

Darrell L. Pugh, Ph.D., J.D.

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Academic Employment History

San Diego State University (1980-present) **Professor of Public Affairs.** Specializing in human resource administration, labor relations, and public finance and financial management. Teaching courses in human resources management, labor relations, employer-employee relations, and public finance/financial management; researching and writing scholarly articles and books in personnel administration, management, employment law, administrative law, administrative theory and ethics.

San Diego State University (1985-1992) **Associate Dean/Interim Dean**, College of Professional Studies and Fine Arts, with responsibility for financial management and budgeting, facilities management, and faculty affairs.

Legal Employment History

Law Office of Darrell L. Pugh (2008-2016) Sole practitioner. Specializing in employment and labor law counseling and litigation. Areas of practice include employment discrimination, wage and hour, public and private labor relations. Representing clients in civil litigation before federal and state courts, regulatory agencies (including the Department of Fair Employment and Housing, Equal Employment Opportunity Commission, Department of Labor Standards Enforcement, the National Labor Relations Board, and the Public Employment Relations Board).

Foley & Lardner, LLP (1998-2008) Of Counsel. Specializing in employment and labor law counseling and litigation. Representing Management in employment discrimination litigation, wage and hour litigation, and public and private labor relations.

Educational History

Jurist Doctorate, University of San Diego (1998)

Doctor of Philosophy, University of Southern California (1982)

Master of Public Administration, San Diego State University (1977)

Bachelor of Arts (Public Administration), San Diego State University (1976)

Publications

Referred Books and Book Chapters

Pugh, Darrell L., Looking Back—Moving Forward: A Half-Century Celebration of Public Administration and ASPA, American Society of Public Administration Press, Washington, D.C. (1988).

Pugh, Darrell L. "Collective Rehabilitation", in When Sorry Isn't Enough: The Controversy over Apologies and Reparations for Human Injustice, Roy L. Brooks, Editor, New York University Press, New York (1999).

Adams, Elsie B. Marini, Frank, and Pugh, Darrell, "Teaching Social Equity in a Diverse Society: The Merchant of Venice", in Public Administration Illuminated and Inspired by the Arts, Charles Goodsell and Nancy Murry, Editors, Praeger Press, Westport, CT. (1995).

Pugh, Darrell L., "The Origins of Ethical Frameworks in Public Administration", in Ethical Frontiers in Public Management: Seeking New Strategies for Resolving Ethical Dilemmas, James S. Bowman, Editor, Jossey-Bass Publishers, San Francisco, 1991.

Marini, Frank and Pugh, Darrell L., "The Development of Public Administration", in Contemporary Public Administration, Thomas Vocino, Editor, Harcourt Brace, New York, 1981.

Referred Articles

Pugh, Darrell L., "Is Your Information Technology Staff Properly Classified?", Employment Law Update, 11/26/06, on-line publication; www.foley.com

Pugh, Darrell L., "Employee Bloggers: Can Employers Protect Themselves from Critical Speech—You Bet!" Biz San Diego, Nov. 2006.

Pugh, Darrell L., "National Labor Relations Board Responds to Supreme Court's Decision in Kentucky River by Setting Guidelines for Determining Who is a Supervisor", Law Watch, Oct. 2006, on line publication; www.foley.com

Pugh, Darrell L., "Bloggers Beware! Employers May Be Watching", California Grocers Association Magazine, September 2006.

Pugh, Darrell L., "Warning: Bloggers May be Putting Their Employment Health at Risk", San Diego Business Journal, August 2006.

Pugh, Darrell L., "Window on Leave as a Form of Reasonable Accommodation Narrows in Western States", Employment Law Update, June 2006; on-line publication; www.foley.com

Pugh, Darrell L., "Supreme Court Endorses Broader Definition of Compensable Work-Time", California Grocers Association Magazine, April 2006.

Pugh, Darrell L., "Work-Time Revisited Under Fair Labor Standards Act", California Association of Physician Assistants Journal, April 2006.

Pugh, Darrell L., "Fifth Circuit Court of Appeals Finds Mixed Motive Defense Applies to Family Medical Leave Act", Employment Law Update, December 2005, on-line publication, www.foley.com

Pugh, Darrell L., "Employers Can Run Afoul of FLSA Overtime Provision for Controlled Lunch Breaks", Employment Law Update, September 2005, on-line publication, www.foley.com

Pugh, Darrell L., "New NLRB Rule Regarding Weight of Settlement Agreement in Substantiating An Unfair Labor Practice Overruled by DC Circuit", Employment Law Update, July 2005, on-line publication, www.foley.com

Pugh, Darrell L., "New California Wage and Hour Law Developments", California Grocers Association Magazine, July 2005.

Pugh, Darrell L., "You Have a Duty to Bargain Before You Can Say 'Smile You're on Candid Camera' ", Employment Law Update, June 2005, on-line publication, www.foley.com

Pugh, Darrell L., "California Employment Arbitration Agreements Are Once Again Brought Into Question", Law Watch, March 2005, on-line publication, www.foley.com

Pugh, Darrell L., "Changes in Federal Acquisition Regulation Affect Most Federal Contractors", Employment Law Update, September 2004, on-line publication, www.foley.com

Pugh, Darrell L., "Employee Early Retirement Programs and Complying with the Age Discrimination and Employment Act", Law Watch, June 2004, on-line publication, www.foley.com

Pugh, Darrell L., "California Court Rejects Hospital Industry's Challenge to Nurse Staffing Ratios", Law Watch, March 2004, on-line publication, www.foley.com

Pugh, Darrell L., "Are You Complying with OSHA's MSDS Requirements for Hazardous Chemicals?" Employment Law Update, February 2003, on-line publication, www.foley.com

Pugh, Darrell L., "Salary Deductions from Exempt Employees Can Create Compliance Issues for Employers", Employment Law Update, April 2002, on-line publication, www.foley.com

Pugh, Darrell L., "Employers Not Exempt from High Overtime Liability", California Association of Physician Assistants Journal, November 2001.

Pugh, Darrell L, and Adams, Elsie B., "The Humanities and Professional Studies: Adding People to Policy", College Teaching, Vol. 42/No. 2, Spring 1994.

Pugh, Darrell L. and Adams, Elsie B., "Team Teaching the Classics: Experiencing Administration Through Literature", SPAЕ Forum, American Society for Public Administration, Vol. 4/No. 2, December 1993.

Gazell, James A., and Pugh, Darrell L. "The Future of Professionalization and Professionalism in Public Administration", International Journal of Public Administration, Vol. 16/No. 12, December 1993.

Pugh, Darrell L. and Adams, Elsie B., "Decision Making and Melville's Billy Budd, Sailor", Public Voices, Vol. 1/No.1, Fall 1993.

Pugh, Darrell L., "ASPA Remembered: Reflections on the Society's Golden Anniversary", Public Administration Review, Vol. 50/No. 2, March/April 1990.

Gazell, James A. and Pugh, Darrell L., "Administrative Theory and Large Organizations of the Future: Whither Bureaucracy?", International Journal of Public Administration, Vol. 13/No. 1, January 1990.

Pugh, Darrell L., "Professionalism in Public Administration: Problems, Perspectives, and the Role of ASPA", Public Administration Review, Vol. 49/No.1, January/February 1989.

Gazell, James A. and Pugh, Darrell L., "The Growth of the Executive Office of the President and the Road to Executive Supremacy: Reflections in the Wake of the Iran-Contra Affair", The Journal of Contemporary Legal Issues, Vol.2/No.1, Fall 1988.

Gazell, James A. and Pugh, Darrell L., "Centralized Presidential Control from Roosevelt to Reagan", The Bureaucrat, Vol.17/No.3. Fall 1988.

Gazell, James A., and Pugh, Darrell L., "Reflections on Public Administration's Critical Stage, 1937-1940: A Structural Synthesis", International Journal of Public Administration, Vol. 11/No. 2, March 1988.

Gazell, James A. and Pugh, Darrell L., "The Legislative Veto and the Administrative State: Implications for the Federal Government", The American Review of Public Administration, Vol. 17/No. 4, December 1987.

Gazell, James A., and Pugh, Darrell L., "Voiding the Legislative Veto: Possible Impacts for the Administrative State", Glendale Law Review, Vol. 7/No. 1, Spring 1985.

Pugh, Darrell L., and Ross, Joyce D., "Profile of the Public Personnel Administrator", Public Personnel Management, Vol.12/No. 3, Fall 1983.

University and Professional Service

Interim Dean, College of Professional Studies and Fine Arts, San Diego State University, May 1989—September 1989.

Associate Dean, College of Professional Studies and Fine Arts, San Diego State University, 1985-1989 and again from 1989-1992.

School Representative, PSFA College Retention, Promotion and Tenure Committee (2010-2017).

Chair, PSFA College Retention, Promotion, and Tenure Committee, (2010-2013).

Chair, IVC Faculty Search Committee, (2016).

Editorial Board Member, Public Administration Review

Editorial Board Member, International Journal of Public Administration

Editorial Board Member, University of San Diego Law Review

Memberships

American Society for Public Administration

California State Bar, Labor and Employment Section

Californian Bar Association

International Personnel Management Association

References

Available Upon Request