

JAMES M. EISENMANN

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Executive Summary

Seasoned employment lawyer with more than 25 years of experience in federal employment and labor law. Dynamic and tactical leader of federal agency, professional lecturer, and experienced not-for-profit board member. Deep expertise in leading a federal agency with multiple offices through significant change and challenging austerity while achieving objectives. Strategic problem-solver and decision-maker; experienced coalition builder with strong interpersonal and communication skills. Professional lecturer on subjects as varied as leadership, employment, and constitutional law. Member of Senior Executive Service January 2010 to September 2018.

PROFESSIONAL EXPERIENCE

- April 2020-Present *Partner, Alden Law Group, PLLC, Washington, D.C.*
Labor and employment law firm representing federal and private sector employees and employers.
- Oct. 2018 -
April 2020 *Of Counsel, Kalijarvi, Chuzi, Newman & Fitch, P.C., Washington, D.C.*
Labor and employment law firm representing federal and private sector employees and employers.
- Jan. 2010 –
Sept. 2018 *U.S. Merit Systems Protection Board, Washington, D.C.*
The Merit Systems Protection Board is an independent, quasi-judicial agency that serves as the guardian for Federal merit systems principles.
- Executive Director** (Jan. 2013-Sept. 2018)
Led 220-person federal agency, with an annual budget of \$46 million and 9 regional, field and headquarters offices.
- General Counsel** (Jan. 2010-Jan. 2013)
Responsible for overall functions of the Office of General Counsel and primary legal advisor to the Chairman. As General Counsel, supervised staff of 12 attorneys and 2 paralegals.
- Sept. 2005 –
Dec. 2009 *Founding Principal, Kraft Eisenmann Alden, PLLC, Washington, D.C.*
Labor, employment and employee benefits law firm representing federal and private sector employees and employers.

1991 – Aug. 2005 *Passman & Kaplan, P.C., Washington, D.C.*
Labor and employment law firm representing federal and private sector employees and employers.

Principal (1996 – Aug. 2005)
Senior Associate/Associate (1991-1996)

ADJUNCT FACULTY/PROFESSOR

- American University, School of Public Affairs, Master of Public Administration Program, “Legal Basis of Public Administration.” (2017-present)
- American University, School of Public Affairs, Key Executive Leadership Programs, “Leading with Integrity” and “Leading in the Context of a Constitutional Government.” (2015-present)
- American University, School of Public Affairs, Key Executive Leadership Programs, TSA Leadership Institute, “Political Savvy.” (2018-2021)
- American University, School of Public Affairs, Key Executive Leadership Programs, U.S. Immigration and Customs Enforcement, “Political Savvy.” (2019-present)
- West Virginia University, Guest Lecturer, Master of Public Administration (2015-present)

MEDIA, CLASSES, SEMINARS & PUBLICATIONS

- November 2021 Speaker, AU Key FEDTalks Series, “Recognizing and Addressing Ethical Issues in Decision-Making.”
- June 2021 Speaker/Panelist, “Current State of MSPB,” 2021 National Employment Lawyers Association Annual Conference.
- June 2021 Speaker/Panelist, “Major Developments at MSPB,” 2021 Federal Circuit Bar Association Bench & Bar Virtual Conference.
- April 2021 [FedCircuitblog.com](https://www.fedcircuitblog.com), “[Online Symposium: A Review of the Most Significant Federal Circuit Decisions in 2020 Related to the Merit Systems Protection Board](https://www.fedcircuitblog.com/online-symposium-a-review-of-the-most-significant-federal-circuit-decisions-in-2020-related-to-the-merit-systems-protection-board),” April 1, 2021, by James M. Eisenmann.
- March 2021 Speaker/Panelist, “Federal Employee Update and Significant Case Update,” 2021 Metropolitan Washington Employment Lawyers Association, Annual Conference.

- December 2020 [Lawfareblog.com](https://www.lawfareblog.com/trump-s-plan-to-gut-the-civil-service/), “Trump’s Plan to Gut the Civil Service,” December 8, 2020, by James M. Eisenmann.
- December 2020 Speaker/Panelist, Practice Before The MSPB: Taught by the Experts, cyberFEDS & Gilbert Training Group.
- June 2020 *60 Minutes*, “Three Empty Chairs,” air date June 14, 2020.
<https://www.youtube.com/watch?v=1PjE6t26bDs>
- June 2020 Presenter, American University Key *Webinar Wednesdays*, Key Executive Leadership Programs, School of Public Affairs, “Influencing Others: Role of Ethics, Persuasion, Manipulation & Deception.”
<https://www.youtube.com/watch?v=KW2rNvPjrOI>
- July 2019 Speaker/Panelist, 22nd Annual EEOC EXCEL Conference, Atlanta, Georgia, “Mock EEOC Hearing” and “Let me Present My First Witness: Litigating Before the EEOC.”
- March 2019 Guest Lecturer, Master of Public Administration, Public Management Class, West Virginia University, Eberly College of Arts & Sciences, Division of Public Administration, “Leadership in the Federal Government.”
- October 2018 Guest Lecturer, Master of Public Administration, Public Management Class, West Virginia University, Eberly College of Arts & Sciences, Division of Public Administration, “Leadership in the Federal Government.”
- Spring 2018 Adjunct Professor, American University, School of Public Affairs, Master of Public Administration Program, “Legal Basis of Public Administration.”
- November 2017 Guest Lecturer, Master of Public Administration, Public Management Class, West Virginia University, Eberly College of Arts & Sciences, Division of Public Administration, “Leadership in the Federal Government.”
- October 2017 AFGE Legal Training Conference, “MSPB Update,” Washington, D.C.
- October 2017 Adjunct Professor, American University, School of Public Affairs, Key Senior Executive Service Program, “Leading with Integrity.”
- May-June 2017 Adjunct Professor, American University, School of Public Affairs, Master of Public Administration Program, “Legal Basis of Public Administration.”

- June 2017 Speaker, American University, Key Executive Seminar Series, Leadership & Law Enforcement, “Leading with Integrity.”
- March 2017 Guest Lecturer, Master of Public Administration, Public Management Class, West Virginia University, Eberly College of Arts & Sciences, Division of Public Administration, “Leadership in the Federal Government.”
- December 2016 Adjunct Professor, American University, School of Public Affairs, Key Executive Leadership Certificate Program, “Leadership in the Constitutional Context.”
- November 2016 Guest Lecturer, Master of Public Administration, Public Management Class, West Virginia University, Eberly College of Arts & Sciences, Division of Public Administration, “Leadership in the Federal Government.”
- October 2016 Adjunct Professor, American University, School of Public Affairs, Key Executive Leadership Certificate Program, “Leadership in the Constitutional Context.”
- August 2016 Adjunct Professor, American University, School of Public Affairs, Key Executive Leadership Certificate Program, “Leadership in the Constitutional Context.”
- February 2016 Guest Lecturer, Master of Public Administration, Public Management Class, West Virginia University, Eberly College of Arts & Sciences, Division of Public Administration, “Leadership in the Federal Government.”
- September 2015 Adjunct Professor, American University, School of Public Affairs, Key Executive Leadership Certificate Program, “Leadership in the Constitutional Context.”
- April 2015 Guest Lecturer, Master of Public Administration, Public Management Class, West Virginia University, Eberly College of Arts & Sciences, Division of Public Administration, “Leadership in the Federal Government.”
- November 2014 Guest Lecturer, Master of Public Administration, Public Management Class, West Virginia University, Eberly College of Arts & Sciences, Division of Public Administration, “Leadership in the Federal Government.”
- October 2014 Speaker, National Employment Lawyers Association, Federal Sector Conference.

- March 2014 Guest Lecturer, Master of Public Administration, Capstone Class, West Virginia University, Eberly College of Arts & Sciences, Division of Public Administration, “Leadership in the Federal Government.”
- October 2013 Speaker & Moderator, West Virginia University, Eberly College of Arts & Sciences, *Eberly Ideas Discussion Series*, “Inclusive Leadership: Embracing Diverse Perspectives.”
- February 2013 Speaker, Federal Circuit Bar Association, U.S. Merit Systems Protection Board Forum, “Whistleblower Protection Enhancement Act.”
- January 2013 Speaker, Washington Center-Elon University Law School, “Introduction to the U.S. Merit Systems Protection Board.”
- September 2012 Speaker, Indonesian Working Group on Bureaucratic Reforms, Topic: U.S. Civil Service System & the MSPB.
- May 2012 Moderator, 2012 U.S. Court of Appeals for the Federal Circuit Judicial Conference, Washington, D.C., MSPB Breakout Session - “Views from the Board Members” and “Panel Discussion regarding Significant MSPB and Federal Circuit Decisions.”
- April 2012 Speaker, ABA Section of Labor & Employment Law, Federal Service Labor & Employment Law Committee, Midyear Meeting, “Latest Developments at the MSPB.”
- February 2012 Presenter, Federal Circuit Law Clerk Training, Topic – MSPB Basics.
- January 2012 Speaker, U.S. Office of Personnel Management, “MSPB Policy & Practice.” <https://www.youtube.com/watch?v=70Lt3bYGQCY>
- August 2011 Speaker, 14th Annual EEOC EXCEL Conference, Baltimore, Maryland, “Mixed Cases.”
- August 2011 Speaker, 26th Annual FDR Conference, Palm Springs, California, “Dissecting Suitability, Sensitivity & Security.”
- June 2011 Speaker/Moderator, Federal Circuit Bar Association Bench & Bar Conference, Key Biscayne, Florida, “The Effect of Social Media on Litigation in the Courts and Before Administrative Agencies.”
- April 2011 Speaker, DC Bar Labor & Employment Law Section, “The Law & Procedure in Representing Federal Employee Whistleblowers.”

- February 2011 Speaker, American Bar Association, Administrative Law and Regulatory Practice Section, Committee on Government Operations and Personnel, "Latest Federal Developments at the U.S. Merit Systems Protection Board, 2010 Year in Review," Washington, D.C.
- October 2010 Speaker, NFFE, Forest Service Council, Advanced Workshop, Reno, Nevada, "The New MSPB – Has it Really Been Almost 1 Year?"
- May 2011 Speaker, ABA Section of Labor & Employment Law, Federal Service Labor & Employment Law Committee, Midyear Meeting, "Latest Developments at the MSPB."
- June 2010 Speaker, Federal Circuit Bar Association Bench & Bar Conference, Colorado Springs, Colorado, "The Townhall: Remedies."
- June 2010 Speaker, National Energy Technology Laboratory Annual Labor & Employee Relations Forum, Pittsburgh, PA, "A MSPB Update."
- May 2010 Moderator, 2010 U.S. Court of Appeals for the Federal Circuit Judicial Conference, Washington, D.C., MSPB Breakout Session - "Oral Arguments Before the U.S. Merit Systems Protection Board: A Discussion of the U.S. Merit Systems Protection Board's New Oral Argument Program, Including Best Practices in Appellate Advocacy."
- March 2010 Speaker, U.S. Office of Personnel Management, Washington, D.C., "The U.S. Merit Systems Protection Board: Policy and Practice."

BOARDS/ASSOCIATIONS

- April 2020 – Present Member, District of Columbia Trial Lawyers Association
- Oct. 2018 – Present Member, National Employment Lawyers Association
(Previously, Member 1991-2009)
- Oct. 2018 – Present Member, Metropolitan Washington Employment Lawyers Association
(Previously, Member 1991-2009)
- Jan. 2010 – Present Member, Federal Circuit Bar Association
- Jan. 2015 –
Sept. 2019 Member, Board of Directors, Family Matters of Greater Washington.
- Jan. 2013 –
Sept. 2018 Member, Executive Committee, U.S. Small Agency Council

- 2013 – 2014 Vice Chair, Merit Systems Protection Board Appeals Committee, Federal Circuit Bar Association
- 2002-2008 Member, Board of Directors, Employment Justice Center.
Served at various times as Vice President and Secretary of the Board.
- 2003-2004 Co-Chair, Steering Committee, D.C. Bar Labor & Employment Law Section
- 2002-2005 Member, Steering Committee, D.C. Bar Labor & Employment Law Section
- 2001-2002 Chair, Equal Employment Opportunity and Individual Rights Committee, D.C. Bar Labor & Employment Section
- 2000-2001 Member, Steering Committee, D.C. Bar Labor & Employment Law Section
- 1999-2000 Chair, Public Sector Committee, D.C. Bar Labor & Employment Law Section
- 1999-2003 Continuing Legal Education Coordinator, D.C. Bar Labor & Employment Law Section
- 1999-2000 Member, Board of Directors, Metropolitan Washington Employment Lawyers Association
- 1998-1999 Vice Chair, Public Sector Committee, D.C. Bar Labor & Employment Law Section
- 2001-2004 Co-Founder, Federal Training Foundation

SELECT PUBLICATIONS

- ❖ Co-Author, “*Federal Employees Legal Survival Guide*,” National Employee Rights Institute, 1999 (1st Ed.) & 2004 (2nd Ed).
- ❖ Chapter Co-Author, “Contingent Workers and Employment Law,” *Contingent Work: American Employment Relations in Transition* (Cornell University Press, 1998).

AWARDS/GOVERNMENT CERTIFICATIONS

Public Service Legal Excellence Award,
Federal Circuit Bar Association, June 2011

Office of Government Ethics, Chicago, Illinois
New Ethics Official Certification Program, May 2010

BAR MEMBERSHIPS

State of Maryland (1991)
District of Columbia (1992)

EDUCATION

Federal Executive Institute, Charlottesville, Virginia
Leadership for a Democratic Society, Class 367, July 2011

The Catholic University of America School of Law, Washington, D.C.
Juris Doctor

West Virginia University, Morgantown, West Virginia
Bachelor of Arts