# Michelle A. Travis

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## **Education**

STANFORD LAW SCHOOL, Stanford, CA. J.D.

- Executive Editor, Stanford Law Review
- Volunteer, East Palo Alto Domestic Violence Legal Aid Clinic

CORNELL UNIVERSITY, Ithaca, NY. B.A. in Psychology.

- Presidential Scholar Award
- Phi Beta Kappa; NACGW All-American Scholar Athlete
- Research program at Stockholm University, Sweden

# **Academic Experience**

University of San Francisco School of Law, San Francisco, CA. Professor and Dean's Scholar. Co-Director of the USF Labor and Employment Law Program.	8/03-present
LEWIS & CLARK LAW SCHOOL, Portland, OR. Assistant Professor.	7/00-5/03
SANTA CLARA UNIVERSITY SCHOOL OF LAW, Santa Clara, CA. Adjunct Professor.	1/99-7/00
STANFORD LAW SCHOOL, Stanford, CA. Teaching Fellow.	8/98-5/00
Judicial Clerkship	
U.S. COURT OF APPEALS FOR THE TENTH CIRCUIT, Denver, CO. Clerk for the Honorable David M. Ebel.	8/94-9/95
Other Employment	
HELLER EHRMAN WHITE & McAuliffe, Palo Alto, CA. Employment Litigation Associate.	9/95-6/98
COLORADO CENTER FOR PUBLIC POLICY STUDIES, Denver, CO. Research Consultant.	5/91-8/91

#### **Publications**

Toward Positive Equality: Taking the Disparate Impact out of Disparate Impact Theory, 16 Lewis & Clark L. Rev. 527 (forthcoming 2012) (symposium issue).

*Impairment as Protected Status: A New Universality for Disability Rights*, 46 GA. L. REV. 1 (forthcoming 2012).

What a Difference a Day Makes, Or Does It? Work/Family Balance and the Four-Day Work Week, 42 Conn. L. Rev. 1223 (2010) (symposium issue).

The Future of Work-Family Policy: Is "Choice" the Right Choice?, 13 EMPLOYEE RTS. & EMP. POL'Y J. 385 (2009) (solicited book review).

Lashing Back at the ADA Backlash: How the Americans With Disabilities Act Benefits Americans Without Disabilities, 76 Tenn. L. Rev. 311 (2009).

*The PDA's Causation Effect: Observations of an Unreasonable Woman*, 21 YALE J. L. & FEM. 51 (2009) (symposium issue).

The Full-Time Face-Time Norm: Lessons from the United Kingdom, 10 EMPLOYEE RTS. & EMP. POL'Y J. 257 (2006) (proceedings of the 2006 Annual Meeting, AALS Section on Labor Relations and Employment Law).

Recapturing the Transformative Potential of Employment Discrimination Law, 62 WASH. & LEE L. REV. 1 (2005).

Equality in the Virtual Workplace, 24 BERKELEY J. EMP. & LAB. L. 283 (2003).

Perceived Disabilities, Social Cognition, and Innocent Mistakes, 55 VAND. L. REV. 481 (2002).

*Telecommuting: The Escher Stairway of Work/Family Conflict*, 55 MAINE L. REV. 262 (2002) (symposium issue).

Leveling the Playing Field or Stacking the Deck? The "Unfair Advantage" Critique of Perceived Disability Claims, 78 N.C. L. REV. 901 (2000).

Note, Psychological Health Tests for Violence-Prone Police Officers: Objectives, Shortcomings, and Alternatives, 46 Stan. L. Rev. 1717 (1994).

Defending the Indigent During a War on Crime, 1 CORNELL J. L. & Pub. Pol'y 69 (1992) (symposium issue) (co-authored with John Martin).

# **Speaking Engagements and Academic Activities**

Invited Panelist, Senate Democratic Steering and Outreach Committee Meeting on Job Creation and Economic Empowerment for Women and Families, Washington, D.C. (March 2012).

Presenter, "Toward Positive Equality: Taking the Disparate Impact out of Disparate Impact Theory," Lewis & Clark Law School's 16th Annual Business and Law Fall Forum on "The Protected Class Approach to Antidiscrimination Law: Logic, Effects, Reform," Portland, OR (Sept. 2011).

Presenter, "Toward a New Universality: The Americans With and Without Disabilities Act," Washington University School of Law Fifth Annual Colloquium on Current Scholarship in Labor and Employment Law, St. Louis, MO (Sept. 2010).

Co-Organizer, "Moving Equality Forward: A Conversation on Present and Future Directions of Lawyering for Equality," USF School of Law, San Francisco, CA (Mar. 2010).

Co-Organizer, Annual Jack Pemberton Lecture on Workplace Justice (2004-2010).

Presenter, "Review of Labor and Employment Cases Decided in the 2009-2010 Term," Bar Association of San Francisco, San Francisco, CA (July 2009).

Presenter, "What a Difference a Day Makes, or Does It? Work-Family Balance and the Four-Day Work Week," University of Connecticut School of Law, Connecticut Law Review Symposium, "Redefining Work: Implications of the Four-Day Work Week," Hartford, CT (Oct. 2009).

Presenter, "The Legal 'Back Door' to Work-Family Balance," UC Hastings College of Law, The Sixth International Carework Conference, San Francisco, CA (Aug. 2009).

Presenter, "Review of Labor and Employment Cases Decided in the 2008-09 Term," Bar Association of San Francisco, San Francisco, CA (July 2009).

Signatory, Letter in Support of the Confirmation of Judge Sonia Sotomayor on Behalf of Professors of Disability Law, Disability Rights Law, and Special Education Law (June 2009).

Presenter, "The ADA and You—How Laws Intended to Help the Disabled Affect Those Without Disabilities," USF School of Law, San Francisco, CA (Mar. 2009).

Presenter, "Lashing Back at the ADA Backlash: How the Americans with Disabilities Act Benefits Americans Without Disabilities," Northwestern University School of Law, Employment Law Colloquium, Chicago, Ill. (Feb. 2009).

Moderator, "Past, Present, and Future: High-Skilled Immigrants in the U.S. Workforce," USF School of Law, USF Law Review Symposium, "Evolving Definition of the Immigrant Worker: The Intersection Between Employment, Labor, and Human Rights Law," San Francisco, CA (Feb. 2009).

Presenter, "Building a More Flexible and Accessible Profession: What Changes are Possible?," Bar Association of San Francisco, San Francisco, CA (Jan. 2009).

Signatory, Brief on Behalf of Employment Discrimination Scholars, U.S. Supreme Court, AT&T v. Hulteen et al. (2008).

Presenter, "Pregnancy, the PDA, and the ADA," Yale Law School, Symposium on "Respecting Expecting: The 30<sup>th</sup> Anniversary of the PDA," New Haven, CT (Nov. 2008).

Commentator, Seton Hall Annual Employment and Labor Law Scholars' Forum, Newark, NJ (Oct. 2008).

Presenter, "The Social Science Behind Family Responsibilities Discrimination and the Prospects for Caregiver Non-Discrimination Legislation," UC Hastings College of the Law, Conference on "Family Responsibilities Discrimination: Lessons for the Use of Stereotyping Evidence and Implicit Bias in Employment Cases," San Francisco, CA (Feb. 2008).

Participant, Workplace Flexibility 2010, Georgetown University Law Center (Nov. 2007).

Presenter, "Lashing Back at the ADA Backlash: How the Americans With Disabilities Act Benefits Americans Without Disabilities," University of Denver Sturm College of Law and University of Colorado Law School, Second Annual Colloquium on Current Scholarship in Labor and Employment Law, Denver & Boulder, CO (Sept. 2007).

Presenter, "Part-Time Arrangements as Reasonable Accommodations," Conference on "Hiring and Retaining Attorneys with Disabilities," San Francisco, CA (July 2007).

Participant, Caregiver Bias Working Group, WorkLife Law Center, UC Hastings College of the Law, San Francisco, CA (May 2007).

Moderator, "Affirmative Obligations: Accommodations in the Workplace," UC Hastings College of the Law, The National Disability Law Symposium, San Francisco, CA (Feb. 2007).

Moderator, "Dispute Resolution in Action: Examining the Reality of Employment Discrimination Cases," 2007 Annual Meeting of the AALS Sections on Employment Discrimination and Alternative Dispute Resolution (Jan. 2007) (proceedings available in 11 EMPLOYEE RTS & EMP. POL'Y J. 139 (2007)).

Presenter, "Gender Stereotyping and the Full-Time Face-Time Norm," USF School of Law, The Third Annual WorkLife Law Conference on Working Time, San Francisco, CA (Mar. 2006).

Co-Organizer, "Maximizing Client Service with Part-Time Attorney Schedules," USF School of Law, San Francisco, CA (Mar. 2006).

Moderator, "Gender Stereotyping—Expanding the Boundaries of Title VII," 2006 Annual Meeting of the AALS Section on Employment Discrimination Law, Washington, D.C. (Jan. 2006) (proceedings available in 10 EMP. RTS. & EMP. POL'Y J. 271 (2006)).

Presenter, "The Full-Time Face-Time Norm: Lessons from the United Kingdom," 2006 Annual Meeting of the AALS Section on Labor Relations and Employment Law, Washington, D.C. (Jan. 2006) (proceedings available in 10 EMP. RTS. & EMP. POL'Y J. 233 (2006)).

Presenter, "Recapturing the Transformative Potential of Employment Discrimination Law," University of Connecticut School of Law, Workshop Series, Hartford, CT (Apr. 2005).

Presenter, "Stereotyping, Opting Out, and the Law: The Family Responsive Workplace in Europe and the United States," American University Washington College of Law, Second Annual WorkLife Law Conference on Working Time, Washington, D.C. (Mar. 2005).

Presenter, "Supreme Court Review: What the U.S. and California Supreme Court Decisions Have Done For (or To) Labor and Employment Law," Bar Association of San Francisco, San Francisco, CA (July 2004).

Presenter, "Legislative Approaches to Flexibility and Reduced Working Time," American University Washington College of Law, First Annual WorkLife Law Conference on Working Time, Washington, D.C. (June 2004).

Presenter, "The Full-Time Face-Time Norm and the Untapped Transformative Potential of Employment Discrimination Law," The Law and Society Association Annual Meeting, Chicago, Ill. (May 2004).

Presenter, "Undermining the Transformative Potential of Employment Discrimination Law," The Central States Law School Association Conference, Toledo, OH (Sept. 2003).

Presenter, "Undermining the Transformative Potential of Employment Discrimination Law," The Law and Society Association Annual Meeting, Pittsburgh, PA (June 2003).

Presenter, "Equality in the Virtual Workplace," Business and Professional Women's Foundation Annual Meeting "From 9-to-5 to 24/7: How Workplace Changes Impact Families, Work, and Communities," Orlando, FL (Mar. 2003).

Presenter, "Employment Law Pitfalls: New Supreme Court Cases on the ADA," Oregon Law Institute, Portland, OR (Feb. 2003).

Presenter, "Sex Discrimination in the Virtual Workplace," University of Texas School of Law, Conference on "Subversive Legacies: Learning from History/Constructing the Future," Austin, TX (Nov. 2002).

Presenter, "Telecommuting: The Escher Stairway of Work/Family Conflict," University of Maine School of Law, Symposium on Law, Labor, and Gender, Portland, ME (Sept. 2002).

Participant, Law and Society Summer Institute, "Legal Scholars and Social Scientists: Critique, Challenge, and Collaboration," Northwestern Law School, Chicago, Ill. (July 2002).

Presenter, "Sex Discrimination in the Virtual Workplace," The Law and Society Annual Meeting, Vancouver, B.C (May 2002).

Moderator, "Working It Out: The Developing Law on Employment Arbitration Agreements," Lewis & Clark Law School, Portland, OR (Mar. 2002).

Presenter, "Perceived Disabilities, Social Cognition, and 'Innocent Mistakes,'" Stanford Law School, Stanford/Yale Junior Faculty Forum, Palo Alto, CA (June 2001).

## **Professional Service**

Co-Director, USF School of Law Labor and Employment Law Program.

Editorial Board, Chicago-Kent Employee Rights and Employment Policy Journal (2006-present).

Board of Visitors, Lewis & Clark Law School (2003-present).

Founding Member, Work and Family Researchers Network (2011).

Chair, AALS Section on Employment Discrimination Law (2006).

Chair-Elect, AALS Section on Employment Discrimination Law (2005).

Executive Board Member, AALS Section on Employment Discrimination Law (2004).

### Honors

Dean's Circle Scholar, USF School of Law (2010).

Distinguished Professor Award, USF School of Law (2006).

Leo Levinson Award for Most Outstanding Professor, Lewis & Clark Law School (2003).