

# ALIA AL-KHATIB

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## ACADEMIC APPOINTMENTS

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**Syracuse University College of Law**, Syracuse, NY

*Associate Professor of Law*

Starting Aug. 2026

Courses: Employment Discrimination, Torts

**University of Pennsylvania Carey Law School**, Philadelphia, PA

*Acting Director, Civil Practice Clinic*

July 2025-present

*Clinical Supervisor and Lecturer, Civil Practice Clinic*

2023-present

Supervise law students in their representation of low-income clients in civil litigation, including employment, consumer, and property-related matters. Teach and lead seminars, case rounds, and supervision meetings for clinical student teams. Organize and facilitate clinic-wide orientation as Chair of Clinical Faculty Orientation Committee.

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## EDUCATION

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**Am. Univ. Washington College of Law**, J.D. *Summa cum laude*, Order of the Coif

May 2015

Honors:

Gillet Prize (awarded for the highest GPA in the graduating class)

Dean's Award for Professional Responsibility (awarded for exemplary work in the clinical program)

Public Interest/Public Service Scholarship (merit-based full-tuition public service scholarship)

Activities:

*American University Law Review*, Senior Staff Member

Organizer, Alternative Spring Break, ProBAR, Harlingen, Texas

Research Assistant, Professor Jenny Roberts

Dean's Fellow, Legal Rhetoric Department

**Vassar College**, B.A.

May 2008

Psychology and Hispanic Studies, both with Departmental Honors

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## PUBLICATIONS

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Law Review Articles

*More Harm Than Good: Criminal Penalties for Wage Theft*, 60 U. RICH. L. REV. \_\_ (forthcoming 2026).

*Equity in Contemporary Immigration Enforcement: Defining Contributions and Countering Criminalization*, 66 KAN. L. REV. 951 (2018) (co-authored with Jayesh Rathod).

*Putting a Hold on ICE: Why Law Enforcement Should Refuse to Honor Immigration Detainers*, 64 AM. U. L. REV. 109 (2014).

Other Selected Works

Amicus Brief, *Lopez v. Marmic, L.L.C.*, (N.J. Sup. Ct. No. A-2391-22), Brief of Amici Curiae Law and Labor Professors in Support of Plaintiff-Petitioner Sergio Lopez (filed April 21, 2025).

*Lowering the Bar for Employees with Title VII Discrimination Claims*, The Regulatory Review (July 16, 2024).

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### SCHOLARLY PRESENTATIONS

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*More Harm Than Good: Criminal Penalties for Wage Theft*

- AALS, Employment Discrimination Law Section and Labor Relations and Employment Law Section Summer Workshop, Zoom (August 2025)
- Cornell Work Law Junior Scholars Workshop, Ithaca, NY (November 2024)
- Clinical Law Review Workshop, New York, NY (September 2024)

*Equity in Contemporary Immigration Enforcement: Defining Contributions and Countering Criminalization*

- Kansas Law Review Symposium “Inequity and the Law,” University of Kansas School of Law (October 2017)

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### PRESENTATIONS AND CONFERENCES

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Moderator, *Negotiations and Dispute Resolution*, Annual Colloquium on Scholarship in Employment and Labor Law (COSELL), Seton Hall Law School, Sept. 18, 2025.

Organizer and Presenter, *Client-Centered Lawyering in the Age of Generative AI*, AALS Conference on Clinical Legal Education (Baltimore, Md), April 27, 2025.

Moderator, *The Constitution at the Crossroads*, Journal of Constitutional Law Lunch and Learn, University of Pennsylvania Carey Law School, Jan. 21, 2025.

Organizer and Moderator, *Immigration Law Basics for Public Interest Attorneys and What to Expect Post-Election*, Public Interest Law Day, Philadelphia Bar Association, Dec. 3, 2024.

Organizer, *Workers’ Rights Issues Post-Covid 19*, Public Interest Law Day, Philadelphia Bar Association (Zoom), Dec. 3, 2020.

Organizer and Presenter, *Unique Issues Facing Immigrant Workers*, National Employment Lawyers Association (NELA) Annual Convention (Zoom), July 9, 2020.

Presenter, *Essential Workers’ Rights During Covid-19 Pandemic*, Pennsylvania Legal Aid Network (Zoom), May 1, 2020.

Presenter, *Immigration 101*, Public Interest Law Day, Philadelphia Bar Association, Dec. 11, 2019.

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### SELECTED PROFESSIONAL EXPERIENCE

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**Katz Banks Kumin LLP**, Philadelphia, PA

*Senior Associate*

2022-2023

*Associate*

2020-2022

Represented clients through various stages of pre-litigation and litigation in employment discrimination and whistleblower retaliation matters, including: conducting fact investigation, researching potential legal claims, interviewing clients and witnesses, drafting pre-litigation and litigation-related documents, and

advocating for clients before administrative agencies and in mediation. Represented clients before multiple Congressional committees and participated in media strategies in high-profile matters.

**Justice at Work PA (formerly Friends of Farmworkers)**, Philadelphia, PA 2018-2020  
*Staff Attorney*

Litigated wage and hour cases under the Fair Labor Standards Act and employment discrimination cases under Title VII and section 1981 in Pennsylvania federal courts on behalf of immigrant workers. Represented clients before the Equal Employment Opportunity Commission (EEOC), the Department of Labor (DOL), and U.S. Citizenship & Immigration Services (USCIS). Conducted bilingual community education focused on immigrant and worker rights.

**Southern Poverty Law Center**, Miami, FL 2016-2018  
*Criminal Justice Reform Law Fellow*

Co-counseled section 1983 litigation and developed litigation and advocacy strategies on behalf of individuals incarcerated in Florida prisons and immigration detention centers.

**Hon. Hilda G. Tagle, U.S. District Court - Southern District of Texas**, Houston, TX 2015-2016  
*Judicial Law Clerk*

Drafted judicial orders for review for motions for summary judgment, motions to dismiss, motions for continuance, and motions in limine. Multiple civil trials.

**American University Washington College of Law**, Washington, DC 2015  
*Teaching Assistant*

Assisted with curriculum planning for Immigration and Naturalization Law with Professor Jayesh Rathod. Developed PowerPoints and co-taught the Spanish section of the course.

**WCL Immigrant Justice Clinic**, Washington, DC 2014-2015  
*Student Attorney*

Wrote appellate briefs before the Virginia Supreme Court for ineffective assistance of counsel claim under *Padilla* and succeeded in overturning client's conviction, *Zemene v. Clarke*, 768 S.E.2d 684 (Va. 2015). Represented detained client in competency and removal hearing in Immigration Court. Represented women and children detained in Artesia, New Mexico in bond hearings and credible fear interviews through the American Immigration Lawyers Association (AILA) Pro Bono Project.

**Vassar Maguire Fellowship**, Buenos Aires, Argentina 2011-2012  
*Fellow*

Received one-year fellowship to complete independent project about gender violence and international human rights. Published online articles in international human rights blogs regarding gender justice. Interned with Equipo Latinoamericano de Justicia y Género (ELA).

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## BAR ADMISSIONS

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Texas  
Pennsylvania  
Florida (inactive)  
Southern District of Texas  
Eastern District of Pennsylvania  
Middle District of Pennsylvania  
Middle District of Florida (inactive)

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**PROFESSIONAL AFFILIATIONS**

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Justice at Work Pennsylvania, Board Member (2025-present)  
National Employment Lawyers Association – Eastern Pennsylvania (2018-present)  
National Employment Lawyers Association – Eastern Pennsylvania, Treasurer (2022-2023)  
Philadelphia Bar Association, Young Lawyers Division, Executive Committee (2019-2021)  
Philadelphia Bar Foundation, Board Observer, Homeless Advocacy Project (2022)

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**LANGUAGE SKILLS**

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Spanish: Non-native fluency in reading, writing and speaking