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Williams College of Business
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EDUCATION

Columbia Law School, New York, New York
Juris Doctor, 1988.

University of Notre Dame, Notre Dame, Indiana
Bachelor of Arts, *magna cum laude*, 1985. Program of Liberal Studies, Great Books Program.
Nutting Award Recipient “Student who contributed most to the education of fellow students.”

EMPLOYMENT

Williams College of Business, Xavier University, Cincinnati, Ohio
Associate Professor of Legal Studies, Department of Accountancy, 2023-present.
Assistant Professor of Legal Studies, Department of Accountancy, 2017-2023.
Visiting Professor of Legal Studies, Department of Accountancy, 2011-2017.
Temporary Appointment to Assistant Professorship, Department of Accountancy and Information Systems,
1998-1999. Adjunct Faculty, Department of Accountancy, 1991-2011 (Non-Continuous).

Northern Kentucky University Salmon P. Chase School of Law, Highland Heights, Kentucky
Adjunct Professor, 2010-2011.

University of St. Thomas, Opus College of Business, Department of Ethics and Business Law, St. Paul,
Minnesota

Adjunct Faculty, 2006.

Litigation Staff Attorney, 2005 – 2007; Litigation Associate, 1991 – 1997.

Crabbe Brown & James, LLP, Cincinnati, Ohio

Office of the Hamilton County, Ohio Prosecuting Attorney, Cincinnati, Ohio

Assistant Prosecuting Attorney, Civil Division, 2003 – 2005.

Federal Court Clerkship, The Honorable Jack Sherman, Jr., Cincinnati, Ohio

Federal Magistrate Judge, United States District Court Southern District of Ohio, 2002 -2003.

Dinsmore & Shohl, LLP, Cincinnati, Ohio

Labor and Employment Associate, 2002.

Frost Brown Todd, LLC, Cincinnati, Ohio

Litigation Staff Attorney, 1997 – 1998.

Federal Court Clerkship, The Honorable Carl B. Rubin, Cincinnati, Ohio

Federal District Judge, United States District Court Southern District of Ohio, 1989 -1991.

Drinker Biddle & Reath, Philadelphia, Pennsylvania

Litigation Associate, 1988 -1989.

HONORS AND AWARDS

Xavier University Williams Intellectual Contributions Summer Grant Award: *Catholic Social Thought: An Analysis of Impacts on the Legal and Regulatory Approach in the United States Legal System*, 2024.

The University of Chicago Affiliate Lumen Christi Institute Summer Seminar in the Catholic Intellectual Tradition Research Application Acceptance (Selective) and Seminar Participant, 2024.

Xavier University Women's History Month Nomination, 2022.

Stephen S. Smith Center Professorship, Awarded in 2020.

Merit Faculty Award Extraordinary Teaching, Scholarship, Service in 2018, Williams College of Business, Awarded 2019.

Jesuits Midwest Province Ignatian Educator of Distinction Award, 2019.

Ralph Bunche Award Finalist Best International Paper, Academy of Legal Studies in Business National Conference, 2019.

Best Paper Award, Mid-Atlantic Academy of Legal Studies Business, Law, and Society Conference, 2019.

Best Paper Award, Tri-State Legal Studies in Business Conference, 2017.

Cintas Faculty Ethics Fellowship, Cintas Institute for Business Ethics, Xavier University, 2015 – 2017. International Business Ethics and Compliance Certificate, Cintas Institute for Business Ethics, 2017.

MBA Teacher of the Year "*For Excellence in Teaching*," Williams College of Business, Xavier University, 2014.

Provost's Senior Board Designation for Faculty, Xavier University, 2014.

University of Notre Dame Wall of Fame Recipient, Inducted, 1996.

RESEARCH INTERESTS

Technology and Freedom of Speech Rights

Technology and Property Rights

Technology and Employment Law

Catholic Social Thought and Business Ethics

ACADEMIC REFEREED PUBLICATIONS

Hidy, K. (2021), Let Them Eat Cake: Social Media Accounts, Property Rights, and the Digital Rights Revolution. *DePaul Law Review*, 2021 vol. 71: 47-86.

Hidy, K. (2021), The Speech Gods: Freedom of Speech, Censorship and Cancel Culture in the Age of Social Media. *Washburn Law Journal*, 2021 vol. 61:99-161.

Hidy, K. (2020), Social Media Policies, Corporate Censorship and the Right to be Forgiven: A Proposed Framework for Free Expression in an Era of Employer Social Media Monitoring. *University of Pennsylvania Journal of Business Law*, 2020 vol. 22: 346-385.

Hidy, K., Diener, K. (2020), Damages under CISG: Attorneys' Fees and Other Losses in International Commercial Law. *Journal of Transnational Law & Policy*, 2019-2020 vol. 29:1-75.

Hidy, K. (2019), Social Media Use and Viewpoint Discrimination: A First Amendment Judicial Tightrope Walk with Rights and Risks Hanging in the Balance. *Marquette Law Review*, 2019 vol. 4-102: 1045-1085.

Hidy, K. (2018), *Business Disputes Over Social Media Accounts: Legal Rights, Judicial Rationales, and the Resultant Business Risks*. *Columbia Business Law Review*, 2018 vol. 2:426-494

Tracey, A.M., Hidy, K. (2016), *It Takes Two to Tango: The Dance of the United States Supreme Court Jurisprudence on Arbitration Enforcement and Ohio Law*. *The University of Cincinnati Law Review*, 84 U. Cin. L. R. 793-823.

Hidy, K., McDonald, M.S. (2013), *Risky Business: The Legal Implications of Social Media's Increasing Role in Employment Decisions*. *Journal of Legal Studies in Business*, 18: 69-88.

SCHOLARSHIP PRESENTATIONS

Hidy, K. (2021), *The Speech Gods: Freedom of Speech, Censorship and Cancel Culture in the Age of Social Media*. Academy of Legal Studies in Business National Conference, Virtual Conference.

Hidy, K. (2020), *Social Media and the Evolution of Property Rights in the Era of the Digital Rights Revolution*. Academy of Legal Studies in Business National Conference, Virtual Conference hosted through the University of Connecticut.

Hidy, K. (2019), *Social Media Policies, Corporate Censorship and the Right to be Forgiven: A Proposed Framework for Free Expression in an Era of Employer Social Media Monitoring*. Academy of Legal Studies in Business National Conference, Montreal, Canada.

Hidy, K., Diener, K. (2019), *Damages under CISG: Attorneys' Fees and Other Losses in International Commercial Law*. Academy of Legal Studies in Business National Conference, Montreal, Canada. Ralph Bunche Best International Paper Award Finalist.

Diener, K., Hidy, K. (2019), *CISG'S Brave New World: The Moral and Practical Imperatives of Harmonization Post-Zapata*. University of Pennsylvania Journal of Business Law Symposium on the Harmonization of Business Law, Philadelphia, Pennsylvania.

Diener, K., Hidy, K. (2019), *Damages under CISG: Attorneys' Fees and Other Losses in International Commercial Law*. Mid-Atlantic Academy of Legal Studies Business, Law, and Society Conference, Reading, Pennsylvania. Best Paper Award.

Diener, K., Hidy, K. (2019), *Damages under CISG: Attorneys' Fees and Other Losses in International Commercial Law*. Northeast Academy of Legal Studies in Business Annual Conference, Cape May, New Jersey.

Hidy, K. (2018), *Social Media Use and Viewpoint Discrimination: A First Amendment Judicial Tightrope Walk with Rights and Risks Hanging in the Balance*. Academy of Legal Studies in Business National Conference, Portland, Oregon.

Hidy, K. (2017), *Business Disputes over Social Media Accounts: Legal Rights, Judicial Rationales, and the Resultant Business Risks*. Academy of Legal Studies in Business National Conference, Savannah, Georgia.

Hidy, K. (2017), *Business Disputes over Social Media Accounts: Legal Rights, Judicial Rationales, and the Resultant Business Risks*. Tri-State Academy of Legal Studies in Business, Cincinnati, Ohio. Best Paper Award.

Tracey, A.M., Hidy, K. (2015), *Have Recent Supreme Court Decisions Regarding Arbitration Eviscerated Ohio Law Safeguards against Unconscionability and Other Contract Defenses?* Tri-State Academy Legal Studies in Business, Columbus, Ohio.

Hidy, K., McDonald, M.S. (2012), *Risky Business: The Legal Implications of Social Media's Increasing Role in Employment Decisions*. Academy of Legal Studies in Business National Conference, Kansas City, Missouri.

OTHER PUBLICATIONS AND PRESENTATIONS

Hidy, K., Kralovec, J. (2020), *Entering Through Their Door: Perspectives on Cultivating a Just Society Through the Moral and Spiritual Formation of Professional and Continuing Education Students at Jesuit Universities*, Association of Jesuit Colleges and Universities, Justice in Jesuit Higher Education Conference, Georgetown University, Washington, D.C. (Paper accepted; Due to Covid 19 Closures, presentation recorded and uploaded on Conference website June, 2021.)

Hidy, K (2018), *Fighting Corruption: Corporate Compliance, Corporate Ethics, Corporate Citizenship: An Educator's Perspective*, U.S. Department of State International Visitor Leadership Program, Xavier University, Cincinnati, Ohio.

Hidy, K. (2015), Talking Back: Risks Worth Taking: The Moral Formation of Business Professionals through Jesuit Business Education. *Conversations on Jesuit Higher Education*, 48:41-44. In 2015, this article was provided to Xavier University's Board of Trustees and the President's Cabinet by Dr. Debra Mooney, Chief Mission Officer and Assistant to the President for Mission and Identity, Xavier University. Xavier's Center for Mission and Identity hosted a discussion on this article as well as an article authored by the Director of the Brueggeman Center for Dialogue.

Hidy, K. (2014), *The Moral Formation of Business Professionals through Jesuit Business Education*. Jesuit Business Undergraduate Deans' Conference, Cincinnati, Ohio.

America Magazine (April, 1986); *Commonweal Magazine* (April, 1998), (July, 1994), (September, 1990); *The Federal Lawyer*, Federal Bar Association Publication Columnist, (May, 1997); *The New York Times*, Letter to the Editor, (May, 1989).

TEACHING

Courses Taught at Xavier University

Business Law and Ethics (Graduate)

Legal Environment of Business (Undergraduate – Honors and Non-Honors levels)

Regulatory Environment of Business (Undergraduate – Honors)

Courses Taught at other Academic Institutions

Contract Drafting (Graduate)

Legal Environment of Business (Undergraduate)

Curricular Development and Design

Co-designer of the Smith Scholars Program, the Williams College of Business Honors Program, American Council of Trustees and Alumni Oases of Excellence Designation Recipient.

Designed an honors business law course, Regulatory Environment of Business, for Smith Scholars Program.

Created *Law and Art* Tour for Xavier students using Cincinnati Art Museum Collection.

Pedagogic Training

Center for Teaching Excellence Diversity and Inclusion Teaching Academy Semester I Participant. Spring, 2022.

Center for Teaching Excellence Remote Teaching Workshop. Summer, 2020.

Center for Teaching Excellence Introduction to Online Course Design Participant, Summer, 2016.

SERVICE

SERVICE TO XAVIER UNIVERSITY

University

Cross-Disciplinary, Two-Day Jesuit Mission Filmmaker Events in Collaboration with the Brueggemann Center, E/RS Program, DIFT, the Communications Department, *The Angelico Project*, Organizational Leader. 2022-2023.

Ignatian Campus Speech Initiative, Principles Committee Member. 2022.

Students for Life, Xavier Chapter, Faculty Advisor, 2022-present. Co-Faculty Advisor, 2019-2022.

Take It On Participant. 2021-2022.

University of Notre Dame Hesburgh Lecture Series Speaker Coordinator with Xavier University *Take It On*. 2022.

Spirituality and the Arts Series Working Group Member. 2022-present.

Invocation Presenter at Smith Center Luncheon Event. September, 2022.

Invocation Presenter at *Celebration of Honors Commencement Event*. May, 2022.

Invocation Presenter at Smith Center *Free Market Solutions to Social and Economic Issues*. April, 2022.

Xavier Presidential Women's Leadership Luncheon Participant. May, 2022.

Last Lecture Series Speaker for 2020 Commencement. May, 2020.

Center for Mission and Identity Universal Apostolic Preferences Discernment Group Member. 2019.

Brueggeman Center for Dialogue Director Search Committee Member. 2019-2020.

Business Operations/Improvement Group, Faculty Representative reporting to Faculty Committee Chair. 2018–2021.

Invocation Presenter at *Heroes in Professional Ethics and Smith Center Speaker Events*. 2015, 2017, 2018.

University Next Gen Scholar Committee, Member. 2015–2016.

Group, Center for Teaching Excellence, Co-Founder, Chair, Participant. 2015–2016. University Core Curriculum Committee Ethics and Social Justice Task Force, Member. 2014.

Manresa Common Reading Faculty Facilitator. 2014, 2012.

University Ethical Reasoning/Critical Thinking Task Force for the Ad Hoc Curriculum Assessment Committee, Member. 2012.

Pre-Law Program X-Perience Day Representative. 2011–2017.

College

Williams College of Business Assessment Committee Department Representative. 2020-2024.

Williams College of Business Intellectual Contributions Committee. Fall, 2024-present.

Women in Business Professor Panel, Panelist. Fall, 2021.

Stephen S. Smith Center, Smith Scholars Program Co-Academic Coordinator. 2019.

Stephen S. Smith Center, Smith Scholars Program Working Committee Member. 2017–2018.

Stephen S. Smith Center, Advisory Board Member. 2016–2017.

Cintas Institute for Business Ethics Pedagogy Workshop Coordinator. 2017.

Student-Run Businesses, Steering Committee Member. 2015–2016.

MBA International Trip Faculty Assistant, *Doing Business in India*. 2015.

Emerging Leaders MBA Program Cintas Corporation Compliance Tour, Faculty Organizer. 2015.

Young Women in Business Workshop, Panel Participant. 2013.

Department

University Scholars Program for Williams College of Business Students, Faculty Advisor. 2013–2017.

Pre-Law advising. 2012–present.

Flynn & Co. Scholarship Reviewer. 2012.

COMMUNITY ENGAGEMENT

University of Notre Dame Alumni Association International Board of Directors Member. Notre Dame, Indiana. 2023-present.

DePaul Cristo Rey High School, Board of Directors Member. Cincinnati, Ohio. 2022-present
Chair, Mission Integration Committee; Executive Committee Member. 2024- present.

Notre Dame Club of Cincinnati, Board Member. Cincinnati, Ohio. 2022-present.

The Angelico Project, Advisory Board Member. Cincinnati, Ohio. 2019-present.

Hesburgh Women of Impact Mentorship Program, Mentor. Notre Dame, Indiana. 2019-present.

Pregnancy Center East, Advisory Board Member. Cincinnati, Ohio. 2008-2022.

Play Like a Champion Today, Advisory Board Member. South Bend, Indiana. 2019-2020.

Notre Dame Club of Cincinnati, Co-Chair Continuing Education. 2021-present; Chair Current Student Support, 2015– 2019;
Exemplar Award Committee Chair and Member. Cincinnati, Ohio. 2013–2014.

PROFESSIONAL SERVICE

Journal of Legal Studies in Business, Articles Reviewer, 2013.

Judicial Selection Committee, Hamilton County, Ohio (Party Affiliate). Cincinnati, Ohio. 2008–2016.

The Federal Lawyer, Federal Bar Association Publication Editorial Board Member and Judicial Profiles Editor. Washington, D.C., 1996-2003.

Ohio CLE Institute, Continuing Legal Education lecturer. Cincinnati, Ohio. 1994, 1997.

Cincinnati Bar Association, Continuing Legal Education Seminar Presenter. Cincinnati, Ohio. 1994.

University of Cincinnati College of Law, Guest Lecturer. Cincinnati, Ohio. 1994–1999.

PROFESSIONAL CERTIFICATIONS

Ohio Bar, 1992-present (Active).

Pennsylvania Bar, 1988-present (Inactive).

District of Columbia Bar, 1989-present (Inactive).

Admitted to United States Sixth Circuit Court of Appeals, 2004.

Admitted to United States District Court Eastern District of Wisconsin, 2002.

Admitted to United States District Court Southern District of Ohio, 1991.

PROFESSIONAL MEMBERSHIPS

Academy of Legal Studies in Business, Member. 2011-present.

Cincinnati Bar Association, Member. 2007-present.

ADDENDUM: CITATIONS TO HIDY RESEARCH

Hidy, K. (2021), The Speech Gods: Freedom of Speech, Censorship and Cancel Culture in the Age of Social Media. *Washburn Law Journal*, 2021 vol. 61:99-161.

Huang, Tao (2024). Article: Free Speech Capability. *Harvard Human Rights Journal*, Vol. 37, 1-46, 41, n. 205.

Candeub, Adam (2023). Article: Common Carrier Law in the 21st Century. *Tennessee Law Review*, 90, 813.

Goanta, C. (2023). Content Monetization on Twitter: A Study of Platform Documentation and Transatlantic Legal Implications. *TTLF Working Papers*, 103, 1-22.

Ramto, O., & Farajallah, M. (2022). Risks of Cultural Marketing in the Era of "Cancel Culture." *International Journal Of Advanced Research In Economics And Finance*, 4(4), 74-87.

Shaffer, Christian. (2023). Deplatforming Censorship: How Texas Constitutionally Barred Social Media Platform Censorship. *Texas Tech Law Review*, 55(4), 893-934.

Slicklen, Grace. (2023). For Freedom or Full of It? State Attempts to Silence Social Media. *University of Miami Law Review*, 78(1), 297-[viii].

Hidy, K. (2021), Let Them Eat Cake: Social Media Accounts, Property Rights, and the Digital Rights Revolution. *DePaul Law Review*, 2021 vol. 71: 47-86.

Allen & Overy LLP. (2023). Getting a Handle on Social Media: New Guidance to Help Companies Establish their Ownership Rights in Social Media Accounts.

Mirshekari, A., & Azadbakht, S. (2022). Analysis of Rights Arising from Accounts of Social Networks in Employee and Employer Relations. *Journal of Comparative Law*, 6(2), 243-263.

Hidy, K. (2020), Social Media Policies, Corporate Censorship and the Right to be Forgiven: A Proposed Framework for Free Expression in an Era of Employer Social Media Monitoring. *University of Pennsylvania Journal of Business Law*, 2020 vol. 22: 346-385.

(2021). Fifty-Second Selected Bibliography on Computers, Technology and the Law. *Rutgers Computer and Technology Law Journal*, 47(2), 324-468.

Hidy, K. (2021), The Speech Gods: Freedom of Speech, Censorship and Cancel Culture in the Age of Social Media. *Washburn Law Journal*, 2021 vol. 61:99-161.

Letseka, T. (2022). Lesotho Labour Laws and Social Media Misconduct (Doctoral dissertation, National University of Lesotho).

Lipschultz, J. H. (2021). *Social Media Law and Ethics*. Routledge.

Morrison, H. (2024). Preserving Employee Rights in the Era of Cancel Culture. *ABA Journal of Labor & Employment Law*, 38(1), 107-129.

Parks, J. (Host). (2020, December 02). *To Censor or Not to Censor* [Audio podcast]. Retrieved from <https://podcasters.spotify.com/pod/show/jack-parks/episodes/To-Censor-or-Not-To-Censor-en8n4d>.

Reed, Marcus. (2021). The NLRB Champions "Civility" in the Workplace in General Motors: Altruism or Duplicity? the Union Perspective. *University of Toledo Law Review*, 53(1), 179-216.

Seaman, J. (2023). P2P Speech Regulation: Gossip, Reputation and Norm Policing on Social Media. In *The Routledge Companion to Freedom of Expression and Censorship* (pp. 262-273). Routledge.

Hidy, K., Diener, K. (2020), Damages under CISG: Attorneys' Fees and Other Losses in International Commercial Law. *Journal of Transnational Law & Policy*, 2019-2020 vol. 29:1-75.

Diener, K. W. (2022). *The Lawyer's Guide to Business Ethics*. Routledge.

Llarena, Z. (2023). Organized Corporate Crimes using UNCITRAL Arbitration Framework Development for EPC Disclosure concerning Epistemic Corruption and Pharmaceutical Fraud of Off-label Medicines as Health Regulation and Policy. *International Journal of Communication and Public Relations*, 8(1), 40-55.

Llarena, Z. (2023). The Statutory Development for Criminal Responsibility based on International Trade Law of Aggressive Tax under Travaux Préparatoires: A Case Report of Joe Cinque. *American Journal of Law*, 5(2), 43-53.

Llarena, Z. (2022). The Hague Convention Framework Development of Criminal Weapon as Domestic Violence Market Problem of Aggressive Tax as Intimate Partner Deontology. *Journal of Diplomacy and International Studies*, 5(02), 56-65.

Llarena, Z. (2022). Organized Corporate Crimes using Model Law Development for Health Regulation and Policy. *Journal of Communication and Public Relations*, 2(1), 33-46.

Llarena, Z. (2022). UNCITRAL Model Law Development of Arbitration Framework for EPC Disclosure of Travaux Preparatoires using Political Expediency of Tax Planning. *International Journal of Public Administration and Management Research*, 8(3), 1-9.

Hidy, K. (2019), Social Media Use and Viewpoint Discrimination: A First Amendment Judicial Tightrope Walk with Rights and Risks Hanging in the Balance. *Marquette Law Review*, 2019 vol. 4-102: 1045-1085.

Demaske, C. (2020). *Free Speech and Hate Speech in the United States: The Limits of Toleration*. Routledge.

Dickinson, G. M. (2024). Beyond Social Media Analogues. *arXiv preprint arXiv:2404.02273*.

Edwards III, S. B. & Santos, D. (Eds.). (2020). *Digital Transformation and Its Role in Progressing the Relationship Between States and Their Citizens*. IGI Global.

Goanta, C. (2023). Content Monetization on Twitter: A Study of Platform Documentation and Transatlantic Legal Implications. *TTLF Working Papers*, 103, 1-22.

Gutierrez, Sterling. (2021). Regulate Me Online? Regulate Me Not?: Forum-Based Analysis Examining the Government's Ability to Regulate Constituents Online. *First Amendment Law Review*, 19(3), 345-380.

Jebe, R., & Park, S. (2019). The Student-University Relationship and Access to Student Online Activity. *Conn. Pub. Int. LJ*, 19, 45.

Lehan, C. (2024). Solving the Circuit Split: The First Amendment and the Future of Social Media Regulation. *Seton Hall University Student Works*.

Leyba, Arlette. (2022). Can you Really be Social on Social Media? an Analysis of CDA 230 and the Proposed Amendments and Moderation Tactics. *Rutgers Business Law Review*, 17(2), 139-168.

Lohrmeyer, L. (2020). Executive Authority and Free Speech: An Analysis on the Restraints of Presidential Power. *University of Omaha Student Research and Creativity Activity Fair*. 16th Annual.

Mehrer III, E. (2022). Freedom of Speech in the Age of Information and Misinformation. *U. Dayton L. Rev.*, 48, 65.

Norins, C. R., & Bailey, M. L. (2023). Campbell v. Reisch: The Dangers of the Campaign Loophole in Social-Media-Blocking Litigation. *U. Pa. J. Const. L.*, 25, 147.

Reade, N. (2020). Is There a Right to Tweet at Your President?. *Fordham Law Review*, 88(4), 1473.

Ryan, M. (2023). When Blocking Becomes Censorship: The Circuit Split on Determining When Social Media Activity Is a State Action. *Penn St. L. Rev.*, 128, 289.

Scheurman, T. (2021). Comparing Social Media Content Regulation in the US and the EU: How the US Can Move Forward with Section 230 to Bolster Social Media Users' Freedom of Expression. *San Diego Int'l LJ*, 23, 413.

Wilkerson, Lindsey. (2020). Out of 'Site: Can Government Officials Block their Constituents on Social Media?. *Missouri Law Review*, 85(3), 903-[iii].

Hidy, K. (2018), Business Disputes Over Social Media Accounts: Legal Rights, Judicial Rationales, and the Resultant Business Risks. *Columbia Business Law Review*, 2018 vol. 2:426-494.

Abrams, S. (2019). I. Dollars for Followers? Difficulties in Proving Damages for Harms Involving Social Media Accounts of Businesses. *Review of Banking & Financial Law*, 39(2).

Galvin, T. (2022). Who Owns the Meme?: Establishing a Definitive Framework to Resolve Disputes in Social Media Account Ownership Between Employers and Employees. *Wm. & Mary Bus. L. Rev.*, 14, 171.

Groen, M. (2020). Swipe up to subscribe: the law and social media influencers. *Tex. Rev. Ent. & Sports L.*, 21, 113.

Halperin, B. (2019). Why Do You Want My Password: Assessing Ultimate Control of a Journalist's Twitter Account Used for Work Purposes. *Fordham Intell. Prop. Media & Ent. LJ*, 30, 325.

Hidy, K. (2021), Let Them Eat Cake: Social Media Accounts, Property Rights, and the Digital Rights Revolution. *DePaul Law Review*, 2021 vol. 71: 47-86.

Mirshakari, A., & Azadbakht, S. (2022). Analysis of Rights Arising from accounts of Social networks in employee and employer relations (with Emphasizing on The USA law). *Journal of Comparative Law*, 6(2), 243-263.

Hidy, K., McDonald, M.S. (2013), Risky Business: The Legal Implications of Social Media's Increasing Role in Employment Decisions. *Journal of Legal Studies in Business*, 18: 69-88.

Avcı, V. (2022). "İşçi adayının kişisel verilerinin işlenmesi". *Bursa Uludağ Üniversitesi İktisadi ve İdari Bilimler Fakültesi Dergisi*, 41(2), 244-266.

Bales, R., & Stone, K. (2019). The Invisible Web of Work: the intertwining of AI, Electronic Surveillance, and Labor Law. *Berkeley Journal of Labor and Employment Law*, 41, 1-53.

Barisic, I. (2015). E-Recruitment Practices and Emerging Trends: New Opportunities for Employment Agencies? Empirical Evidence: ADECCO and BRUIN Financial.

Boudlaie, H., Nargesian, A., & Keshavarz Nik, B. (2019). Digital Footprint in W3.0: Social Media Usage in Recruitment. *AD-Minister*, (34), 139-156.

Boudlaie, H., Keshavarz Nik, B., & Mohammadi Moghadam, Y. (2018). A Qualitative Study of Digital Footprints in Human Resource Management. *Journal of Research in Human Resources Management*, 10(1), 211-232.

Collins, A. G., Maninger, R. M., & Sullivan, S. Role of Social Media in The Hiring Process of Public School Professionals.

Davis, T. S., & Black, H. G. (2016). The Use of Social Media to Make Personnel Decisions in Education. *International Journal for Business Education*, 156, 66-79.

Drouin, M., O'Connor, K. W., Schmidt, G. B., & Miller, D. A. (2015). Facebook fired: Legal Perspectives and Young Adults' Opinions on the Use of Social Media in Hiring and Firing Decisions. *Computers in Human Behavior*, 46, 123-128.

Ellington, C. (2017). *Gen Y: The Influence of E-Recruitment Techniques* (Doctoral dissertation, Northcentral University).

El Ouiridi, A., El Ouiridi, M., Segers, J., & Henderickx, E. (2015). Employees' Use of Social Media Technologies: a Methodological and Thematic Review. *Behavior & Information Technology*, 34(5), 454-464.

El Ouiridi, A., El Ouiridi, M., Segers, J., & Pais, I. (2015). Institutional Predictors of the Adoption of Employee Social Media Policies. *Bulletin of Science, Technology & Society*, 35(5-6), 134-144.

Hidy, K. (2020), Social Media Policies, Corporate Censorship and the Right to be Forgiven: A Proposed Framework for Free Expression in an Era of Employer Social Media Monitoring. *University of Pennsylvania Journal of Business Law*, 2020 vol. 22: 346-385.

Hine, E. M., & Kristinsdóttir, I. A. *Virkur í athugasemdum?: samfélagsmiðlastefnur á vinnustöðum* (Doctoral dissertation).

Hynes, K., Russell, L., Lannin, D. G., Parris, L. N., & Yazedjian, A. (2024). Awareness of Social Media Audiences among Adolescents in a School-Based Intervention. *Journal of Applied School Psychology*, 40(3), 169-192.

- Kjellander, D. M. (2022). *Social Media Postings and Inferences about Candidates' Character Traits: A Delphi Study* (Doctoral dissertation, University of Arizona Global Campus).
- Kim, P., & Homan, J. V. (2018). Can Social Media Accounts Have an Impact on Hiring Decisions? Guidelines for Appropriate Use. In *Proceedings of the Conference on Information Systems Applied Research ISSN* (Vol. 2167, p. 1508).
- Kluemper, D. H., Davison, H. K., Cao, X., & Wu, B. (2015). Social Networking Websites and Personnel Selection: A Call for Academic Research. *Employee Recruitment, Selection, and Assessment*, 61-79.
- Lam, H. (2016). Social Media Dilemmas in the Employment Context. *Employee Relations*, 38(3), 420-437.
- Lawhern, B. (2016). *A Qualitative Case Study of Social Media and Employment Issues in the Workplace*. North Central University.
- Listorti, S. (2015). *Strategic Communication Professionals' Perceptions of Social Media Policies in the Workplace: A Thematic Analysis* (Master's thesis, Texas Christian University).
- Martin, B. (2019). *Social Media Usage and Employment in Higher Education* (Doctoral dissertation, Argosy University/Chicago).
- O'Connor, K. W., & Schmidt, G. B. (2018). Social media, Data Privacy, and the Internet of People, Things and Services in the Workplace: A Legal and Organizational Perspective. In *The Internet of People, Things and Services* (pp. 89-107). Routledge.
- O'Connor, K. W., & Schmidt, G. B. (2015). "Facebook Fired" Legal Standards for Social Media-Based Terminations of K-12 Public School Teachers. *Sage Open*, 5(1), 2158244015575636.
- Olsson, A., Salzman-Erikson, M., & Thunborg, C. (2020). La restricción y el aislamiento mostrados a través de imágenes publicadas en Twitter: ¿Cuáles son las implicaciones para los profesionales de la salud?.
- Olsson, A., Salzman-Erikson, M., & Thunborg, C. (2020). Restraint and Seclusion Portrayed Via Images Posted on Twitter--What are the Implications for Healthcare Professionals?. *Cultura de los cuidados*, 24(56).
- Oostrom, J., & Nikolaou, I. Social Networking Websites and Personnel Selection: A Call for Academic Research.
- Orton-Johnson, K. (2024). *Digital Culture and Society*. Sage Publications.
- Schmidt, G. B., & O'Connor, K. W. (2015). Fired for Facebook: Using NLRB Guidance to Craft Appropriate Social Media Policies. *Business Horizons*, 58(5), 571-579.
- Singh, N., Mittal, T., & Gupta, M. (2021). A Tale of Policies and Breaches: Analytical Approach to Construct Social Media Policy. In *Research Anthology on Strategies for Using Social Media as a Service and Tool in Business* (pp. 1759-1787). IGI Global.
- Stewart, P. (2020). *Preventing Implicit Biases from Influencing Employer Decisions in Social Media Screenings* (Doctoral dissertation).
- Stewart, P. M. (2019). *Implicit Biases in Evaluating Information Gathered during Social Network Screenings* (Master's thesis, University of Houston).
- Tryce, S. A. (2015). Legal Implications of Utilizing Micro-Blogs in Employment Practices: A Guide for Business and Marketing Professionals. In *Maximizing Commerce and Marketing Strategies through Micro-Blogging* (pp. 208-225).
- IGI Global. Yıldız, F. Z., & Öztürk, D. G. (2020). BİR İŞTEN ÇIKARMA SEBEBİ OLARAK SOSYAL MEDYA: ÖRNEK OLAY ÇALIŞMASI. *Süleyman Demirel Üniversitesi Vizyoner Dergisi*, 11(27), 555-572.