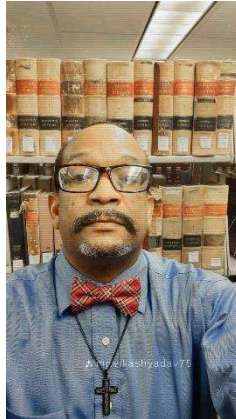


# CURRICULUM VITAE

Postgraduate Degree Application:  
Master of Laws (LLM), University of Cape Town, South Africa



**Roderick Andrew Lee Ford, Esq.**

Attorney and Counselor at Law  
THE METHODIST LAW CENTRE  
5745 S.W. 75<sup>th</sup> Street, #149  
Gainesville, Florida 32608  
(352) 559-5544  
(800) 792-2241 facsimile  
[www.methodistlawcentre.com](http://www.methodistlawcentre.com)  
Email: [methodistlawcentre@gmail.com](mailto:methodistlawcentre@gmail.com)



## United States of America- Court and Bar Memberships

<b>Institution:</b> Supreme Court of the United States	June 2005
<b>Institution:</b> Supreme Court of Florida	January 1996
<b>Institution:</b> United States Court of Military Appeals (U.S. Army)	April 1996
<b>Institution:</b> United States District Court- Middle District of Florida	August 2001
<b>Institution:</b> United States District Court- Southern District of Florida	September 2006
<b>Institution:</b> United States District Court- Northern District of Florida	July 2020

## Education

<b>Institution:</b> Morgan State University	B.A. (Political Science)	May 1991
<b>Institution:</b> University of Illinois at Urbana-Champaign	J.D. (Doctor of Jurisprudence)	May 1994
<b>Institution:</b> Cornell University, I.L.R. School	Graduate Certificate	Jan. 2015

## Professional Certifications

<b>Institution:</b> Program on Negotiation At Harvard Law School	Collective Bargaining	June 2006
<b>Institution:</b> Michigan State University, HRLR School	Certified Labor Relations Professional	October 2008
<b>Institution:</b> Cornell University I.L.R. School	Master Certificate in Human Resources	October 2014
<b>Institution:</b> Human Resources Certification Institute	S.P.H.R.	June 2016

## International Degrees, Titles, and Honours

<b>Institution:</b> St. Clements University	Postdoctoral Fellow & Chancellor	June. 2016
	Doctor of Letter (Litt.D.)	Fall 2020
<b>Institution:</b> Africa University School of Law	Editorial Board- Law Review (International Human Rights and Public and Private Law)	July 2024

## Ecclesiastical Titles, Degrees & Awards

**Institution:** Whitefield College & Theological Seminary    Postdoctoral Fellow    Feb. 2020  
Doctor of Laws (LL.D.)    Fall 2022

## Employment and Labor Relations Publications<sup>2</sup>

**Publication:** Ford, Roderick O. *Understanding Employment Law*. Tampa, FL.: Xlibris (2017).

**Publication:** Ford, Roderick O. *Understanding Labor Law*. Tampa, FL.: Xlibris (2018).

## Employment and Labor Relations Professional Experience

**Professional Experience:**    **United States Army Judge Advocate General's Corp**  
101<sup>st</sup> Airborne Division and Fort Campbell, Kentucky Position: Captain,  
U.S. Army Judge Advocate (Lawyer) Year: 1995 to 2000  
Duties: Claims Attorney

Job Duties/ Description:

- Conduct ethics training classes to military and civilian employees on training installation.
- Conduct client interviews of both military members, military family members and civilian employees in the field of medical claims, property-damage claims, and other tort claims regarding accidents that occurred on military installation
- Conduct legal assistance in the area of family law, consumer law, and general tort law; prepare legal opinions for the Staff Judge Advocate to review, approve and sign.
- Assist Civil Labor Attorneys with Merit System Protection Board hearings on military installation.
- Conduct Army Regulation (AR) 15-6 investigations into claims of harassment and discrimination on military installation.
- Assist non-commissioned officers and commissioned officers with filing NCOER/ OER (performance review) appeals.
- U.S. Army Airborne Parachutist Badge

**Professional Experience:**    **The Methodist Law Centre**  
C/o Ford & Associates, LLC  
Position: Senior Litigation Attorney; Civil Rights Lawyer; Human Rights Lawyer  
Location: Tampa and Gainesville, Florida Year: 2001 to present

Job Duties/ Description:

- Conduct risk management assessments of small business owners facing lawsuits, harassment claims, workers. compensation claims, and unemployment compensations by disgruntled or former employees.
- Conduct investigations into claims of harassment and discrimination.
- Review Employment Applications to ensure compliance with state and federal laws.
- Review Employee Interviewing questions/ questionnaires to ensure compliance with state and federal laws.
- Conduct comparative analysis of resumes, curriculum vitae, applications of similarly-situated applicants and co- workers in order to ascertain whether discriminatory hiring or promotion practices exist within organization
- Conduct comparative analysis of pay grades, pay scales, pay ranges and similar criteria in order to ascertain whether discriminatory pay practices exist with respect to the Equal Pay Act of 1963 and Title VII of the 1964 Civil Rights Act
- Conduct interviews of victims, witnesses, managers, company owners, senior managers, directors of human resources
- Review personnel policies and procedures; employee handbooks; employee benefit packages; retirement packages.
- Assess claims filed with the Florida Commission on Human Relations; the Equal Employment Opportunity Commission; Fair Employment Practices Agencies throughout central Florida; U.S. Department of Labor- Employee Benefit Security Administration; U.S. Department of Labor- Occupational Safety and Health Administration; U.S. Department of Labor Wage and Hour Commission; the Florida Public Employee Relations Commission; the National Labor Relations Board; the Florida Division of Administrative Hearing; and the Office of the Judges of Workers Compensation Claims.

- Engage in complex labor and employment litigation in the federal and state courts; conduct and coordinate pretrial litigation; conferences; discovery; depositions of high-level litigants; mediation conferences; trials; motions; appellate briefs; and motion (court) hearings.
- Engage in employment mediation and settlement through the United States Bankruptcy Court.
- Non-profit and Church administrative and legal support services in the areas of human resources, enterprise risk management, and mediation.

## **Community Service, Professional Associations, and Awards**

### **The Florida Bar**

Worker's Compensation and Labor & Employment Sections (1996 to present) Legal Assistance & Pro Bono Community Service  
Tallahassee, Florida

### **National Association for the Advancement of Colored People**

Chairman's Leadership Council (1998)  
Chairman Labor Council 2005, 2011 Baltimore, Maryland

### **President's Award for the Rocks, Inc.**

U.S. Army Service Award (1999) Fort Jackson, South Carolina

**Florida Rural Legal Services Union- Local 1** General Counsel (pro bono service ((2007) Immokalee, Florida

### **Whitefield Ministries, Inc.**

Honorary Doctor of Laws (LLD) and  
General Counsel (pro bono service)(2020 to present) Lakeland, Florida

## **Additional Professional and Personal Character References**

### Human Resources Resource Professionals

#### **Tina M. Riley, Ph.D.**

Human Resources Certification Michigan State  
University South Kedzie Hall  
368 Farm Lane, # 5423  
East Lansing, Michigan 48824  
(517) 432-6267  
Email: [robert35@msu.edu](mailto:robert35@msu.edu)

### State and Federal Judges

#### **Hon. Ellen H. Lorenzen (retired)**

Office of the Judges of Compensation Claims 3285 Roberts  
Avenue  
Clovis, CA 93619-6909  
(813) 493-3941  
Email: [ellen.lorenzen@gmail.com](mailto:ellen.lorenzen@gmail.com)

#### **Hon. Michael G. Williamson**

U.S. Bankruptcy Court (Middle District of Florida) 801 N. Florida  
Avenue  
Suite 840  
Tampa, Florida 33602-3849  
(813) 301-5520  
Email: [mwilliamson@flmb.uscourts.gov](mailto:mwilliamson@flmb.uscourts.gov)

Labor and Employment Attorneys

**Peter W. Zinober, Esq.** Shareholder, Ogletree  
Deakins 100 N. Tampa Street  
Suite 3600  
Tampa, Florida 33602  
(813) 289-1247  
Email: [peter.zinober@ogletree.com](mailto:peter.zinober@ogletree.com)

**Marilyn Holifield, Esq.** Shareholder, Holland &  
Knight 701 Brickell Avenue, Suite 3300  
Miami, Fla. 33131  
(305) 789-7730  
Email: [Marilyn.holifield@hklaw.com](mailto:Marilyn.holifield@hklaw.com)

**George Cappy, Esq.**  
Law Offices of George Cappy P.A. The City Place  
Building  
1580 W. Cleveland Street Tampa, Florida 33606  
(813) 251-5145  
Email: [georgebcappy@aol.com](mailto:georgebcappy@aol.com)

Church and Seminary

**Randall Talbot, Ph.D.**  
Executive Vice President/ Academic Dean Whitefield College &  
Theological Seminary 1605 E. Gary Road  
Lakeland, Florida 33801  
(863) 683-7899  
Email: [drrandtalbot@gmail.com](mailto:drrandtalbot@gmail.com)

Postgraduate Degree Application:  
Master of Laws (LLM), University of Cape Town, South Africa