

**VERNA L. WILLIAMS**  
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### **EDUCATION**

#### **HARVARD LAW SCHOOL**

**CAMBRIDGE, MA**

J.D., *cum laude*, 1988

Activities: President, Black Law Students' Association; research assistant to Professor Randall Kennedy.

#### **GEORGETOWN UNIVERSITY**

**WASHINGTON, D.C.**

B.S. Spanish, *cum laude*, 1982

Honors include: Sigma Delta Pi, Spanish Honor Society; Alpha Sigma Nu, National Jesuit Honor Society.

### **ACADEMIC EXPERIENCE**

#### **UNIVERSITY OF CINCINNATI COLLEGE OF LAW**

**CINCINNATI, OHIO**

*Professor*, August 2006 - present

*Associate Professor*, August 2004 – present

*Assistant Professor*, July 2001 – July 2004

Department of Women's, Gender, and Sexuality Studies, University of Cincinnati  
*Affiliated Faculty Member*

Co-Director, University of Cincinnati Joint Degree Program in Law and Women's Gender, and Sexuality Studies

#### **Courses Taught**

Constitutional Law; Family Law; Gender and the Law; Juvenile Law; Title IX Seminar, and Directed Reading Course: Work, Family, and Gender

2004 Recipient of Goldman Prize for Excellence in Teaching

## **Scholarship**

### ***Publications:***

*Social Justice Feminism*, \_\_\_ UCLA WOMEN'S L. J. (forthcoming 2010) (with Kristin Kalsem).

*The First (Black) Lady*, 86 DENVER U. L. REV. 833 (2009).

*Student-to-Student Harassment*, in THE PRINCIPAL'S LEGAL HANDBOOK (Kenneth Lane, Mark A. Gooden, Julie F. Mead, Patrick Pauken, and Suzanne Eckes, eds., 2008).

THE HEART OF THE GAME: *Putting Race and Educational Equity at the Center of Title IX*, 7 VA. SPORTS & ENT. L. J. 199 (2008) (with Deborah L. Brake).

*Reading, Writing, and Reparations: Systemic Reform of Public Schools as a Matter of Justice*, 11 MICH. J. OF RACE & L. 419 (2006).

*Private Choices, Public Consequences: Public Education and Feminist Legal Theory*, 12 WM. & MARY J. WOMEN & L. 563 (2006).

*On Being a Mentor*, 22 HARV. BLACKLETTER L.J. 127 (2006).

*Reform or Retrenchment: Single Sex Education and the Construction of Race and Gender*, 2004 WIS. L. REV. 15.

*Symposium Introduction: Women's Work is Never Done: Employment, Family, and Activism*, 73 U. CIN. L. REV. 361 (2004) (symposium) (with Kristin Brandser Kalsem).

### ***Work in Progress:***

Book manuscript: *Scars and Stripes: A Memoir of Race, Gender, and Social Justice*

### ***Presentations, Symposia, Meetings:***

#### **Intersectionality: Challenging Theory, Reframing Politics, Transforming Movements**

*Panelist:* "Intersectionality in Action: Social Justice Feminism," March 2010 (with Kristin Kalsem).

#### **Obama Phenomena: Facets of a Historic Campaign**

*Panelist:* "The First (Black) Lady," August 2008, University of Denver Sturm College of Law

#### **Eleventh Annual Conference for the Association for the Study of Law, Culture and the Humanities**

*Panelist:* “Social Justice Feminism: Movements, Theory, and Practice,” March 2008, University of California, Berkeley School of Law (with Kristin Kalsem).

**American Association of Law Schools Conference**

*Panelist:* “The Heart of the Game: Putting Race and Educational Equity at the Center of Title IX,” January 2008 (with Deborah Brake).

**Reconstructions: Historical Consciousness and Critical Transformation,**

*Moderator:* “Reconstructed Histories,” October 2007, University of Cincinnati College of Law.

**Twelfth Annual Latino/a Critical Race Theory Conference**

*Panelist:* “Critical Pedagogy,” October 2007, Faculty Development Workshop, Florida International University.

**Changing Social Norms? Title IX and Legal Activism: Harvard Journal of Law and Gender Conference**

*Panelist:* “Title IX, Sexual Harassment, and Social Justice Feminism,” April 2007, Harvard Law School. Excerpts published in 31 HARV. J.L. & GENDER 378, 391 (2008)

**Sticky Cultural Norms: The Transformative Potential of Title IX**

*Panelist:* “Title IX and Social Justice Feminism,” April 2007, Hofstra University School of Law

**Southeast/Southwest People of Color Legal Scholarship Conference**

*Panelist:* “Private Choices, Public Consequences: Examining Public Education Reform through a Feminist Lens,” April 2006, University of New Mexico School of Law

**University of Cincinnati Scholar Exchange Program**

*Presenter:* work-in-progress, “Education Reform and Feminist Legal Theory,” February 2005, Chicago-Kent School of Law

**Tenth Annual Latina/o Critical Race Theory Conference**

*Panelist:* “Reading, Writing, and Reparations: Systemic Reform of Public Education as a Matter of Justice,” October 2005, Interamerican University of Puerto Rico, School of Law

**University of Cincinnati Scholar Exchange Program**

*Presenter:* work-in-progress, “More than a Paycheck: Education Reform as a Means of Reparations,” September 2004, University of Maryland School of Law

**Ninth Annual Latina/o Critical Race Theory Conference**

*Panelist:* “Reform or Retrenchment? Single Sex Education and the Construction of Race and Gender,” April 2004, Villanova Law School

**Speaker Series: Equity and Opportunities for Women: Initiatives in Law and Public Policy**

*Keynote:* “Single Sex Education and the Construction of Race and Gender Hierarchies,” April 2004, University of Tennessee

### **Law, Culture, and Humanities Conference**

*Panelist:* “Reform or Retrenchment? Single Sex Education and the Construction of Race and Gender,” March 2004

### **Title IX and Gender Equity in Education: The Unfinished Agenda**

*Presenter:* “Single Sex Education and the Bush Administration,” March 2004, University of Pittsburgh School of Law

### **Law, Ethics, and Affirmative Action: A Symposium**

*Panelist:* “*Grutter v. Bollinger*: The Promise of the Anti-Subordination Principle,” October 2003, University of Cincinnati College of Law

### **Exploring Key Concepts in Feminist Legal Theory: Race and Ethnicity**

*Panelist:* “Reform or Retrenchment? Single Sex Education and the Construction of Race and Gender,” September 2003, Cornell Law School

### **“The Formal Equality Trap: Considering Race in Admissions”**

*Keynote:* April 2002, Western Michigan University School of Social Work

### **“The Push for Single Sex Education: Implications for Gender Equity”**

*Keynote,* November 2002, Colorado State University

### **“A Fly in the Buttermilk: Reflections on Gender, Race, and Diversity”**

University of Pittsburgh School of Law, November 2001

### **“Integration as a Compelling State Interest”**

Moot court presentation concerning *Grutter v. Bollinger*, October 2001, University of Cincinnati College of Law

### **College, University, and Community Service**

#### **College Service:**

- Co-Director, Center for Race, Gender, and Social Justice, 2008 – present
- Chair, Appointments Committee (2010-2011)
- Committee on Committees (2009-10; 2007-08)(elected)
- Reappointment, Promotion and Tenure Committee (2009-10; 2007-08)(elected)
- Appointments Committee (2006-2007)
- Co-chair, Committee on the Joint Degree Program in Law and Women Studies (2001-present)
- Faculty Advisor to FREEDOM CENTER JOURNAL (2006 –2008)
- Conference Organizer, *Women Coming Together: Claiming the Law for Social Change*, conference funded by the Ford Foundation and presented in February 2005
- Faculty Advisor to Black Law Students Association (2003 – present)
- Diversity Committee (2005-2007)

- Committee on the Honor Council (2003-2005)
- Committee on Student Petitions (2002-2003)

**University Service:**

- Provostal Search Committee (2010) (appointed by President Gregory Williams)
- Faculty Senate (2005-06)

**Community Service**

- Leadership Council, Women’s Fund of the Greater Cincinnati Foundation, 2008 – present.
- Board of Directors, Ms. Foundation, 2008- present
- Consultant to the Ford Foundation (July 2003 – 2007)

**OTHER PROFESSIONAL EXPERIENCE**

**NATIONAL WOMEN'S LAW CENTER**

**WASHINGTON, D.C.**

1998 - June 2001

Vice President and Director of Educational Opportunities. Successfully argued *Davis v. Monroe County Board of Education*, Supreme Court litigation establishing obligation of educational institutions to address student-to-student sexual harassment under Title IX of the Education Amendments of 1972. Responsible for development and administration of education project, including policy and legislative analysis, litigation, and developing public education materials.

1993 - 1998

Senior Counsel in areas of education, employment, health care, civil rights, and income security. Analyzed legislation and proposed policy; developed and produced numerous publications; conducted advocacy on Capitol Hill and administrative agencies; worked with and lead coalitions of non-profit advocacy organizations; conducted public education regarding legal issues impacting women and their families.

**UNITED STATES DEPARTMENT OF JUSTICE**

**WASHINGTON, D.C.**

1992 - 1993

Special Assistant, Office of Special Counsel for Immigration Related Unfair Employment Practices. Assisted Special Counsel in administration of office; designed and coordinated procedure for selection and administration of public information grants; prepared testimony and speeches for Special Counsel.

1991 - 1992

Trial Attorney. Voting Rights Section, Civil Rights Division. Analyzed state redistricting plans for compliance with the Voting Rights Act of 1965; investigated and monitored federal observation of elections in jurisdictions where minority voting rights were in jeopardy; conducted litigation against jurisdictions out of compliance with the Act.

**SIDLEY & AUSTIN**

**WASHINGTON, D.C.**

1989 - 1991

Associate in Regulatory Litigation Group. Primary area of practice: Communications Law. Researched, analyzed, and prepared pleadings in support of licensing obligations of clients before the Federal Communications Commission; prepared amicus briefs in Supreme Court litigation on behalf of the NAACP in *Metro Broadcasting v. FCC* and *Astroline Communications v. Shurberg*, which concerned the constitutionality of minority preference programs used by the FCC; represented class action plaintiff in pro bono Title VII matter.

**HON. DAVID S. NELSON,**

**U.S. DISTRICT JUDGE, DISTRICT OF MASSACHUSETTS**

**BOSTON, MA**

1988 - 1989

Judicial Clerk. Researched, analyzed, and made recommendations regarding matters before the court.

**HOGAN AND HARTSON**

**WASHINGTON, D.C.**

summer 1987

Summer Associate. Researched and analyzed issues in a variety of areas, including communications and education.

**SOUTHERN CENTER FOR HUMAN RIGHTS**

**ATLANTA, GA**

summer 1986

Law Clerk. Researched issues in death penalty and prison conditions cases.

#### **ADDITIONAL PUBLICATIONS**

*Sexual Harassment Ruling: Implications for Colleges*, CHRONICLE OF HIGHER EDUCATION, June 18, 1999.

*The Continuing Challenge: Gender Equity in Education and the Clinton Administration*, in THE TEST OF OUR PROGRESS: THE CLINTON RECORD ON CIVIL RIGHTS, REPORT OF THE CITIZENS' COMMISSION ON CIVIL RIGHTS, 1999 (co-author).

*Sex Harassment and Double Standards*, NEW YORK TIMES, June 30, 1998. (co-author).

RIGHTING THE WRONGS: A LEGAL GUIDE TO UNDERSTANDING, ADDRESSING, AND PREVENTING SEXUAL HARASSMENT IN SCHOOLS, June 1998 (co-author and editor).

DO THE RIGHT THING: UNDERSTANDING, ADDRESSING, AND PREVENTING SEXUAL HARASSMENT IN SCHOOLS, May 1998 (co-author and editor).

*Title IX Changed the Landscape, But Hasn't Yet Leveled the Playing Field*, CHICAGO TRIBUNE, July 20, 1997 (co-author).

TITLE IX AT 25: REPORT CARD ON GENDER EQUITY, (National Coalition for Women and Girls in Education), June 1997 (editor and co-author).

*Good-bye, Laura Petrie*, in AN INTRICATE WEAVE: WOMEN WRITE ABOUT GIRLS AND GIRLHOOD (Iris Editions, Spring 1997).

*Sexual Harassment: Let the Punishment Fit the Crime*, CHRONICLE OF HIGHER EDUCATION, April 18, 1997 (co-author).

*Many Rivers to Cross: Gender Equity in the Clinton Administration*, in THE CONTINUING STRUGGLE: CIVIL RIGHTS IN THE CLINTON ADMINISTRATION, REPORT OF THE CITIZENS' COMMISSION ON CIVIL RIGHTS, 1997.

*When a Kiss Isn't Just a Kiss: Title IX and Student-to-Student Sexual Harassment*, 30 CREIGHTON LAW REVIEW 423, February 1997 (co-author).

*Running the Gauntlet No More: Using Title IX to End Student-to-Student Sexual Harassment*, HUMAN RIGHTS, Fall 1996.

*In Search of a Vision: Gender Equity in Education in the Clinton Administration*, in NEW CHALLENGES: THE CIVIL RIGHTS RECORD OF THE CLINTON ADMINISTRATION MID-TERM, REPORT OF THE CITIZENS' COMMISSION ON CIVIL RIGHTS, 1995.

MAKING THE GRADE FOR CARE: RANKING STATE CHILD AND DEPENDENT CARE TAX PROVISIONS, April, 1994 (co-author).

THE ADVOCATE'S GUIDE TO THE CHILD CARE TAX CREDITS OUTREACH CAMPAIGN, January, 1994 (co-author).

Book Review, 11 HARVARD WOMEN'S LAW JOURNAL 263 (1988).

#### **SELECTED PRESENTATIONS AND MEDIA APPEARANCES**

Keynote speaker and honorary co-chair for the Ninth International Conference on Sexual Assault and Sexual Harassment, October, 1999.

“Peer-to-peer Sexual Harassment,” CUNY Staten Island, October, 1999.

“*Davis v. Monroe County Board of Education* and Sexual Harassment,” Hofstra University Law School, October, 1999.

Panelist discussing Title IX issues at Women’s Law Project Conference, October, 1999.

Panelist at 1999 Public Interest Miniconvention, “Critical Issues for Women in the New Millennium,” of the American Psychological Association, August, 1999.

Keynote speaker at the National Coalition for Sex Equity in Education conference in Duluth, Minnesota in July, 1999.

Speaker at Women of Color and the Law Conference at Columbia University in March, 1999.

“Peer-to-Peer Sexual Harassment: the *Davis* Case,” The Bill of Rights Education Project of the Massachusetts ACLU, February, 1999.

Panelist in video teleconference, “How to Address Claims of Sexual Harassment: What the Law Demands,” University of Vermont, September 1998.

“New Developments in the Law of Sexual Harassment,” Eighth International Conference on Sexual Assault and Harassment on Campus, October 1998.

“Confronting Student-to-Student Sexual Harassment,” Safe and Drug Free Schools Conference, October 1997.

Panelist in discussion regarding gender equity in education, “Both Sides with Jesse Jackson,” June 1997.

Panelist in discussion regarding sexual harassment in schools, "Nightline," October 1996.

Panelist in segment on sexual harassment in education, "Diane Rehm Show," National Public Radio, October 1996.

Appearance regarding sexual harassment in education, "The Today Show," October 1996.

"Education Reform: Choices and Challenges," Center for the American Woman and Politics Forum for Women State Legislators, November 1995.

"School-to-Work: Working for Girls?" Women Work! Conference, November 1995.

"Implementing Sexual Harassment Policies in Schools," Youth Leadership Forum, November 1995.

"Increasing Access to Non-traditional Occupations for Women," School-to-Work Office Conference of Local Partnership Grantees, July 1995.

"Roundtable: The Implications of Economic Legislative Initiatives," African American Women and the Law: Exerting our Power -- Reclaiming our Communities, June 1995.

"Ain't I a Woman: Race and Gender in the Complaint Process," Seventh Annual Conference on Race and Ethnicity in Higher Education, June, 1994.

"Economic Enhancement and Empowerment for Families: Getting Tax Credits for Children," Thirteenth Indian Child and Parent Conference, March, 1994.

### **BOARD MEMBERSHIPS AND OTHER LEADERSHIP POSITIONS**

Executive Board Member, Board of Directors, YWCA of National Capitol Area, 1995 - 1999.

Chairwoman, National Coalition for Women and Girls in Education, 1995 - 1997.

Co-Chair, Education Task Force, Leadership Conference for Civil Rights, 1995 - 1997.

Recipient of Woman on the Rise Award, National Rainbow Coalition, July 1997.

Honored by Maryland Women's History Month Project, March 1996.

Admitted to Practice in Washington, D.C., and Massachusetts; United States Supreme Court; First and Eleventh Circuit Courts of Appeal.