

Nancy Conrad

Partner

Chair, Higher Education Group

Philadelphia, PA
t: 610.782.4909
f: 610.782.4935



Nancy develops and advances a litigation position and strategy based on the client's designated resources and ultimate goal. She utilizes effective, value-based litigation practices that are tailored to a client's business operations and work environment.

OVERVIEW

Nancy Conrad empowers employers to address and resolve workplace issues. For more than 20 years, she has represented businesses, educational institutions and non-profit organizations in all aspects of workplace disputes. She has defended all types of employment actions, including the defense of federal and state discrimination claims, wrongful discharge claims, whistleblower claims, defamation claims, employment contract matters and restrictive covenant cases. Clients recognize that Nancy develops and advances a litigation position and strategy based on the client's designated resources and ultimate goal. She utilizes effective, value-based litigation practices that are tailored to a client's business operations and work environment.

In addition to litigating employment related disputes, Nancy counsels employers in all aspects of workplace issues. Nancy builds collaborative relationships with her clients and they rely upon her for advice in reviewing and revising workplace policies, managing employee performance, disciplining and terminating employees and training supervisors in best practices. When consulting with employers, Nancy's focus is on identifying and implementing practical solutions for the client's workplace. While it may not always be the answer that is sought, she provides the information needed, including the benefits and risks related to a decision, in order for a client to make a fully informed decision.

Nancy has particular experience in representing colleges, universities and schools in matters related to faculty, staff and students. Nancy understands the unique challenges that exist on campus and is recognized for her depth of experience in analyzing and problem-solving controversial matters. She has litigated tenure related disputes, academic integrity and student conduct cases and staff terminations. She provides proactive advice and counsel to her clients, including Presidents, Deans, Vice Presidents, the Office of General Counsel and Heads of

PRACTICES

Higher Education
Labor and Employment
Commercial Litigation

BAR AND COURT ADMISSIONS

U.S. Supreme Court
Pennsylvania
New Jersey
U.S. Court of Appeals for the Third Circuit
U.S. District Court for the District of New Jersey
U.S. District Court for the Eastern District of Pennsylvania
U.S. District Court for the Middle District of Pennsylvania

EDUCATION

Temple University School of Law, JD, 1989,
cum laude
The Pennsylvania State University, MEd,
summa cum laude
Lycoming College, BA, *magna cum laude*

MEMBERSHIPS

Bar Association of Lehigh County
National Association of College and
University Attorneys
Pennsylvania Bar Association (President)



Schools to assist them in resolving education and employment issues and making significant decisions. Nancy serves as counsel to several colleges that do not have in-house counsel.

Nancy has led investigation teams for employers, including educational institutions; Nancy and her team conduct prompt, thorough and confidential internal investigations on issues related to compliance, personnel and sexual misconduct. She is a certified Level 2 ATIXA Civil Rights Investigator.

Nancy is a frequent speaker on workplace issues, including ADA, FMLA and EEO compliance. She supports organizations and philanthropic programs that provide training and mentoring to students, faculty and staff, including Title IX compliance.

RECOGNITION AND INVOLVEMENT

In 2005, 2006 and 2010-2018, Nancy was selected in a survey of her peers as a Pennsylvania "Super Lawyer" by *Super Lawyers*. She was also selected by her peers for inclusion in *The Best Lawyers in America*® 2021, 2022, 2024, 2025, and 2026 in the field of Litigation - Labor and Employment

In 2006, she received the "Athena Award" from the Greater Lehigh Valley Chamber of Commerce, which honors women who strive toward the highest levels of professional accomplishment, excel in their chosen field, devote time and energy to their community in a meaningful way and open paths for others to follow.

Lehigh Valley Magazine honored Nancy in 2008 as a "Mover & Shaper" in recognition of her contributions to the Lehigh Valley community.

In 2009, she received the "Take the Lead" Award from the Girl Scouts, which honors women whose professional and personal accomplishments exemplify the organization's mission of building girls who lead with courage, confidence and character to make the world a better place.

Nancy is Past President of the Bar Association of Lehigh County and President of the Pennsylvania Bar Association. She is a member of the Women's Business Council of the Greater Lehigh Valley Chamber of Commerce, President of the Board of Directors of the Lehigh Valley Women's 5K Classic and has served as a member of the Community Advisory Board of the CancerCare Community of Greater Lehigh Valley. In addition to her community involvement, she is an advocate and fundraiser for breast cancer research and programs.

In May 2019, Nancy was awarded the Anne X. Alpern Award during the PBA's Commission on Women in the Profession's 26th annual conference. The Alpern Award is presented annually to a Pennsylvania woman attorney who demonstrates excellence in the legal profession and who makes a significant professional impact on women in the law.

The PBA also, in May 2019, awarded Nancy with a PBA President's Award for her work as Chair of the Dues Structure Task Force - a task force that researches dues structures of other professional organizations, reviews information to determine what dues structures might successfully apply to the PBA and prepare recommendations for consideration by the Board of Governors.

The PBA, in May 2021, awarded Nancy, the PBA President's Award for her leadership with the PBA Diversity, Equity and Inclusion Team in recognition of the diversity initiatives she advanced, the programs she presented, and the engagement she fostered among the bar on diversity related issues.

In 2022, 2023 and 2024, Nancy has been named by Lehigh Valley Business on the Business Power List in Law, and is recognized among the region's power players, which includes the most significant, influential and respected leaders in their fields.

REPRESENTATIVE MATTERS

Summary Judgment Granted in Favor of University in Sexual Discrimination, Harassment and Retaliation Case
2.5.21

White and Williams' Defense Prevails for Employer Client Against ADA, FMLA and PHRA Claims
1.14.21

Summary Judgment Granted in Favor of University Client in Title VII Discrimination Case
2.21.20

White and Williams Secures Trial Victory in Breach of Contract Action
4.18.19

Third Circuit Court of Appeals Affirmed Summary Judgment in a National Origin and Age Discrimination Case
3.12.19

Employment Law Trial Team Defeats Race Retaliation Claim in Federal Court
5.25.17

Trial win in a breach of contract action in which Plaintiff alleged that our client, a College, failed to follow its own procedures in a student conduct hearing which resulted in Plaintiff's dismissal from College; After a non-jury trial, the Court found the College substantially complied with its procedures

On behalf of a College, obtained summary judgment in a national origin and age discrimination case which was affirmed by the Third Circuit Court of Appeals

On behalf of a commercial company, obtained summary judgment in a FMLA/ADA case filed in federal court in the Eastern District of PA

On behalf of a medical institution, obtained summary judgment in an age, gender and FMLA retaliation case filed in federal court in the Middle District of PA

On behalf of a university, obtained summary judgment in a tenure dismissal case based on disability discrimination which was affirmed by the Third Circuit Court of Appeals

On behalf of a medical institution, successfully negotiated physician separations from employment in private mediations

On behalf of a commercial company, obtained summary judgement in a breach of contract, negligent representation, intentional representation, and fraud case filed in the Philadelphia Court of Common Pleas

On behalf of a commercial company, obtained summary judgement in a breach of contract, negligent representation, intentional representation, and fraud case filed in the Philadelphia Court of Common Pleas

On behalf of a medical institution/university obtained summary judgment which was affirmed by the Third Circuit Court of Appeals in a matter alleging breach of contract and procedural and substantive due process violations following the termination of a physician employee

On behalf of a college, obtained summary judgment in a tenure denial case based on national origin discrimination which was affirmed by the Third Circuit Court of Appeals

On behalf of a university, obtained summary judgment dismissing a campus police officer's hostile environment and whistleblower claim

On behalf of an international commercial company, obtained summary judgment in a race discrimination case which was affirmed by the Third Circuit Court of Appeals

On behalf of a large health care network, obtained a trial verdict in a breach of contract claim brought by a physician

On behalf of a college, obtained summary judgment in an age and gender claim brought by an adjunct professor

On behalf of a large health care organization, obtained an injunction against a physician per a non competition agreement

On behalf of a university, obtained summary judgment in a civil rights action brought by a student in federal court

Obtained dismissal of a gender based discrimination claim brought under the Equal Rights Amendment of the Pennsylvania Constitution

Litigated and resolved non competition and other restrictive covenants in various federal and state court jurisdictions

Provided advice and counsel to businesses, non profits and educational institutions on all aspects of employee discipline and termination resulting in significant savings and no ensuing litigation

Provided advice and counsel to universities and colleges on an array of education and employment matters including tenure track issues, student and faculty discipline, faculty and administrative appointments, grievance process and proceedings and policy review

Reviewed and negotiated executive employment contracts and other related employment agreements

Conducted and supervised training in employment related areas including, harassment, EEOC issues, FMLA procedures, and discipline and discharge

Conducted and supervised training in the areas of education related issues including, FERPA, Title IX, sexual assault response, technology and social media policies and faculty evaluation

Conducted numerous complex and high profile internal investigations related to misconduct, discrimination and alleged violations of policy

IN THE NEWS

Best Lawyers® Recognizes 40 White and Williams Lawyers
8.21.25

Nancy Conrad featured in Lehigh Valley Business' 2025 Power in Law List
Lehigh Valley Business 2025 Power in Law List, 7.3.25

White and Williams Celebrates Women's History Month
3.28.25

Best Lawyers® Recognizes 49 White and Williams Attorneys
8.15.24

Nancy Conrad Recognized in Lehigh Valley Business 2024 Power in Law List
Lehigh Valley Business 2024 Power in Law List, 7.9.24

Nancy Conrad to Serve as President of the Pennsylvania Bar Association
5.10.24

Best Lawyers® Recognizes 45 White and Williams Lawyers
Firm News, 8.18.23

Nancy Conrad Elected President of the Bar Association of Lehigh County (BALC)
1.20.23

Best Lawyers® Recognizes 40 White And Williams Lawyers
Firm News, 8.18.22

Nancy Conrad Elected Pennsylvania Bar Association Vice President
5.16.22

White and Williams Proudly Supports the Girl Scouts of Eastern Pennsylvania Take the Lead
4.21.22

White and Williams Supports PBA Women in Profession Retreat
11.5.21

Best Lawyers® Recognizes 38 White and Williams Lawyers
8.19.21

Nancy Conrad Honored by the Pennsylvania Bar Association With President's Award
5.20.21

EVENTS

Nancy Conrad to Serve as Panelist at the Women in Leadership Celebration
Greater Lehigh Valley Chamber of Commerce
Renaissance Allentown Hotel, 3.7.25

MEDx Talks 2022
Liberty View at Independence Visitor Center, 9.15.22

U.S. Supreme Court Roundup 2022
Pennsylvania Bar Institute, 7.25.22

Lehigh Valley Labor & Employment Seminar
DeSales University, 5.20.22

Hot Topics in Litigation
Civil Section Litigation Retreat 2022 (Gettysburg, PA), 5.1.22

Walking the DEI Talk at the Bar: Building an Inclusive Community
National Association of Bar Executives | State and Local Bar Association DEI Summit, 4.27.22

Invite. Invest. Inspire. Diversity, Equity and Inclusion Strategies That Work for Bar Associations
Pennsylvania Bar Association Conference of County Bar Leaders, 2.25.22

2020-21 Term of the Supreme Court of the United States on Federal Practice
Pennsylvania Bar Association 2022 Midyear Meeting, 2.4.22

Practicing Law In the Pandemic and Moving Forward
Pennsylvania Bar Association Commission on Women in the Profession 2021 Fall Retreat, 11.5.21

Hot Topics for Your Practice: Your 2021-2022 Survival Guide
Pennsylvania Bar Association, 9.24.21

Lehigh Valley Business Higher Education Seminar
Lehigh Valley Business Webinar, 9.22.21

U.S. Supreme Court Roundup 2021
PBI (Pennsylvania Bar Institute) Webcast, 7.21.21

U.S. Supreme Court Roundup 2021
Pennsylvania Bar Institute Meeting, 7.21.21

Lehigh Valley Labor & Employment Seminar
Webinar, 5.26.21

Perspectives on Understanding and Responding to Hate Crimes
PBA Diversity and Inclusion Best Practices Series Webcast

The Life and Legacy of Ruth Bader Ginsburg
PBA Diversity and Inclusion Best Practices Series Webcast, 3.29.21

Women of the US Supreme Court
PBA Women in the Profession Committee Live Webinar, 3.23.21

Top Employment Cases as Viewed From the Bench
PBA Labor and Employment Law Section Retreat Webcast, 3.5.21

Status and Next Steps for the District Court
Bar Association of Lehigh County Webinar, 3.3.21

LGBTQ Rights: Precedent Can Be Personal
PBA Diversity Team Webcast, 2.11.21

The Impact of the 2019-20 Term of the Supreme Court of the United States on Federal Practice
PBA Midyear Meeting, 1.28.21

Faculty Misconduct: The Anatomy of a Dismissal Case
National Association of College and University Attorneys' Annual Conference (Washington, DC), 6.29.15

Employment Law Seminar
Philadelphia, PA, 5.20.15

PUBLICATIONS

Travel Notes – The Year in Review
Published in The Pennsylvania Lawyer, 5.7.25

A Conversation with Nancy Conrad: Higher education chair and managing partner at White and Williams LLP Lehigh Valley office
Lehigh Valley Business, 7.29.24

Federal Trade Commission Prohibits Nearly All Non-Compete Agreements
Labor and Employment Alert, 4.24.24

New Admissions Lawsuit Follows Affirmative Action Supreme Court Decision
Higher Education Alert, 7.13.23

Jury Awards over \$25 Million in a Reverse Discrimination Case against Starbucks
Client Alert, 7.3.23

The Pregnant Workers Fairness Act (PWFA) Goes Into Effect on June 27, 2023
Client Alert, 6.9.23

Enforcement Provisions Under The PUMP For Nursing Mothers Act Take Effect April 28, 2023
Labor and Employment Alert, 4.27.23

Multimillion-Dollar Settlement for the U.S. Women's National Soccer Team
The Employment Law Counselor, 3.3.22

Third Circuit Finds Liability Under Title IX For Actions of Non-Students
2.3.22

COVID-19 and the Workplace: An Overview of Federal Guidance on Employer Responsibilities and Employee Rights
Lehigh Valley Business, 11.22.21

Division I Athletes Can Proceed with Wage Claim
The Employment Law Counselor, 9.7.21

An Employer's Duty to Reasonably Accommodate
The Employment Law Counselor, 7.6.21

Recent Court Decisions Involving Lawsuits from University Students
Higher Education Alert, 6.2.21

Off-Campus Conduct and Speech: Academic Freedom vs. Academic Responsibility
Lehigh Valley Business – Wealth Management & Higher Education Issue, 3.1.21

Words Matter in Attendance Policies
Labor and Employment Alert, 1.29.21