

PATRICIA ANNE WISE

PROFESSIONAL EXPERIENCE

WILMINGTON UNIVERSITY SCHOOL OF LAW, ASSOCIATE PROFESSOR OF LAW (July 2023 to present)

Chair, Excellence in Teaching and Assessment Committee (2023 to present); Chair, Diversity and Inclusion Committee (2023 to present); Co-Planner, Civil Rights & Social Justice Symposium: The Impact of Collaboration & Advocacy (September 13, 2024).

SPENGLER NATHANSON P.L.L. (2017 to present)

Certified by the Ohio State Bar Association as a Specialist in Labor and Employment Law, carries Martindale-Hubbell's AV-Preeminent Rating. Private practice for over thirty-five years, representing and advising clients of all types and sizes in the full scope of employment law issues and litigation, human resources consulting, and training to a diverse group of clients, including Fortune 500 companies, financial institutions, manufacturing facilities, service organizations, and non-profit organizations. Training and counseling to employers and supervisors in all aspects of employment law. Of counsel.

EEOC SELECT TASK FORCE ON WORKPLACE HARASSMENT (2015 to 2016) Appointed 2015 by Equal Employment Opportunity Commission Chair, Jenny R. Yang.

UNIVERSITY OF TOLEDO COLLEGE OF LAW Visiting/Adjunct Professor (1999 to 2022)

Civil and Political Rights, Employment Law, Employment Law Drafting, Employment Discrimination, Advanced Employment Law Seminar, Advanced Civil and Political Rights, Law & Literature.

MID AM, INC. Senior Vice President/Corporate Development (1990 to 1993)

Employment Law and Investor, Public, and Media Relations. Legal review and oversight of decisions, policies, and procedures in the employment law and human resources area. Managed and participated in major litigation. Responsible for multi-cultural development and succession planning. Responsible for communication and maintaining relationships with analysts, market makers, and institutional investors. Worked extensively on due diligence for merger/acquisition candidates.

EDUCATION

Juris Doctor Degree (1985) Cum Laude, University of Toledo, College of Law.

Graduate Degree in Banking (1993) With Honors, Stonier Graduate School of Banking, University of Delaware.

Bachelor of Arts in Communication (1982) Cum Laude, Bowling Green State University.

PUBLICATIONS

“Viewpoint: The ABCs of the NLRA for Nonunion Employers,” at <https://www.shrm.org/resources-and-tools/hr-topics/labor-relations/pages/viewpoint-abc-nlra.aspx> (co-authored with Christine V. Walters), 2016.

Understanding and Preventing Workplace Retaliation, Thompson Publishing Group, 2000, 2007 (2nd Edition), 2012 (3rd Edition).

Harassment in the Workplace: Sexual, Racial and Religious Complaints, Thompson Publishing Group, 2012.

“The NLR What?” Ohio Record, Winter 2012.

“Tweet, Tweet, You’re Fired,” American Bar Association, Employment and Labor Relations Law, Section of Litigation, Vol. 7, No. 4 (Summer 2009).

“Coming Soon to a Court Near You - - Current and Proposed Changes in Employment Law,” Ohio Record, Spring 2008.

“Uneven Odds for Employers Attempting to Get Even – The Status of Retaliation Claims After Burlington Northern,” Inter Alia, Federal Bar Association N.D.O.C., Fall 2007.

“Employers Pay for Retaliation,” Ohio Record, Summer 2004.

“Fair Labor Standards Act Revisions,” Ohio Record, Summer 2004.

“Disabilities Act Compliance Needn’t Disable Your Bank,” ABA Banking Journal, July 1997.

“Guidelines on How to Discipline and Discharge Employees Safely and Effectively,” Ohio Banking News, August 1997.

“Bridging the Gap from Affirmative Action to Cultural Diversity: The Legal Societal, and Cultural Issues,” 1993.

CURRENT COMMUNITY ACTIVITIES

Delaware Bar Association – Associate Member

Ohio State Bar Association Labor & Employment Law Section Council – 2011 to present.

Toledo Fair Housing Center Board of Trustees – 2016 to present, Vice Chair – 2018-2021; Board Chair 2022 to 2023.

Toledo Bar Association Board of Trustees-2019 to present.

Toledo Bar Association, Labor and Employment Law Committee.

HONORS AND ACHIEVEMENTS

College of Labor and Employment Lawyers-Inducted 2018

SHRM Special Expertise Panel – Labor Relations – 2013 to 2017. Co-chair (2015).

Graduate School of Banking Sponsored Speaker (2013 to present).

OSBA Certified Specialist in Labor & Employment Law (2002 to present).

Fellow of the American Bar Foundation (Elected 2012).

2007 Public Service Commitment Award, University of Toledo College of Law Alumni (Inaugural Award).

Women of Toledo (2004), St. Vincent Mercy Medical Center Auxiliary.

Outstanding Achievement in Trusteeship (2003), Ohio Association of Community Colleges Excellence Awards.

Milestones: A Tribute to Women (2000) Award for Achievements in Business.

Outstanding Community Service Award (1999) Ohio State Bar Association, District 4.

Alumni Community Service Award (1996) BGSU Alumni Association.

“Twenty Under 40” Community Leadership Award (1996) Toledo Jaycees (Inaugural Award).

“Take Our Daughters to Work Day Heroine” (1997) Maumee Valley Girl Scout Council.

Ohio State Bar Association, Fellow (Class of 1999).

Library Honors (1993) Thesis entitled “Bridging the Gap from Affirmative Action to Cultural Diversity: The Legal, Societal, and Cultural Issues” (Thesis placed in libraries at Harvard, University of Delaware, and the American Bankers Association).

President’s Award (1993) for Outstanding Efforts in Promoting Workforce Diversity at Mid Am, Inc.

Outstanding Recent Graduate Award (1987) Bowling Green State University (Inaugural Award).

Order of the Coif, Law Review, Order of Barristers (1985).

PROFESSIONAL ASSOCIATIONS

Ohio State Bar Association Labor and Employment Section Council Member (2011 to present); Member of American Inns of Court, The Morrison R. Waite American Inn of Court; Fellow of the American Bar Foundation; American Bar Association; Ohio State Bar Association; Toledo Bar Association; Ohio Management Lawyers Association; Society for Human Resource Management.

PAST COMMUNITY ACTIVITIES

Supreme Court of Ohio, Board of Professional Conduct, Appointed 2014 by Justice Judith A. Lanzinger, Vice Chair 2018-19, Board Chair 2021-2022.

Supreme Court of Ohio, Board on the Unauthorized Practice of Law – 2006 to 2011 - Appointed by Justice Judith A. Lanzinger.

Owens Community College, Board of Trustees – Appointed 1996 by Governor George Voinovich, Chairman of the Board, June 2001 to September 2002.

ABLE Board of Trustees – President - 2017 to 2019, Vice President – 2014 to 2016.

LAWO Board of Trustees – President – 2017 to 2019, Vice President – 2014 to 2016.

EEOC Volunteer Mediator.

Dean’s Advisory Council – University of Toledo College of Law – 2003 to present.

Board of Governors-University of Toledo Law Alumni Association.

Mercy Health Partners, Board of Trustees – 2006 to 2009.

YMCA of Greater Toledo, Board of Trustees – 2006 to 2008, 1999 to 2005, Executive Committee, 2002 to 2005, 2006 to 2008.

Chance for Change Foundation, Vice President and Founder – 1997 to 2007.

Toledo Community Foundation, Board of Trustees - 1998 to 2006, Chairman of the Board, 2001 to 2003.

Maumee Valley Country Day School, Board of Trustees - 1996 to 2005, President, June 2002 to June 2004.

Hospice of Northwest Ohio, Board of Trustees – 1999 to 2005.

Citizens Advisory Committee of Northwest Ohio Community Corrections Center, 1999 to 2005, Appointed by Judge Reeve Kelsey.

Downtown Toledo Rotary - Member – 2000 to 2005.

Bowling Green State University Foundation, Board of Trustees – 1999 to 2002.

Bowling Green Alumni Association, Board of Trustees, Vice President, Finance Committee, Chair of Nominating Committee.

Ft. Meigs YMCA, Chairperson (1997 to 1999), Board Member – 1995 to 2003.

The Employer’s Association, Chairman of the Board (1995 to 1997); Board of Directors – 1991 to 1997

Management Forum, President (1996 to 1997).

St. Vincent Mercy Medical Center, Foundation Board of Trustees – 1999 to 2002.

PPNWO Board of Trustees, Personnel Committee – 1995; Member of Board of Trustees 1989 to 1994, Vice President 1994.

Leadership Toledo, Graduate, 1994.

Corporation for Effective Government (CEG), Study of City of Toledo Human Resources Division – 1994 to 1995; Chair of Selection and Hiring Subcommittee.

Varsity BG Club Lifetime Member.

St. Vincent Mercy Medical Center Auxiliary – Perpetual Member.

TRAINING AND SPEAKING

https://www.npr.org/2017/11/08/562641787/trainers-lawyers-say-sexual-harassment-training-fails?utm_source=npr_newsletter&utm_medium=email&utm_content=20171109&utm_campaign=npr_email_a_friend&utm_term=storyshare

University of Wisconsin Graduate School of Banking, Faculty and On-line Seminar Presenter; Human Resource Management School. Society for Human Resource Management (SHRM).

Ohio Bankers League; Illinois Bankers Association; Indiana Bankers Association; Iowa Bankers Association; Kansas Bankers Association; Missouri Bankers Association; Nebraska Bankers Association, North Dakota Bankers Association; BAI, BLR.