

**Juan F. Perea**  
Cone, Wagner, Nugent, Johnson, Hazouri & Roth  
Professor of Law  
University of Florida Levin College of Law  
Office: (352) 273-0918  
E-Mail: Perea@law.ufl.edu

**Employment:**

**Cone, Wagner, Nugent, Johnson, Hazouri & Roth Professor of Law**, 1999 - Present  
**University of Florida Research Foundation Professor**, 1997-2000  
**Professor of Law**(1995 - Present);  
**Associate Professor**(1993-95); **Assistant Professor**(1990-93).  
**University of Florida Levin College of Law**

**Visiting Professorships:**

Reuschlein Distinguished Visiting Professor, Villanova Law School (Spring, 2011)  
Loyola-Chicago School of Law (Fall, 2010)  
Harvard Law School (Spring semester, 2002).  
Colorado School of Law (Charles Inglis Thomson Visiting Professor; Spring, 2001).  
Boston College Law School (Fall, 1995).

**Publications:**

**Books**

Author, *Latinos and the Law* (with Richard Delgado and Jean Stefancic) (Thomson/West 2008).

Lead Author, *Race and Races: Cases and Resources for a Diverse America* (with Richard Delgado, Angela Harris, Jean Stefancic and Stephanie Wildman) (2d ed. Thomson/West 2007).

Editor and Contributor, *Immigrants Out! The New Nativism and the Anti-Immigrant Impulse in the United States* (N.Y.U. Press 1997). (I wrote the Introduction and Chapter 2). Winner, Honorable Mention, Gustavus Myers Outstanding Book Award for Books Published in 1997.

## Articles

*An Essay on the Iconic Status of the Civil Rights Movement and its Unintended Consequences*, *\_Va. J. Soc. Pol. & Law \_* (forthcoming, 2010).

*Destined for Servitude*, 44 *U.S.F. L. Rev.* 245 (2009) (expanded version of Jack Pemberton Lecture on Workplace Justice).

*Authors' Reply: Creating and Documenting a New Field of Legal Study*, 12 *Harv. Latino L. Rev.* 103-08 (2009)(with Delgado and Stefancic) (Symposium Issue on *Latinos and the Law*).

*Buscando América: Why Integration and Equal Protection Fail to Protect Latinos*, 117 *Harv. L. Rev.* 1420-69 (2004).

*A Brief History of Race and the U.S.-Mexican Border: Tracing the Trajectories of Conquest*, 51 *UCLA L. Rev.* 283-312 (2003).

*Thinking About Race and Races: Reflections and Responses*, 89 *Cal. L. Rev.* 1653 (2001) (with Richard Delgado, Angela Harris and Stephanie Wildman) (Part of Book Review Symposium on *Race and Races: Cases and Resources For a Diverse America*, 89 *Cal. L. Rev.* 1589-1664 (2001)).

*The Black and White Binary Paradigm of Race: Exploring the 'Normal Science' of American Racial Thought*, 85 *Cal. L. Rev.* 1213-58 (1998)( also printed in 10 *La Raza Law Journal* 127-72 (1998)). **Reprinted in** *Critical Race Theory* (Richard Delgado & Jean Stefancic, eds.) (2d ed.); *The Latino/a Condition—A Critical Reader* (Richard Delgado & Jean Stefancic, eds.) (N.Y.U. 1998).

*Strange Fruit: Harassment and the First Amendment*, 29 *U.C. Davis L. Rev.* 875-89 (1996).

*Los Olvidados: On the Making of Invisible People*, 70 *N.Y.U. Law Review* 965-91 (1995). **Reprinted in** *Critical White Studies: Looking Behind the Mirror* (Richard Delgado & Jean Stefancic, eds.) (Temple Univ. Press 1997); *The Latino/a Condition—A Critical Reader* (Richard Delgado & Jean Stefancic, eds.) (N.Y.U. Press 1998).

*Ethnicity and the Constitution: Beyond the Black and White Binary Constitution*, 36 *Wm. & Mary L. Rev.* 571 (1995).

*Ethnicity and Prejudice: Reevaluating "National Origin" Discrimination Under Title VII*, 35 *Wm. & Mary L. Rev.* 805 (1994).

Hernandez v. New York: *Courts, Prosecutors, and the Fear of Spanish*, 21 Hofstra L. Rev. 1 (1992).

*Demography and Distrust: An Essay on American Languages, Cultural Pluralism, and Official English*, 77 Minn. L. Rev. 269 (1992). **Cited in** *Yniguez v. Mofford*, 42 F.3d 1217, 1224 n.9 (9<sup>th</sup> Cir. 1994). **Reprinted in** *The Latino/a Condition—A Critical Reader* (Richard Delgado & Jean Stefancic, eds.) (1998).

*English-only Rules and the Right to Speak One's Primary Language in the Workplace*, 23 U. Mich. J. L. Ref. 265 (1990). **Reprinted in** *Latinos in the United States: History, Law and Perspective* (Antoinette Sedillo Lopez ed. 1995).

### **Book Chapters**

*Mi Profundo Azul: Why Latinos Have a Right to Sing the Blues*, in *Colored Men and Hombres Aqui: Hernández v. Texas and the Emergence of Mexican American Lawyering* (Michael A. Olivas, ed.), Arte Publico Press, 2006.

*Fulfilling Manifest Destiny: Conquest, Race and the Insular Cases*, in *"Foreign in a Domestic Sense": Puerto Rico, American Expansion and the Constitution* (Christina Burnett & Burke Marshall, eds.) (Duke Univ. Press 2001).

*The New American Spanish War: How the Courts and the Legislatures are Aiding the Suppression of Languages Other than English*, in *Language Ideologies: Critical Perspectives on the Official English Movement* (Roseann Duenas Gonzalez & Ildiko Melis, eds.) (National Council of Teachers of English 2001).

*"Am I an American or Not?" Reflections on Citizenship, Americanization, and Race*, in Noah Pickus, Ed., *Immigration and Citizenship in the 21st Century* (Rowman & Littlefield 1998).

*"The Statue of Liberty: Notes from Behind the Gilded Door,"* in Juan F. Perea, Ed., *Immigrants Out! The New Nativism and the Anti-Immigrant Impulse in the United States* (N.Y.U. Press 1997).

### **Works in progress:**

*The New Deal Exclusion of Agricultural and Domestic Labor and the Production of Contemporary Servitude.*

## Brief Articles/Essays

Book Review of Laura Gomez, *Manifest Destinies: The Making of the Mexican American Race*, in *American Historical Review* 442-43 (April, 2009).

*Of Presidents and Precedents: The Role of Judicial Review in Recent Presidential Elections in Peru, Costa Rica, and the United States*, 20 *Fla. J. Int'l L.* S201 (2008).

*Brown and Its Impact on Schools and American Life: A Dialogue*, *ABA Focus on Law Studies* (Spring 2004) (ed. John Paul Ryan).

*Language Policy and Identity Politics in the United States* (Book Review), 21 *Journal of American Ethnic History* 125 (Fall, 2001).

*Appreciating Richard Delgado and Rodrigo*, 4 *Harvard Latino Law Review* 37 (2000).

*After Getting to Yes: A Survival Guide for Law Review Editors and Faculty Writers*, 48 *Fla. L. Rev.* 867 (1997).

*Five Axioms in Search of Equality*, 2 *Harvard Latino Law Review* (1997).

*Suggested Responses to Frequently Asked Questions about Hispanics, Latinos and Latinas*, 9 *La Raza Law Journal* 39-41 (1996).

*Language Discrimination*, *Encyclopedia of Career Decision & Work Issues* 94, Lawrence K. Jones, Ed. (hardcover, Oryx Press, 1992).

*The Difficulty of Applying the Yeshiva Standard: Loretto Heights College v. NLRB*, 27 *B.C.L. Rev.* 69 (1985) (student note).

"The Many Shades of Racism," op-ed piece with Richard Delgado, *L. A. Daily Journal*, Oct. 28, 1997; also published as "Racism Goes Beyond Black and White," *Rocky Mountain News*, Nov. 3, 1997.

"Speaking Spanish Shouldn't Get You Fired," published in the *American Lawyer Family of Newspapers*, including *Legal Times*, *Manhattan Lawyer*, *Miami Review*, among others, September, 1990.

## Honors

Elected Member, American Law Institute, 2005.

Listed among Most Cited Law Professors by Specialty, 2000-2007, *Critical Theories*, runner-up (compiled by Brian Leiter).

Cone, Wagner Nugent, Johnson, Hazouri & Roth Professorship, 1999 – Present.

University Merit Award, Spring, 1999.

University Award: University of Florida Research Foundation Professorship, 1997-2000.

Dean's Special Merit Award, 1997.

Winner, First Annual Thurgood Marshall Memorial Paper Prize awarded May 19, 1995 by the Southwestern/Southeastern People of Color Legal Scholarship Conference.

### **Subjects Taught:**

Civil Procedure; Professional Responsibility; Constitutional Law; Employment Law; Critical Theory and Legal History, including Immigration History (seminar); Race and Race Relations; Employment Discrimination.

### **Judicial Clerkship:**

Hon. Bruce M. Selya, U. S. Court of Appeals for the First Circuit (1986-87).

### **Law Practice:**

Attorney, National Labor Relations Board, Region One, Boston, MA (1989-90).  
Associate, Labor and Employment, Ropes & Gray, Boston, MA (1987-89).

### **Education**

#### **Law**

**Boston College Law School**, Newton Centre, MA  
J.D., *Magna Cum Laude*, 1986  
Honors  
Order of the Coif, 1986  
Chosen on class rank for **Law Review**, 1984  
**Articles Editor**, Boston College Law Review, 1985-86

#### **Social Work**

Smith College School for Social Work, Northampton, MA  
(first year of work towards M.S.W. degree)

#### **Undergraduate**

University of Maryland, College Park, Maryland  
B.A., *Magna Cum Laude*  
Honors  
Phi Beta Kappa (1976, elected junior year)  
Phi Kappa Phi  
Award, Honors Convocation

## **Endowed Speeches**

Delivered the Annual Jack Pemberton Lecture on Workplace Justice, Feb. 26, 2009, sponsored by University of San Francisco School of Law.

Keynote Speaker, Hispanic Heritage Commemoration, Environmental Protection Agency, Raleigh-Durham campus, Sept. 23, 2008.

Mills endowed series of Conversations on Race, Duke Law School, March 20, 2008.

Opening Keynote Address, "Why we need a Truth and Reconciliation Commission," 5<sup>th</sup> National Conference on Race in 21<sup>st</sup> Century America, Michigan State University, April 4, 2007.

Keynote Commencement Speaker, Boricua College, New York City, June 4, 2004.

Keynote Speaker, University of San Diego, Ninth Annual Social Issues Conference on "Rethinking American Identities," March 26, 1998. My speech was entitled "Hidden Identities."

Delivered the 1994-95 James A. Thomas Lecture at Yale Law School on February 28, 1995. Lecture entitled "Los Olvidados: On the Making of Invisible People."

## **Congressional/Agency Testimony**

Testified before the United States Equal Employment Opportunity Commission on National Origin Discrimination Issues, October 26, 1999.

Testified before the United States Senate, Committee on Governmental Affairs on S. 356, legislation making English the Official Language of Government, on March 7, 1996. Testimony available on Lexis and Westlaw.

Testified before the United States Commission on Civil Rights, Hearing on Racial and Ethnic Tensions in American Communities: Poverty, Inequality and Discrimination, Miami, Florida, Sept. 14-15, 1995. I presented my proposal for statutory reform of Title VII, as described in "Ethnicity and Prejudice: Reevaluating National Origin Discrimination under Title VII," 35 Wm. & Mary L. Rev. 805-870 (1994).

## **Faculty Colloquia**

Seton Hall School of Law, Oct. 6, 2009.

University of Georgia School of Law, Sept. 29, 2008.

University of Pittsburgh School of Law, Oct. 22, 2007.

University of Pittsburgh School of Law, Oct. 26, 2006.

University of North Carolina School of Law, April 8, 2002.  
University of Denver Law School, Feb. 21, 2001.  
University of Colorado School of Law, Feb. 13, 2001.  
Emory University School of Law, March 16, 1999.  
University of Colorado School of Law, March 5, 1999.  
Florida State University College of Law, Fall, 1993.

### **Invited Lectures/Conference Presentations**

Presentation, Mid-Atlantic People of Color Conference, U. of Virginia School of Law, Jan. 28-30, 2010.

Presentation, "The Constitutional Origins of Present Servitude," Yale Law School, Feb. 10, 2009.

Moderator and Presenter, "Awakening from the Dream: The New Struggle for Diversity in the Legal Academy," AALS Committee on Recruitment and Retention of Minority Law Teachers Program, Jan. 4, 2007, 2007 AALS Conference.

Presentation, "Critical Race Theory and the Legal Canon," Northwestern University School of Law, Oct 15, 2007.

Presented on "The Functions/Operation of Identity in Law and Society," at the 10<sup>th</sup> Annual LatCrit Conference, October 7, 2005, San Juan, Puerto Rico.

Presented *"Of Presidents and Precedents: The Role of Judicial Review in Recent Presidential Elections in Peru, Costa Rica and the United States,"* at the 7<sup>th</sup> Annual Law & Policy in the Americas Conference, May 26, 2005, Lima, Peru.

Panelist: *Commemorating the 25<sup>th</sup> Anniversary of the 1992 Los Angeles Riots: The Invisible Latino Role in the L. A. Riots,* John F. Kennedy School of Government, Harvard University, April, 2002.

Presenter, Lunchtime series, *Elements of a National Latino Agenda,* John F. Kennedy School of Government, Harvard University, April, 2002.

Moderator, Panel 1: *What issues transcend the political/ethnic divisions within our community?,* 5<sup>th</sup> Annual Latino Law and Public Policy Conference, *Towards a National Latino Agenda,* April 6, 2002, Harvard Law School.

Presenter, *Developing a Latino Agenda in Higher Education: Professional Schools,* Hispanic Caucus, American Association of Higher Education Annual Conference, March 16, 2002.

Presenter, *Children's Experiences of Race, Gender and Class,* December 8, 2001, *Defending Childhood,* 1<sup>st</sup> Annual Conference of the Center on Children and the Law.

Workshop on Teaching Race (with Richard Delgado and Jean Stefancic), -Latcrit VI conference, April 27, 2001.

Public lecture on missing Latino history, Feb. 15, 2001, sponsored by the Latino/a Research & Policy Center and the Colorado Hispanic Bar Association.

Chair and Discussant, Panel on "Race and the Cold War, Reconfigured," Law and Society Ass'n Annual Meeting, May 27, 2000.

Participant, Affirmative Action Symposium, University of Florida Levin College of Law, Oct. 16-17, 1999.

Presenter, Symposium on the 1997-98 Constitution Revision Commission, Oct. 4, 1999, University of Florida Levin College of Law.

Presenter, Panel on "Mestizaje, Identity and the Power of Law in Historical Context," LatCrit IV Conference, April 29 - May 2, 1999, S. Lake Tahoe, Nevada.

Speaker, Opening Plenary Panel, "Enriching Legal Education for the 21<sup>st</sup> Century: Integrating Immigrant Perspectives Throughout the Curriculum & Connecting with Immigrant Communities," CUNY School of Law Immigrant Initiatives, April 9-10, 1999, New York, NY.

Discussant, Panel on evolution of Black/White Binary Paradigm, LatCrit III conference, May 9, 1998, Miami, Florida.

Presenter, "Of Treaties and Conquerors: The Treaty of Guadalupe Hidalgo and the Legacy of Conquest," April 30-May 2, 1998, Stanford University Conference on "Bastards of Imperialism: Identity, Nation and Citizenship in the Wake of Spanish and United States Expansions."

Presentation on "Black/White Binary Paradigm of Race" at Inaugural Session of University of Florida College of Law's Center for the Study of Race and Race Relations, February 20, 1998.

Presentation on the "Black/White Binary Paradigm of Race" at the Inaugural Session of 1998 Speaker Series entitled "Talking About Race: Law School Discussions on Critical Race Theory," January 20, 1998, University of Michigan Law School.

Presented two papers, one on the "Black/White Binary Paradigm of Race," and another on "Race and Citizenship" at the Critical Race Theory Conference, Yale Law School, Nov.13-15, 1997.

Presenter, "Reflections on Citizenship, Americanization, and Race," and participant at the Duke University Workshop on Immigration and Citizenship, Oct. 30 - Nov. 1, 1997.

Commentator, Lat Crit II Conference, San Antonio, Texas, May 1-4, 1997.

Presented a paper at conference on "Language and National Identity," Whitney Humanities

Center, Yale University, on November 15-16, 1996.

Delivered keynote address and presented a paper at the Juan Luis Tienda Scholarship Banquet and Symposium, University of Michigan Law School, October 11-12, 1996. The symposium, "Latino/a Voices: Moving America Beyond the Black and White Binary," was inspired by my article, "Ethnicity and the Constitution: Beyond the Black and White Binary Constitution," 36 Wm. & Mary L. Rev. 571 (1995).

Presented a paper on the "Black/White Binary Paradigm," Hispanic National Bar Association Conference, Miami, Florida, Oct. 3-4, 1996.

Presented a paper at conference on "Rethinking "Americanization": Transnational Migration, Ethnicity and Citizenship in the Twenty-First Century," at the University of California, San Diego, May 24-25, 1996.

Presented "Six Axioms in Search of Equality," at the First Annual LatCrit Conference, La Jolla, California, May 2-5, 1996.

Commentator on a panel discussing "Speech and Equality" at the Constitutional Law conference, University of California, Davis, February 16, 1996. Article published in U.C. Davis Law Review.

Presentation, "Creation of Latino Invisibility," Northeastern University School of Law, November, 1995.

Presented a paper discussing "Critical Race Theory and Practice," Hispanic National Bar Ass'n Meeting, October 13, 1995, San Juan, Puerto Rico.

Presented "Latino Invisibility in the Law" at the Southwestern/Southeastern People of Color Legal Scholarship Conference, May 18-21, 1995.

Presented a paper at the Immigration Law Section at the American Ass'n of Law Schools Annual Meeting, January 8, 1995, New Orleans, La.

Presented a paper at the Section on Minority Groups at the American Association of Law Schools Annual Meeting, January 6, 1995, New Orleans, La.

Presented "A History of American Multilingualism" on a panel discussing English-Only legislation, Hispanic National Bar Association annual meeting, September 15, 1994, Phoenix, Arizona.

Presented "The Future of Civil Rights: the Agenda for the Next Decade," at Brown v. Board of Education After 40 years: "Confronting the Promise," May 17-18, 1994, in Williamsburg, Virginia, sponsored by the Institute of Bill of Rights Law of the College of William and Mary and Howard University Law School.

Presented a paper at the Conference on Latinos and the Criminal Justice System: A View from both Sides of the Bar, April 22-24, 1994, Harvard Law School, Cambridge, Mass.

Presented "Hernandez v. New York:", Misunderstanding the Nature of National Origin Discrimination," at the American Association of Law Schools Conference on Constitutional Law, June 1993, University of Michigan Law School, Ann Arbor, Michigan.

Invited Speaker, "Language Discrimination in the Workplace," presented at the University of Chicago Law School, May 6, 1991.

## **Service**

### **Professional/National**

Moderator, nationally broadcast ABA CLE teleconference: 'Melting Pot or Mosaic: Language and Accent Discrimination in a Multicultural Workplace,' April 21, 2010.

Member: AALS Committee on Research(current); AALS Committee on Recruitment and Retention of Minority Law Teachers, 2004-2006; AALS Committee on Selection of Best Scholarly Paper, 2003 Annual Meeting.

*Justice Talking*, National Public Radio, taped radio program on Official English, March 12, 2001.

Member, Board of Governors of the Society of American Law Teachers, 1994-97.

Member, Hispanic National Bar Association, Amicus Curiae Committee.

Reviewer, Book Proposals, Manuscripts: New York Univ.Press, Duke Univ. Press, Temple Univ. Press, Yale Univ. Press.

Reviewer for Tenure/Promotion Applications: Rutgers-Camden; Northeastern Illinois Univ.; Ga. State Univ.

### **University**

Three Doctoral/Masters Degree Committees, College of Journalism.

Invited Lecturer, "American Multilingualism and Language Discrimination in the Workplace," "Cultural Diversity in the U.S.," Political Science Dept., U. Fla.: Spring, 1999; Fall, 1998; Spring, Fall, 1994; Spring, 1992; Spring, Fall, 1991.

## **Law School**

### Law School Committees(Beginning 1996):

Chair, Non-Tenure Track Hiring, Retention & Promotion Committee (2008-Present);  
Chair, Faculty Development Committee 2000 - 2002; Member, 2003-2004;  
Appointments Committee, 1999-2000; Faculty Development Committee, 1998-99; Chair,  
Planning Committee (Strengths, Weaknesses, Opportunities, Threats), 1997; Chair,  
Promotion and Tenure Committee, 1996.

### Other Law School Service:

Faculty Advisor, Allied Law Students for Common Understanding (1998), Labor and  
Employment Law Society; Coached various Moot Court teams; Participant, Symposium  
celebrating 50<sup>th</sup> Anniversary of Florida Law Review (Oct. 1998).

## **Local**

Former President, Vice President and member, Gainesville Community Advisory  
Council, Florida State Commission on Hispanic Affairs.

## **Bar Admissions**

Massachusetts (1986); United States Court of Appeals for the First Circuit (1987); United  
States District Court for the District of Massachusetts (1988).

## **Interdisciplinary Collaboration/Consultation**

Historical Consultant, Documentary Film on American immigration history, "The  
American Tapestry," Directed by Barbara Martinez Jitner, El Norte Productions, Los  
Angeles, CA.

Consultant with sculptor/architect Ms. Molly Blieden on museum installation entitled  
"English Plus," an interpretation of the bilingual workplace, Miami, Florida, Spring,  
1997. I provided legal and historical expertise and overall collaboration in the project.

## **Additional Skills/Interests**

Bilingual in Spanish.

Enjoy jazz, playing piano and keyboards, exercise, scrabble, movies and reading.

Dated: 5/2010