

**PAULINE T. KIM**

Washington University School of Law  
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St. Louis, MO 63130  
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**ACADEMIC APPOINTMENTS**

**Washington University School of Law, St. Louis, MO**

*Daniel Noyes Kirby Professor of Law*, 2016-present

*Professor of Sociology* (by courtesy), 2019-present

*Co-Director*, Center for Empirical Research in the Law, 2014-present

*Charles Nagel Chair of Constitutional Law and Political Science*, 2010-16

*Associate Dean for Research and Faculty Development*, 2008-2010

*John S. Lehmann Research Professor*, 2007-2008

*Professor*, 1999-2010

*Associate Professor*, August 1994-1999

*Current Courses:* Employment Law; Employment Discrimination; Civil Procedure; Seminar on Courts and Judicial Decision-Making

*Fellow*, Cordell Institute for Policy in Medicine & Law, 2018-present

*Core Faculty*, Center for Empirical Research in the Law, 2006-2014

*Affiliated Faculty*, Civil Rights Litigation Clearinghouse, 2006-2009

*Faculty*, “Comparative Employment Law and Policy,” Summer Institute for Global Justice, Utrecht, Netherlands, 2008

**Vanderbilt Law School, Nashville, TN**

*Visiting Professor of Law*, Fall 2004

**EDUCATION**

**Harvard Law School, Cambridge, MA**

J.D., *magna cum laude*, June 1988

*Teaching Fellow*, Harvard College, “Justice,” Fall 1987

*Seminar Instructor*, Harvard College, “Introduction to Social Theory,” 1986-1987

**New College, Oxford University, Oxford, England**

*Henry Fellow*, 1984-1985 (Studies in jurisprudence, political and moral philosophy)

**Harvard and Radcliffe Colleges, Cambridge, MA**  
A.B., *summa cum laude* in Social Studies, June 1984  
Honors thesis: “Immigrants and Institutions: A Study of Insane Asylums in 19th Century Massachusetts”

## **LEGAL EXPERIENCE**

**Employment Law Center, Legal Aid Society of San Francisco, San Francisco, CA**  
*Staff Attorney*, October 1990-June 1994  
*Félix Velarde-Muñoz Intern*, October 1989-September 1990

**U.S. Court of Appeals, Ninth Circuit, San Francisco, CA**  
*Clerk of the Honorable Cecil F. Poole*, September 1988-August 1989

## **PUBLICATIONS**

### ***Books and Book Chapters***

Work Law: Cases and Materials (4th ed.), with Marion Crain, Michael Selmi & Brishen Rogers, Carolina Academic Press (2020)

Work Law: Cases and Materials, Teacher’s Manual (4th ed.), with Marion Crain, Michael Selmi & Brishen Rogers, Carolina Academic Press (2020)

Work Law Supplement, with Marion Crain, Michael Selmi & Brishen Rogers, Carolina Academic Press (2018)

Work Law: Cases and Materials (3d ed.), with Marion Crain & Michael Selmi, Matthew Bender & Co./LexisNexis Group (2015)

Work Law: Cases and Materials, Teacher’s Manual, (3d ed.) with Marion Crain & Michael Selmi, Matthew Bender & Co./LexisNexis Group (2015)

Work Law Supplement, with Marion Crain & Michael Selmi, Matthew Bender & Co./ LexisNexis Group (2014)

Work Law Supplement, with Marion Crain & Michael Selmi, Matthew Bender & Co./ LexisNexis Group (2012)

Work Law: Cases and Materials (2d ed.), with Marion Crain & Michael Selmi, Matthew Bender & Co./LexisNexis Group (2010)

Work Law: Cases and Materials, Teacher’s Manual, (2d ed.) with Marion Crain & Michael Selmi, Matthew Bender & Co./LexisNexis Group (2010)

“Collective and Individual Approaches to Protecting Employee Privacy: The Experience with Workplace Drug Testing,” in Workplace Privacy, eds. Samuel Estreicher & Jonathan Nash (2010) (reprinted from *Louisiana Law Review*, Vol. 66, No. 4, pp. 1009-34 (2006))

Work Law Supplement, with Marion Crain & Michael Selmi, Matthew Bender & Co./LexisNexis Group (2009)

Work Law Supplement, with Marion Crain & Michael Selmi, Matthew Bender & Co./LexisNexis Group (2007)

“The Story of *Luck v. Southern Pacific Transportation Co.*: The Struggle to Protect Employee Privacy,” in *Employment Law Stories*, eds. Gillian Lester & Samuel Estreicher, Foundation Press (2006)

Work Law: Cases and Materials, with Marion Crain & Michael Selmi, Matthew Bender & Co./LexisNexis Group (2005)

Work Law: Cases and Materials, Teacher’s Manual, with Marion Crain & Michael Selmi, Matthew Bender & Co./LexisNexis Group (2005)

### *Articles*

“Mapping the Iceberg: The Impact of Data Sources on the Study of District Courts,” *Journal of Empirical Legal Studies*, Vol. 17, Issue 3, pp. 466-492 (Sept. 2020) (with Christina L. Boyd and Margo Schlanger)

“Manipulating Opportunity,” *Virginia Law Review*, Vol. 106, pp. 867-935 (2020).

“Data Mining and the Challenges of Protecting Employee Privacy under U.S. Law,” *Comparative Labor Law & Policy Journal*, Vol. 40, pp. 405-19 (2019).

“Big Data and Artificial Intelligence: New Challenges for Workplace Equality,” *University of Louisville Law Review*, Vol. 57, pp. 313-28 (2019) (Carl A. Warns, Jr. Keynote Speech).

“Discrimination in Online Employment Recruiting,” *St. Louis University Law Journal*, Vol. 63, pp. 93-118 (2018) (with Sharion Scott), Symposium on Law, Technology and the Organization of Work

“Auditing Algorithms for Discrimination,” *University of Pennsylvania Law Review Online*, Vol. 166, pp. 189-203 (2017).

“Data-Driven Discrimination at Work,” *William & Mary Law Review*, Vol. 58, pp. 857-937 (2017)

“People Analytics and the Regulation of Information under the Fair Credit Reporting Act,” *St. Louis University Law Journal*, Vol. 61, pp. 17-33 (2016) (with Erika Hanson), Symposium on the Law and Business of People Analytics

“Market Norms and Constitutional Values in the Government Workplace,” *North Carolina Law Review*, Vol. 94, pp.601-647 (2016)

“Addressing Systemic Discrimination: Public Enforcement and the Role of the EEOC,” *Boston University Law Review*, Vol. 95, pp. 1133-54 (2015), Symposium on The Civil Rights Act of 1964 at 50: Past, Present, and Future

“The Equal Employment Opportunity Commission and Structural Reform of the American Workplace,” *Washington University Law Review*, Vol. 91, Issue 6, pp. 1519-90 (2014) (with Margo Schlanger)

“A Holistic Approach to Teaching Work Law,” *St. Louis University Law Journal*, Vol. 58, pp. 7-27 (2013) (with Marion Crain), Symposium on Teaching Employment and Labor Law

“A Dynamic Model of Doctrinal Choice,” *Journal of Legal Analysis*, Vol. 4, Issue 2, pp. 301-327 (2012) (with Scott Baker)

“Electronic Privacy and Employee Speech,” *Chicago-Kent Law Review*, Vol. 87, No. 3, pp. 901-32 (2012) (The Kenneth M. Piper Lecture)

“Beyond Principal-Agent Theories: Law and the Judicial Hierarchy,” *Northwestern University Law Review*, Vol. 105, pp. 535-75 (2011)

“Regulating the Use of Genetic Information: Perspectives from the U.S. Experience,” *Comparative Labor Law & Policy Journal*, Vol. 31, pp. 693-703 (2010)

“Reply: Exploring Panel Effects,” *University of Pennsylvania Law Review PENnumbra*, Vol. 158, pp. 269-281 (2010)

“Deliberation and Strategy on the United States Court of Appeals,” *University of Pennsylvania Law Review*, Vol. 157, No. 4, pp. 1319-1381 (2009)

“How Should We Study District Judge Decision-Making,” *Washington University Journal of Law and Policy*, Vol. 29, pp. 83-112 (2009) (with Margo Schlanger, Christina Boyd and Andrew D. Martin) (part of Symposium on Empirical Research on Decision-Making in the Federal Courts)

Labor Law Group—U. C. Hastings Symposium on the Proposed Restatement of Employment Law: Section II of the Commentary on Chapter 4 of the Proposed Restatement of Employment Law: The Tort of Wrongful Discharge in Violation of Public Policy, *Employee Rights and Employment Policy Journal*, Vol. 13, No. 1, pp. 161-83 (2009) (co-author Catherine Fisk)

“Lower Court Discretion,” *NYU Law Review*, Vol. 82, No. 2, pp. 383-442 (2007)

“Collective and Individual Approaches to Protecting Employee Privacy: The Experience with Workplace Drug Testing,” *Louisiana Law Review*, Vol. 66, No. 4, pp. 1009-34 (2006) (part of Symposium on Examining Privacy in the Workplace)

“The Supreme Court Forecasting Project: Legal and Political Science Approaches to Predicting Supreme Court Decision-Making,” *Columbia Law Review*, Vol. 104, No. 4, pp. 1150-1209 (2004) (with Theodore W. Ruger, Andrew D. Martin and Kevin M. Quinn)

“Competing Approaches to Predicting Supreme Court Decision Making,” *Perspectives on Politics*, Vol. 2, No. 4, pp. 761-67 (Dec. 2004) (with Andrew D. Martin, Kevin M. Quinn and Theodore W. Ruger)

WERL, “On Tournaments for Appointing Great Justices to the U.S. Supreme Court,” *Southern California Law Review*, Vol. 78, No. 1, pp. 157-79 (2004)

“The Family and Medical Leave Act of 1993: Ten Years of Experience,” *Washington University Journal of Law & Policy*, Vol. 15, pp. 1-15 (2004)

“The Colorblind Lottery,” *Fordham Law Review*, Vol. 72, No. 1, pp. 9-39 (2003)

“Genetic Discrimination, Genetic Privacy: Rethinking Employee Protection for a Brave New Workplace,” *Northwestern University Law Review*, Vol. 96, No. 4, pp. 1497-1551 (2002)

“Norms, Learning and Law: Exploring the Influences on Workers’ Legal Knowledge,” *University of Illinois Law Review*, Vol. 1999, Issue 2, pp. 447-515 (1999)

“An Empirical Challenge to Employment at Will,” *New Zealand Journal of Industrial Relations*, Vol. 23, No. 2, pp. 91-103 (1998)

“Cynicism, Reconsidered,” *Washington University Law Quarterly*, Vol. 76, No. 1, pp. 193-202 (1998)

“Bargaining with Imperfect Information: A Study of Worker Perceptions of Legal Protection in an At-Will World,” *Cornell Law Review*, Vol. 83, Issue 1, pp. 105-160 (1997)

“Privacy Rights, Public Policy and the Employment Relationship,” *Ohio State Law Journal*, Vol. 57, No. 3, pp. 671-730 (1996)

“Common Law Privacy: A Limit on an Employer’s Power to Test for Drugs,” with Edward M. Chen and John M. True; *George Mason University Law Review*, Vol. 12, No. 4, pp. 651-699 (1990)

### ***Data Resources***

“EEOC Litigation Project,” <http://eeoclitigation.wustl.edu> (with Margo Schlanger and Andrew Martin). This project collects and analyzes data on federal court litigation brought between 1997

and 2006 by the Equal Employment Opportunity Commission (EEOC). The data capture various aspects of the agency’s litigation activities, including detailed information regarding the participants, motions, events, and outcomes.

### ***Works-in-Progress***

“Safe Harbors for Algorithms?”

“The Limits of Privacy Law as Anti-Discrimination Law in a World of Big Data”

“Deadline Effects: The Timing of Filing of EEOC Enforcement Suits”

“Medical Privacy, Anti-Discrimination Law and Wellness Programs”

### **EXTERNAL RESEARCH GRANTS**

Senior Investigator, “FairGame: An Audit-Driven Game Theoretic Framework for Development and Certification of Fair AI” (Vorobeychik, Yevgeniy, PI), funded by National Science Foundation Program on Fairness in AI in Collaboration with Amazon (FAI), 2020-22.

*Bush Foundation*. “Tribal Law Digitization Project” (joint proposal of Center for Empirical Research in the Law and Oglala Sioux Tribe)

Principal Investigator, “The Litigation Process in Government-Initiated Employment Discrimination Suits” (Andrew Martin and Margo Schlanger, co-PIs), funded by National Science Foundation, Law and Social Science Program, July 2007-June 2009, (\$213,999)

*Fund for Labor Relations Studies*, “Employees’ Understanding of Legal Rules,” 1996-97

### **PRESENTATIONS**

“EEO Implications from the Use of Big Data and Artificial Intelligence,” invited speaker, U.S. Equal Employment Opportunity Commission, Regional Seminar (St. Louis and Memphis district offices) (online), October 2020

“Safe Harbor for Algorithms?” paper presentation, Governance Workshop: Transparency and Privacy and Denver Law Review Symposium on Artificial Intelligence & Bias, University of Denver Sturm College of Law (online), October 2020

“Race-Aware Algorithms: Fairness, Nondiscrimination and Affirmative Action,” paper presentation, Colloquium on Scholarship in Employment and Labor Law (online), October 2020.  
“The Impact of COVID on Workers and the Workplace,” Speaker, Washington University Arts & Science Course, *The Pandemic: Science and Society*, August 2020

“Safe Harbor for Algorithms?” selected paper presentation, Privacy Law Scholars’ Conference (online), June 2020

“AI and the New Labor Market Intermediaries,” paper presentation, North Carolina Journal of Law and Technology’s Symposium on Artificial Intelligence in the Workplace, Chapel Hill, NC, February 2020

“Data in the Workplace: A New Frontier of Employment Law,” expert panelist before the Commission on the Future of Work (appointed by California Governor Gavin Newsom), San Diego, CA, January 2020

“Manipulating Opportunity: Online Market Intermediaries and Risks of Discrimination,” paper presentation, MD4SG Colloquium Series, November 2019

“The New Labor Market Intermediaries”, Washington University School of Law, Women Faculty Speaker Series, A Celebration of 150 Years of Women at Wash U Law, St. Louis, MO, October 2019

“Employment Selection Procedures: Laws and Regulations,” panelist, Convening on Fairness and Equity in Hiring Selection Algorithms, Urban Institute, Washington, D.C., October 2019

“The New Labor Market Intermediaries,” paper presentation, Conference on AI, Justice and Workforce Development, Rutgers University-Newark and Rutgers Law School, September 2019

“Manipulating Opportunity,” Faculty Speaker Series, Texas A&M Law School, Fort Worth, TX, September 2019

“Manipulating Opportunity,” Faculty Workshop, Washington University School of Law, St. Louis, MO, July 2019

“Privacy and Discrimination Issues,” panelist, 72nd Annual NYU Conference on Labor, “Artificial Intelligence and Automation: Impact on Work and Workers, NYU Law School, New York, NY, June 2019

“Manipulating Opportunity,” selected paper presentation, Privacy Law Scholars Conference, Berkeley Law School, Berkeley, CA, May 2019

“What Problem is AI Explainability Supposed to Solve?” panelist, Conference on Explainable Artificial Intelligence, Silicon Flatirons, University of Colorado Law School, Boulder, CO, May 2019

Panelist, “Challenges on the Road to Sex, Gender, Biology, and Identity Equality,” 14<sup>th</sup> Annual Midwest LGBTQIA Legal Rights Conference, Washington University School of Law, St. Louis, MO, March 2019

“Automatic Discrimination: Algorithms, Big Data, and the Law of Employment Decisions,” panelist, Association of American Law Schools annual meeting, New Orleans, LA, January 2019

“Big Data and Artificial Intelligence: New Challenges for Work Law,” Carl A. Warns, Jr. Keynote Speaker, Warns-Render Labor & Employment Law Institute, University of Louisville Brandeis School of Law, June 2018

“The Limits of Privacy Law as Anti-Discrimination Law in a World of Big Data,” paper presenter at Privacy Law Scholars’ Conference, Washington D.C., May 2018

“Discrimination in Online Recruiting Strategies,” Symposium: Law, Technology, and the Organization of Work,” St. Louis University School of Law, March 2018

“Auditing Algorithms at Work,” Faculty Workshop, Washington University School of Law, October 2017

Panelist, “Big Data Challenges and Opportunities”, Conference on Empirical Legal Studies, Cornell Law School, October 2017

Panelist on “The Portrait Project, A Portrait of Asian-Americans in the Law”, Central Regional Conference NAPABA, St. Louis, August 2017

Panelist, “People Analytic Tools in the Workplace,” ABA Section of Labor & Employment Law, National Symposium on Technology in Labor and Employment Law, Washington DC, April 2017

Featured Speaker, “Data-Driven Discrimination at Work,” 13<sup>th</sup> Annual Jack Pemberton Lecture on Workplace Justice, University of San Francisco Law School, April 2017

Panelist, Artificial Intelligence and the Law, Conference of Magistrate Judges, Central District of California, February 2017

“The Limits of Privacy Law as Anti-Discrimination Law,” Faculty Workshop, Washington University School of Law, January 2017

“Artificial Intelligence and Employment Law: Better Employment Decisions or Discrimination?” New York University School of Law, October 2016

“The Limits of Privacy Law as Anti-Discrimination Law”, Conference on Scholarship in Employment and Labor Law, Seattle, WA, September 2016

“Data-Driven Discrimination at Work,” Conference on Privacy, Security, Risk; International Association of Privacy Professionals; San Jose, CA, September 2016

“Data-Driven Discrimination at Work,” EEOdatanet conference, Equal Employment Opportunity Commission, Washington, D.C., June 2016



“Data-Driven Discrimination at Work,” Privacy Law Scholars’ Conference, Washington D.C., June 2016 (International Association of Privacy Professionals award for best paper presented at PLSC)

“Data-Driven Discrimination at Work,” University of Denver Sturm College of Law, annual Keynote Speaker, Workplace Law Program, April 2016

“Data Analytics and Employment,” Employment Law Conference, 2016, Colorado CLE, Denver, CO, April 2016

“Legal Issues: Discrimination”, Symposium on the Law and Business of People Analytics, St. Louis University School of Law, February 2016

“Data-Driven Discrimination,” Colloquium on Scholarship in Employment and Labor Law, Indiana Law School, Bloomington, IN, September 2015

“Data-Driven Discrimination,” Faculty Workshop, Washington University School of Law, July 2015

“EEOC Enforcement Litigation and Fiscal Year Effects,” EEOdatanet conference, Equal Employment Opportunity Commission, Washington, D.C., May 2015

“Addressing Systemic Discrimination: the EEOC and Public Enforcement,” Faculty Workshop, University of Miami Law School, February 2015

“Addressing Systemic Discrimination: the EEOC and Public Enforcement,” Faculty Workshop, Washington University School of Law, October 2014

“The Equal Employment Opportunity Commission and Structural Reform of the American Workplace,” paper presentation, Labor Law Group conference, Ithaca, NY, June 2014

“Addressing Systemic Discrimination: the EEOC and Public Enforcement,” paper presentation at Symposium on the 50<sup>th</sup> Anniversary of the Civil Rights Act of 1964, Boston University Law School, November 2014

“Constitutional Rights at Work,” Faculty Workshop, University of Virginia Law School, December 2013

“Medical Privacy, Anti-Discrimination Law and Wellness Programs,” paper presentation at Conference on “Privacy, Law and the Contemporary Workplace: New Challenges and Directions”, Centre for Law in the Contemporary Workplace, Queen’s University, Toronto, November 2013

“Medical Privacy, Anti-Discrimination Law and Wellness Programs,” Faculty Workshop, Washington University School of Law, November 2013

“A Holistic Approach to Teaching Work Law” (with Marion Crain), paper presentation at Symposium on Teaching Employment and Labor Law, St. Louis University Law School, February 2013

“Constitutional Rights at Work: Speech and Privacy,” Faculty Workshop, Washington University School of Law, December 2012

“Constitutional Values in the Workplace,” Labor and Employment Law Colloquium, Northwestern University Law School/Loyola-Chicago Law School, September 2012

“Electronic Privacy and Employee Speech,” Faculty Workshop, Georgia State University Robinson College of Business, Risk Management and Insurance Department, March 2012

“A Dynamic Model of Doctrinal Choice,” Washington University Center for Political Economy Seminar Series, January 2012

“A Dynamic Model of Doctrinal Choice,” Conference on Judicial Collegiality: Positive Theories and Empirical Analyses, USC Law School, November 2011

“Constitutional Values in the Workplace,” Conference on The Constitutionalization of Labor and Employment Law, University of Wisconsin Law School, October 2011

Panelist, “Asian-Americans in the Law,” NAPABA Central Region Conference, St. Louis, MO, August 2011.

“A Dynamic Model of Doctrinal Choice,” Faculty Workshop, Washington University School of Law, June 2011

“Employee Privacy and Speech: Pushing the Boundaries of the Modern Employment Relationship,” Privacy Law Scholars Conference, Berkeley, CA, May 2011

“Privacy, Loyalty and Free Speech: Pushing the Boundaries of the Modern Employment Relationship,” Kenneth M. Piper Lecture at Chicago-Kent Law School, April 2011

“The Equal Employment Opportunity Commission and Structural Reform of the American Workplace,” Labor and Employment Law Colloquium, St. Louis, MO, September 2010

“The Equal Employment Opportunity Commission and Structural Reform of the American Workplace,” Jack Pemberton Legacy Event, University of San Francisco Law School, March 2010

“Beyond Principal-Agent Theories: Law and the Judicial Hierarchy,” Political Science and Law Conference, Northwestern Law School and the Searle Center, 2009

“Beyond Principal-Agent Theories: Law and the Judicial Hierarchy,” Faculty Workshop, Saint Louis University Law School, 2009

“Beyond Principal-Agent Theories: Law and the Judicial Hierarchy,” Faculty Workshop, Washington University Law School, 2009

“Deliberation and Strategy on the United States Courts of Appeals,” University of Kansas Law School Faculty Workshop, 2009

“Understanding Panel Effects,” University of Pennsylvania Law School seminar on “The Study of Judicial Behavior,” 2008

“Understanding Panel Effects,” Conference on Empirical Legal Studies, Cornell Law School (selected by peer review for panel presentation), 2008

“Understanding Panel Effects,” University of Alabama School of Law Faculty Colloquium, 2008

“Deliberation and Strategy on the United States Courts of Appeals,” Emory Law School Faculty Workshop, 2008

“Studying District Court Decision-Making,” Symposium on Empirical Studies of Federal Court Decision-Making, Washington University School of Law, 2008

“Lower Court Discretion,” Colorado Law School Faculty Workshop, 2007

Panelist, “Do We Have the Numbers? Empirical Research in Law,” American Association of Law Libraries Annual Meeting, 2006

Panelist, “Restatement of Employment Law,” Labor Law Group Conference, 2006

“Lower Court Discretion,” Duke Law School Faculty Workshop, 2006

“Collective and Individual Approaches to Protecting Employee Privacy: The Experience with Workplace Drug Testing,” symposium presentation, Paul M. Hebert Law Center, Louisiana State University, 2006

“Lower Court Discretion,” Washington University School of Law Faculty Workshop, 2006

“Constructing Legal Disputes: A Look at Workplace Drug Testing,” Law & Society Association Annual Meeting, 2005

“Constructing Legal Disputes: A Look at Workplace Drug Testing,” Legal Theory Workshop, Vanderbilt Law School, 2004

“Constructing Legal Disputes: A Look at Workplace Drug Testing,” Washington University School of Law Faculty Workshop, 2004

“The Supreme Court Forecasting Project,” Faculty Workshop, Vanderbilt Law School, 2004

Panelist, “The ‘Plus’ Factor: A Look at Affirmative Action Policies and Practices,” Women Lawyers’ Association of Greater St. Louis and Mound City Bar Association, 2003

“The Supreme Court Forecasting Project,” Washington University School of Law Faculty Workshop, 2003

Featured Speaker, Missouri Asian-American Bar Association and Mound City Bar Association Annual Unity Dinner, 2003

Lecturer, “Recent Developments in the Law Under the Americans with Disabilities Act and the Family and Medical Leave Act,” Labor Arbitration Institute, 2002

Panelist, “Colloquium on Professional, Legal and Social Challenges for Genetic Counseling and Testing,” Washington University School of Law, Center for Interdisciplinary Studies, 2002

Panelist, “Creating Scholarship to Advance Social Justice,” AALS Workshop on Clinical Legal Education, 2001

Genetic Discrimination, Genetic Privacy: Rethinking Employee Protections for a Brave New Workplace,” UCLA School of Law Faculty Workshop, 2001

“Norms, Learning and Law: Exploring the Influences on Workers’ Legal Knowledge,” American Law and Economics Association Annual Meeting, 1998

“Bargaining with Imperfect Information: A Study of Worker Perceptions of Legal Protection in an At-Will World,” Law & Society Annual Meeting, 1997

## **HONORS & AWARDS**

David M. Becker Professor the Year, 2019

Honorable Mention, Privacy Papers for Policymakers Award 2016, Future of Privacy Forum (for *Data-Driven Discrimination at Work*)

International Association of Privacy Professionals award for “Best Paper” at the Privacy Law Scholars’ Conference (for *Data-Driven Discrimination at Work*), 2016

David M. Becker Professor of the Year, 2016

Honorable Mention, AALS Call for Scholarly Papers, 1998

Irving R. Kaufman Public Service Fellowship, 1990-92

Harvard College Graduate National Scholarship, 1986-87, 1987-88

Alice Freeman Palmer Fellowship, 1985-86

Korean Honor Scholarship, 1986-87

Phi Beta Kappa, junior year, 1983

John Harvard Scholarship, 1981-83

## **PROFESSIONAL SERVICE & ASSOCIATIONS**

*Washington University School of Law:*

Ad Hoc Committee on Grading, spring 2020

Faculty Advisor, APALSA  
Ad Hoc Search Committee for Interdisciplinary Environmental Clinic Director, 2018-19  
Recruitment Reading Group, summer 2018  
Appointments Committee, 2016-17, 2017-18, 2020-21  
Co-Organizer, Conference on Empirical Legal Studies, Oct. 30-31, 2015  
Institutional Profile Committee, 2014-15, 2015-16  
Ad Hoc Committee on Community Relations, 2014-15  
Dean Search Advisory Committee, 2013-14  
Promotions Committee, Chair, 2013-14, 2005-06; member 2006-07  
Co-organizer, Outside Faculty Workshop Speaker Series, 2013-14  
Chair, Curricular Innovations Workgroup, spring 2013  
Ad Hoc Mission/Community Planning Group, 2012-13  
Self-Study Committee, 2011-12  
Appointments Committee, 1999-2000, 2001-02, 2004-05, 2008-09, 2009-10  
Ad hoc Committee on Lateral Appointments, Chair, summer 2009  
Ad hoc Committee on Self-Study, 2011-12  
1L Orientation, "Introduction to Civil Procedure," August 2008, 2009, 2010, 2011, 2012  
LLM Orientation, "Anatomy of a Lawsuit," August 2012  
Co-organizer, Outside Faculty Workshop Speaker Series, 2001-04  
Member, Committee on Reappointment of the Dean of the School of Law, Fall 2003  
Chair, Admissions Committee, 2000-01, 2002-03, 2003-04  
Member, Advisory Board, Center for Interdisciplinary Studies, Washington University, 1999-2014  
Dean Search Advisory Committee, 1997-1999  
Chair, Public Interest Working Group, Student Issues Task Force, 1997-98  
Curriculum Task Force, 1997-98  
Summer Public Interest Stipend Committee, 1995-2006  
Chair, Curriculum Committee, 1996-97  
Client Counseling Competition Faculty Advisor, 1994-97  
School of Law Ad Hoc Committee on Parental Leave, Fall 1995

***Washington University:***

Cluster Hire Review Committee, Washington University Race and Ethnicity Cluster Hire Initiative, 2020-  
Peer Review Board, Office of the Vice-Chancellor for Research Seed Grant Program, 2019  
Discrimination and Harassment Hearing Committee, 2017-18  
Office of the Provost's Diversity Advisory Committee, 2012-13  
Gender Pay Equity Committee, 2009-10, spring semester 2012, 2016  
Subcommittee on Mentoring Practices (Provost's Diversity Working Group), Fall 2009  
Dissertation Committee, Morgan Hazelton, Political Science, 2014  
Dissertation Committee, Christina Boyd, Political Science, 2009  
Co-organizer, Workshop on Empirical Research and Law, 2001-2009  
Member, Appointments Committee, American Politics search, Department of Political Science, Washington University, Fall 2007

Member, Appointments Committee, Judicial Politics search, Department of Political Science, Washington University, Fall 2003  
University Senate Council Ad Hoc Committee on Parental Leave, 1997-98

***St. Louis Community:***

Board Member, Center of Creative Arts, 2019-present  
Board Member, Health Protection and Education Services, 2018-present; Secretary 2019-21

***Other:***

Member, Program and Planning Committee, Privacy Law Scholars' Conference, 2020-  
Editorial Policy Committee, Labor Law Group, 2019-20  
Scientific Committee (Labour Law & Economics), AI@Work Conference, Amsterdam, 2020  
Adelphi Strategic Collective, Center for Global Policy Solutions, 2016-17  
Past-President, Society for Empirical Legal Studies, 2015-16  
Co-President, Society for Empirical Legal Studies, 2014-15  
Co-Vice-President, Society for Empirical Legal Studies, 2013-14  
Member, Clayton School District Visioning Steering Committee, 2012  
Co-organizer, Fifth Annual Labor and Employment Law Colloquium, September 2010  
Adviser, ALI Restatement of Employment Law, 2002-2015  
Member, AALS Consulting Group on Empirical Research, 1999-2001

**MEMBERSHIPS AND PROFESSIONAL SOCIETIES**

Missouri Bar, admitted 1994  
California Bar, admitted 1988 (no longer active member)  
Labor Law Group, elected 2007  
American Law Institute, elected 2000  
Society for Empirical Legal Studies, Board member, 2013-present; Inaugural Fellow  
American Bar Foundation, Fellow  
Law and Society Association  
National Employment Lawyers' Association  
Missouri Asian-American Bar Association  
American Civil Liberties Union-Northern California, Legal Committee, 1993-94  
California Rural Legal Assistance, Board Member (Alt), 1992-94  
San Francisco Women Lawyers' Alliance, Board Member, 1990-92  
No. California Korean American Bar Association, Board Member, 1993-94