

RYAN H. NELSON

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ACADEMIC EXPERIENCE

South Texas College of Law Houston, Houston, TX

Associate Professor of Law (2024–present)

Assistant Professor of Law (2021–2024)

- Courses: Civil Procedure I & II, Constitutional Law, Employment Law
- Service: Chair, Student Retention Committee (2023–present); Chair, Electronic Access Subcommittee, Diversity, Equity, & Inclusion Committee (2021–2022); Member, Faculty Scholarship Committee (2021–present); Member, American Bar Association Standards Self-Study Committee (2024–present); Member, Adjunct Mentoring Committee (2025–present); Member, Access to Justice & Public Service Committee (2022–2024); Member, Curriculum Committee (2022–2023); Member, Grades & Calendar Committee (2021–2022)

Harvard Law School, Cambridge, MA

Research Associate, Harvard Law School Project on Disability (2020–2021)

Boston University School of Law, Boston, MA

Lecturer (2020–2021)

- Courses: Client Counseling

New England Law | Boston, Boston, MA

Lecturer on Law (2020–2021)

- Courses: Employment Law; Sexual Orientation, Gender Identity, & the Law

New York Law School, New York, NY

Adjunct Professor of Law (2017–2019)

- Courses: Employment Law, Employee Relations & Anti-Discrimination Law

EDUCATION

Harvard Law School, Cambridge, MA

LL.M., 2020

- Scholarships: Harvard University Committee on General Scholarships Award, Phi Sigma Kappa Terrill Graduate Fellowship
- Honors: Irving Oberman Memorial Prize for Best Paper on Law and Social Change

Benjamin N. Cardozo School of Law, New York, NY

J.D., *cum laude*, 2011

- Scholarships: Dean's Merit Scholarship
- Honors: Jacob Burns Medal for Outstanding Moot Court Achievement; Finalist, Langfan Family Constitutional Oratorical Competition; Finalist, Irving R. Kaufman Moot Court Competition; Finalist, Monrad G. Paulsen Intramural Moot Court Competition; Equal Justice Works Summer Corps
- Leadership: Editorial Board, Moot Court Honor Society
- Concentrations: General Litigation, Constitutional Law & Rights

University of Florida, Gainesville, FL

B.S.B.A., Major in Economics, 2007

- Scholarships: National Merit Scholarship, Florida Bright Futures Scholarship
- Honors: Academic Dean's List, Outstanding Leadership Award for Graduating Seniors, University Presidential Recognition, Omicron Delta Epsilon (international economics honor society), Order of Omega (Greek honor society), Phi Sigma Kappa Brother of the Year
- Leadership: Co-founder & Chair, Action Party (student government political party dedicated to voting reform); Student Senator; Finance Committee Chair, Student Union Board of Managers; President & Philanthropy Chair, Phi Sigma Kappa; Team Captain, American Cancer Society's Relay for Life

PUBLICATIONS

Articles, Essays, & Book Reviews

Pre-Arbitral Red Tape, working article

[*Work Law's Domain*](#), 47 BERKELEY J. EMP. & LAB. L. ____ (forthcoming 2026)

[*Queer Accommodations*](#), 26 GEO. J. GENDER & L. 23 (2025)

[*Is Snap Removal Unconstitutional?*](#), 2024 PEPP. L. REV. 71 (2024) (published in 2025)

[*Article III Standing in Federal Prosecutions of "Victimless Crimes"*](#), 93 FORDHAM L. REV. ONLINE 1 (2024)

[*San\[d\]ford*](#), 27 GREEN BAG 2D 323 (2024)

[*Political Partisanship and Union Representation Elections*](#), 49 LAB. STUD. J. 49 (2024)

[*An Employment Discrimination Class Action by Any Other Name*](#), 91 FORDHAM L. REV. 1425 (2023)

- Highlighted in Charles A. Sullivan, [*Avoiding the Federal Arbitration Act in Title VII Cases*](#), JOTWELL (Oct. 11, 2024)

[*Workplace Harasser Liability: Assailing Moral Hazards and Rehabilitating the Individualist Approach*](#), 89 TENN. L. REV. 957 (2022)

[*Ability Apartheid and Paid Leave*](#), 120 MICH. L. REV. 1247 (2022) (reviewing PAUL DAVID HARPUR, ABLEISM AT WORK: DISABLEMENT AND HIERARCHIES OF IMPAIRMENT (2020)) (with Michael Ashley Stein)

[*Substantive Pay Equality: Tips, Commissions, and How to Remedy the Pay Disparities They Inflict*](#), 40 YALE L. & POL'Y REV. 149 (2021)

[*Now and Again: Reappraising Disability Leave as an Accommodation*](#), 46 BYU L. REV. 1489 (2021)

[*Homegrown Discrimination*](#), 12 CALIF. L. REV. ONLINE 1 (2021)

[*Ability Diversity in the First-Year Law School Classroom*](#), 71 J. LEG. EDUC. 202 (2021) (published in 2023) (reviewing INTEGRATING DOCTRINE AND DIVERSITY: INCLUSION AND EQUITY IN THE LAW SCHOOL CLASSROOM (Nicole P. Dyszlewski et al. eds. 2021)) (with Michael Ashley Stein)

[*Erasing Workers' Identities: Comment on Blanck, Hyseni, and Altunkol Wise's National Study of the Legal Profession*](#), 47 AM. J. L. & MED. 71 (2021) (with Michael Ashley Stein)

[*Feminist Perspectives on Bostock v. Clayton County*](#), 53 CONN. L. REV. ONLINE 1 (2020) (with Ann C. McGinley, Nicole Buonocore Porter, Danielle Weatherby, Pamela Wilkins, & Catherine Jean Archibald)

[*Federalizing Direct Paid Leave*](#), 20 U. PA. J. BUS. L. 623 (2018)

[*A Diverse Student Body Without Student Bodies?: Online Classrooms and Affirmative Action*](#), 2016 PEPP. L. REV. 65 (2016)

[*Sexual Orientation Discrimination Under Title VII After Baldwin v. Foxx*](#), 72 WASH. & LEE L. REV. ONLINE 255 (2015)

[*Breaking the Bank: Why FDIC and NCUA Deposit Insurance Coverage Fails to Trigger OFCCP's Jurisdiction*](#), 14 FLA. ST. U. BUS. REV. 53 (2015)

[*Marriage Equality and the Third Nail in the "Proceed with Caution" Coffin*](#), 90 N.Y.U. L. REV. ONLINE 17 (2015)

[*An Indirect Challenge to the FDA's "Gay Blood Ban"*](#), 23 TUL. J. L. & SEXUALITY 1 (2014)

[*Windsor in the Workplace: Examining an Employer's Right to Demand More of Gay Employees Who Request FMLA Leave*](#), 118 PA. ST. L. REV. PENN STATIM 1 (2013)

[*Injury in Fiction*](#), 66 VAND. L. REV. EN BANC 153 (2013)

[*The Pivotal Role of Human Resources in Business Management: The 1980s to the Present*](#), 40 EMP. REL. TODAY 33 (2013) (with Christopher M. Valentino & John J. Porta)

[*Affirmative Action for LGBT Applicants & Employees: A Proposed Regulatory Scheme*](#), 30 HOFSTRA J. LAB. & EMP. L. 179 (2012)

Book Chapters

Rewritten Opinion in Hively v. Ivy Tech Community College, 853 F.3d 339 (7th Cir. 2017) (*en banc*), in [FEMINIST JUDGMENTS: REWRITTEN EMPLOYMENT DISCRIMINATION OPINIONS](#) (Ann C. McGinley & Nicole Buonocore Porter eds. 2020)

Labor Arbitration, in [GENDER IDENTITY & SEXUAL ORIENTATION DISCRIMINATION IN THE WORKPLACE: A PRACTICAL GUIDE](#) (Christine Michelle Duffy ed. 2014) (with David G. Islinger & Michelle E. Phillips)

Shorter Pieces

[*It's Unconstitutional for Texas DPS to Deny Trans People's Court Orders*](#), HOUSTON CHRONICLE (Aug. 22, 2024)

[*A Lottery System Could Help Solve Universal Injunction Issue*](#), BLOOMBERG LAW (May 9, 2024)

[*Respect for Marriage Act Leaves Too Large a Loophole*](#), LAW360 (Dec. 5, 2022) (with Edward Stein)

[*Agency Names Do Not Constrain Agency Powers*](#), HARV. L. & POL'Y REV. BLOG (Oct. 16, 2022)

[*Oust Guns from Your Workplace*](#), HOUSTON CHRONICLE (June 9, 2022)

[*The One Thing the Dissenting Justices Could Do to Save Roe*](#), SLATE (June 1, 2022)

[*More Just, More Efficient Workplace Regulation*](#), JOTWELL (May 17, 2022) (reviewing Hiba Hafiz, *Interagency Coordination on Labor Regulation*, 6 ADMIN. L. REV. ACCORD 199 (2021))

[*Biden's Workplace Vaccine Mandates Don't Go Far Enough*](#), HOUSTON CHRONICLE (Sept. 14, 2021)

[*A Primer on Remedial Workplace Affirmative Action*](#), ON LAB. BLOG (May 19, 2020)

[*The Shortcomings of Proposals for an Indexed, Living Minimum Wage*](#), ON LAB. BLOG (Feb. 26, 2020)

[*Wielding the Census to Decimate Workplace Diversity for Decades to Come*](#), HARV. C.R.-C.L. L. REV. AMICUS BLOG (Apr. 16, 2018)

[*U.S. Supreme Court Rules Legally-Married Same-Sex Spouses Entitled to Federal Recognition and Lifts California Ban on Same-Sex Marriages*](#), LEXOLOGY (June 26, 2013) (with Michelle E. Phillips et al.)

[*Dispelling the Top 3 Intern Compensation Myths*](#), NY METRO LGBT BUS. NEWS BLOG (Jan. 8, 2013)

Amicus Curiae Briefs

Co-author of [*Brief of Employment Discrimination Law Scholars as Amici Curiae in Support of the Employees*](#), *Bostock v. Clayton Cty.*, 140 S. Ct. 1731 (2020) (Nos. 17-1618, 17-1623, 18-107)

Co-author of [*Brief of the American Association for Affirmative Action as Amicus Curiae in Support of Respondents*](#), *Fisher v. Univ. of Tex.*, 133 S. Ct. 2411 (2013) (No. 11-345)

PROFESSIONAL EXPERIENCE

MetLife, New York, NY

Corporate Counsel, Employment Law Unit (2016–2019)

Chief of Staff to SVP & Chief Counsel, Litigation Section (2016–2017)

Assistant Corporate Counsel, Employment Law Unit (2014–2016)

Jackson Lewis P.C., Melville, NY

Associate Attorney, Affirmative Action Compliance & OFCCP Defense Practice Group, General Employment Litigation Practice Group (2011–2014)

Legal Aid Society, New York, NY

Public Interest Fellow, Employment Law Unit (2011)

Legal Intern, LGBT Law & Policy Initiative, Juvenile Rights Practice (2011)

Progressive States Network, New York, NY

Legal Analyst, Workers' Rights Project (2011)

U.S. Equal Employment Opportunity Commission, New York, NY

Legal Intern, Litigation Unit, New York District Office (2010)

National Center for Law and Economic Justice, New York, NY

Legal Intern (2010)

U.S. District Court for the District of New Jersey, Newark, NJ
Judicial Intern, Hon. William J. Martini (2009)

Fredric G. Levin College of Law, University of Florida, Gainesville, FL
Research Assistant, Prof. Michael L. Seigel (2007)

SELECTED PRESENTATIONS

Pre-Arbitral Red Tape [scheduled]

- 2025 Colloquium on Scholarship in Employment and Labor Law, Seton Hall University School of Law

Queer Legal Scholarship Symposium [moderator] [scheduled]

- 2025 National LGBTQ+ Bar Association's Lavender Law Conference

EEOC in the Trump Era [scheduled]

- 2025 Federalist Society Webinar

Race, Education, and the Law After Students for Fair Admissions (SFFA) [scheduled]

- 2025 Presentation of the American Bar Association's Diversity, Equity, and Inclusion Center, Council for Diversity in the Educational Pipeline

Constitutional Crisis: A Debate on the State of our Legal System

- 2025 Debate Co-Hosted by the Democratic Law Students Association & the Republican Law Society of STCL Houston

Targeting DEI: A Panel Discussion

- 2025 Presentation by the STCL First Generation Law Students Association and the Agosto Justice Center for Leadership and Empowerment

Is Health Insurance Required to Cover "Gender-Transition" Procedures?

- 2025 Debate Hosted by STCL Federalist Society

How to Become a Law Teacher [moderator]

- 2024 Presentation of the National LGBTQ+ Bar

The Impact of Overturning DEI in the Legal Field [moderator]

- 2024 Presentation for the STCL Agosto Center for Leadership & Empowerment and ACLU South Texas College of Law Houston

Work Law's Domain (formerly *Work Discrimination Law's Exclusions*)

- 2024 Colloquium on Scholarship in Employment and Labor Law, University of San Diego School of Law & California Western School of Law
- 2023 Colloquium on Scholarship in Employment and Labor Law, University of Minnesota Law School

Queer Accommodations

- 2024 *All About Accommodations* Symposium, Martin H. Malin Institute for Law and the Workplace, Chicago-Kent College of Law
- 2024 Southeastern Association of Law Schools Annual Meeting

New and Emerging Voices in Workplace Law [moderator]

- 2024 Association of American Law Schools Annual Meeting, Employment Discrimination Section's Works-in-Progress Program

Careers for LGBTQ+ Law Students: Practicing Employment Law

- 2023 Presentation for the National LGBTQ+ Bar Association's *Backpack to Briefcase* Program

88th Texas Legislative Session: LGBTQ+ Bills Update

- 2023 Presentation for the State Bar of Texas LGBTQ+ Law Section

State Regulations of Transgender Surgery for Minors

- 2023 Debate Co-Hosted by AMICUS at STCL Houston and STCL Federalist Society

LGBT Law: Federal, State, and Legislative Update [moderator]

- 2023 Texas State Bar Annual Meeting, LGBTQ+ Law Section Program

Making a Career Working for LGBTQ+ Rights

- 2023 Alumni Panel at Benjamin N. Cardozo School of Law, Yeshiva University

An Employment Discrimination Class Action by Any Other Name

- 2023 Association of American Law Schools Annual Meeting, Employment Discrimination Law Section's Main Program
- 2022 Colloquium on Scholarship in Employment and Labor Law, Vanderbilt Law School
- 2022 Association of American Law Schools Employment Discrimination Law Summer Workshop
- 2022 Southeastern Association of Law Schools Annual Meeting, New Scholars Workshop

OAG Opinion KP-0401 and What It Means for Our Community

- 2022 Event Co-Hosted by AMICUS at STCL Houston and ACLU South Texas College of Law Houston

Bostock and the Future of Workplace Discrimination

- 2021 Event Co-Hosted by AMICUS at STCL Houston and STCLH Women's Law Society

Textualism and Title VII

- 2021 Colloquium on Scholarship in Employment and Labor Law, Vanderbilt Law School

Increasing Diversity, Equity, & Inclusion in Our Chapters

- 2022 Presentation for Phi Sigma Kappa Fraternity's Undergraduate Officers and Regional Advisors
- 2021 Presentation for Phi Sigma Kappa Fraternity's Undergraduate Members and Chapter Advisors

Diversity and Inclusion in the Job Search

- 2021 Presentation for the T.W. Lewis Center for Personal Development at Barrett, The Honors College at Arizona State University

Workplace Harasser Liability: Assailing Moral Hazards and Rehabilitating the Individualist Approach
(formerly *A Deterrence-Based Framework for Workplace Law Liability*)

- 2022 Southeastern Association of Law Schools Annual Meeting, New Labor & Employment Law Scholars Panel
- 2022 Presentation to the University of Houston law Center faculty
- 2020 Colloquium on Scholarship in Employment and Labor Law, Louis D. Brandeis School of Law, University of Louisville

Paid Leave, Tax Credits, & Other Employer COVID-19 Considerations

- 2020 Webinar for Small Businesses on Behalf of Lumity, Inc.

Accommodating Employee Leave

- 2019 Colloquium on Scholarship in Employment and Labor Law, William S. Boyd School of Law, University of Nevada, Las Vegas

Accommodating Change: Pregnancy, Lactation, and Marijuana Accommodation in the Modern Workplace

- 2019 Benjamin N. Cardozo School of Law Labor & Employment Law Alumni Group CLE Presentation

Rewritten Opinion in Hively v. Ivy Tech Community College, 853 F.3d 339 (7th Cir. 2017) (en banc), in FEMINIST JUDGMENTS: REWRITTEN EMPLOYMENT DISCRIMINATION OPINIONS

- 2019 Law and Society Association Annual Meeting
- 2018 Writing Workshop for FEMINIST JUDGMENTS: REWRITTEN EMPLOYMENT DISCRIMINATION OPINIONS, William S. Boyd School of Law, University of Nevada, Las Vegas

Modern Gender Issues in U.S. Insurance

- MetLife U.S. Insurance Law Section's 2019 Annual Meeting

Wage Parity and Customer Preference

- 2018 Colloquium on Scholarship in Employment and Labor Law, University of South Carolina School of Law

Employment Law Updates for New York City Agencies

- 2018 New York City Agencies' General Counsel Forum, New York Law School

Beyond the Bathroom: Best Practices for Transgender Inclusion in the Workplace

- 2018 Nukk-Freeman & Cerra, P.C. CLE Day

LGBT Youth in Schools, Transgender Issues, and Sexuality and the Military

- Substitute Professor in Prof. Alphonso David's Spring 2016 course, *Sexual Orientation and the Law*, at Benjamin N. Cardozo School of Law

Millennials in the Workplace

- 2016 Jackson Lewis Women's Employment Law Conference

Trends in Employment, Labor, and Benefit Laws

- 2015 National LGBTQ+ Bar Association's Lavender Law Conference

Preserving Your Company's Insurance Claim

- 2014 National LGBTQ+ Bar Association's Lavender Law Conference

Implementing and Leveraging Self-Identification as a Method for Driving Change

- 2015, 2014, and 2013 Out & Equal Workplace Summits

Remedies for Sexual Orientation Discrimination in the Workplace: What Is and What Could Be

- Sexual Citizenship and Human Rights: What Can the US Learn from the EU and European Law?, 2013 Conference, University of Texas School of Law

Accommodating Religion and Sexual Orientation in the Workplace

- 2013 and 2012 Out & Equal Workplace Summits

Same-Sex Marriage, Drugs, and Immigration: A Recap of State Referenda in the 2012 Election

- 2013 American Bar Association Midyear Meeting

MEDIA APPEARANCES

Nolan D. McCaskill, [Why Are State Agencies Ignoring Court Orders Obtained by Transgender Texans?](#), DALLAS MORNING NEWS (Oct. 3, 2024)

Zaena Ballon, [Spotlight on Sections: Employment Discrimination Law](#), AALS NEWS: A PUBLICATION OF THE ASSOCIATION OF AMERICAN LAW SCHOOLS (Spring 2024)

Bill Barajas, *What Marijuana Decriminalization Means for Texas Employers*, KPRC 2 NEWS | HOUSTON (May 1, 2024)

Rilwan Balogun, [Student Group Files Title IX Complaint Against Katy ISD's Gender Fluidity Policy](#), KPRC 2 NEWS | HOUSTON (Dec. 19, 2023)

John Wayne Ferguson, [Texas Agriculture Employees Told to Dress Based on 'Biological Gender'](#), HOUSTON CHRONICLE (Apr. 26, 2023)

Allison P. Erickson, [After Being Illegally Fired, A Disabled Veteran Has Waited Eight Years for a \\$1 Million Settlement From the Air Force](#), TEXAS TRIBUNE (Sept. 21, 2022)

Max Kutner, [Inflation Is Sending State Wage Floors Above \\$15 an Hour](#), LAW360 (June 8, 2022)

[What Does Florida's Parental Rights in Education Law Really Mean?](#), FOX 26 HOUSTON (Apr. 6, 2022)

Maria Jimenez Moya, [Is the Whopper Too Small? Lawsuit Accuses Burger King of False Advertisement of Food Size](#), THE USA TODAY (Apr. 5, 2022)

[Will Texas Investigate Treatments for Trans Youth as Child Abuse?](#), FOX 26 HOUSTON (Feb. 24, 2022)

HONORS & LEADERSHIP

South Texas College of Law Houston

- Student Bar Association Awards (voted on by the student body)
 - o Professor Excellence Award – Full-Time Faculty (awarded to one full-time professor annually) (2024, 2023)
 - o Professor Excellence Award – Open-Door Award (awarded to one professor annually) (2025, 2024, 2022)
- Administration Awards (voted on by the administration)
 - o Award for Excellence in Scholarship (awarded to full-time professors) (2023)
 - o Award for Excellence in Teaching (awarded to full-time professors) (2022, 2024)

National LGBTQ+ Bar Association & Foundation

- At-Large Board Member, National LGBTQ+ Bar Foundation Board of Directors (2023–present)
 - Member, Membership Advisory Committee (2023–present)
- *40 Best LGBTQ+ Lawyers under 40* Award (2013)

Association of American Law Schools (AALS)

- Employment Discrimination Law Section (2021–present)
 - o Chair (2023–2024)
 - o Secretary (2022–2023)
- Civil Procedure Section (2021–present)
- Labor Relations and Employment Law Section (2021–present)
- Sexual Orientation and Gender Identity Issues Section (2021–present)
- New Law Professors Section (2021–present)

State Bar of Texas

- Council Member, LGBTQ+ Law Section (2022–2024)

Phi Sigma Kappa Fraternity

- Member, Diversity, Equity, & Inclusion Committee (2020–2023)
 - o Chair, Education & Programming Subcommittee (2021–2023)
- Terrill Graduate Fellowship (2019)

Harvard Law School

- Irving Oberman Memorial Prize for Best Paper on Law & Social Change (2020)

MetLife

- Chair, MetLife Transgender Initiative Taskforce (2014)
- Global Diversity & Inclusion Recognition (2014)

American Bar Association (ABA)

- Young Lawyers Division’s Liaison to the ABA Commission on Sexual Orientation and Gender Identity (2012–2014)

PRO BONO & COMMUNITY SERVICE

One Fair Wage

- Represented non-profit organization seeking redress against a national restaurant operator allegedly causing its employees paid a subminimum wage to suffer more and worse sexual harassment because of sex and employees of color to receive less in tips than white employees because of race (2020–present)
- Conducted legal and economic research on the implications of subminimum wages to help lobby states and municipalities to outlaw subminimum wages, advised state enforcement agencies on the viability of legal challenges to employers imposing subminimum wages on low-wage workers (2021–present)

Immigration Equality

- Represented indigent LGBTQ+ individuals seeking asylum in the United States based upon their fear of persecution in their home countries because of their sexual orientation or gender identity (2014–2019)

Children’s Healthcare Is a Legal Duty (CHILD) USA

- Served as pro bono labor and employment law counsel for non-profit organization seeking to end child abuse and neglect through evidence-based research and legal advocacy (2016–2019)

LeGaL: The LGBT Bar Association of Greater New York

- Contributing author to *LGBT Law Notes* (2017–2019)
- Served as a volunteer attorney at the free, bimonthly legal clinic at the Lesbian, Gay, Bisexual, and Transgender Community Center in Manhattan (2014–2016)

Advance Housing

- Prepared affirmative action plan for non-profit organization that provides affordable, consumer-friendly housing for individuals with a disability (2013)

Connecticut Veterans' Legal Center

- Assisted veteran with mental health issues seek reinstatement of his driver's license so he could drive to and from work (2013)

Young Professionals for Economic Justice

- Performed mock employment interviews and resume reviews for women living in domestic abuse shelters at Women in Need, Inc. (2012)

BAR ADMISSIONS

Supreme Court of the United States

U.S. Court of Appeals for the Ninth Circuit

U.S. District Court for the Southern District of New York

U.S. District Court for the Eastern District of New York

New York

Texas

Last Updated: April 2025