

SUSAN P. STURM

CURRICULUM VITAE

George M. Jaffin
Professor of Law and Social Responsibility
Columbia University School of Law
435 W. 116th Street
New York, N.Y. 10027

Phone: (212) 854-0062
Fax: (212) 854-7946
Email: ssturm@law.columbia.edu

EDUCATION

J.D., Yale Law School, 1979
Editor, Yale Law Journal
Michael Egger Prize: Best law journal note on
current social problems.

A.B., Brown University, 1976
Phi Beta Kappa, junior year
Magna Cum Laude
Honors in Concentration
Hope Chatterton Piano Award.

TEACHING

Civil Procedure, Diversity and Innovation, The Theory and Practice of Workplace Equity;
Employment Discrimination, Law and Lawyering in the Workplace; Critical Perspectives in the
Law: Race and Gender, Institutional Reform Litigation, Remedies, Public Interest Advocacy

PUBLICATIONS

BOOKS

Who's Qualified? The Future of Affirmative Action (with Lani Guinier)(Beacon Press 2001)

BOOK CHAPTERS

**Linking Mobilization to Institutional Power: The Faculty-Led Diversity Initiative at
Columbia (with Emma Freudenberger, Jean E. Howard, and Eddie Jauregui) in
Reconstructing The Academy: Faculty Take the Lead, forthcoming 2007**

***International Union, U.A.W. v. Johnson Controls: The History of Litigation Alliances and Mobilization to Challenge Fetal Protection Policies* (with Carrie Bettinger-Lopez), in *Civil Rights Stories*, forthcoming 2007**

Lawyers and the Practice of Workplace Equity, forthcoming in *Behavioral Analysis of Workplace Discrimination* (Mitu Gulati and Michael J. Yelnosky, editors 2007)

Gender Equity Regimes and the Architecture of Learning, in *Law and New Approaches to Governance in the EU and US* (J. Scott and G. DeBurca, editors, Hart Publishing, 2006)

Gender Equity As Institutional Transformation: The Pivotal Role of “Organizational Catalysts”, in *Learning from ADVANCE* (forthcoming University of Michigan Press, Abigail J. Stewart, Janet E. Malley and Danielle Lavaque-Manty, editors 2007)

Law, Norms, and Complex Discrimination (Rights and Remedies: New Perspectives on Discrimination Law, Robert Nelson and Laura Beth Nielson, editors 2005)

Second Generation Employment Discrimination, in *Women and the United States Constitution* (Columbia University Press 2003)

Remedying Organizational Discrimination, in *Legality and Community: On the Intellectual Legacy of Philip Selznick* (Robert Kagan, Martin Krygier, and Kenneth Wilson, Ed 2002)

Equality and Inequality, *International Encyclopedia of Social and Behavioral Sciences*, 2001)

The Rhode Island Prison System, in Hazard & Louisell, *Civil Procedure* 1243-1249 (6th ed. 1989).

ARTICLES

The Architecture of Inclusion: Interdisciplinary Insights on Pursuing Institutional Citizenship (Symposium Issue, *Harvard Journal of Law and Gender* 2007)

Conflict Resolution and Systemic Change (with Howard Gadlin), 2007 *J. Disp. Resol.* 1

The Law School Matrix, Reforming Legal Education in a Culture of Competition and Conformity (with Lani Guinier), forthcoming in *Vanderbilt Law Review*

Courts as Catalysts: Rethinking the Judicial Role in New Governance (with Joanne Scott), forthcoming in *Columbia Journal of European Law* 2007

The Architecture of Inclusiveness: Advancing Workplace Equality in Higher Education, 29 Harv. J. of L. and Gender 249 (2006)

Learning From Conflict: Reflections on Teaching About Race and Gender (with Lani Guinier), 4 Journal of Legal Educ. 515 (2003)

Equality and the Forms of Justice, 58 U. Miami L. Rev. 51 (2003)(Symposium)

Lawyers and the Practice of Workplace Equity, 2002 Wisc. L. Rev. 277

Second Generation Employment Discrimination: A Structural Approach, 101 Colum. L. Rev. 458 (April 2001)

Reconnecting Labor and Civil Rights Advocacy, 2 U. of Pa. J. Labor & Emp. L. 617 (2000)

Rethinking Race, Gender and the Law in the Twenty-first Century Workplace, 12 Performance Improvement Quarterly 20 (1999)

Race, Gender and the Law in the Twenty-First Century Workplace, 1 U. of Pa. J. Labor & Emp. L. 639 (1998)

The Future of Affirmative Action: Reclaiming the Innovative Ideal, 84 Cal. L. Rev. 953 (1996)(with Lani Guinier)

From Gladiators to Problem Solvers: Connecting Conversations About Women, the Academy, and the Legal Profession, 4 Duke J. of Gender, Law and Policy 199 (1997)

Sameness and Subordination: The Dangers of a Universal Solution, 143 U. Pa. L. Rev. 201 (1994).

Lawyers at the Prison Gates: Organizational Structure and Corrections Advocacy, 27 U. Mich. J.L. Reform 1 (1994).

1994 Annotated Bibliography of Remedies Scholarship, A.A.L.S. Remedies Newsletter

The Promise of Participation, 78 Iowa L. Rev. 981 (1993).

The Legacy and Future of Corrections Litigation 142 U. Pa. Law Review 639 (1993).

A Normative Theory of Public Law Remedies, 79 Geo. L. J. 1355 (June 1991).

Resolving the Remedial Dilemma: Strategies of Judicial Intervention in Prisons, 138 U. Pa. L. Rev. 805-912 (1990).

"Mastering" Intervention in Prisons, 88 Yale L.J. 1062-1091 (1979).

SYMPOSIA ON SCHOLARSHIP

The Architecture of Inclusion: A Symposium (an issue of the Harvard Journal of Law and Gender devoted to the implications of the Architecture of Inclusion), forthcoming Spring 2007

New Democracy Forum on The Future of Affirmative Action, Boston Review, December 2000/January 2001, <http://bostonreview.net/BR25.6/contents.html>

WEBSITE

RACETALKS: Building Multiracial Learning Communities (with Lani Guinier), www.racetalks.org

VIDEO PRODUCTIONS

Racetalks: Collaboration Through Conversation (with Lani Guinier), May 1996

Police and Kids of Color: Building Bridges through Theater

AWARDS

Presidential Teaching Award, Columbia University (2007)

Finalist, Institute for Dispute Resolution, Best Professional Article (for Second Generation Employment Discrimination)(2002)

GRANTS

Reaffirming Action, Ford Foundation Grant through Rutgers Women's Leadership Institute, Designs for Diversity in Higher Education

Seed Grant, Workplace Equity Project, Russell Sage Foundation

Co-principal Investigator, with Lani Guinier, Ford Foundation and Mott Foundation Grants, Racetalks, a series of research, training, and demonstration projects on public discourse and workplace practice aimed at developing sites and processes for successful multi-racial problem solving

Principal Investigator, The Future of Public Law Advocacy in Prisons, for the Edna McConnell Clark Foundation, 1991-94

REPORTS

Interim Report to the New Haven Police Academy, Integrating Race, Gender and Community Policing, October 1998

Report of the Working Group on Implementation of the Sexual Harassment Policy, University of Pennsylvania, September 19, 1994

Corrections Litigation: The Next Decade, A Report for the Edna McConnell Clark Foundation, December 30, 1992

CONFERENCES, PRESENTATIONS, AND WORKSHOPS

Keynote Speaker, Faculty Development Conference, Rice University, April 20, 2007

The Architecture of Inclusion: Interdisciplinary Insights on Advancing Institutional Citizenship, Faculty Workshop, Columbia Law School, April 12, 2007

The Architecture of Inclusion: The Role of Organizational Catalysts, 89th ACE Annual National Conference, February 11, 2007 and Conference on The Science of Diversity, Columbia University, November 17, 2006,

The Architecture of Inclusion, The Baldy Center at University of Buffalo Law School, February 23, 2007

Conflict Resolution and Systemic Change, Collaboration at Work, November 3, 2006

Harvard Workshop on the Architecture of Inclusion, October 20, 2006

The Architecture of Inclusion, University of Virginia Legal Theory Workshop, September 15, 2006

Rethinking Discrimination, Stanford University, May 29, 2006

Accountability and the Role of Courts, Law in New Governance, May 27-28, 2006, University College, London England

Conflict Resolution and Systemic Change, Commentator, Collaboration at Work, May 5, 2006

The Pedagogical Matrix: A Framework for Rethinking Legal Education, Conference on Legal Education: Past, Present, Future, April 28, 2006, Vanderbilt Law School

Conflict Resolution and Systemic Change, The Rise of New Governance and the Transformation of Law, University of Wisconsin Law School, April 21, 2006 and Columbia Law School Faculty Workshop, March 23, 2006

Women in Science: Institutionalizing Everyday Leadership, Women/Leadership 2006, Harvard Kennedy School, March 10, 2006

The Architecture of Inclusiveness: Advancing Institutional Citizenship in Law Schools, Results: Legal Education, Institutional Change and a Decade of Gender Studies, March 10, 2006

Promoting Diversity — Tough Questions and Proposed Solutions, Conference on Diversity in the Bay Area Legal Community, San Francisco, California, October 28, 2005

Reaffirming Action Workshop, Designs for Diversity in Higher Education, September 29-October 1, 2005, Rutgers, New Jersey

Legitimacy and Future of Drug Courts and Problem Solving Courts, Symposium on Compelling Issues for Urban Courts in Philadelphia, September 16, 2005.

Transforming Academia for Women (and Men) in Science, “POWER Matters: Reshaping Agendas through Women’s Leadership,” CUNY Graduate Center, New York City, June 7, 2005.

Gender Equity in Academic Science: Institutional Transformation at Work, Alliance Conference on Group Inequality and Discrimination in the United States and France, Columbia University, May 2, 2005

Yale Bouchet Conference on Diversity in Graduate Education, April 2, 2005

Building Diverse Institutions in an Age of Complexity: Lessons from Gender and Science, University of Michigan Legal Theory Workshop and ADVANCE program, February 2 and 3, 2005

New Governance and the Architecture of Learning, Mobilization, and Accountability: Lessons from Gender Equity Regimes, November 19, 2004, Columbia Law School

Presenter, Ford Foundation Workshop, November 2004

Embedding Institutional Change, (Impact Leadership Conference, National Legal Aid and Defenders Association, May 22, 2004)

Law, Norms, and Complex Discrimination, Columbia Law School, January 28, 2004 and Rutgers Law School, March 2004)

Presenter, National Board Meeting, Boys Hope Girls Hope (November 2003)

Plenary speaker, Building Multi-racial Learning Communities, at Workshop on Taking Stock, Women of All Colors in Law School, June 16, 2003

Panelist, The Shifting Gender Divide, The Continuing Impact of Gender on the Legal Profession, Columbia Law School, April 9, 2003-04-10

Law, Norms, and Complex Discrimination, presented at Law and Society, April 4, 2003, and Accountability Workshop, Columbia Law School, March 14, 2003

Exploring Organizational Interactions of Law and Norms, presentation to Russell Sage working group on Law and Culture, March 13, 2003

Commentator and Moderator, Why We Write: The Politics and History of Writing for Social Change, March 29, 2003

Moderator and Commentator, Democracy By Decree: Courts and Social Change, March 26, 2003

Law, Norms, and Complex Discrimination, presented at Rights and Realities: The Law and Social Science of Employment Discrimination, Stanford Law School, March 24, 2003

Racetalks: Collaboration Through Conversation, UCLA Law School, March 21, 2003

Organizer and Host, Commission on the Status of Women Workshop on the Status of Women at Columbia, March 10, 2003

Equality and the Forms of Justice, presented at University of Miami Symposium on Fiss' Way, February 22, 2003

Moderator and Commentator, Living Two Lives, Research and Perspectives on Combining Professional Careers and Families, September 27, 2002

Moderator and Commentator, Columbia Human Rights Journal Panel, November 15, 2002

Building Multi-racial Learning Communities, University of Michigan, Interdisciplinary Committee on Organizational Studies, October 11, 2002

Qualitative Research on Innovative Lawyers, Georgetown/Sloan Project, Field Study Methodology in Legal Research and Teaching about Business, November 1-2, 2002

Cultural Competence at Boys Hope/Girls Hope, facilitator and presenter, National Meeting of Boys Hope/Girls Hope, November 8, 2002

Women's Rights in Employment, Violence and Poverty/Welfare: Theory and Practice, Woodrow Wilson International Center for Scholars, May 21-22

Distinguished Visiting Scholar, Haverford College, April 29-30

Lawyers and the Practice of Workplace Equity, Columbia Law School, April 25, 2002

Commentator on Jean Cohen, Regulating Intimacy: A New Legal Paradigm, Columbia Law School, April 24, 2002

Lawyers and the Practice of Workplace Equity, Sloan Interdisciplinary Workshop, Georgetown Law School, March 8, 2002

Keynote Speaker, "Rethinking Affirmative Action," Montclair State University, February 19, 2002, Montclair, NJ

Lawyers and the Practice of Workplace Equity, New York University Workshop on Labor and Employment Law, February 12, 2002

Facilitator, Public Intellectuals Workshop on the Miner's Canary by Lani Guinier and Gerald Torres, sponsored by the Rockefeller Foundation and the Nation, February 2, 2002

Panelist, Problem Solving in the Law School Curriculum, American Association of Law Schools Annual Conference, January 4, 2002, New Orleans

Moderator and Facilitator, Plenary Session, The Role of Politics and Ideology in the Law School Curriculum, January 4, 2002, New Orleans

Demos, Who's Qualified, December 7, 2001

Who's Qualified, booksigning and lecture, Barnes and Noble, November 12, 2001

Speaker and Participant, Symposium on "In the Interests of Justice, November 7-8, 2001, Fordham Law School, New York, NY

Commentator, J. Braithwaite, Restorative Justice and Responsive Regulation, Law and Culture Colloquium, Columbia Law School, October 30, 2001

Race, Gender, and Community Policing: The Example of New Haven, Russell Sage Foundation, September 7, 2001

Speaker, Workforce Opportunity Council Workshop, "Second Generation Employment Discrimination," June 14, 2001

"Constructing the Practice of Workplace Equity, presented at symposium on "Lawyering for a New Democracy," May 28-29, 2001, Madison, WI

Speaker, Mid Winter Meeting of the ABA Section of Labor and Employment Law, March 2001

Constructing the Practice of Workplace Equity, at Symposium on Social Movements and Law Reform, University of Pennsylvania Law School, March 2001

Symposium on Women and the Constitution, City College of New York, January 2001

Conference on Redefining the Public Sector: Accountability and Democracy in the Age of Privatization, Fordham Law School, February 2001

Center for Gender in Organizations, presentation (December 2000)

Harvard Legal Theory Workshop, Second Generation Employment Discrimination: A Structural Approach (October 2000)

A Structural Approach to Workplace Discrimination, University of Pennsylvania Law School, May 2000

Legality and Governance in a Structural Workplace Regime, Conference on Philip Selznick and the Study of Legality, April 2000

Structuring Accountability for In-House Counsel: The Example of Sexual Harassment, presented at New Roles, No Rules, Temple Law School, November 12, 1999

Rethinking the Role of Plaintiffs' Advocates in the Emerging Workplace Arena, presented at the 25th Anniversary Symposium sponsored by the Women's Right's Project, Philadelphia, PA, October 15, 1999

A Structural Approach to Law of the Workplace, Columbia Law School, October 28, 1999

Presenter, A New Workplace Regime, Panel on Lawyering for a New Democracy, 11th Annual Meeting on Socio-Economics, July 8-11, 1999

Presenter, A Structural Approach to Law of the Workplace, Seminar on Work and Workplace Theory, Yale Law School, May 3, 1999

Presenter and Advisor, Struggle for Justice Working Group, Rockefeller Foundation, New York New York, (4 sessions over the course of the year, culminating in a report to the foundation)

Organizer, Moderator and Facilitator, Activism and the Law: The Intersection of the Labor and Civil Rights Movements, March 26-27, 1999, University of Pennsylvania Law School

Presenter, A New Workplace Regime, Symposium of the Journal of Labor and Employment Law, March 26, 1999, University of Pennsylvania Law School

Rethinking Affirmative Action, Race Conscious Remedies Seminar, Columbia Law School, March 8, 1999

Lead Speaker, Association of the Bar of the City of New York, From Gladiators to Problem Solvers: The Role of Law and Legal Education in a Changing Economy, March 3, 1999 (The Bar Association organized a panel around my work on rethinking lawyer's roles. My presentation was the subject of commentary by two invited speakers.)

Rethinking Selection and Higher Education, National Research Council, December 16-17, 1998, Washington, D.C.

Sexual Harassment in the Workplace, Children's Seashore House, November 16, 1998

Ad Hoc Workshop, Rethinking Race, Gender and the Law in the Twenty-first Century Workplace, University of Pennsylvania, October 13, 1998

Speaker and Panel Facilitator, Race, Gender, and the Law in the Twenty-First Century Workplace, Women's Studies Conference, University of Pennsylvania, September 25, 1998

Presenter, Race and Community Policing, Criminal Justice Institute, September 23, 1998, New Haven, CT,

Connecting Conversations About Police, Media and Community, New Haven, Connecticut, June 3, 1998 and July 13, 1998

Convener and Facilitator, The Media Project Planning Meeting, April 28, 1998, New Haven, CT

Reporter, Workshop on Developing Community Leadership, Harvard Civil Rights Project, April 24, 1998, Cambridge, MA

Panel Presenter, Rethinking Selection and Training in Police Departments, Annual Meeting, National Center for Women in Policing, April 21, 1998, Las Vegas, Nevada

Plenary Workshop Speaker, Association of Governing Boards of Colleges and Universities, Rethinking Merit, April 19, 1998, Nashville, TN

Presenter, Affirmative Action in the New Economy, Columbia Law School, Workshop on Public/Private Governance, April 6, 1998, New York, N.Y.

Presenter, Lawyering Roles and Problem Solving, Open Society Institute, March 30, 1998, New York, N.Y.

Facilitator and Presenter, The Role of Higher Education in a Multiracial Democracy, The Open Society Institute, March 19, 1998, New York, N.Y.

Legal Studies Workshop, University of Texas School of Law, "From Triage to Transformation: The Role of Multiracial Learning Communities in Transforming Public Discourse," March 6, 1998, Austin, TX

Convener, Presenter, and Facilitator, Symposium on Rethinking Law in the 21st Century Workplace, January 30, 1998, University of Pennsylvania Law School. Presented paper entitled, "Race, Gender and Law in the 21st Century Workplace."

Workshop Presenter, Law and Society Workshop at Georgetown: Race, Gender and Law in the 21st Century Workplace, November 1997, Washington, D.C.

Presenter, Rethinking Selection, Harvard Civil Rights Project on Testing, November 1997, Cambridge, MA

Presenter and Facilitator, SALT Conference on Teaching Diversity, September 1997, Washington, D.C.

Panelist, Proposition 209 and Rethinking Affirmative Action, American Political Science Association Conference, August 1997, Washington D.C.

Plenary Speaker and Facilitator, Racetalk: Collaboration through Conversation, Experienced Teachers Workshop, June 1997, Minneapolis

Redefining Diversity, panel discussion on research directions, sponsored by the Wharton SEI Center for Advanced Research in Management, May 1, 1997

Rethinking Diversity, A Ford Foundation Project, Workshop at the Poynter Institute, March 21-22, 1997

Moderator, Downsizing and Diversity, the Sparer Public Interest conference, University of Pennsylvania, March 22, 1997

Convener and Facilitator, Selecting the Police of the Future: Forging New Paradigms, Telling New Stories, October Co-facilitator, Affirmative Action and Reconstructing Merit, University of Pennsylvania Law School, October 18-19, 1996

SALT Cover Workshop, January 1997

Affirmative Action: Forging a Progressive Agenda, Eleventh Annual Employment and Labor Law Conference, Stetson Law School, January 18-19, 1996

From Gladiators to Problem Solvers: Women in the Legal Profession, plenary speaker, Women in the Legal Profession, Columbia Law School, November 10, 1996

Commentator, Mary Berry, Paradoxes: Common Purposes, Individualism, and Community, Diversity of Language Seminar, September 28, 1995

Brown Bag Workshops, Race Talk Initiatives, a workshop for scholars and practitioners of race, gender, democracy, and public discourse, June 8, 1995 and June 26, 1995

Brown Bag Presentation, Reflections on Race Talk, interdisciplinary group of University of Pennsylvania and Philadelphia area scholars, April 21, 1995

Legal Studies Workshop, Reflections on Racetalk, Rutgers Law School, March 1995

Women in Judging: Transforming the Image of Justice, March 14, 1995, coordinator and moderator

Women, Sexuality and Violence: Re-Visioning Public Policy, March 30 - April 2, Conference co-chair and Presenter of "Re-Visioning Sexual Harassment Remedies"

Commentator on Robert Burt, *The Virtues of Forced Conversation: David Bazelon's Role*, presented at a Symposium on Law, Science and Technology at the University of Pennsylvania Law School on April 1, 1994

Commentator on Linda Hirschman, *A Game Theoretic Analysis of Social Contract Theory with Women Present*, presented at the PARS seminar, University of Pennsylvania, February 24, 1994

A Remedial Theory of Participation, presented at Association of American Law Schools panel on the Rehnquist Court's Assault on Public Law Remedies, San Francisco, California, January 1993.

Consent Decrees: The Significance of Rufo, presented at National Legal Aid and Defender Association conference, Toronto, Canada, November 1992.

"*Realizing the Professional Ideal*", presenter at Association of American Law Schools Mini-Workshop, Washington D.C., January 1991.

"*Corrections and the Courts*", Law Enforcement Coordinating Council Conference, October 1990.

"*Poverty Law Advocacy and the Law School Curriculum*", National Legal Aid and Defender Association Conference Presentation, November 1990.

"*Toward a Jurisprudence of Public Law Remedies*", University of Pennsylvania Ad Hoc Seminar, January 1990.

Wharton Center for Applied Research, Conference on "The Links Between Litigation and Leadership in Achieving Systems Change in Corrections, 1989

"*The Future of Prison Litigation*", Presentations to Board of Edna McConnell Clark Foundation, New York, N.Y., December 1989, February 1990.

"*Resolving the Remedial Dilemma: Strategies of Judicial Intervention*", Cornell Law School Legal Studies Workshop and University of Pennsylvania Ad Hoc Seminar, 1988.

Conference, *The Role of Special Masters in Prison Litigation*, The Edna McConnell Clark Foundation, Woods Hole, MA, 1985

Conference, *Prison Litigation, Past and Future*, The Edna McConnell Clark Foundation, Princeton, N.J., 1983

"*Creationism and Censorship*", Wisconsin Bar Association, Madison, WI, 1982.

"Creationism and Textbook Publishing", American Association of Textbook Publishers, New York, N.Y., 1982.

PROFESSIONAL ACTIVITIES AND COMMITTEES:

Co-Director, Center for Institutional and Social Change, 2006-

Presidential Commission on Diversity Initiatives, member, 2005- ; chair, subcommittee on Search Practices

Advisor to Professional Schools Task Force on Diversity, Columbia University, 2006-

Convenor, Racial and Gender Equity Initiative, Columbia University, 2004-2005

Advisory Committee , Journal of Legal Education (2005- present)

Co-Chair, Faculty Appointments Committee, Columbia Law School, 2004-2005

Advisory Board, Worklife Law, 2007-

Board of Directors, Boys Hope/Girls Hope 2004-2007

Participant, Russell Sage Working Group on Legitimacy and the Criminal Justice System in Minority Communities, Fall 2000-2005

Participant, Russell Sage Foundation Working Group on Law and Culture: Engaging Differences in Work, School, Family, and Community, 2001-2005

Working Group on Problem Solving Lawyering, Open Society Institute, 2001-2003

Co-Chair, Commission on the Status of Women, Columbia University, 2002-

Fellow, ISERP (Institute for Social and Economic Research and Policy)

Diversity Action Research Team, Wharton School of Business, 1998-present

Appointments Committee, 2002-2005

Upper School Curriculum Task Force, 2001-2003

Junior Faculty Committee, 2000-2002

Columbia University Senate, 2001-2003

Advisor, Rockefeller Foundation, Struggle for Justice project, 1999-present

Final Selection Committee, Radcliffe Institute for Advance Study, 2001

Advisory Board, Columbia Human Rights Law Review, Spring 2001-

Ad Hoc Workshop Coordinator, 1998-99

Chair, Public Service Committee, 1998-99

Faculty Advisor and Symposium Coordinator, Journal of Labor and Employment Law, 1996-99

Senate Committee on Academic Freedom and Responsibility. 1997-99

Senate Committee on Committees. 1998-99

Advisory Board to the Center for Community Partnerships, 1998-

Advisory Committee on Women's Studies. 1997-

Graduate Certificate in Women's Studies, Advisory Committee. 1997-

Board Member, Penn Women's Center, 1997-99

Advisory Board, Partners Program. 1997-99

Faculty Advisor, HYBRID Journal of Law and Social Change, 1995-99

Chair, Remedies Section of Association of American Law Schools, 1995-96

Chair-elect, Remedies Section of AALS, 1994-95

Board Member, Institutional Law Project, 1995-

Advisory Board Member, PULSE Project, 1994-

Advisory Board Member, National Center on Father and Families, 1995-

University Committee on Pluralism, 1995-96

Provost's Committee on Research, 1995-96

Chair, Working Group on Sexual Harassment Policy Revision, University of Pennsylvania, 1993-

Co-coordinator, Conference on Sexuality, Violence and Public Policy, April 1995

Advisory Committee, Conference on Race, Gender and Free Speech: Censorship, Harassment, and Protest, 1993-94

Member, Internal Review Board, Public/Private Ventures, 1991-94

Law School Ombudsperson, 1993-95

Member, Law School Appointments Committee, 1993-94

PREVIOUS EMPLOYMENT

Litigator, Teitelbaum & Hiller, P.C.,
September 1984 - July 1986.

Litigator, Silverglate, Gertner, Baker & Fine,
October 1982 - June 1984.

Marvin M. Karpatkin Fellow in Civil Liberties,
American Civil Liberties Union,
September 1981 - September 1982.

Law Clerk to the Honorable Charles E. Stewart, jr.,
United States District Judge, S.D.N.Y.,
September 1979 - August 1981.

Assistant Special Master to Allen Breed in
Palmigiano v. Garrahy, (D.R.I.), January 1978 - August 1978.