VICKI J. LIMAS

Appointments - The University of Tulsa

1988	Visiting Assistant Professor of Law
1989	Assistant Professor of Law
1994	Associate Professor of Law
1999 – 2009	Associate Dean of Students, College of Law
2001 – present	Professor of Law
2001 – present	Co-director, Native American Law Center
2009 – present	Director, LL.M. in Native American and Indigenous Law
2010 – 2011	Faculty Senate President

Degrees

1984	J.D., Northwestern University
1980	M.A., Philosophy, University of Illinois at Chicago
1978	B.A., Philosophy, University of Illinois at Chicago
1974	A.A., William Rainey Harper College

Areas of Specialization

Employment/Employment Discrimination Law
Alternative Dispute Resolution
Native American Law

Professional Experience

Teaching Assistant, 1978-80, University of Illinois at Chicago
Attorney, 1984-88, Hall, Estill, Hardwick, Gable, Golden & Nelson

Professional Memberships

Oklahoma Bar Association
Northern, Eastern and Western District Courts of Oklahoma
Adjunct Settlement Judge, Northern District of Oklahoma
Sixth and Tenth Circuit Courts of Appeal
American Bar Association
Tulsa County Bar Association
American Inns of Court, Council Oaks/Johnson-Sontag Chapter, 2001-present

Arbitrator, Financial Industry Regulatory Authority
Arbitrator, Better Business Bureau

Honors/Awards

University of Tulsa Outstanding Teacher Award, 2010
Top 20 Women Professors in Oklahoma, Online Schools Oklahoma
Roger R. Scott Community Service Award, 2012, Tulsa County Bar Association
2011 Power Attorney, *Tulsa Business Journal*
AV Preeminent Rating, MARTINDALE-HUBBELL LAW DIRECTORY
Co-recipient, The University of Tulsa Faculty Scholarship Award, 2008
Outstanding Faculty Service Award, 2009, University of Tulsa College of Law Board of Advocates
Exemplary Service by a Faculty Member, 1998, University of Tulsa College of Law Alumni Association
Distinction in Philosophy, 1978, University of Illinois at Chicago

Publications

Edited Scholarly Books

1. Contributing Author, *Cohen's Handbook of Federal Indian Law* (LexisNexis 2005)
   § 2.03 Federal Laws of General Applicability
   § 20.02[5] Indian Arts and Crafts Act
   § 21.02[5][c] Employment Issues

2. Contributing Author, *Encyclopedia of United States American Indian Policy, Relations, and Law*, CQ Press (2009)
   Employment Law
   TEROs

Other Publications

1. *Employment Suits Against Indian Tribes: Balancing Sovereign Rights and Civil Rights*, 70 DENVER UNIVERSITY LAW REVIEW 359 (1993).

2. *Application of Federal Labor and Employment Statutes to Native American Tribes: Respecting Sovereignty and Achieving Consistency*, 24 ARIZONA STATE LAW JOURNAL 681 (1994).

3. *Sovereignty as a Bar to Enforcement of Executive Order 11246 in Federal Contracts with Native American Tribes*, 26 NEW MEXICO LAW REVIEW 257 (Spring 1996 Indian Law Symposium Issue).

4. *Significant Employment Law Decisions in the 1997-98 Term: A Clarification of Sexual Harassment Law and a Broad Definition of Disability*, 34 TULSA LAW JOURNAL 307 (1999) (Symposium: Practitioner's Guide to the October 1997 Supreme Court Term)

5. *Of One-Legged Marathoners and Legally Blind Pilots: Disabling the ADA on a Case-By-Case Basis*, 35 TULSA LAW JOURNAL (Symposium: 1998-99 Supreme Court Update)

6. *Casey and the Little Leaguers*, 37 TULSA LAW REVIEW 81 (2001) (Symposium: 2000-2001 Supreme Court Review)

7. *Does an Indian Tribe Waive Sovereign Immunity by Entering into a Contract Containing an Arbitration Clause?* 6 PREVIEW OF UNITED STATES SUPREME COURT CASES 337 (ABA, March 13, 2001)

8. *Group versus Individual Rights, Political versus Racial Protections: American Indians' Dual Status under U.S. Workplace Discrimination Laws*, PROCEEDINGS OF *WORKPLACE DISCRIMINATION AND THE LAW IN NORTH AMERICA*, The Commission for Labor Cooperation Secretariat (2004)

9. *The* Tuscar*organization of the Tribal Workforce*, 2008 MICHIGAN STATE LAW REVIEW 467

Professional Presentations

1. "Sexual Harassment in the Workplace: A Legal Definition," Women's Concerns Forum, July 1987
2. Handicap discrimination, National Multiple Sclerosis Society, October 1987
3. Substance abuse testing in the workplace, Tulsa Area Safety Council, 1987
4. Sexual harassment in the workplace, The Gilda Unruh Show, January 1988
5. "Employment Rights - Employee Protection," Tulsa Public Schools Volunteer Speakers Bureau, March 1988
6. Legal issues in AIDS testing, "Working Beyond Fear" Seminar, Public Relations Society of America, May 1988
7. Legal issues in AIDS testing, "AIDS in the Workplace" Seminar, Oklahoma Safety Council, May 1988
8. Age discrimination in employment, "Getting Older Legally", EODD Area Agency on Aging, May 1988
9. "AIDS: Working Beyond Fear" Seminar, Northeast Oklahoma Area Health Education Center, February 1989
10. "AIDS in the Workplace" Seminar, Muskogee Mayor's Task Force on AIDS, June 1989
11. "AIDS Employment Issues," TU Law and Medicine Society, October 1989

12. Employment Discrimination law, Legal Aid of Western Oklahoma, August 1991
13. "Discriminatory Interview Questions," TU's Women's Law Caucus, Sept. 1992
14. Panelist, "Sex Discrimination in the Workplace," 1993 Oklahoma Bar Association Law Day Ask A Lawyer Television Program, April 1993
15. Spoke on personal statements on law school applications, Minority Informational Workshops, Houston Law Forum, October 1993
16. Sexual Harassment, Pre-Law Day '93 Demonstration Class
17. Spoke to group of Ethnic Russians on Native American employment issues during their tour entitled "Native Peoples: Issues of Local Autonomy and Federalism," TU Law School, March 1994
18. Spoke to group of Bulgarians on Native American sovereignty issues as part of program on Ethnic and Social Diversity, sponsored by International Council of Tulsa, November 1994
19. Spoke on law teaching, Magic Empire Council of Girl Scouts Career Conference '95, February 1995
20. Workshop Facilitator, Panel on Sex Harassment and Discrimination, Women's Career Colloquium, TU Office of Career Planning and Placement, March 1995
21. Omicron Delta Kappa Faculty Panel Discussion on Affirmative Action, University of Tulsa, March 1995
22. "World View with Dr. Donaldson", KWGS, spoke on Adarand Constr. Co. v. Pena (affirmative action case), (summer 1995, rerun fall 1995)
23. Spoke to Women In Law class on affirmative action, fall 1995
24. Spoke to Energy Law Journal student writing program on plagiarism, fall 1995
25. Panelist, Job Networking Seminar, T.U. Office of Career Planning and Placement, September 1996
26. Spoke to T.U. student branch of Tulsa Area Human Resource Association on disability discrimination, February 1997
27. Presented session titled "Gender-Based Pay Equity" at Legislative Day '98, sponsored by American Association of University Women, Business and Professional Women, Delta Sigma Theta, Family and Community Leadership, League of Women Voters of Oklahoma, National Association of Social Workers, Oklahoma Association of Family & Consumer Sciences, Women's Political Caucus, Oklahoma City, March 1998
28. Panelist, “Overview of Family and Medical Leave Act, “ Work and Family Issues in a Changing World, University of Tulsa, January 2003
29. Presentation on national origin discrimination, Tulsa EEO Coordinators, September 2003
30. Panelist, Native American Prelaw Workshop, The University of Tulsa College of Law, April 2004
31. Panelist, Student Discipline, ABA Associate Deans Conference, June 2004
32. Panelist, “Race Discrimination in North America: Focus on Indigenous Workers,” *Workplace Discrimination and the Law in North America*, Presented by The Commission for Labor Cooperation Secretariat, The George Washington University Law School and The North American Consortium on Legal Education, Washington DC, November 18-19, 2004

33. Presentation on employment testing to IO/Psychology graduate students, University of Tulsa, December 2004; on Americans with Disabilities Act, September 2010
34. Interviewed for report on religion in the workplace, *Oklahoma News Report*, OETA, broadcast May 10, 2005
35. Presentation and preparation of materials on canine searches under the Fourth Amendment, American Inns of Court Johnson-Sontag/Council Oaks Chapter, November 16, 2005
36. Panelist, Section on Indian Nations and Indigenous Peoples, AALS 2008 Annual Meeting, New York, NY, January 5, 2008
37. Interviewed for report on charge of religion discrimination against Tulsa employer, KTUL-TV, broadcast August 2008
38. Spoke to group of foreign women lawyers on domestic violence issues in Indian Country (with Sheree Hukill ('97)), Tulsa Global Alliance, March 17, 2009

Continuing Education/Short Course Activities

1. Panelist, "Americans with Disabilities Act of 1991" Seminar, Tulsa County Bar Association, June 1991 (CLE)
2. "Employment Law Meets the Workforce of the '90's," Lunch with the Professor CLE Series, T.U. College of Law, November 1993 (CLE)
3. Panelist, "Issues Concerning the Practitioner in Native American Law," Sovereignty Symposium VII, June 1994 (CLE)
4. Planning Committee, Women in Law Symposium sponsored by the Tulsa County Bar Association, April 1995 (CLE)
5. Panelist, "Employment Law in Indian Country," Sovereignty Symposium VIII, June 1995 (CLE)
6. Speaker, "Significant Employment Law Decisions in the 1997-98 Term," Symposium, Practitioner's Guide to the October 1997 Supreme Court Term sponsored by the University of Tulsa, December 1998 (CLE)
7. Speaker, "Significant Employment Law Decisions in the 1998-99 Term," Symposium, 1997-98 Supreme Court Update sponsored by the University of Tulsa, December 1999 (CLE)
8. Panelist, "Employment Law in Indian Country," Sovereignty Symposium 2000, June 2000 (CLE)
9. Speaker, "Current Issues Under the ADA," Breakfast Briefings: Current Legal Issues for the Business Community, sponsored by the University of Tulsa, October 2000 (CLE)
10. Speaker, "ADA Update," New Developments Affecting the Workplace in Oklahoma, Lorman Education Services, November 2002 (CLE)
11. Speaker, "Employment Law in Indian Country," Doing Business in Indian Country, Muscogee (Creek) Nation District Court, April 2003 (CLE)
12. Speaker, "Employment Issues," Doing Business in Indian Country, Muscogee (Creek) Nation District Court, March 2004 (CLE)

13. Speaker, "2004/05 Employment Developments in Indian Country," Doing Business in Indian Country, Muscogee (Creek) Nation District Court, March 2005 (CLE)
14. Panelist, "*Tuscarora* Unbound," Federal Bar Association Indian Law Conference, April 2005
15. Employment Law, The University of Tulsa College of Law, December 2006 (CLE)
16. Speaker, "Employment Issues & Workers Comp on Tribal Lands," Doing Business in Indian Country, Muscogee (Creek) Nation District Court, March 2007 (CLE)
17. Panelist, "Sovereign Immunity in Commercial Law," Federal Bar Association Indian Law Conference, April 2010
18. Speaker, "Employment Issues in Indian Country, 2010 Update," Doing Business in Indian Country, Muscogee (Creek) Nation District Court, May 2010 (CLE)
19. Speaker, "Employment Law in Indian Country: A Case of Competing Sovereigns," Tribal Employment Rights & Law Conference, Cabazon, CA, October 2013 & April 2014 (CLE)

Consulting

1. Hall, Estill, Hardwick, Gable, Golden and Nelson, 1988-89
2. Sexual harassment issues, Sun Refining and Marketing Company, 1988
3. Article on Family and Medical Leave Act, Tulsa World, August 1993
4. American Red Cross, Tulsa Area Chapter (volunteer)
   a. Blood Services Committee, 7/89-6/90
   b. Chair, Legal Committee, 9/89-6/90
   c. Administrative Services Committee, (7/88-12/99
      1) Subcommittee on Chapter Services, 7/95-98
      2) Subcommittee on Employee Incentive Awards,1994-95
      3) Subcommittee on Employee Retention, 1994-95
5. Osage Nation, Personnel System Revision Project, presentation to program directors & consultation (volunteer) (July-August 1995)
6. Conducted in-house seminar entitled "Sexual Harassment: Information for Employers and Employees on How to Recognize and Respond to It," to Best, Sharp, Holden, Best, Sullivan & Kempfert law firm, January 1998
7. Judge, Native American Law Students Association National Moot Court Competition, Tempe, AZ, 2002
8. Consultant, *Improving Access to Justice by California Chief Justice Ronald George*, THE POWER OF IDEAS, American Public Television, 2002
10. NALC Consultant, Osage Nation Constitution Committee, May 2005
11. Peer Reviewer, AMERICAN INDIAN LAW REVIEW
12. Judge, James Boskey ADR Writing Competition, ABA Section on Dispute Resolution, 2008, 2009, 2011, 2012, 2013