

## Editor's Corner

The editorial staff is pleased to present Volume 12 of the *ALSB Journal of Employment and Labor Law*. We would like to thank all the authors who submitted articles for review and the Employment Law Section of the Academy of Legal Studies in Business for its support of the editorial team's efforts. I would like to commend our articles editors Robert Sprague and Patricia Pattison for their diligent work in ensuring that each submission is given double-blind peer review and for their excellent editorial work. I am particularly grateful to my colleague Paul Brown, who maintains our webpage and offers excellent advice about its structure and content. His support and expertise has made the goal of continued publication of this journal a reality. Additionally, I want to thank my Graduate Assistant, Jeff Rutherford, for his excellent proofreading and editing skills.

Volume 12 offers six articles dealing with a variety of employment and labor law issues. In "The Legal Fiction of Constructive Discharge as Decided by Federal Courts in Employment Discrimination Claims," authors Stephanie R. Sipe and Michael Wiggins examine whether or not the doctrine of constructive discharge is still a viable theory in light of some courts' willingness to grant defendants' summary judgment motions.

In "A Comparison of U.S. and Chilean Labor and Employment Law", by Patricia Pattison and John W. Mogab, the authors review Chilean laws from the perspective of a company considering foreign direct investment and international trade in that country.

Most of us who teach in the employment law area will find "You Can't Ask That! Unmasking the Myths About "Illegal" Pre-Employment Interview Questions," by Laura Davis, an interesting read. This article distinguishes between questions that are truly "illegal" and those which may be merely unwise or ill-advised.

Authors Tammy Cowart and Mildred Blowen discuss employment law issues that may arise in the course of administering college internship programs, and offer some suggestions for addressing them in "Legal Issues in College and University Internship Programs."

"All Acts Are Not Created Equal: An Analysis of the Mixed Motive Claim Post *Gross v. FBL Financial Services*" examines the mixed motive claim as it applies to a variety of employment law claims.

In "The *Ricci v. DeStefano* Conundrum: Did the Supreme Court Get It Right?", author Bonnie Roach approaches the issues from a selection procedure approach, and suggests several selection methods which would have been less discriminatory than the ones that were at issue in this case.

We'd like to extend our heartfelt thanks to our reviewers who volunteered their time and talents to read submissions and to give constructive comments to our contributors. Your careful and thoughtful feedback were invaluable contributions to both the authors and the *Journal*. Your work helps advance our discipline by making it possible to provide a high quality, double-blind peer reviewed outlet for our intellectual contributions.

-- Denise Smith  
Editor-in-Chief