

Michelle A. Travis
University of San Francisco School of Law
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Academic Experience

UNIVERSITY OF SAN FRANCISCO SCHOOL OF LAW , San Francisco, CA.	
Professor of Law with Tenure	8/06-present
Co-Director of the USF Labor and Employment Law Program	8/06-present
Associate Dean for Faculty Scholarship	9/13-5/16
Associate Professor of Law	8/03-7/06
U.C. HASTINGS COLLEGE OF THE LAW , San Francisco, CA.	
Visiting Professor	8/14-12/14
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

Legal Employment

HELLER EHRMAN WHITE & MCAULIFFE , Palo Alto, CA.	9/95-6/98
Employment Litigation Associate: represented employers in discrimination, contract, wage and hour, and other employment-related disputes; counselled employers on legal compliance with federal and state employment laws.	
U.S. COURT OF APPEALS FOR THE TENTH CIRCUIT , Denver, CO.	8/94-9/95
Clerk for the Honorable David M. Ebel	

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

Courses Taught

Employment Law, Employment Discrimination, Advanced Employment Law Seminars, Torts, Remedies, Work/Family Law Seminar.

Publications

Gendering Disability To Enable Disability Rights, 150 CAL. L. REV. 837 (2017).

Disqualifying Universality under the Americans with Disabilities Act Amendments Act 2015 MICH. ST. L. REV. 1689 (2015).

Disabling the Gender Pay Gap: Lessons from the Social Model of Disability, 91 DEN. L. REV. 893 (2014).

The Part and Parcel of Impairment Discrimination, 17 EMPLOYEE RTS. & EMP. POL'Y J. 35 (2013).

Impairment as Protected Status: A New Universality for Disability Rights, 46 GA. L. REV. 937 (2012).

Toward Positive Equality: Taking the Disparate Impact out of Disparate Impact Theory, 16 LEWIS & CLARK L. REV. 527 (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).

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).

The Full-Time Face-Time Norm: Lessons from the United Kingdom, 10 EMPLOYEE RTS. & EMP. POL'Y J. 257 (2006).

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).

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) (co-authored with John Martin).

Professional Service

- Editorial Board, Chicago-Kent Employee Rts. & Emp. Pol’y J. (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

- John Adler Distinguished Professor Award, USF School of Law (2016)
- Distinguished Professor Award, USF School of Law (2014)
- Dean’s Circle Scholar, USF School of Law (2010-present)
- Distinguished Professor Award, USF School of Law (2006)
- Leo Levinson Award for Most Outstanding Professor, Lewis & Clark Law School (2003)

Law School Service

- Advisory Board for Center for Research, Artistic, and Scholarship Excellence (2014-17)
- Academic Standards Committee (2014-17)
- Budget Committee (2013-15)
- Strategic Planning Task Force (2013-14)
- Faculty Appointments Committee (2004-14; chair 2012-14)
- Steering Committee for the USF Center for Teaching Excellence (2012-14)
- Educational Programs Committee (2003-13)
- Dean Search Committee (elected by law faculty) (2012-13)
- Status Committee (elected by law faculty) (2007-13; 2015-17)
- Scholarship Advisory Committee (2012-13)
- Scholarship Task Force (co-chair 2008-10)
- Library Director Search Committee (2009-10)
- Law School Rep to the Board of Trustees Academic Affairs Committee (2007-09)
- Law School Rep to the President’s Advisory Council on the Status of Women (2003-05)
- Faculty Advisor to the Parents and Advocates Law Students Association (2016-present)
- Faculty Advisor to Law Review (2004-present)
- Faculty Advisor to the Labor and Employment Law Students Association (2003-present)
- Faculty Advisor to the Women’s Law Association (2003-06)

Speaking Engagements

Presenter, “The Missing Piece in the ADA/FMLA Puzzle: Accommodating Employees Who Care for Disabled Family Members,” Grey Fellows Forum, Stanford Law School, Palo Alto, CA (May 2018).

Presenter and Commentator, “Accommodating Family Caregivers: The Missing Piece in the ADA/FMLA Puzzle,” Annual Workplace Law Scholars’ Writing Collaborative, Stinson, CA (Apr. 2018).

Invited Panelist, “The Life of a Lawyer,” sponsored by the Parents and Advocates Law Student Association, San Francisco, CA (Apr. 2018).

Presenter, “A Tribute to Unreasonable Women Lawyers,” Women’s Law Association Annual Trailblazing Tea and Talks, San Francisco, CA (Mar. 2018).

Presenter and Commentator, “The Power of Daughters on Powerful Men,” Annual Workplace Law Scholars’ Writing Collaborative, Stinson, CA (Apr. 2017).

Presenter and Commentator, “Gendering Disability to Enable Disability Rights,” Annual Workplace Law Scholars’ Writing Collaborative, Stinson, CA (Apr. 2016).

Presenter, “Disqualifying Universality Under the Americans With Disabilities Act Amendments Act,” Michigan State University College of Law Symposium on Persuasion in Civil Rights Advocacy, East Lansing, MI (Apr. 2015).

Presenter and Commentator, “Disqualifying Universality under the ADA,” Annual Workplace Law Scholars’ Writing Collaborative, Stinson, CA (Feb. 2015).

Presenter, “Disqualifying Universality Under the Americans With Disabilities Act Amendments Act,” U.C. Hastings College of the Law, San Francisco, CA (Nov. 2014).

Presenter, “The Meaning of Disability,” Southeastern Association of Law Schools Annual Meeting, Amelia Island, FL (Aug. 2014).

Presenter, “Pregnancy Accommodation under the Americans with Disabilities Act Amendments Act,” Work and Family Researchers Network Conference, New York, NY (June 2014).

Presenter, “Disabling the Gender Pay Gap: Lessons from the Social Model of Disability,” Denver University Sturm College of Law Symposium on Revisiting Sex: Gender and Sex Discrimination Fifty Years after the Civil Rights Act, Denver, CO (Jan. 2014).

Participant, “Working Group on Pregnancy Accommodation,” U.C. Hastings College of the Law, San Francisco, CA (2013-15).

Presenter, “Disqualifying Universality Under the Americans with Disabilities Act Amendments Act,” Eighth Annual Colloquium on Current Scholarship in Labor and Employment Law, University of Nevada William S. Boyd School of Law, Las Vegas, NV (Sept. 2013).

Presenter, “The ‘Part and Parcel’ of Impairment Discrimination,” Seventh Annual Colloquium on Current Scholarship in Labor and Employment Law, University of Chicago School of Law and Northwestern University School of Law, Chicago, IL (Sept. 2012).

Commentator, “The Flexibility Stigma and the Caretaker Penalty: Legal and Sociological Perspectives,” Work and Family Researchers Network Inaugural Conference, New York, NY (June 2012).

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

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

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

Presenter, "Review of United States Supreme Court and California Supreme Court Labor and Employment Cases Decided in the 2009-2010 Term," Bar Association of San Francisco, San Francisco, CA (June 2010).

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 Symposium on Redefining Work: Implications of the Four-Day Work Week, Hartford, CT (Oct. 2009).

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

Presenter, "Annual Supreme Court Round-Up: Review of Labor and Employment Cases Decided in the 2008-2009 Term," Bar Ass'n of San Francisco, San Francisco CA (July 2009).
Presenter, "Lashing Back at the ADA Backlash: How the Americans with Disabilities Act Benefits Americans Without Disabilities," Northwestern University School of Law Colloquium, Chicago, IL (Feb. 2009).

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

Presenter, "Pregnancy, the PDA, and the ADA," Yale Law School Symposium on Respecting Expecting: The 30th 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," U.C. 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).

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

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

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

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

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

Moderator, “Dispute Resolution in Action: Examining the Reality of Employment Discrimination Cases,” AALS Annual Meeting, Washington, D.C. (Jan. 2007).

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

Moderator, “Gender Stereotyping—Expanding the Boundaries of Title VII,” AALS Annual Meeting, Washington, D.C. (Jan. 2006).

Presenter, “The Full-Time Face-Time Norm: Lessons from the United Kingdom,” AALS Annual Meeting, Washington, D.C. (Jan. 2006).

Presenter, “Recapturing the Transformative Potential of Employment Discrimination Law,” University of Connecticut School of Law Colloquium, Hartford, CT (Apr. 2005).

Presenter, “Stereotyping, Opting Out, and the Law: The Family Responsive Workplace in Europe and the United States,” Second Annual WorkLife Law Conference on Working Time, American University Washington College of Law, 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,” San Francisco Bar Association, San Francisco, CA (July 2004).

Presenter, “Legislative Approaches to Flexibility and Reduced Working Time,” First Annual WorkLife Law Conference on Working Time, American University Washington College of Law, 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, IL (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, 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).

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).

Other Academic Activities

Co-Organizer, Annual Workplace Law Scholars’ Writing Collaborative, Stinson Beach, CA (2014-present).

Co-Organizer, University of San Francisco School of Law Annual Jack Pemberton Lecture on Workplace Justice, San Francisco, CA (2005-present).

Co-Organizer, Conference on “Moving Equality Forward: A Conversation on Present and Future Directions of Lawyering for Equality,” University of San Francisco School of Law, San Francisco, CA (March 2010).

Co-Organizer, Conference on “Maximizing Client Service with Part-Time Attorney Schedules,” University of San Francisco School of Law, San Francisco, CA (March 2006).

Participant, Law and Society Summer Institute, “Legal Scholars and Social Scientists: Critique, Challenge, and Collaboration,” Northwestern University Law School, Chicago, IL (July 2002).

Amicus Brief and White Paper Participation

Signatory: Brief of Amici Curiae National Women’s Law Center, United States Court of Appeals for the Fourth Circuit, *Feminist Majority Foundation v. University of Mary Washington* (2017).

Signatory: Law Professors' White Paper on Title IX and the Preponderance of the Evidence Standard in Cases of Sexual Harassment/Violence on Campus (Aug. 2016).

Signatory, Comments from Law Professors on the Notice of Proposed Rulemaking by the U.S. Department of Labor, Wage & Hour Division, Defining and Delimiting the Exemptions for Executive, Administrative, Professional, Outside Sales, and Computer Employees, 80 Fed. Reg. 38515-38612 (July 6, 2015), *submitted on* September 4, 2015.

Signatory, Brief of Law Professors and Women's Rights Organizations as *Amici Curiae* in Support of Petitioner, U.S. Supreme Court, *Young v. U.P.S., Inc.* (2014) (cited in Justice Kennedy's dissent, *Young v. UPS* (2015) (No. 12-1226)).

Signatory, Amicus Brief of Law Professors and Legal Momentum in Support of Petition to the United States Supreme Court for Writ of Certiorari, *Young v. U.P.S., Inc.* (2013).

Signatory, Brief of *Amici Curiae* Disability Law Professors in Support of Intervenor National Federation of the Blind, in *Authors Guild, Inc. et al. v. Hathitrust, et al.*, on appeal to the United States Court of Appeals for the Second Circuit from the United States District Court for the Southern District of New York (2013).

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 (2009).

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