



## J. SCOTT HICKMAN

Member

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Scott Hickman practices in the areas of employment law and business dispute resolution. His practice primarily involves assisting businesses involved in litigation or other dispute resolution, often representing employers in employment matters, as well as assisting and advising them on day-to-day employee relations.

Mr. Hickman graduated from the Vanderbilt University Law School, where he was the senior managing editor of the Vanderbilt Law Review and was a member of the Vanderbilt Moot Court Board. While at Vanderbilt, he authored, "Efficiency, Fairness, and Common Sense: The Case for One Action as to Percentage of Fault in Comparative Negligence Jurisdictions that Have Abolished or Modified Joint and Several Liability, 48 Vand. L. Rev. 739 (1995)," which has been cited several times by the Tennessee Supreme Court and several other law reviews. He also received the Candidate's Award, given annually to the editorial board member who has contributed most significantly to the development of the second-year members of the law review.

Prior to attending law school, Mr. Hickman graduated *summa cum laude* with a bachelor's degree in history from Tennessee Technological University.

### Education

- J.D., Vanderbilt University, 1995
- B.S., Tennessee Technological University, 1985

### Bar Admissions

- Tennessee
- United States Supreme Court
- United States District Courts for the Middle, Eastern and Western Districts of Tennessee
- United States Sixth Circuit Court of Appeals

### Practice Areas

- High Profile Civil Rights Cases
- Labor & Employment
- Litigation & Dispute Resolution

### Selected Experience

- Successfully represented a national for-profit health care company in discrimination litigation in state and federal courts
- Represents numerous physician practices and related entities regarding physician and staff employment matters
- Successfully defended nationally known manufacturer in age discrimination cases in both state and federal courts
- Routinely advises employers with respect to employment relations and policies

### Honors

- Woodward/White: *The Best Lawyers In America* 2014-Present (Employment Law-Management; Labor Law-Management)
- Woodward/White: *The Best Lawyers In America* Lawyer of the Year 2021 (Employment Law-Management)
- ACLU Bill of Rights Award 2015
- Martindale-Hubbell: AV Preeminent Peer Review Rated, 2013 Top Rated Lawyer in Labor & Employment
- Tennessee Bar Journal Pro Bono Honor Roll
- Efficiency, Fairness, and Common Sense: The Case for One Action as to Percentage of Fault in Comparative Negligence Jurisdictions that Have Abolished or Modified Joint and Several Liability, 48 Vand. L. Rev. 739 (1995)

## Professional Activities

- Frequent lecturer on employment law and related matters
- Member of the American, Tennessee, and Nashville Bar Associations
- Active participant in Legal Aid Clinics conducted by the Nashville Legal Aid Society

## Civic Activities

- Board of Directors, Nashville Predators Foundation
- Nashville Muscle Team Gala Board, Muscular Dystrophy Association
- Past President of the Board for Travellers Rest, a Nashville not for profit corporation dedicated to preserving the historic Overton home in Nashville
- Past member of the Board of Directors and Secretary of Nashville's Table, a Nashville- based non-profit agency that gathers perishable and prepared food for distribution to community centers, soup kitchens and homeless shelters
- Endowed the William J. Brinker Study Abroad Scholarship in the History Department at Tennessee Technological University.