

SUSAN BISOM-RAPP

Professor of Law
Thomas Jefferson School of Law
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(on leave during academic year 2020-2021)

EDUCATION:

- 9/93-2/97 **Columbia University School of Law**, LL.M. 1994, J.S.D. 1997
- 9/85-5/87 **University of California, Berkeley, School of Law**, J.D. 1987
Activities: Industrial Relations Law Journal, *Notes and Comments Editor*
- 9/84-5/85 **University of California, Davis, School of Law**
- 9/79-5/83 **Cornell University, School of Industrial and Labor Relations**, B.S. 1983

ACADEMIC APPOINTMENTS:

- 8/96-present **Thomas Jefferson School of Law**, San Diego, CA
Associate Dean for Faculty Research and Scholarship, 2016-2020; *Professor*, 2005-present;
Associate Professor, 1999-2005; *Assistant Professor*, 1997-1999; *Visiting Assistant Professor*, 1996-1997. Tenure granted 6/2002.
Courses: International and Comparative Employment Law; Employment Discrimination Law; Public and Private Sector Labor Law; Employment Law; Torts I; Torts II; Scholarly Legal Writing (for law review students writing notes)

Administrative and Leadership Roles:

Associate Dean for Faculty Research and Scholarship – 2016- 2020

- Reported directly to the President and Dean
- Directed and fostered the research and scholarship missions of the faculty
- Administered the faculty research and travel support budget
- Revived and administered the faculty colloquium series
- Mentored junior faculty
- Developed strategies to increase quality and visibility of faculty scholarship
- Oversaw Annual Women and the Law Conference and Ruth Bader Ginsburg Lecture Series
 - Organized conferences – lead organizer or co-organizer for conferences in 2019, 2018, 2017, 2006, 2005, 2003, 2001
 - Engaged in fundraising annually – raised over \$12,000 for the 2019 conference
- Oversaw online J.S.D. Program (from 2018 to 2020)
 - Supervised two faculty directors who teach the core courses and manage program
 - Supervised course manager responsible for program details

Co-Director, Employee Rights Self-Help Workshop – 2013-2018

- Oversaw workshop providing free, one-time, legal counseling sessions to San Diego community members
- Coordinated with volunteer attorney supervisor
- Coordinated with law student volunteers

Director, Jameson Crane III Disability and the Law Writing Competition – 2014-2017

- Established national student writing competition
- Worked with Dean and an alumnus donor on competition details

Director, Center for Law and Social Justice – 2004 – 2008

- Administered certificate program, organized events, administered budget

Service to the Law School on Selected Committees:

- Strategic Planning Committee 2019-2020, 2014-2015, 2009-2010
- Accreditation Relations Committee 2019-2020, 2018-2019, 2017-2018
- Non-JD & Online Programs Committee 2019-2020, 2018-2019
- Law School Communications and Social Media – 2019-2020, 2018-2019 (sole responsibility at the school)
- Tenure and Promotion Committee 2016-2017, 2015-2016 (Chair), 2014-2015 (Chair), 2013-2014, 2010- 2011, 2007-2008, 2006-2007, 2003 (spring term)
- Ad Hoc Faculty Handbook Review Committee 2015-2016
- Peggy Browning Workers’ Rights Conference Selection Committee 2009-present
- Ad Hoc Committee on Curricular Reform (AHARC) 2013-2014
- Academic Success and Bar Preparation Committee 2012 (fall term) (Chair)
- Ad Hoc Search Committee for Director, Academic Success 2012 (summer term)
- Task Force on Academic Support and Bar Preparation 2012 (spring term) (Chair)

1/08-present

Marco Biagi Foundation, Doctoral Research School in Labour, Development and Innovation, University of Modena and Reggio Emilia, Modena, Italy, *Member, Teaching Faculty*
Seminars: For Ph.D. Students: “Non-Standard Work and Holding the State to Account: A Grey Zone Matrix,” 3/20/19; “Employment Discrimination Law in Common Law Countries: The United States, the United Kingdom, and the Insights of Social Science,” 3/17/14; “Equal Employment Opportunity Law: Is There Anything to Learn from the U.S. Experience?,” 3/17/10 and 3/20/08

Service to the Doctoral School:

- Academic Advisory Board of the Marco Biagi Foundation, 2014-present (member)
- Council of the Doctoral Research School in Labour, Development and Innovation, 2009-2016 (member)
- Annual Young Scholars’ Workshop, 2011- 2016 (co-organizer and commentator), 2008 (commentator)

6/08-7/08

Faculté de Droit de l’Université de Nice, Nice, France. *Summer Abroad Program Faculty*
Taught a 4-week, 2-unit course on international and comparative workplace law to a mixed class of American and French law students.

5/07-6/07

Zhejiang University Guanghua Law School, Hangzhou, China. *Summer Abroad Program Faculty*
Taught a 3-week, 2-unit course on international and comparative workplace law to a mixed class of American and Chinese law students.

8/03-12/03

Chicago-Kent College of Law, Chicago, IL
Visiting Associate Professor
Courses: International Labor and Employment Law; Employment Relationships

Service to the Law School:

- Co-organized conference: *The NAFTA World of Work: A Progress Report on Globalization, Trade, and the North American Workplace*, sponsored by the Canadian Consulate

6/96-7/96

Seton Hall University School of Law, Newark, NJ
Adjunct Professor: Employment Discrimination Law

11/95-7/96

Columbia University School of Law, New York, NY
Assistant Coordinator, Women in the Legal Profession History Project. Coordinated initial phase of a major study of the lives of women attorneys, involving development of a comprehensive survey of all living Columbia Law School alumnae, historical research, and the creation of an alumnae oral history archive. Assisted Professor Martha Albertson Fineman in planning a symposium and a conference.

Instructor: The Profession of Law (Columbia Law School’s one-week, skills-based legal ethics course) 9/94

9/92-5/93

Baruch College, The City University of New York, New York, NY
Adjunct Lecturer: Labor Relations and Collective Bargaining (taught 3 sections)

LEGAL AND LAW RELATED EXPERIENCE:

- 9/87-10/90 **Stroock & Stroock & Lavan**, New York, NY
Labor and Employment Law Associate. Experience in a diverse practice included: defending employers in employment-related litigation such as employment discrimination, wrongful discharge, and NLRB cases; pro bono plaintiff's work in a lengthy age discrimination case; representing employers in arbitration proceedings; conducting employment discrimination and sexual harassment seminars; and drafting affirmative action plans and employment contracts.
- 9/86-12/86 **National Labor Relations Board**, Region 32, Oakland, CA
Extern. Investigated unfair labor practice charges.

ACADEMIC AWARDS AND HONORS:

- 2020 Professor of the Year, Thomas Jefferson School of Law (voted by the student body)
- 2019 Paul Steven Miller Memorial Award for Outstanding Academic and Public Contributions to the Field of Labor and Employment Law Scholarship (national award bestowed by peers at US law schools)
- 2018 Fellow of the American Bar Foundation
- 2010 Jack Pemberton Lecturer on Workplace Justice, University of San Francisco School of Law
- 2007 Elected to the American Law Institute
- 1993 The Woodrow Wilson National Fellowship Foundation Dissertation Grant in Women's Studies
- 1993-94 Lawrence A. Wien Fellowship, Columbia University School of Law
- 1987 Elected to the Order of the Coif, Berkeley Chapter
- 1986-87 Robert P. Cowell Labor Law Fellowship, University of California, Berkeley, School of Law
- 1982-83 Elected to Quill and Dagger Senior Honor Society, Cornell University

SELECTED PUBLICATIONS AND EDITORIAL ACTIVITY:

Books:

LIFETIME DISADVANTAGE, DISCRIMINATION AND THE GENDERED WORKFORCE (with Malcolm Sargeant) (Cambridge University Press 2016) (reviewed by Nicole Porter, *An Ambitious Approach: A Review of "Lifetime Disadvantage, Discrimination and the Gendered Workforce, Susan Bisom-Rapp & Malcolm Sargeant,"* 22 EMP. RTS. & EMP. POL'Y J. 125 (2018); Richard Poole, *Susan Bisom-Rapp and Malcolm Sargeant: Lifetime Disadvantage, Discrimination and the Gendered Workforce*, FEM. LEG. STUD. 1-5 (2017); and Erika Kispeter, *Susan Bisom-Rapp and Malcolm Sargeant, Lifetime Disadvantage, Discrimination and the Gendered Workforce*, WORK, EMP. & SOC'Y 1-2 (2017)).

THE GLOBAL WORKPLACE: INTERNATIONAL AND COMPARATIVE EMPLOYMENT LAW – CASES AND MATERIALS (with Roger Blanpain, William R. Corbett, Hilary K. Josephs & Michael J. Zimmer) (Aspen/KLI 2d ed. 2012) (includes extensive instructor's manual).

THE GLOBAL WORKPLACE: INTERNATIONAL AND COMPARATIVE EMPLOYMENT LAW – CASES AND MATERIALS (with Roger Blanpain, William R. Corbett, Hilary K. Josephs & Michael J. Zimmer) (Cambridge University Press 1st ed. 2007, reprinted 2014) (includes extensive instructor's manual) (reviewed by Rebecca L. Zahn, *The Global Workplace: International and Comparative Employment Law – Cases and Materials*, 20 EUR. J. INT'L. L. 947 (2009)).

Book Chapters:

Lifetime Disadvantage Requires Lifetime Solutions, in *WOMEN, BUSINESS AND LEADERSHIP: GENDER AND ORGANISATIONS* 421 (with Malcolm Sargeant) (Alexander-Stamatios Antoniou, Cary L. Cooper, & Caroline Gatrell, eds., Edward Elgar 2019).

Acknowledging but Transcending Gender at Work: Applying the Model of Lifetime Disadvantage and Vulnerability Theory to Women's Poverty in Retirement, in *VULNERABILITY AND THE LEGAL ORGANIZATION OF WORK* 141 (with Malcolm Sargeant) (Martha Albertson Fineman & Jonathan W. Fineman, eds., Routledge 2017).

Cause, Effect, and Solution?: The Uneasy Relationship between Older Age Bias and Age Discrimination Law, in *THE MULTI-GENERATIONAL AND AGING WORKFORCE: CHALLENGES AND OPPORTUNITIES* 97 (with Malcolm Sargeant) (Ronald J. Burke, Cary L. Cooper & Alexander-Stamatios Antoniou, eds, Edward Elgar 2015).

Diversity, Equality and Integration: A Workplace Perspective from the U.S; Conclusion, in *DIVERSITY, EQUALITY AND INTEGRATION: BEYOND THE LAW - A COMPARATIVE STUDY* 331; 423 (chapter authored alone; *Conclusion* with Roger Blanpain) (Roger Blanpain, ed, Vanden Broele Publishers 2008).

A Critical Look at Organizational Responses to and Remedies for Sex Discrimination, in *SEX DISCRIMINATION IN THE WORKPLACE: MULTIDISCIPLINARY PERSPECTIVES* 273 (with Margaret S. Stockdale & Faye J. Crosby) (Faye J. Crosby, Margaret S. Stockdale & S. Ann Ropp, eds., Blackwell 2007).

Articles:

Sex Harassment Training Must Change: The Case for Legal Incentives for Transformative Education and Prevention, 71 *STANFORD L. REV. ONLINE* 62 (2018) (invited essay for symposium); (reprinted in *WOMEN AND THE LAW* (Tracy Thomas, ed., Thomson Reuters 2019) as one of the best articles published on women's legal rights in 2018).

What We Know about Equal Employment Opportunity Law after Fifty Years of Trying, in *Game Changers in Labour Law: Shaping the Future of Work*, 100 *BULLETIN OF COMPARATIVE LABOUR RELATIONS* 139 (Frank Hendrickx & Valerio De Stefano, eds., 2018) (invited essay for symposium honoring the work of the late Professor Roger Blanpain), reprinted in 22 *EMPLOYEE RIGHTS & EMPLOYMENT POLICY J.* 337 (2018).

The Role of the State towards the Grey Zone of Employment: Eyes on Canada and the United States, 58 *REVUE INTERVENTIONS ÉCONOMIQUES/PAPERS IN POLITICAL ECONOMY* 1 (with Urwana Coiquaud) (2017) (a Canadian refereed journal published online).

Reading Mike: Assessing Work Law and Policy in an Age of Global Capital – What's Next? A Matrix for the Grey Zone, 20 *EMPLOYEE RIGHTS & EMPLOYMENT POLICY J.* 445 (2016) (invited essay for symposium honoring the work of the late Professor Michael J. Zimmer).

It's Complicated: Age, Gender, and Lifetime Discrimination against Working Women – The United States and the U.K. as Examples, 22 *ELDER L.J.* 1 (with Malcolm Sargeant) (2014) (lead article) (reprinted in *WOMEN AND THE LAW* (Tracy Thomas, ed., Thomson Reuters 2015) as one of the best articles published on women's legal rights in 2014).

Context Matters: A Reply to Professor Eisenberg, 65 *FLORIDA L. REV. FORUM* 13 (2014) (invited response).

Diverging Doctrine, Converging Outcomes: Evaluating Age Discrimination Law in the United Kingdom and the United States, 44 *LOYOLA U. CHICAGO L.J.* 717 (with Malcolm Sargeant) (2013).

North American Border Wars: The Role of Canadian and American Scholarship in U.S. Labor Law Reform Debates, 30 HOFSTRA LABOR & EMPLOYMENT L.J. 1 (with Michael J. Zimmer) (2012) (lead article) (also published in Italian as *La Guerra di Confine Nordamericana: il Ruolo della Ricerca Canadese e Americana nel Dibattito sulla Riforma del Diritto del Lavoro Statunitense*, in *REGOLE, POLITICHE E METODO: L'EREDITÀ DI MARCO BIAGI NELLE RELAZIONI DI LAVORO DI OGGI* (F. Basenghi, L.E. Golzio (a cura di), con la collaborazione di A. Russo, O. Rymkevich, I. Senatori, C. Serra, eds., Giappichelli 2013).

Decent Work, Older Workers, and Vulnerability in the Economic Recession: A Comparative Study of Australia, the United Kingdom, and the United States, 15 EMPLOYEE RIGHTS & EMPLOYMENT POLICY J. 43 (with Andrew Frazer & Malcolm Sargeant) (2011) (invited article for symposium) (reprinted in *AGE AND EQUALITY LAW* (Michael Selmi, ed., Ashgate 2013)).

Learning from Troubled Times: Pursuing Equality Outside an Anti-Discrimination Law Frame by Rethinking the Promotion of Safe Work During the Bush Administration, 45 U. OF SAN FRANCISCO L. REV. 603 (2011).

Increasing the Employment Rate of Older Workers: European Objectives and US Lessons, 27 INTERNATIONAL J. OF COMPARATIVE LABOUR L. & INDUSTRIAL RELATIONS 301 (with Malcolm Sargeant) (2011) (peer reviewed).

Puzzling Evidence from a Troubled Time: Rethinking State Promotion of Safe Work During the Bush Administration, 14 EMPLOYEE RIGHTS & EMPLOYMENT POLICY J. 295 (2010) (invited essay for symposium).

What We Learn in Troubled Times: Deregulation and Safe Work in the New Economy, 55 WAYNE L. REV. 1197 (2009) (lead article).

Fearing Minefields But Finding Goldfields: Teaching International and Comparative Workplace Law in China or Anywhere Else, 25 INTERNATIONAL J. OF COMPARATIVE LABOUR LAW & INDUSTRIAL RELATIONS 33 (2009) (invited essay for a symposium).

Globalization, Equality and Nondiscrimination: An Interdisciplinary Perspective from the U.S. on Diversity Programming, in *Global Labour Market: From Globalization to Flexicurity*, 65 BULLETIN OF COMPARATIVE LABOUR RELATIONS 295 (Roger Blanpain & Michele Tiraboschi, eds., 2008).

How Well Do Internal EEO Alternative Dispute Resolution and Litigation Prevention Measures Advance the Traditional Goal of Anti-Discrimination Law?, 11 EMPLOYEE RIGHTS & EMPLOYMENT POLICY J. 141 (2007) (invited essay for symposium).

Exceeding Our Boundaries: Transnational Employment Law Practice and the Export of American Lawyering Styles to the Global Worksites, 25 COMPARATIVE LABOR LAW & POLICY J. 257 (2004) (peer reviewed; published in 2005).

Coming to Terms with Zero Tolerance Sexual Harassment Policies, 4 J. FORENSIC PSYCHOLOGY PRACTICE 65 (with Margaret S. Stockdale, Maureen O'Connor & Barbara A. Gutek) (2004) (peer reviewed).

Gauging Employer Reactions to the First Maternal Wall Suits: Commentary on Keynote Speaker Joan Williams's "Beyond the Glass Ceiling," 26 T. JEFFERSON L. REV. 27 (2003).

An Ounce of Prevention is a Poor Substitute for a Pound of Cure: Confronting the Developing Jurisprudence of Education and Prevention in Employment Discrimination Law, 22 BERKELEY J. OF EMPLOYMENT & LABOR LAW 1 (2001) (lead article).

Fixing Watches With Sledgehammers: The Questionable Embrace of Employee Sexual Harassment Training by the Legal Profession, 24 U. ARKANSAS LITTLE ROCK L. REV. 147 (2001).

Discerning Form from Substance: Understanding Employer Litigation Prevention Strategies, 3 EMPLOYEE RIGHTS & EMPLOYMENT POLICY J. 1 (1999) (lead article).

Bulletproofing the Workplace: Symbol and Substance in Employment Discrimination Law Practice, 26 FLORIDA STATE U. L. REV. 959 (1999).

Introduction to chapters on Feminism, Law, and Popular Culture in FEMINISM, MEDIA, AND THE LAW 87 (Martha Albertson Fineman & Martha T. McCluskey eds., Oxford University Press 1997).

Scripting Reality in the Legal Workplace: Women Lawyers, Litigation Prevention Measures, and the Limits of Anti-Discrimination Law, 6 COLUMBIA J. OF GENDER & L. 323 (1996).

Of Motives and Maleness: A Critical View of Mixed Motive Doctrine in Title VII Sex Discrimination Cases, 1995 UTAH L. REV. 1029.

Contextualizing the Debate: How Feminist and Critical Race Scholarship Can Inform the Teaching of Employment Discrimination Law, 44 J. LEGAL EDUCATION 366 (1994).

The Use of Subclasses in Class Action Suits under Title VII, 9 INDUSTRIAL RELATIONS. L.J. 116 (1987).

Editorships:

Editorial Board Member, EMPLOYEE RIGHTS & EMPLOYMENT POLICY J., 2008 – present.

Editorial Board Member, WOMEN AT WORK IN THE AMERICAS (2014), a special issue of OpenEdition Books, an online publication of Presses Universitaires de Provence, France.

Guest Editor, Symposium issue: *Decent Work in a Post-Recessionary World*, 15 EMPLOYEE RIGHTS & EMPLOYMENT POLICY J. 1 (2011).

Guest Editor, Symposium issue: *The Pedagogy of Global Workplace Law*, 25 INTERNATIONAL J. OF COMPARATIVE LABOUR LAW & INDUSTRIAL RELATIONS 1 (2009).

SELECTED ACADEMIC PRESENTATIONS:

- 10/19 **Fourteenth Annual Colloquium on Scholarship in Employment and Labor Law**, University of Nevada, Las Vegas, William S. Boyd School of Law, Las Vegas, NV. Presented “Age, Vulnerability and the Workplace: A Conceptual Framework?”
- 3/19 **Organizational and Regulatory Challenges in a World of Work in Transformation**, Marco Biagi Foundation, University of Modena, Italy. Panel chair and discussant, “Workplace Representation and Managerial Power;” Discussant, “Final Plenary: Presentation of the Results of the Sessions.”
- 1/19 **Association of American Law Schools Annual Meeting**, New Orleans, LA. Section on Women in Legal Education (WILE), Co-organizer and facilitator, “Building Bridges: WILE Networking, Mentoring, and Discussion.” Session designed to build connections between and among administrators, section leaders, current participants in the section’s mentoring program, and new and experienced teachers on issues facing legal education.
- 5/18 **UNLEASH Equality Symposium**, Stanford Law School, Stanford University, Stanford, CA. Spoke on a dinner panel hosted by Stanford Law Review to celebrate the forthcoming online symposium on #MeToo and Sex Harassment Law. My comments were drawn from my essay, “Sex Harassment Training Must Change: The Case for Legal Incentives for Transformative Education and Prevention.”
- 4/18 **Gender-Sidelining Symposium**, California Western School of Law, San Diego, CA. Served as the anchor of the Employment Law Salon at the symposium and presented “What We Know about Equal Employment Opportunity Law after Fifty Years of Trying.”
- 4/18 **Equal Pay Day Luncheon**, National Women’s Political Caucus of Orange County, Irvine, CA. Was the featured Equal Pay Day Luncheon Speaker.

- 11/17 **Game Changers in Labour Law: Shaping the Future of Work**, an International Conference in Commemoration of Roger Blanpain, Institute for Labour Law, Faculty of Law, University of Leuven, Belgium. Presented “What We Know about Equal Employment Opportunity Law after Fifty Years of Trying.”
- 10/17 **Center for the Study of Law and Society Speaker Series**, U.C. Berkeley School of Law, University of California, Berkeley, CA. Presented “The Role of the State towards the Grey Zone of Employment: Eyes on Canada and the United States,” (co-author Urwana Coiquaud).
- 4/17 **The Future is Female: Inspire, Inform, Illuminate**, California Women Lawyers Annual Conference, Marriott Marquis & Marina, San Diego, CA. Delivered Morning Keynote, “Promoting Resilience: Solutions for Working Women’s Lifetime Disadvantage.”
- 3/17 **Digital and Smart Work**, Marco Biagi Foundation, University of Modena, Italy. Panel chair and discussant, “Impacts of Digitalization on Employment Relations;” Discussant, “Final Plenary: Presentation of the Results of the Sessions.”
- Author Meets Readers**, Marco Biagi Foundation, University of Modena, Italy. Conference session devoted to my co-authored book, *Lifetime Disadvantage, Discrimination, and the Gendered Workforce* (with Malcolm Sargeant) (Cambridge University Press 2016) with additional commentary by Professor Tindara Addabbo.
- 1/17 **Association of American Law Schools Annual Meeting**, San Francisco, CA. Section on Employment Discrimination – Author Meets Reader: Celebrating Recent Books on Employment Discrimination. Discussed my co-authored book, *Lifetime Disadvantage, Discrimination and the Gendered Workplace* (with Malcolm Sargeant) (Cambridge University Press 2016).
- Section on Women in Legal Education (WILE) Luncheon. Presentation of Ruth Bader Ginsburg Award to Martha Albertson Fineman. Spoke in honor of the award recipient.
- 10/16 **Symposium to Honor the Life and Work of Michael J. Zimmer**, Seton Hall University School of Law, Newark, NJ. Presented “Reading Mike: Assessing Work Law and Policy in an Age of Global Capital – What’s Next? A Matrix for the Grey Zone.”
- 9/16 **Eleventh Annual Colloquium on Scholarship in Employment and Labor Law**, University of Washington School of Law, Seattle, WA. Presented “The State and the Construction of Worker Vulnerability: Examining the Regulatory Grey Zone in the US.”
- 6/16 **Fifth International Conference on Precarious Work and Vulnerable Workers**, Middlesex University, London, UK. Delivered Concluding Keynote, “The State is Complicit, the State is Responsive: Creating a Regulatory Grey Zone in the US.”
- 4/16 **The State Bar of California, 33rd Labor and Employment Law Annual Meeting**, Claremont Club and Spa, Berkeley, CA. Comparative Employment Law: A Worldly View of Workers’ Rights. Presented “EEO Law: Seeking Fair and Equitable Workplaces – the UK and the US as Examples.”
- 3/16 **Well-Being At and Through Work**, Marco Biagi Foundation, University of Modena, Italy. Panel chair, “Working Time and Workers’ Well-Being;” Discussant, “Workplace Discrimination as an Occupational Injury.”
- Young Scholars’ Workshop in Labour Relations**, Marco Biagi Foundation, University of Modena, Italy. Served as a Coordinator of and Commentator at the Workshop.
- 6/15 **ZOGRIS Project: The Grey Zone Confronts Inequalities**, La Villa Clythia Conference Center, Fréjus, France. Presented “The State is Complicit, The State is Responsive: Producing Inequalities in the American Grey Zone.”
- 3/15 **Employment Relations and Transformation of the Enterprise in the Global Economy**, Marco Biagi Foundation, University of Modena, Italy. Panel chair, “Enterprise and Structure of the Value Chain in the Transnational Dimension.”
- Young Scholars’ Workshop in Labour Relations**, Marco Biagi Foundation, University of Modena, Italy. Served as a Coordinator of and Commentator at the Workshop.

- 5/14 **Law and Society Annual Meeting**, University of St. Thomas, Minneapolis School of Law, Minneapolis, MN. Presented “It’s Complicated: Age, Gender, and Lifetime Discrimination Against Working Women” (with co-author Malcolm Sargeant).
- 5/14 **The Center for Research on Gender in the Professions**, University of California, San Diego, San Diego, CA. Presented “It’s Complicated: Age, Gender, and Lifetime Discrimination Against Working Women.”
- 4/14 **A Workshop on Labor and Employment**, The Feminism and Legal Theory Project at 30, Emory University School of Law, Atlanta, GA. Presented “Navigating Gender Equality Deficits in a Post-Egalitarian, Intersectional World of Changing Work: The Case of Women’s Poverty in Retirement.
- 3/14 **Labour and Social Rights: An Evolving Scenario**, Marco Biagi Foundation, University of Modena, Italy. Panel chair, “Social Dialogue and Labour Standards.”
- Young Scholars’ Workshop in Labour Relations**, Marco Biagi Foundation, University of Modena, Italy. Served as a Coordinator of and Commentator at the Workshop.
- 1/14 **ZOGRIS Project: Employment Norms and Work Situations Confront Market and Political Regulation**, Université de Paris – Dauphine, Paris, France. Presented “Navigating in a Snowstorm: Labour Market Regulation, the Changed Nature of Work, and the Grey Zone in the United States.”
- 11/13 **San Diego County Bar Association, New Lawyer Division and Labor & Employment Law Section**, SDCBA Conference Center, San Diego, CA. Presented “Labor and Employment Issues Associated with the Affordable Care Act: An Academic Perspective,” CLE: The Effects of the Affordable Care Act for Businesses, Consumers, and the Economy.
- 9/13 **Eighth Annual Colloquium on Current Scholarship in Labor and Employment Law**, University of Nevada, Las Vegas, William S. Boyd School of Law, Las Vegas, NV. Presented “It’s Complicated: Age, Gender, and Lifetime Discrimination Against Working Women – the U.S. and U.K. as Examples.”
- 3/13 **University of Milan, Faculty of Jurisprudence, Doctoral Program in Labour Law**, Milan, Italy. Presented guest lecture, “Anti-Discrimination Law in Common Law Countries: The U.S. and Great Britain and the Insights of Social Science.”
- 3/13 **The Transnational Dimension of Labour Relations: A New Order in the Making?**, Marco Biagi Foundation, University of Modena, Italy. Plenary panel discussant, “Transnational Governance of Labour Relations.”
- Young Scholars’ Workshop in Labour Relations**, Marco Biagi Foundation, University of Modena, Italy. Served as a Coordinator of and Commentator at the Workshop.
- 9/12 **Seventh Annual Labor and Employment Law Colloquium**, Loyola University Chicago School of Law, Chicago, IL. Presented “Diverging Doctrine, Converging Outcomes: Evaluating Age Discrimination Law in the United Kingdom and the United States.”
- 7/12 **International Labour and Employment Relations Association – 16th World Congress**, Philadelphia, PA. Presented “Diverging Doctrine, Converging Outcomes: Compulsory Retirement in the United Kingdom and the United States (with co-author Malcolm Sargeant).
- 4/12 **Essential US Employment and Labor Law for the French Entrepreneur**, French American Chamber of Commerce, Thomas Jefferson School of Law, San Diego, CA. Presented “At-Will Employment: A Default Rule with Many Exceptions.”
- 3/12 **Rules, Policies and Method: The Legacy of Marco Biagi in Labour Relations Today**, Marco Biagi Foundation, University of Modena, Italy. Presented “North American Border Wars: The Role of Canadian and American Scholarship in U.S. Labor Reform Debates” (with co-author Michael J. Zimmer).
- Young Scholars’ Workshop in Labour Relations**, Marco Biagi Foundation, University of Modena, Italy. Served as a Coordinator of and Commentator at the Workshop.

- 1/12 **Labor and Employment Relations Association – 64th Annual Meeting**, Chicago, IL. Participated in a symposium titled “Vulnerable Workers, Precarious Work: A Global Perspective.” Presented “Decent Work, Older Workers and the Recession: The American Experience.”
- 12/11 **ZOGRIS Project Kick Off: Is There a Grey Zone Between Comparable Labour Markets in the South and the North?**, Université de Paris – Dauphine, Paris, France. Presented “Mapping Uncertain Geography: Legal Regulation, Unauthorized Workers, Safe Work, and the Grey Zone in the United States.”
- 10/11 **Sixth Annual Employment and Labor Law Young Scholars’ Forum**, Seton Hall University School of Law, Newark, NJ. Served as a senior commentator for papers presented by four junior scholars.
- 5/11 **Challenges of Social Media in the Workplace**, San Diego Labor and Employment Relations Association, Dinner and Annual Meeting, San Diego, CA. Presented “What International Law Can Tell Us About the Evolving US Law of Workplace Social Media Use.”
- 3/11 **Europe 2020: Comparative Perspectives and Transnational Action**, Marco Biagi Foundation, University of Modena, Italy. Presented “Increasing the Employment Rate of Older Workers: European Objectives and US Lessons” (with co-author Malcolm Sargeant).
- 6/10 **Health and Safety and Vulnerable Workers in a Changing World of Work**, Middlesex University, London, UK. Presented “Deregulation, Safe Work, and Undocumented Workers in the New Economy: An Analysis of Novel Programming for America’s Most Vulnerable.”
- 3/10 **Rethinking Corporate Governance: From Shareholder Value to Stakeholder Value**, Marco Biagi Foundation, University of Modena, Italy. Presented “Decent Work in a Post-Recessionary World: Reconceptualizing Flexibility, Employment Protection, and the Regulatory Tools Used to Achieve Those Goals.”
- 3/10 **The Annual Jack Pemberton Lecture on Workplace Justice**, University of San Francisco School of Law, San Francisco, CA. (My keynote was delivered in the James R. Browning Courthouse, United States Court of Appeals for the Ninth Circuit, San Francisco.) Presented “Learning from Troubled Times: Pursuing Equality Outside an Anti-Discrimination Law Frame by Rethinking the Promotion of Safe Work During the Bush Administration.”
- 1/10 **Association of American Law Schools Annual Meeting**, New Orleans, LA. Section on Labor Relations and Employment Law Program. Presented “Puzzling Evidence from a Troubled Time: Rethinking State Promotion of Safe Work During the Bush Administration.”
- 8/09 **International Industrial Relations Association – 15th World Congress**, Special Symposium on Health and Safety, New Forms of Work, and Vulnerable Workers, Sydney, Australia. Presented “What We Learn in Troubled Times: Lessons for Protecting Vulnerable Workers’ Safety and Health in the New Economy.”
- 6/09 **Association of American Law Schools Workshop on Work Law**, Long Beach, CA. Presented “The Pedagogy of International and Comparative Workplace Law.”
- 4/09 **Loyola University, New Orleans, School of Law**, Faculty Colloquium Series, New Orleans, LA. Presented “What We Learn in Troubled Times: Deregulation and Safe Work in the New Economy.”
- 3/09 **Labour Productivity, Investment in Human Capital and the Challenge of Youth Employment: Comparative Developments and Global Responses**, Marco Biagi Foundation, University of Modena, Italy. Plenary panel chair and discussant, “Youth Employment: Developments in Asia.”
- 11/08 **The Discoveries of the Discrimination Research Group**, Stanford Law School, Stanford University, Stanford, CA. Panel Discussant, “Discrimination, Difference, and Diversity in Organizations.”

SELECTED MEDIA CONTACTS:

- 3/7/20 **Oregon Law Lab**, Elizabeth Tippet, *Law Professors Watch Harassment Trainings*, Featured guest on the Oregon Law Lab, a You-Tube channel produced and hosted by University of Oregon Professor Elizabeth Tippet. We watched and commented on clips from harassment training videos.
- 9/11/19 **Radio-Canada Montreal**, Phillippe-Antoine Saulnier, *Les chauffeurs d'Uber et Lyft pourraient devenir des employés en Californie*. Interviewed about the importance of the passage of AB 5 in California, which clarifies the definition of an employee in order to reduce misclassification of workers.
- 6/6/19 **Bloomberg Law Daily Labor Report**, Patrick Dorrian & Paige Smith, *Hope Solo's Pay Bias Lawsuit to Stay Apart from Teammates'*. Quoted in article about Hope Solo's successful effort to avoid having her pay bias suit consolidated with a similar lawsuit brought by 28 players of the National Women's Soccer team.
- 6/19/18 **Philadelphia Weekly**, Max Marin & Ryan Briggs, *Sex Harassment in Philadelphia City Hall: Unreported, Unrecorded and Unpunished*. Quoted extensively about what may be an extensive sex harassment problem among Philadelphia's municipal workforce.
- 5/23/18 **Washington Times**, Sally Persons, *Bipartisan Proposal on Sexual Harassment Reforms Backed by Senate Leaders*. Quoted in article about a bipartisan proposal to reform the harassment policies and procedures covering Congress and those working on Capitol Hill.
- 1/11/18 **Governing Magazine**, Katherine Barrett & Richard Greene, *The #MeToo Effect Trickles Down the Public Workforce*. Quoted in article about efforts in the public sector to scrutinize workplace culture.
- 1/8/18 **PBS News Hour**, Rhana Natour, *Does sexual harassment training work?* Quoted in article about the lack of evidence that training can eradicate workplace sexual harassment.
- 12/14/17 **Virginia Public Radio**, Michael Pope, *Is Mandatory Training Effective in Stopping Sexual Harassment?* Interviewed about a bill introduced by Congresswoman Barbara Comstock, which would require members of Congress and their staffs to complete sexual harassment training during each session of Congress.
- 12/14/17 **Denver Post**, Brian Eason & Jesse Paul, *Cultural change, not policy, is key to addressing sexual harassment in the Colorado legislature, experts say*. Quoted about an effort by Colorado lawmakers to review the workplace harassment policy covering legislative employees.
- 10/24/17 **Vox**, Julia Belluz, *Corporate harassment trainings don't stop harassment*. My research on the lack of sexual harassment training efficacy was discussed in article about the slew of high level harassment allegations rocking the entertainment and high technology industries, and the corporate response to them, which is to deploy trainers to train employees not to harass.
- 8/8/17 **Wall Street Journal/Fox Business**, Jacob Gershman & Sarah Randazzo, *Fired Engineer Likely to Face Obstacles in Challenging Google*. Quoted in an article about the firing of software engineer James Damore, who was terminated for writing a memo critical of Google's diversity efforts.
- 8/7/17 **Northern California Record**, Kacie Whaley, *California Assembly Committee Wants Employers to Utilize Existing Workers Before Hiring New Ones*. Quoted in article about Assembly Bill 5, which addresses the problem of involuntary part-time employment.
- 3/4/16 **KPBS Speak City Heights**, Megan Burks, *California Bill Would Let Rideshare Drivers, Others Organize*. Interviewed by Megan Burks for a radio segment about a bill proposed by Assemblywoman Lorena Gonzalez that would enable independent contractors to collectively bargain with their "hosting platforms." The bill is aimed at mobile app companies like Uber and Lyft.
- 1/12/16 **KUSI Good Morning San Diego**, Carlos Amezcua, *Supreme Court Considers California Teachers Union Fair Share Fees*. Interviewed by Carlos Amezcua about the oral argument before the US Supreme Court *Friedrichs v. California Teachers Association*.
- 11/4/15 **Voice of San Diego**, Liam Dillon, *The Facts in the Sexual Harassment Case Rafael Castellanos Faced Down*. Quoted in article about how to interpret the settlement of a sexual harassment suit brought against a candidate for San Diego City Attorney.

- 9/4/14 **KPBS Evening Edition**, Megan Burks, *San Diego Cabbies Must Pass the Smell Test – Literally*. Interviewed by Megan Burks for a television and radio segment about the taxi driver hygiene regulations promulgated and enforced by the San Diego Airport Authority.
- 7/2/14 **KUSI News**, Steve Bosh, *Supreme Court Ruling of Illinois Union Dues Sends Shock Waves to California Big Labor*. Interviewed by Steve Bosh about the impact in California of the U.S. Supreme Court decision in *Harris v. Quinn*, which held as unconstitutional union “fair share” agreements in the Illinois home health care industry.
- 6/12/14 **KUSI San Diego People**, Lauren Phinney, *In Depth: Response to Court Striking Down Teacher Tenure Laws*. Interviewed in studio by Lauren Phinney as a legal expert commenting on a Los Angeles Superior Court judge’s decision that five laws governing public sector teacher job security are unconstitutional. Program aired 6/15/14.
- 6/11/14 **KUSI News**, Sasha Foo, *Response to Court Striking Down California Teacher Tenure Laws*. Interviewed by Sasha Foo for the 6 pm television news about a Los Angeles Superior Court judge’s decision that five laws governing public sector teacher job security are unconstitutional.
- 9/15/13 **Sacramento Bee**, Richard Chang, *Sacramento County Fights Sexual Harassment Claim*. Quoted on the difficulty of compiling statistics on the number of sexual harassment claims nationwide.
- 8/1/13 **Voice of San Diego**, Randy Dotinga, *Four Persistent Myths About the Filner Scandal*. Quoted in article debunking common understandings of why women sue for sexual harassment.
- 6/20/11 **KPBS Radio**, San Diego, CA. Eric Anderson, *Wal-Mart Ruling Changes Class Action Lawsuits*. Interviewed by Eric Anderson on the Supreme Court’s ruling denying class certification in *Wal-Mart Stores, Inc. v. Dukes*, the largest class action in U.S. history.
- 6/20/11 **Los Angeles Daily Journal**, Robert Iafolla, *Wal-Mart Class Action Blocked*, Quoted in article discussing Supreme Court’s rejection of class certification in class action sex discrimination suit against Wal-Mart.
- 2/23/11 **Law360**, *Middle East Turmoil Puts US Employers at Risk*, Quoted in article discussing US employer liability for safety of expatriate employees in crisis situations.

GRANT FUNDED RESEARCH:

- **Projet ZOGRIS (Grey Zone Project)**, Paris, France. Comparative study of the proliferation of insecure employment in the EU and the Americas funded by ANR (a French national funding agency akin to the National Science Foundation). *Project Member*, 2011-2016
- **Work Organization and New Forms of Employment: Good Practices in Relation to Health and Safety at Work**. Comparative law study funded by the Italian Ministry of Labour. Project coordinated by the Marco Biagi Foundation (University of Modena, Italy). I authored a report chapter on regulatory practice in the United States and another on standards promulgated by the International Labour Organization. *Research Group Member*, 2008
- **Social Scientific Perspectives on Employment Discrimination in Organizations Group (SSPEDO)**. An interdisciplinary, academic working group funded by the Center for Advanced Study in the Behavioral Sciences (Stanford University), Ford Foundation, and American Bar Foundation. *Working Group Member*, 2004-2008

CONSULTING:

- **California Department of Fair Employment and Housing**. Provided advice on the development of an employee anti-harassment training program made available to the public. *Pro bono Consultant*, 2019-2020
- **Understory, LLC**. Provided an analysis of the application of a data analytics product called onQ to workplace sexual harassment training. *Consultant*, June 2019

PROFESSIONAL AND COMMUNITY SERVICE:

- **Association of American Law Schools, Section on Women in Legal Education (WILE)**, *Chair Elect*, 2020; *Secretary*, 2019; *Treasurer*, 2018; *Executive Committee, Member*, 2017

- **American Law Institute.** *Member*; Employment Restatement Consultative Group. *Member* (Employment Restatement project concluded in 2014), 2007 – present
- **UNLEASH Equality**, a group of legal academics promoting greater popular understanding of law as it relates to the #MeToo and TIME'S UP movements against sex harassment. *Founding Member*, 2018 – present
- **Employee Rights and Employment Policy Journal, Editorial Board.** *Member*, 2008 – present
- **National Women's Political Caucus of San Diego, Board of Trustees.** *Advisory Board Member*, 2017 – 2018
- **University of California – San Diego, Center for Research on Gender in the Professions.** *Senior Academic Affiliate*, 2010 – 2017
- **Employee Rights Center, Professional Advisory Committee, San Diego, CA.** *Committee Member*, 2010- 2014
- **International Society for Labor and Social Security Law – U.S. Branch, Program Committee.** *Member*, 2008
- **Law & Society Association, Committee on Working Conditions.** *Member*, 2002-2005
- **Congregation Dor Hadash, San Diego, CA.** *Member*, 1998 – 2020
Board of Trustees, 2007-2011 (role included fundraising for the Annual Big Ask); Scholar in Residence Committee (Chair) 2006-2007; Programming Committee 2006-2012; Education Committee 2004-2006; Security Committee (Chair) 2002-2003
- **San Diego Labor-Academic Network, San Diego, CA.** *Member*, 1998-2001
- **The Association of the Bar of the City of New York, New York, NY.** *Member*
Committee on Women in the Profession; Subcommittee on Part-Time Work; Lawyers Advancing Alternative Work Solutions Network, Steering Committee, 1993 – 1996
- **Cornell ILR Women's Network, New York, NY.** *Member.* Bylaws Committee (Chair), 1993 – 1994

BAR ADMISSION: New York State, 1987

MEMBERSHIPS: The Fellows of the American Bar Foundation, invited 2018
American Law Institute, elected 2007
Association of American Law Schools Section on Women in Legal Education