

WILLIAM R. GROVES, J.D.

Chancellor,
Antioch University
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EDUCATION:

B.S., Ohio University, *Summa Cum Laude*, 1976
Political Science,
Phi Beta Kappa.

J.D., The Ohio State University Moritz College of Law, 1979

ACADEMIC POSITIONS:

Antioch University

General Counsel	10/10 - 6/14
Vice Chancellor and General Counsel	7/14 - 3/16
Interim Chancellor	4/16 - 6/17
Chancellor	7/17 - present

PROFESSIONAL EXPERIENCE:

MARTIN, BROWNE, HULL & HARPER, PLL (Springfield, OH) 6/79 to 10/10

Managing Partner – 1998 to Oct. 2010
Partner – 1986 to 1998
Associate attorney, 1979-1986

Practice areas: Higher education law, non-profit corporation law, public education law, employment law, labor-management relations law, civil rights litigation, trusts and corporate law including corporate governance.

Representation before: state and federal trial and appellate courts; the Ohio Department of Education; the National Labor Relations Board; the State Employment Relations Board (Ohio); the Equal Employment Opportunity

Commission; the Ohio Civil Rights Commission; DOJ Office of Civil Rights; the Department of Labor, the IRS, and other state and federal regulatory agencies.

Representative Clients: Antioch University, Wittenberg University, Urbana University; numerous public school districts including Springfield City Schools, Vandalia-Butler Schools, Miami East School District, and Washington Courthouse City School District; a number of municipalities and government subdivisions, including the City of Springfield, Ohio, the City of Xenia, Ohio and Clark County, Ohio; numerous health care institutions and nonprofit organizations including Community Hospital, Mercy Hospitals and Medical Center, Rocking Horse Center, United Way of Clark and Champaign Counties, Springfield Family YMCA, The Springfield Symphony, and Clark State Community College Foundation; and a number of other local businesses including several that arose out of Antioch College including Yellow Springs Instrument Company, Vernay Laboratories, Inc., and Morris Bean & Company.

BAR MEMBERSHIPS

American Bar Association
Ohio State Bar Association

AUTHORIZED TO PRACTICE BEFORE:

United States Tax Court
United States District Court for the Northern District of Ohio
United States District Court for the Southern District of Ohio
Supreme Court of Ohio and all lower Ohio Courts

PROFESSIONAL MEMBERSHIPS:

NACUA (National Assoc. of College and University Attorneys)
Board of Trustees, Southwestern Ohio Council of Higher Education (SOCHE)

CIVIC ACTIVITIES:

Member, Board of Governors of the Ohio State Bar Association, 2017 to present.

Former President, Board of Trustees, United Way of Clark and Champaign Counties;

Former President, Board of Trustees, Planned Parenthood of West Central Ohio;

Former member, Board of Trustees, Clark County Literacy Coalition;

Former member, Board of Trustees, Planned Parenthood Federation of America, Great Lakes Council;

Former member, Board of Trustees, Rocking Horse Community Health Center (FQHC);

Former member, Board of Trustees, Clark State Community College Foundation;

Former member, Board of Trustees, Springfield Symphony Orchestra;

Former member, Board of Trustees, Springfield Family YMCA;

Former member, Board of Trustees, Junior Achievement of Clark County, OH;

Election Day Voter Protection Lawyer, Ohio Democratic Party;

LAW CONFERENCE AND BAR PRESENTATIONS:

Campus and Program Closures in Higher Education: Considerations and Pitfalls;

Right-Sizing: Legal and Practical Considerations of Layoffs and RIF's;

Family and Medical Leave Act Compliance;

Americans with Disabilities Act Compliance;

Conducting Student Discipline Hearings under Ohio Senate Bill 1.

Electronic Discovery, the Duty to Preserve and Sanctions for Spoliation after *Zubulake*;

Electronic Communications in the Workplace;

The Exceptions to Employment at Will in Ohio;

Avoiding Claims of Wrongful Discharge, Discrimination and Retaliation;

The Legal Boundaries of Covenants Not to Compete;

Conducting Due Process Hearings under IDEA;

What HIPAA Means for Employers;

Mandatory Arbitration of Employment Disputes in a Non-Union Workplace;

Reasonable Accommodations under the Americans with Disabilities Act: the Interactive Process;

Alternative Dispute Resolution Update, EEOC's New Mediation Program;
Legal Issues Concerning Leased and Temporary Employees;
The 20-factor Test for Independent Contractors under the Internal Revenue Code;
Title IX and Sexual Harassment: Legal and Psychological Perspectives;
Developments in LGBTQ Rights under Employment Discrimination Law;
Discrimination and the Older Worker under ADEA;
Section 125, Internal Revenue Code "Cafeteria Plans"
Workplace Drug Testing: The Evolving Legal Implications
Worker Adjustment and Retraining Notification Act (WARN Act)
Workplace Inspections under the Occupational Safety and Health Act (OSHA)