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Durham, NC 27701

EDUCATION

DUKE UNIVERSITY LAW SCHOOL, Juris Doctor, 1980

UNIVERSITY OF PENNSYLVANIA, Master of Applied Positive Psychology, 2009

MILLSAPS COLLEGE, Bachelor of Arts, *cum laude*, with honors in English, 1977

EMPLOYMENT

2005–present

DUKE UNIVERSITY SCHOOL OF LAW, Senior Lecturing Fellow

Courses Taught:

Labor Law, fall 2012–present

Well-Being and the Practice of Law, 2010–present

Practitioner’s Guide to Labor and Employment Law, 2005–present

Courses Advised:

“What I Wished I Had Learned in Law School,” spring 2013 (ad hoc seminar)

Law, Labor and Positive Psychology, spring 2010 (ad hoc seminar)

Labor Law and Psychology, spring 2009 (ad hoc seminar)

Labor Law and Politics, spring 2008 (ad hoc seminar)

Advisor for Individual Student Notes and Projects, 2005–present:

Keaton Forche, Ryan Kennedy, Tali Herskovits, Anthony Del Rio, Vincent McSweeney

2009–present

UNIVERSITY OF PENNSYLVANIA, College of Liberal and Professional Studies,
Lecturer

Courses Taught, Master of Applied Positive Psychology Program:

Introduction to Positive Psychology, 2009–present (assistant instructor to Martin Seligman, Ph.D.)

Character Strengths and Virtues, spring 2009–2010 (assistant instructor to Chris Peterson, Ph.D., 2009; instructor of record, 2010)

Humanities and Human Flourishing, spring 2011–present

Advisor for Individual Student Capstones, 2009–present:

Hagai Heshes, Jessica Coleman, Matthew Knox, Michelle Engstrom,

Katherine Snyder, Tatiana Pavlova, Patricia Snyder, Marita James, Emily Brotsma, Rosalind Hancock

2007–present

SUTHERLAND, ASBILL AND BRENNAN
Counsel

2006–present

CARDINAL CONSULTING, LLC, D/B/A POSITIVE WORKPLACE SOLUTIONS,
Managing Principal

Founded and leads consulting firm specializing in working with lawyers, professionals, and senior executives to maximize performance, job satisfaction, and working relationships. Focus is on identifying and building upon strengths and teaching resilience skills. Past/current assignments include facilitating psychological strengths training with U.S. Army combat officers under contract with the Pentagon, and working with major law firms and corporate legal departments on developing psychological strengths. Personally coached entire legal staff of R.J. Reynolds in Winston-Salem, N.C., during 2010–2012.

1986–2006

COCA-COLA ENTERPRISES, INC.

Senior Vice-President, Human Resources, 2001–2006

Responsible for all human resources and labor relations matters for 80,000 employee global corporation based in Atlanta, Georgia. Member of corporation’s executive committee.

Vice-President and General Manager, West Central Region, 1999–2001

Responsible for all operations in \$2B business unit. Increased sales, profits, and market share across diverse 9-state region in all three years.

Legal and management positions, 1986–1999

Started career as chief labor and employment counsel; held a variety of positions of increasing responsibility in the legal, human resources, and general management area, including Division Manager of the Florida Coca-Cola Bottling Company.

**SCHOLARLY
PUBLICATIONS**

Living in interesting times: President Obama and the rebirth of the labor movement. *Journal of Politics and Law* 2, 2 (2009).

Happy at work: How the science of positive psychology will revolutionize the workplace, Master’s thesis, University of Pennsylvania. Available at <http://repository.upenn.edu/ppc> (2009).

Scholarly Works in Preparation, Book Chapters, and Introductions

Lawyers and their elusive pursuit of happiness: Root causes of lawyer psychological distress and suggested courses of action (2013). Unpublished manuscript. Duke Law School.

Character strengths and law school: An empirical study of the relationship between measured strengths and first-year law school grades (with M. Kern, 2013). Unpublished manuscript.

“Super Lawyers”: What personality traits predict high achievement in female lawyers (with M. Kern, 2012). Unpublished manuscript.

Foreword to *Optimal Flourishing* (Colman, J., 2011). Available at <http://www.amazon.com/Optimal-Functioning-Positive-Psychology-ebook/dp/B004ISLQCQ>.

Delivering tangible results. In *Human Capital Management* (123–131). Aspatore Books: Boston (2005).

10 methods to increase employee satisfaction. Executive Blueprints: Books 24x7, 3–5. Available at www.execblueprints.com.

Other Selected Published Works

Featured blogger for *Talent Management*, 2011–present. Blogs available at <http://blog.talentmgt.com/category/psychology-at-work>.

Six Big Myths About Lawyers. Available at <http://thecareerist.typepad.com/thecareerist/2013/02-myths-about-lawyers-danbowling.html> (2013).

A New Year's Resolution for Labor. Available at <http://dailycaller.com/2013/01/03/a-new-years-resolution-for-labor> (2013).

Does happiness really drive business results? *Talent Management* 7, 34 (with S. Polly, 2012).

10 happy tips for lawyers. Available at <http://thecareerist.typepad.com/thecareerist/2010/08/happy-tips.html> (2010).

Happy? Thank a Lawyer. Available at <http://psychologyofwellbeing.com/201012/happy-thank-a-lawyer.html> (2010).

The talent management–positive psychology connection. *Talent Management* 4, 27 (2009).

Thriving on challenge. *Choice: The Magazine of Professional Coaching*, 7, 4, 41. Available at <http://www.choice-online.com/current-toc.html> (with A. Levan, 2010).

SELECTED PRESENTATIONS AND SPEAKING ENGAGEMENTS

“The Role of Law in the History of Human Flourishing,” College of Liberal and Professional Studies, The University of Pennsylvania, Philadelphia, PA, 2 March 2013.

“Happiness Studies and Public Policy,” panel moderator, *Duke Law Journal* Symposium, Duke Law School, Durham, NC, 15 February 2013.

“The Role of Well-being in Legal Professionalism,” keynote address, Stinson, Morrison, and Hecker law firm annual meeting, Kansas City, MO, 9 September 2012.

“Personality Trait of Successful Lawyers,” keynote address, Cox Communications Legal Department conference, Atlanta, GA, 8 August 2012.

“Positive Psychology and Law,” First Conference of the Canadian Positive Psychology Ass’n, Kings College, University of Toronto, Toronto, Canada. 7 July 2012.

“Happiness in the Study and Teaching of Law,” Panelist, Law and Society Annual Meeting, Honolulu, HI, 6 June 2012.

“Well-being in Business,” *Talent Management* magazine conference, Washington, DC, 23 May 2012.

“History of the Rule of Law,” College of Liberal and Professional Studies, University of Pennsylvania, Philadelphia, PA, 26 February 2012.

“Professionalism and Well-being,” North Carolina Bar Foundation CLE meeting, Pinehurst, NC, 24 February 2012.

“Well-being and the Practice of Law,” Atlanta Duke Law Association, Atlanta, GA, 24 January 2012.

“Using Gallup StrengthsFinder in Law School Administration,” Charlotte School of Law, Charlotte, NC, 1 January 2012.

“Hedonics, Professionalism, and the Practice of Law,” CLE presentation, annual meeting of the North Carolina Bar Association, Asheville, NC, 12 June 2012.

“What’s Up with Young Lawyers? Generational Issues in the Practice of Law,” 11th Circuit Judicial Conference, Orlando, FL, 28 April 2011.

“Women and Careers in the Law,” Panelist, Duke Women’s Law Forum annual meeting, Durham, NC, 28 January 2011.

“How to be a Happier Lawyer,” Keynote presentation, annual meeting of the New Jersey chapter of the Association of Corporate Counsel, Basking Ridge, NJ, 28 November 2010.

“Happiness, History, and the Rule of Law,” MAPP Summit, University of Pennsylvania, Philadelphia, PA, 23 October 2010.

“Law and Well-being: An Oxymoron?” Cobb County Bar Association, Marietta, GA, 22 October 2010.

“The Critical Role of Well-being in Legal Professionalism,” keynote presentation, 125th anniversary celebration of the King and Spalding law firm, Atlanta, GA, 21 October 2010.

“Character Strengths and Virtues: A Values in Action Workshop,” Emory University School of Law, Atlanta, GA, 22 September 2010.

“Well-being and the Practice of Law,” Happiness and Religion lecture series, Emory University, Atlanta, GA, 8 August 2010.

“Discovering and Using your Character Strengths.” Winston-Salem, N.C. 24 August 2010.

Depressed people make better lawyers? interview with *ABA Journal*, available at <http://www.law.com/jsp/cc/PubArticleCC.jsp?id=1202463791617>, 23 July 2010.

Aiming for big law? You may want a different target, happiness researcher says, interview with *American Bar Association Journal*, available at http://www.abajournal.com/news/article/law_students_will_be_part_of_positive_psychology_study, 30 June 2010.

“Positive psychology and talent management: What’s happiness got to do with it?” available at www.ST2010.com, 4 March 2010.

“Lawyers and Resilience,” CLE Seminar hosted at State Bar of Georgia conference, St. Thomas, USVI, 4 February 2010.

“Psychological well-being and the practice of law,” meeting hosted by the Defense Research, New York, NY, 22 January 2010.

“Positive psychology in business,” panelist, MAPP Summit, University of Pennsylvania, Philadelphia, PA, 24 October 2009.

“Positive psychology,” lecture to faculty and administration of Millsaps College, Jackson, MS, 15 April 2009.

“Talent Can’t Be Managed!” Global Talent Management Ass’n, Miami, FL, 6 December 2006.

“Human Resources Strategic Planning,” keynote speaker, annual meeting of the Assisted Living Association, 15 October 2005.

“Aligning Talent Management with Business Strategy,” panelist, Human Resources Forum, Atlanta, GA, 12 May 2005.

“Strategies, Similarities, and Secrets that distinguish Fortune’s Most Admired Companies,” panelist, Georgia Tech College of Management, Atlanta, GA, 18 April 2005.

**PROFESSIONAL
AFFILIATIONS**

State Bar of Georgia
American Bar Association
International Positive Psychology Association
Board of Trustees, Millsaps College
Chairman, Student Life Committee, Millsaps College
Board of Advisors, Else School of Management, Jackson, MS
Director (former), Grede Foundries, Inc.
President, Johnston Legacy Scholarship Foundation (2005–6)
President, Atlanta Council of Younger Lawyers, a section of the Atlanta Bar Association (1998–9)
Editorial Board, Talent Management Magazine
Business Intelligence Board, Chief Learning Officer
Member, Duke Law, University of Pennsylvania, and Millsaps College Alumni Associations