

## JOANNA L. GROSSMAN

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### CURRENT ACADEMIC POSITION

*Professor (with tenure)*, Hofstra Law School, Sept. 2004-present

*John DeWitt Gregory Research Scholar*, Sept. 2009 – Aug. 2011

*Associate Dean for Faculty Development*, Hofstra Law School, March 2004 – Aug. 2008

*Associate Professor*, Hofstra Law School, Sept. 1999 - Aug. 2004

**Courses:** Family Law, Sex-based Discrimination, Colloquium on Gender, Law and Public Policy, Contracts, Trusts and Estates,

**Faculty Development Activities:** ran fall, spring and summer faculty workshop series; wrote and published quarterly faculty newsletter; edited Hofstra's SSRN research paper series; wrote content for web and print materials designed to highlight faculty scholarship and achievements; facilitated media contacts for faculty through online media guide and other mechanisms; coordinated faculty mentoring program; ran Junior Faculty Forum; served as reader and mentor for untenured faculty; reviewed summer grant applications; prepared and updated new faculty guide.

**Activities:** Chair, Lateral Appointments Committee (2007-08); Dean Search Committee (2004-05); University's Diversity Task Force (2004-07) Chair, Visiting Scholars and Speakers Committee (2003-07); Chair, Placement and Clerkships Committee (2002-07); Member, Appointments Committee (2001-02); Advisor, Hofstra Law Women (1999-present); Advisor, Law Students for Choice (2004-present); Advisor, Public Justice Foundation (1999-present).

**Honors:** University's Distinguished Lecturer (Spring 2004); Hofstra Law Review's Professor of the Year (2001); Elected Graduation Awards Presenter (2002); Hofstra Labor & Employment Law Journal's Professor of the Year (2002); Public Justice Foundation's Professor of the Year (2002).

### OTHER ACADEMIC POSITIONS

*Visiting Professor*, Vanderbilt Law School, Fall 2008



*Adjunct Professor*, Cardozo Law School, Fall 2007

*Visiting Professor*, University of North Carolina School of Law, Spring 2005

*Associate Professor*, Tulane Law School, 1998-1999

*Adjunct Lecturer*, Washington College of Law, American University, Fall 1996

## EDUCATION

**STANFORD LAW SCHOOL**, J.D. with distinction, 1994

*Order of the Coif*

Cumulative GPA: 3.8

*Stanford Law Review*, Articles Development Editor

**AMHERST COLLEGE**, Amherst, MA

B.A. in Economics, May 1990.

## OTHER LEGAL EXPERIENCE

**WILLIAMS & CONNOLLY**, Washington, D.C. (Summer 1993 & 1996-98)

*Litigation Associate*. Trial and appellate litigation involving trusts & estates, family law, products liability, and trademark infringement.

**NATIONAL WOMEN'S LAW CENTER**, Washington, D.C. (Fall 1995-Fall 1996)

*Staff Attorney*. Recipient of Women's Law and Public Policy Fellowship 1995-1996. Litigated cases involving sexual harassment in the workplace, schools, and prisons; analyzed legislation and lobbied in areas of welfare reform and child support enforcement; provided direct legal services and education to women in prison.

**THE HONORABLE WILLIAM A. NORRIS**, United States Court of Appeals for the Ninth Circuit (June 1994-June 1995). *Judicial Clerk*.

**STANFORD LAW SCHOOL**: *Research Assistant*, Prof. Barbara A. Babcock, Stanford Law School, 1992-94; *Head Teaching Assistant*, Introduction to American Law, Departments of Political Science and American Studies, Stanford University, 1992 & 1993; *Research Assistant*, Prof. Lawrence M. Friedman, Stanford Law School, 1993-94.

## BOOKS

GENDER EQUALITY: DIMENSIONS OF WOMEN'S EQUAL CITIZENSHIP (Cambridge Univ. Press, forthcoming 2009) (Linda C. McClain & Joanna L. Grossman, eds.)

LAW AND THE FAMILY IN TWENTIETH CENTURY AMERICA (with Lawrence M. Friedman) (in progress)

## ARTICLES

*Pregnancy and the False Promise of Equal Citizenship*, Georgetown Law Journal (forthcoming 2010)

*Making Pregnancy Work: Overcoming the Pregnancy Discrimination Act's Capacity-Based Model*, Yale Journal of Law & Feminism (forthcoming 2009) (with Gillian Thomas) (symposium)

Book Review: *Wives Without Husbands: Marriage, Desertion, & Welfare in New York, 1900-1935*, Law and History Review (2009)

*The Failure of Title VII as a Rights-Claiming System*, 86 North Carolina Law Review 859 (2008)

*The Legacy of Loving*, 51 Howard Law Journal 15 (2007) (with John Gregory) (symposium)

*Same-Sex Marriage: Some Lessons from the History of Marriage and Divorce*, in Law, Society, and History: The Work of Lawrence M. Friedman (forthcoming collection)

*Introduction to Symposium on Family Boundaries: Third-Party Rights and Obligations with Respect to Children*, 40 Family Law Quarterly 3 (2006)

*Resurrecting Comity: Revisiting the Problem of Non-Uniform Marriage Laws*, 84 Oregon Law Review 433 (2005)

*Fear and Loathing in Massachusetts: Same-Sex Marriage and Some Lessons from the History of Marriage and Divorce*, 14 Boston University Public Interest Law Journal 87 (2004)

*Job Security Without Equality: The Family and Medical Leave Act of 1993*, 15 Washington University Journal of Law and Policy 17 (2004)

*Feminist Law Journals and the Rankings Conundrum*, 12 Columbia Journal of Gender & Law 522 (2003)

*The Culture of Compliance: The Final Triumph of Form over Substance in Sexual Harassment Law*, 26 Harvard Women's Law Journal 1 (2003)

*Making a Federal Case Out of It: Section 1981 and At-Will Employment*, 67 Brooklyn Law Review 329 (2001)

*Separated Spouses*, 53 Stanford Law Review 1613 (2001) (review essay)

*The First Bite is Free: Employer Liability for Sexual Harassment*, 61 University of Pittsburgh Law Review 671 (2000)

*Adoption in the Progressive Era: Preserving, Creating, and Re-Creating Families*, 43 American Journal of Legal History 235 (1999) (with Chris Guthrie)

*The Road Less Taken: Annulment at the Turn of the Century*, 40 American Journal of Legal History 307 (1996) (with Chris Guthrie)

*Guardianship: A Research Note*, 40 American Journal of Legal History 146 (1996) (with Lawrence M. Friedman and Chris Guthrie)

*Women's Jury Service: Right of Citizenship or Privilege of Difference?*, 46 Stanford Law Review 1115 (1994) (Note)

## COMMENTARY

I have been a regular columnist for **FindLaw's Writ** since October, 2000 and have published over 200 articles (average 2000 words) on legal issues relating primarily to family law, sex discrimination, and inheritance law. A complete archive of my columns is available at [writ.findlaw.com/Grossman](http://writ.findlaw.com/Grossman).

## ENCYCLOPEDIA ENTRIES AND SHORT PIECES

*Succession Law*, in Oxford Companion to American Legal History (2008)

*Family and Medical Leave Act*, The Encyclopedia of the Supreme Court of the United States (2008)

*Title VII's Protection Against Pay Discrimination: The Impact of Ledbetter v. Goodyear Tire & Rubber Co.*, Regional Labor Review (Fall 2007) (with Deborah L. Brake)

*Seeking Equality in the Legal System*, Newsday, Oct. 10, 2005, at A39 (op-ed)

*NYers Confront Limbo on Same-Sex Marriages*, Newsday, May 19, 2004, at A48 (op-ed)

*The Supreme Court's 2003 Employment Rulings: Surprising Gains for Workers and Women*, 6 Regional Labor Review 22 (Fall 2003)

*A Partial Legal Victory Against Continuing Discrimination: The New Supreme Court Ruling in Amtrak v. Morgan*, 5 Regional Labor Review (Fall 2002)

*ERPL: Looking Beyond the Loss Ratio*, Rough Notes 77 (Nov. 2002) (interview)

*Women's Labor Rights Rulings in 2001: A Mixed Bag*, 4 Regional Labor Review 34 (Spring/Summer 2002)

"*Probate and Succession Law*," in Legal Systems of the World (2002)

*“Harassment,”* in the Oxford Companion to American Law (2002)

*“Sexual Harassment,”* in the Oxford Companion to American Law (2002)

## **CONFERENCES AND PRESENTATIONS**

Chair and Moderator, “Dimensions of Women’s Equal Citizenship,” Law and Society Association Annual Meeting, Denver, Colorado, May 28, 2009

Participant, “Empirical Research in Family Law,” Law and Society Association Annual Meeting, Denver, Colorado, May 29, 2009

Presenter, “Pregnant Workers and Disparate Impact Law,” Twelfth Annual Conference of the Association for the Study of Law, Culture, and Humanities, Boston, MA, April 3-4, 2009

Presenter, “Why Transsexuals Are Paving the Way for Sex Equality,” at Symposium: Applied Feminism, University of Baltimore School of Law, Baltimore, MD, March 6, 2009

Presenter, Faculty Workshop, “Pregnancy, Work, and Citizenship,” Vanderbilt Law School, Nashville, TN, November 18, 2008

Presenter, “The Future of Pregnancy Discrimination Claims,” Symposium: Respecting Expecting: The Thirtieth Anniversary of the Pregnancy Discrimination Act, Yale Law School, New Haven, CT, November 7-8, 2008

Presenter, “Defining Discrimination: The Problem of Pregnancy,” Northeast Regional Law and Society Conference, Amherst, MA, October 31, 2008 (planned)

Presenter, Faculty Workshop, “Pregnancy, Work, and Citizenship,” Stanford Law School, Stanford, CA, July 30, 2008

Moderator, Opening Plenary: “The New Generation of Family Law Scholars,” Emerging Family Law Scholars Workshop, Cardozo Law School, New York, NY, June 5, 2008

Presenter, “Pregnancy and Women’s Equal Citizenship,” Law and Society Association Annual Meeting, Toronto, Canada, May 30, 2008

Participant, Roundtable, “Thirty Years of Anti-Discrimination Law,” Law and Society Association Annual Meeting, Toronto, Canada, May 30, 2008

Keynote Speaker, National Pay Equity Day, “The Future of Pay Discrimination Claims,” Hofstra University, Hempstead, NY, April 25, 2008

Presenter, Faculty Workshop, “Rights-Claiming and Reality under Title VII,” Villanova Law School, Villanova, PA, February 8, 2008

Presenter, "Reflections on the Roberts Court," Cardozo Law School, New York, NY, September 26, 2007

Presenter, "Knowledge and Voice in a Rights-Claiming System: The Failed Promise of Title VII," Law and Society Association Annual Meeting, Berlin, Germany, July 25, 2007.

Organizer and Moderator, "Sticky Cultural Norms: The Transformative Potential of Title IX," Hofstra Law School, April 30, 2007

Moderator, "Social Citizenship and Gender," Conference on Dimension's of Women's Equal Citizenship, held at Hofstra Law School on November 3-4, 2006 (conference co-director)

Presenter, "Title VII and 'Reasonable' Employees," Northeast Regional Law and Society Conference, Amherst College on May 19-20, 2006

Presenter, Festschrift for Lawrence Friedman, "Same-Sex Marriage: Some Lessons from the History of Marriage and Divorce," Stanford Law School, October 1, 2005, Stanford, California

Chair and Moderator, Author-Meets-Reader Panel on Linda McClain's "The Place of Families," International Society for Family Law World Conference, July 20, 2005, Salt Lake City, Utah

Presenter, "Resurrecting Comity: Revising the Problem of Non-Uniform Marriage Laws," Annual Meeting of the Law and Society Association, June 3, 2005, Las Vegas, Nevada

Presenter, "Same-Sex Marriage," International Society for Family Law World Conference, July 20, 2005, Salt Lake City, Utah

Presenter, Faculty Workshop, "The Portability of Marriage," University of North Carolina School of Law, March 24, 2005, Chapel Hill, North Carolina

Participant, Roundtable, "Master Trends in the Role of Law," New York Law School, on November 12, 2004, New York, New York

Presenter, "Same-Sex Marriage," Judicial Training Institute, September 18, 2004, Pace Law School, Westchester, New York

Participant, Roundtable, "What Makes a Parent?," Cardozo Law School, June 17-18, 2004, New York, New York

"Same-Sex Marriage and the False Rhetoric of Uniformity," Conference on "Same-Sex Marriage in Massachusetts: The Meaning and Implications of *Goodridge v. Department of Public Health*," Southern New England School of Law, June 11, 2004, Dartmouth, Massachusetts

“Understanding Organizational Efforts to Prevent Harassment and Their Impact on Employees,” Annual Meeting of the Law and Society Association, May 28, 2004, Chicago, Illinois

Discussant, “The Canon of Family Law,” Seventh Annual Conference of the Association for the Study of Law, Culture, and Humanities, March 12, 2004, Hartford, Connecticut

“Understanding the Sexual Harassment Culture” (with Vicki Magley and Lisa Kath), Seventh Annual Conference of the Association for the Study of Law, Culture, and Humanities, March 12, 2004, Hartford, Connecticut

“The Limits of Law: Sexual Harassment and Institutional Culture,” Distinguished Lecture, Hofstra University, February 25, 2004, Hempstead, NY

Participant at conference on “Don’t Ask, Don’t Tell: 10 Years Later,” Hofstra University, Sept. 18, 2003, Hempstead, New York

“Escaping the Confines of Marriage: Divorce and Gender at the Turn of the Twentieth Century,” presented at the International Society of Family Law, North American Regional Conference, June 27, 2003, Eugene, Oregon

“Escaping the Confines of Marriage: Divorce and Annulment at the Turn of the Twentieth Century,” presented at the Annual Meeting of the Law and Society Association, June 6, 2003, Pittsburgh, Pennsylvania

“Feminist Law Journals and the Rankings Conundrum,” presented at conference on “Why a Feminist Law Journal?”, April 4, 2003, Columbia University School of Law

Moderator, “Current Policy Initiatives to Promote Marriage,” at “A Conference on Marriage, Democracy, and Families,” March 14, 2003, Hempstead, New York

“Escaping the Confines of Marriage: Women and Divorce at the Turn of the Twentieth Century,” March 7, 2003, at the Sixth Annual Conference of the Association for the Study of Law, Culture, and the Humanities, Sixth Annual Conference, New York, New York

Chair and Discussant, “A Duty of Care: Being Responsible for the Mentally Incapable in the Eighteenth- Century Atlantic World,” American Society for Legal History Annual Meeting, Nov. 8, 2002, San Diego, California

“The Clash Between Law and Reality: Employer Liability for Sexual Harassment,” presented at the Law and Society Annual Meeting, May 31, 2002, Vancouver, Canada

“When Law Confronts Reality: The Limitations on Law’s Ability to Change Workplace Culture,” presented at the Fifth Annual Conference of the Association for the Study of Law, Culture, and Humanities, March 10, 2002, Philadelphia, Pennsylvania

Discussant and Chair, "Women and Violence," Law, Culture, and Humanities Conference, Austin, TX (March 2001)

Panelist, "Sexual Harassment and the Workplace," Nov. 10, 1999 (conference for New York employers) Melville, NY (November 1999)

Lecturer, CLE course on sexual harassment sponsored by the Suffolk County Bar Association, May 26, 2000, Islip, New York

Participant, "Roundtable—Law, Society, and History: The Contributions of Lawrence Friedman (III)," May 28, 1999, Chicago, Illinois

### **SELECT MEDIA APPEARANCES**

Interviewed on WNYC, October 10, 2008 (same-sex marriage in Connecticut)

Interviewed on *A Current Affair* (Australia), May 22, 2008 (Heath Ledger's Will)

Interviewed on News12, October 15, 2007 (about controversial ethics speaker)

Interviewed on WNYC, July 6, 2006 (same-sex marriage in New York)

Interviewed on WNYC, May 17, 2004 (same-sex marriage in Massachusetts)

Interviewed on NPR's Morning Edition, March 3, 2004 (same-sex marriage in New York)

Interviewed on "Ken and Company," KABC 770, Los Angeles, California, November 19, 2003 (same-sex marriage in Massachusetts)

### **HONORS, GRANTS AND FELLOWSHIPS**

Profiled as "Law Star" on Lawcrossing.com (2006)

Inducted into Long Island's "40 Under 40" (2005)

Hofstra Law School Summer Grant (2000-08)

Hofstra University Distinguished Lecturer (2004)

Tulane Law School Summer Grant (1999)

Women's Law and Public Policy Fellowship (1995-96)

Stanford Law and Society Program Funding (1993-94)

### **PROFESSIONAL AFFILIATIONS**

Member, New York Bar (2002), California Bar (1995), District of Columbia Bar (1996)

Member, Law and Society Association

Member, Association for the Study of Law, Culture, and the Humanities

### **PROFESSIONAL ACTIVITIES**

Anonymous Referee:

Aspen Law and Books

Oxford University Press

*Law and Society Review*

*Law, Culture, and Humanities Journal*

*Law and Social Inquiry*

Member, 2002-05, Editorial Board, PERSPECTIVES (magazine of the ABA's Commission on Women in the Profession)

Expert Witness: *Passeri v. Pacific Life Insurance Co.* (Cal. Sup. Ct. 2003) *Pellier v. British Airways* (S.D.N.Y. 2004)

**PERSONAL**

Married with three sons. Marathon runner, triathlete, and youth soccer coach.