco Law School, San Francisco, CA, April 2013

Presenter, “Exploring the NFL’s Rooney Rule and its Reach,” Ritsumeikan University Law School, Kyoto, Japan, March 2013

Presenter, “What’s Next for the Rooney Rule?” Race and Sports Speaker Series, Marquette University Law School, Milwaukee, WI, February 2013

Moderator, “The Rooney Rule at 10 Years: Does it Work?” American University Sports and Entertainment Law Society Symposium, Washington College of Law, American University, Washington, DC, February 2013

Presenter, “Advancing the Ball: Race, Reformation, and the Quest for Equal Coaching Opportunity in the NFL,” University of Houston, Houston, TX, October 2012

Presenter, “Advancing the Ball: Race, Reformation, and the Quest for Equal Coaching Opportunity in the NFL,” International Conference on Sport and Society, Cambridge, England, July 2012

Presenter (together with Ambassador Dan Rooney), “A Conversation on NFL Diversity and Social Cohesion Initiatives,” Organization for Security and Cooperation in Europe Supplementary Human Dimension Meeting on Combating Racism, Intolerance and Discrimination in Society Through Sport, Vienna, Austria, April 2012

Presenter, “Race, Reformation, and the Quest for Equal Coaching Opportunity in Professional Sports,” Pennsylvania Bar Institute Continuing Legal Education Seminar, Philadelphia, PA, April 2012

Presenter, “Varsity Blues: The Gift & the Curse of the College Athlete,” Howard University Sports and Entertainment Law Symposium, Howard University School of Law, Washington, DC, April 2012

Presenter, “The Intersection of Sports and Business in Today’s Legal Arena,” Journal of Business & Technology Law Symposium, University of Maryland Francis King Carey School of Law, Baltimore, MD, October, 2011.

Roundtable Discussant, “Black Sports Scholars Network – NCAA Inclusion Summit,” NCAA Headquarters, Indianapolis, IN, September 2011

Presenter, “Race and the National Football League: The Rooney Rule and Beyond,” University of Pennsylvania, Wharton School of Business, Legal Studies and Business Ethics Department, Philadelphia, PA, April 2011

Presenter, “Sports and Employment Law: An Examination of NFL Hiring Processes for General Managers and Coaches,” 2011 Philadelphia Sports Law Conference, Philadelphia, PA, April 2011

Presenter, “Legal and Diversity Issues in Coaching Professional Sports,” Widener Law School, Wilmington, DE, April 2011

Presenter, “Does Race Still Matter?: Access to Administrative and Coaching Opportunities in Intercollegiate Athletics,” Wake Forrest University School of Law, Winston Salem, NC, April 2011

Presenter, “Advancing the Ball: Race, Reformation, and the Quest for Equal Coaching Opportunity in the NFL,” Georgetown University, Washington, DC, March 2011

Presenter, “Advancing the Ball: Race, Reformation, and the Quest for Equal Coaching Opportunity in the NFL,” University of Cincinnati Law School, Cincinnati, OH, March 2011

Presenter, “Advancing the Ball: Race, Reformation, and the Quest for Equal Coaching Opportunity in the NFL,” United States Equal Employment Opportunity Commission Speaker Series, Washington, DC, March 2011

Presenter, “The State of Business of Football,” Wharton Sports Business Institute, Dallas, TX, February 2011

Moderator, “The Evolution of Civil Rights Litigation – Employment Discrimination,” Temple Law Review Symposium, James E. Beasley School of Law, Temple University, Philadelphia, PA, November 2010

Presenter, “Race in the Age of Obama,” Inman Page Council 2010 Reunion Conference, Brown University, Providence, RI, September 2010

Presenter, “Equal Opportunity in Coaching: Rooney Rule & Similar Minority Initiatives,” Seton Hall Sports & Entertainment Law Symposium, Seton Hall Law School, Newark, NJ, April 2010.

Roundtable Discussant, “Black Scholars and Sports,” Wharton School of the University of Pennsylvania, San Francisco, CA, March 2010

Presenter, “This Field is Our Field: Foreign Players, Domestic Leagues, and the Unlawful Racial Manipulation of American Sport,” International Conference on Sport and Society, Vancouver, Canada, March 2010

Moderator, “The NCAA’s Changing Landscape,” University of Miami School of Law, Coral Gables, FL, February 2010

Moderator, “Employment Discrimination and the Future of the Federal Courts,” American Constitution Society for Law and Public Policy, Washington, DC, June 2009

Presenter, “NCAA Coaches’ Contracts: Diversity and Negotiating Value in the 21st Century,” Florida Coastal School of Law, Jacksonville, FL, April 2009

Moderator, “The Future of Education: Educational Equity in Communities of Color,” Mid-Atlantic People of Color Legal Scholarship Conference, James E. Beasley School of Law, Temple University, Philadelphia, PA, January 2009

Presenter, “Exploring the Racially Discriminatory Impact of International Player Restrictions in American Sport,” Equality in the Workplace: Reflections from South Africa and Beyond, Stellenbosch Institute for Advanced Study, Stellenbosch, South Africa, September 2008

Presenter, “E-racing the Color Line in Sports,” Association of American Law Schools Annual Meeting, New York, NY, January 2008

Roundtable Discussant, “Black Scholars and Sports,” Wharton School of the University of Pennsylvania, Philadelphia, PA, November 2007

Presenter, “The BCA and The NCAA: How Title VII May Level the Playing Field in the Collegiate

Coaching Ranks,” Rutgers School of Law, Newark, NJ, November 2007

Presenter, “Professional Equality: The Rooney Rule,” Reversing Field: Examining Commercialization, Labor and Race in 21st Century Sports Law, West Virginia University College of Law, Morgantown, WV, October 2007

Co-Convenor, Survivor Series Symposium: Terror in Tulsa, James E. Beasley School of Law, Temple University, Philadelphia, PA, October 2007

Moderator, “Super Bowl XLI, the ‘Rooney Rule’ and Diversity in NFL Hiring Practices,” American Constitution Society for Law and Public Policy, Miami, FL, January 2007

Roundtable Discussant, “Inclusion in the Business of Sports,” Legacy Sports Business Roundtable, Wharton School of the University of Pennsylvania, Philadelphia, PA, September 2006

Presenter, “The Fritz Pollard Alliance, the National Football League, and the Quest for a Level Playing Field,” American Bar Association National Conference for the Minority Lawyer, Philadelphia, PA, June 2006

Presenter, “Emerging Legal Issues in Race and Class Inequality: Considering the Sports Context,” Eighteenth Annual Sadie T. M. Alexander Commemorative Conference, University of Pennsylvania Law School, Philadelphia, PA, February 2006

Moderator, “Individual Players’ Rights and the NBA: Regulating the Dress Code and DNA Testing,” University of Pennsylvania Journal of Labor & Employment Law Symposium, University of Pennsylvania Law School, Philadelphia, PA, January 2006

Presenter, “42 U.S.C § 1981, Negro League Baseball and Beyond,” National Bar Association Convention, Orlando, Florida, August 2005

Presenter, “Considering the Future of Title VII: From Race to Color,” Inaugural Wiley A. Branton-Howard Law Journal Memorial Symposium, Howard University School of Law, Washington, DC, November 2004

Presenter, “Exploring Racial Discrimination in the Sports Industry,” National Bar Association Convention, Charlotte, North Carolina, August 2004.

EXPERIENCE

MEHRI & SKALET, PLLC, Washington, DC

Associate. Represented plaintiffs in all phases of civil rights actions, including race and gender discrimination in employment, insurance issuance, contract formation and financial endeavors. Counseled sports industry professionals on legal matters involving the interaction of race and sports. (May 2003-June 2005)

GEORGETOWN UNIVERSITY LAW CENTER, Washington, DC

Visiting Researcher. Conducted independent legal research regarding the relevance of race to a defendant’s experience with the criminal justice system in historical and contemporary contexts. Research formed basis of Cardozo Law Review publication. (Feb. 2003-May 2003)

WILMER, CUTLER & PICKERING, Washington, DC

Associate. Practice included complex civil litigation regarding employment, securities, communications, and internal investigations. Represented, *pro bono*, immigrants seeking political asylum. (Oct. 2000-Jan. 2003)

NJEMANZE & NJEMANZE CHAMBERS, Owerri, Imo State, Nigeria

Intern. Researched, and drafted conclusions regarding, the inefficacy of civil litigation in remedying injuries caused by negligent oil companies. (Winter 1998)

ARNOLD & PORTER, Washington, DC

Summer Associate. Focused on litigation, real estate, and international trade. (Summer 1998)

LAW OFFICES OF WILLIAM R. MARTIN, Washington, DC

Summer Associate. Focused on criminal defense. (Summer 1998)

FOLEY & LARDNER, Chicago, IL

Summer Associate. Focused on litigation and corporate transactions. (Summer 1997)

THE HIGHER ACHIEVEMENT PROGRAM, Washington, DC

Teacher / Management Consultant. Taught literature and civil rights history in an academic and cultural enrichment program for middle school students. Gathered data and produced operations analysis for the program's management. (Summer 1996)

HONORS AND PROFESSIONAL MEMBERSHIPS

2014 Fulbright Fellowship, Rio de Janeiro, Brazil

2014 Parsons Visitor, Faculty of Law, University of Sydney, Australia

2008 George P. Williams Outstanding Professor of the Year Award

2005 National Bar Association Entertainment and Sports Lawyer of the Year Award

Maryland State Bar

District of Columbia Bar

United States Court of Appeals for the Sixth Circuit

United States District Court for the District of Columbia

United States District Court for the Eastern District of Michigan

Section on Sports and the Law, Association of American Law Schools