



## J. Scott Hickman

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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.

Scott graduated from 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, Scott graduated *summa cum laude* with a bachelor’s degree in history from Tennessee Technological University.

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### Representative 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

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## Education

- Vanderbilt University Law School, J.D.
  - Member, Moot Court Board
  - Recipient, Candidate's Award
  - Senior Managing Editor, *Vanderbilt Law Review*
- Tennessee Technological University, B.S. *summa cum laude*

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## Admissions

- Supreme Court of the United States
- Tennessee
- U.S. Court of Appeals, Sixth Circuit
- U.S. District Court, Eastern District of Tennessee
- U.S. District Court, Middle District of Tennessee
- U.S. District Court, Western District of Tennessee

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## Recognition

- ACLU Bill of Rights Award (2015)
- *Best Lawyers in America*®, Employment Law – Management; Labor Law-Management (2014 – 2026)
- *Best Lawyers in America*® “Lawyer of the Year,” Nashville, Employment Law – Management (2021)
- Martindale-Hubbell®, AV Preeminent Peer Review Rated
- Martindale-Hubbell® “Top Rated Lawyer,” Labor & Employment (2013)
- *Mid-South Super Lawyers*, Employment & Labor (2024)

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## Publications

- “**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)

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## Speaking Engagements

- “Health Law Tips for General Practitioners: When Employment Law and Health Law Collide,” Tennessee Bar Association (May 16, 2014)

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## Professional Activities

- Active participant in Legal Aid Clinics conducted by the Nashville Legal Aid Society
- Frequent lecturer on employment law and related matters
- Member, Labor and Employment Law and Litigation Sections, American Bar Association
- Member, Labor and Employment Law and Litigation Sections, Tennessee Bar Association
- Member, Nashville Bar Association

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## Civic Activities

- Board of Directors, Nashville Predators Foundation
- Endowed the William J. Brinker Study Abroad Scholarship in the History Department at Tennessee Technological University
- Member, Nashville Muscle Team Gala Board, Muscular Dystrophy Association
- Past Member of the Board of Directors and Secretary, Nashville's Table
- Past President of the Board, Travellers Rest