CATHERINE R. ALBISTON

Professor of Law and Sociology

OFFICE

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ACADEMIC AND PROFESSIONAL POSITIONS

Professor of Law and Sociology, UC Berkeley School of Law (2009-present) (*affiliate in Sociology and Gender & Women's Studies)*

Assistant Professor of Law, UC Berkeley School of Law (2003-09)

Assistant Professor of Law, University of Wisconsin Law School (2001-03) (*affiliate in Sociology and Women's Studies*)

Law Clerk, Judge Susan Illston, U.S. District Court for the Northern District of California (1998-99)

Skadden Fellow/Attorney, Legal Aid Society of San Francisco (1995-98)

EDUCATION

Ph.D., University of California, Berkeley, Jurisprudence and Social Policy, 2001

J.D., University of California, Berkeley, 1993

M.A., Stanford University, Sociology, 1989

B.A. (*with distinction*), Stanford University, Psychology, 1987

HONORS & AWARDS

Fellow, Center for Advanced Study in the Behavioral Sciences, Stanford University (2012-13)

Honorable Mention, W. Richard Scott Award for Distinguished Scholarship, Organizations, Occupations, and Work Section of the American Sociological Association (2012)

Law and Society Association Article Prize (2012)

Honorable Mention, Law and Society Association Article Prize (2007)

Board of Trustees, Law and Society Association (2005-07)

Law and Society Association Dissertation Prize (2002)

Honorable Mention, Law and Society Association Article Prize (2001)

Fellow, Center for Working Families, University of California, Berkeley (2000-01)

Skadden Public Interest Fellowship (1995-97)

COMPETITIVE RESEARCH GRANTS

Co-Principal Investigator (with Richard L. Abel, Scott Cummings and Joseph W. Doherty), National Science Foundation Grant SES-1250827, *In It For Good: Individual and Institutional Determinants of Public Interest Law Careers* ($99,669 total, 2013-15)($77,994 additional funding, Law School Admissions Council).

Principal Investigator, UC Berkeley Committee on Research RA-Humanities Award, *Barriers to Claiming Paid Family Leave* ($4,000, 2012-13).

Principal Investigator, UC Berkeley Committee on Research Faculty Research Grant, *Barriers to Claiming Paid Family Leave* ($2,000, 2012-13).

Principal Investigator, National Science Foundation Grant SES-1125498, *Publicizing the Cause: Media Coverage and the Structure and Strategy of Public Interest Law Organizations* ($39,996 total, 2011-12).

Co- Principal Investigator (with Shelley Correll) National Science Foundation Grant SES-0818659, *Law, Normative Discrimination, and the Motherhood/Caretaker Penalty.* ($161,626 total, 2009-11).

Principal Investigator, Center for the Study of Law & Society, Research Seed Grant, *The Motherhood Penalty* ($2,500, 2007-08).

Principal Investigator, Center for the Study of Law & Society, Research Seed Grant, *Rights Mobilization, the Workplace, and Social Change* ($3,000, 2005-06).

Principal Investigator, UC Berkeley Committee on Research Junior Faculty Research Grant, (*various projects*) ($2,101, 2003-04; $2,000, 2004-05; $2,000, 2006-07).

Co-Principal Investigator (with Laura Beth Nielsen), University of Wisconsin Research Committee, *The Practice of Public Interest Law* ($15,379, 2003-04, declined when moved to UC Berkeley).

Co-Principal Investigator (with Laura Beth Nielsen), American Bar Foundation Research Grant, *Cause Lawyers in Context: The Constraints and Opportunities of Practicing Law in Public Interest Law Firms* ($169,190 total, 2002-06).

Co-Principal Investigator (with Laura Beth Nielsen), American Bar Foundation Research Grant, *Cause Lawyers in Context: The Constraints and Opportunities of Practicing Law in Public Interest Law Firms* ($82,747 total, 2001-02).

Principal Investigator, National Science Foundation Dissertation Improvement Grant SES-0001905, *Social Reform Through Legal Action: Mobilizing the Family and Medical Leave Act in the Workplace* ($6,103, 2000-01).

INTERDISCIPLINARY COLLABORATIONS

Participant, Social Science Perspectives on Employment Discrimination in Organizations (SSPEDO), Center for Advanced Study in the Behavioral Sciences, Stanford University
Participant, Redesigning Redefining Work Group, Clayman Institute, Stanford University
Advisor, Interdisciplinary Cluster on Implicit Bias and the Law, Harvard University
Participant, WorkLife Law's Working Group on Flexible Work Bias, UC Hastings College of the Law
Participant, Access to Justice Consortium, Stanford Center on the Legal Profession, Stanford Law School
Participant, Access to Justice Research Planning Group, American Bar Foundation
Research Advisory Group for the Community Needs and Services Study (survey of unmet need for civil legal services for the poor)

PUBLICATIONS

BOOK

Catherine Albiston, INSTITUTIONAL INEQUALITY AND THE MOBILIZATION OF THE FAMILY AND MEDICAL LEAVE ACT: RIGHTS ON LEAVE (Cambridge University Press 2010).

PEER-REVIEWED ARTICLES

Catherine Albiston, Lauren Edelman, and Joy Milligan, *The Dispute Tree and the Legal Forrest*, ANNUAL REVIEW OF LAW & SOCIAL SCIENCE (forthcoming 2014).

Catherine Albiston & Laura Beth Nielsen, *Funding the Cause: How Public Interest Organizations Fund Their Activities and Why it Matters for Social Change*, 39 LAW & SOCIAL INQUIRY 62 (2014).

Lauren Edelman, Linda Krieger, Scott Eliason, Catherine Albiston & Virginia Mellema, *When Organizations Rule: Judicial Deference to Institutionalized Employment Structures*, 117 AMERICAN JOURNAL OF SOCIOLOGY 888 (2011).
-- Law & Society Association Article Prize 2012
-- Honorable Mention, 2012 W. Richard Scott Award for Distinguished Scholarship, given by the Organizations, Occupations, and Work Section of the American Sociological Association

Catherine Albiston, *Institutional Perspectives on Law, Work, and Family*, 3 ANNUAL REVIEW OF LAW AND SOCIAL SCIENCE 397 (2007).

Catherine Albiston, *Bargaining in the Shadow of Social Institutions: Competing Discourses and Social Change in Workplace Mobilization of Civil Rights*, 39 LAW & SOCIETY REVIEW 11 (2005).
-- Honorable Mention, Law & Society Association Article Prize 2007

Catherine Albiston, *The Rule of Law and the Litigation Process: The Paradox of Losing by Winning*, 33 LAW & SOCIETY REVIEW 869 (1999).
– Honorable Mention, Law & Society Association Article Prize 2001

LAW REVIEW ARTICLES

Catherine Albiston & Rebecca Sandefur, *Expanding the Empirical Study of Access to Justice*, 2013 WISCONSIN LAW REVIEW 101(2013).

Catherine Albiston, *Institutional Inequality*, 2009 WISCONSIN LAW REVIEW 1093 (2009).

Catherine Albiston, Kathryn Burkett Dickson, Charlotte Fishman & Leslie Levy, *Ten Lessons for Practitioners about Family Responsibilities Discrimination and Stereotyping Evidence*, 59 HASTINGS LAW JOURNAL 1285 (2008).

Catherine Albiston & Laura Beth Nielsen, *The Procedural Attack on Civil Rights: The Empirical Reality of Buckhannon for the Private Attorney General*, 54 UCLA LAW REVIEW 1087 (2007).

Laura Beth Nielsen & Catherine Albiston, *The Organization of Public Interest Practice: 1975-2004*, 84 NORTH CAROLINA LAW REVIEW 1591 (2006).

Catherine Albiston & Laura Beth Nielsen, *Welfare Queens and Other Fairy Tales: Welfare Reform and Unconstitutional Reproductive Controls*, 38 HOWARD LAW JOURNAL 473 (1995).

Catherine Albiston, *The Social Meaning of the Norplant Condition: Constitutional Considerations of Race, Class and Gender*, 9 BERKELEY WOMEN'S LAW JOURNAL 9 (1994).

Catherine Albiston, Eleanor Maccoby & Robert Mnookin, *Does Joint Legal Custody Matter?* 2 STANFORD LAW & POLICY REVIEW 167 (1990).

COMMENTARY & SHORTER PIECES

Catherine Albiston, *Public Interest Lawyering: A Contemporary Perspective* (Book Review), 63 JOURNAL OF LEGAL EDUCATION 554 (2014).

Catherine Albiston & Gwendolyn Leachman, *Law as an Instrument of Social Change*, INTERNATIONAL ENCYCLOPEDIA OF THE SOCIAL AND BEHAVIORAL SCIENCES, Second Edition, ed. James D. Wright (forthcoming).

Catherine Albiston, *The Dark Side of Litigation as a Social Movement Strategy*, 96 IOWA LAW REVIEW BULLETIN 61 (2011).

Catherine Albiston, *Anti-essentialism and the Work/Family Dilemma*, 20 BERKELEY JOURNAL OF GENDER, LAW & JUSTICE 30 (2005).

Catherine Albiston, Tonya Brito, & Jane E. Larson, *Feminism in Relation*, 17 WISCONSIN WOMEN'S LAW JOURNAL 1 (2002).

Patricia Shiu & Catherine Albiston, *Certification Provisions for Family and Medical Leave*, 1995 CALIFORNIA EMPLOYMENT LAW REPORTER 253 (1995).

BOOK CHAPTERS

Catherine Albiston, *Legal Consciousness and Workplace Rights*, in NEW CIVIL RIGHTS RESEARCH: A CONSTITUTIVE APPROACH (Benjamin Fleury Steiner & Laura Beth Nielsen eds., Dartmouth/Ashgate Press, 2006).

Catherine Albiston, contributing author to Chapter 6, THE FAMILY AND MEDICAL LEAVE ACT (Michael J. Ossip & Robert M. Hale, eds., ABA Section of Labor and Employment Law, 2006).

Catherine Albiston, *Mobilizing Employment Rights in the Workplace*, *in* HANDBOOK OF EMPLOYMENT DISCRIMINATION RESEARCH: RIGHTS AND REALITIES (Laura Beth Nielsen & Robert L. Nelson eds., Springer, 2005).

Robert Mnookin, Eleanor Maccoby, Catherine Albiston & Charlene Depner, *Private Ordering Revisited: What Custodial Arrangements are Parents Negotiating? in* DIVORCE REFORM AT THE CROSSROADS (Sugarman & Kay eds., Harvard University Press, 1990).

MEDIA, REPORTS & AMICUS BRIEFS

Flexibility for Families that Work, San Francisco Chronicle, July 19, 2013.

Benefit of Office Face Time a Myth, CNN Opinion Online, March 13, 2013.

Cutting Childcare Out from Under Californians (with Melissa Rodgers and Shira Wakschlag), Policy Brief, Berkeley Center on Health, Economic & Family Security, September 2010.

Brief of *Amici Curiae* the Chief Justice Earl Warren Institute on Race, Ethnicity and Diversity et al., before the United States Supreme Court in *Sole v. Wyner*, No. 06-531, April 2, 2007.

WORK IN PROGRESS

Law, Norms, and the Motherhood/Caretaker Bias (with Shelley Correll) (manuscript in progress).

Democracy, Civil Society, and Public Interest Law (book manuscript in development).

Publicizing the Cause: Media Coverage and the Structure and Strategy of Public Interest Law Organizations (with Gwyn Leachman & Laura Beth Nielsen)(manuscript in progress).

Just Leave: Social Inequality and Paid Family Leave in the post-Fordist Economy (with Lindsay Trimble O'Conner)(manuscript in progress).

The Law and the Land: Geography and the Contours of Public Interest Law in the United States (with Laura Beth Nielsen, Carson Baucher, and Su Li) (manuscript in progress).

Unprecedented: The Politics of Unpublished Opinion Rules (with Pamela Coukos and Su Li) (manuscript in progress).

INVITED PRESENTATIONS

Access to Justice Empirical Methods Workshop: What is Effectiveness? Building Theory and Exploring Measurement, University of Wisconsin, Madison, April 25-26, 2014.

Law, Norms, and the Motherhood/Caretaker Bias, UC Irvine Center for Law, Society and Culture, March 3, 2014.

Presidential Panel, *Cultural Meanings of Gender and Inequality*, Annual Meeting of the American Sociological Association, New York, NY August 10, 2013.

Law, Norms, and the Motherhood/Caretaker Bias, Stanford Law School Faculty Colloquium, Stanford, CA, April 24, 2013.

Keynote Address: *Rights on Leave: The Family and Medical Leave Act in the Courts and in the Workplace,* Sixth Annual Midwest Family Law Consortium Workshop, University of Wisconsin, Madison, April 5, 2013.

Law, Norms, and the Motherhood/Caretaker Bias, Duke University School of Law Faculty Colloquium, February 1, 2013, Raleigh, NC.

Law, Norms, and the Motherhood/Caretaker Bias, American Bar Foundation, December 5, 2012, Chicago, IL.

Rights on Leave, speaker series on *Beyond the Stalled Gender Revolution: Advancing Gender Equality in Workplaces, Families, and Society*, Clayman Institute, Stanford University, October 25, 2012, Stanford, CA.

Empirically-Based Search Practices, University of California System Advance Grant Roundtable, April 11, 2012, Berkeley, CA.

Law, Norms, and the Motherhood/Caretaker Bias, Plenary, AALS Workshop on Women Rethinking Equality, Washington, D.C. June 21, 2011.

Rights on Leave: Law & Work/Family Policy, Joint Stanford Law School – Stanford Sociology Department Workshop in Sociology of Law, Stanford University, January 30, 2008.

CONFERENCE AND OTHER PRESENTATIONS

Social Barriers to Using Paid Family Leave in California, Law and Society Association Annual Meeting, May 30, 2014.

Discussant, *Access to Civil Justice: A New Research Agenda*, Law and Society Association Annual Meeting, May 30, 2014.

Law, Norms, and the Motherhood/Caretaker Bias, Center for the Advanced Study in the Behavioral Sciences, May 22, 2013.

Democracy, Civil Society, and Public Interest Law, Center for the Advanced Study in the Behavioral Sciences, February 27, 2013.

Law, Norms, and the Motherhood/Caretaker Bias, Conference on Empirical Legal Studies, November 9, 2012, Stanford University Law School, Stanford, CA (conference acceptance is peer reviewed).

Law, Norms, and the Motherhood/Caretaker Bias, Work and Family Researchers Network Inaugural Conference, June 14, 2012, New York, NY.

Publicizing the Cause: Media Coverage and the Structure and Strategy of Public Interest Law Organizations, Law & Society Association Annual Meeting, Honolulu, Hawai'i, June 5, 2012.

Institutional Inequality, Flexibility Bias Working Group Meeting, Clayman Institute, Stanford University, Stanford, CA, March 24, 2012.

Law, Norms, and the Motherhood/Caretaker Bias, Law & Society Association Annual Meeting , San Francisco, CA, June 4, 2011.

Author Meets Reader (as the author), *Institutional Inequality and the Mobilization of the Family and Medical Leave Act: Rights on Leave*, Law & Society Association Annual Meeting, San Francisco, CA, June 3, 2011.

Adventures in Methodology, Early Careers Workshop, Law & Society Association Annual Meeting, San Francisco, CA, June 1, 2011.

Panelist, *Leaves that Pay: Employer and Worker Experiences with Paid Family Leave in California*, Center for Economic, Health, and Family Security, UC Berkeley School of Law, Berkeley, CA, May 6, 2011.

Law, Norms, and the Motherhood/Caretaker Bias, Center for the Study of Law and Society, UC Berkeley School of Law, Berkeley, CA, April 26, 2011.

Undergraduate Legal Education Within and Without the Law School, panel presentation, Annual Meeting of the Law and Society Association, Chicago, IL, May 28, 2010.

The Law and the Land: Geography and the Contours and Challenges of Public Interest Practice, Annual Meeting of the Law and Society Association, Denver, CO, May 30, 2009.

Author Meets Reader panelist, *In Reckless Hands* by Victoria Nourse, Annual Meeting of the Law and Society Association, Denver, CO, May 28, 2009.

The Institutional Context of Civil Rights, Annual Meeting of the Law and Society Association, Montreal, Canada, May 30, 2008.

Discussant, *Institutional Perspectives on Mobilization and Litigation*, Annual Meeting of the Law and Society Association, Montreal, Canada, May 30, 2008.

The Social Science Behind Family Responsibilities Discrimination and the Prospects for "Carer" Legislation, conference on Family Responsibilities Discrimination: Lessons for the Use of Stereotyping Evidence and Implicit Bias in Employment Cases, University of California Hastings College of the Law, San Francisco, CA, February 8, 2008.

Institutional Perspectives on Law, Work, and Family, New Legal Realism Meets Feminist and Legal Theory Conference, University of Wisconsin, Madison, October 1, 2007.

Gendered Constructions of Family Leave Rights, 30th Anniversary Conference Celebrating the Institute for the Study of Social Change, University of California, Berkeley, October 20, 2006.

Funding the Cause: How Public Interest Organizations Fund Their Activities, Annual Meeting of the Law and Society Association, Baltimore, MD, July 7, 2006.

Institutions, Work, and Time, WorkLife Law Conference on Working Time, San Francisco, March 10, 2006.

Mobilizing Employment Rights, Social Scientific Perspectives on Employment Discrimination in Organizations, Center for Advanced Studies in the Behavioral Sciences, Stanford, CA, Feb. 17, 2006.

The Procedural Attack on Civil Rights: Buckhannon *and the Eroding Power of the Private Attorney General*, Annual Meeting of the Law and Society Association, Las Vegas, NV, June 3, 2005.

Race, Gender and…is CLASS Still Relevant? panel member at the West Coast Law and Society Retreat, March 11, 2005.

Feminism in Relation, Feminism and Legal Theory Summer Workshop, University of Wisconsin, Madison, WI, June 27, 2003.

Legal Consciousness and Workplace Rights, Annual Meeting of the Law and Society Association, Pittsburgh, PA, June 6, 2003.

Feminists Using Law and Courts, panel member, National Feminisms in a Transnational Arena: The European Union and Gender Politics, Department of Sociology, University of Wisconsin, Madison, WI, April 5, 2003.

Bargaining in the Shadow of Social Institutions: Negotiating Rights in the Workplace, Rights and Realities: Legal and Social Scientific Approaches to Employment Discrimination, Stanford University, Stanford, CA, March 25, 2003.

The Institutional Context of Civil Rights: Negotiating Family and Medical Leave Act Rights in the Workplace, Family Policy and Law Colloquium, University of Wisconsin, Madison, WI, March 10, 2003.

The Rule of Law and the Litigation Process: The Paradox of Losing by Winning, Boalt Hall School of Law, University of California, Berkeley, CA, February 13, 2003.

Multidisciplinary Teaching and Research, panel member, Midwest Law & Society Retreat, University of Wisconsin, September 28, 2002.

Mapping Law and Social Reform in the New Millennium: Results from a National Random Sample of Public Interest Law Organizations in the United States, Annual Meeting of the Law and Society Association, Vancouver, Canada, May 31, 2002.

Public Interest Law Firms: A Discussion of Preliminary Data from a New Study, Law, Deviance and Social Control Colloquium, Department of Sociology, University of Wisconsin, Madison, WI, May 9, 2002.

The Institutional Context of Employment Rights: Negotiating Family and Medical Leave Rights in the Workplace, Women's Studies Program Colloquium, University of Wisconsin, Madison, WI, April 26, 2002.

Compensation for Carework? Perspectives from Europe and the United States, panel member, Department of Sociology, University of Wisconsin, Madison, WI, April 12, 2002.

What is Justice and How Do We Get There?: (Re)Envisioning Litigation as a Tool of Achieving Justice, Annual Meeting of the Association of American Law Schools, San Francisco, CA, January 4, 2001.

Legal Consciousness and the Mobilization of Civil Rights: Negotiating Family and Medical Leave Rights in the Workplace, Annual Meeting of the Law and Society Association, Miami, FL, May 28, 2000.

COURSES TAUGHT

PH.D. SEMINARS

Law and Social Change
Research Methods
Empirical Perspectives on Gender, Law & Society
Foundation Seminar in the Sociology of Law
Social Movements and Law
JSP Orientation Seminar

J.D. COURSES

Civil Procedure
Employment Discrimination
Women and the Law

UNDERGRADUATE LECTURE COURSES

Sociology of Law
Women, Law & Society

DISSERTATION AND THESIS ADVISING

Ph.D. Committees:

- Sandra Levitsky (Sociology, University of Wisconsin, completed 2004)
- Susan Dennehy (Jurisprudence and Social Policy, UC Berkeley, completed 2006)
- Lynette Chua (Jurisprudence and Social Policy, UC Berkeley, completed 2011)
- Shauhin Talesh (Jurisprudence and Social Policy, UC Berkeley, completed 2011)
- Gwendolyn Leachman (co-chair)(Jurisprudence and Social Policy, UC Berkeley, completed 2014)
- Christina Stevens (Jurisprudence and Social Policy, UC Berkeley, completed 2014)
- Veena Dubal (chair)(Jurisprudence and Social Policy, UC Berkeley, completed 2014)
- Kevin Escudero (Ethnic Studies, UC Berkeley, completed 2014)
- Kelsey Mayo (Jurisprudence and Social Policy, UC Berkeley, in progress)

J.S.D Committees:

- Ifat Matzner (UC Berkeley School of Law, completed 2013)
- Ann Chi-Ling Yang (UC Berkeley School of Law, completed 2014)

LL.M. Theses:

- Myunghwa Lee (UC Berkeley School of Law, completed 2014)

Undergraduate Honors Theses:

- Jeena Jiampetti (Legal Studies, UC Berkeley, 2004)
- Jimmy Zhu (Legal Studies, UC Berkeley, 2004)
- Melissa Gossertt (Legal Studies, UC Berkeley, 2004)
- Caryn Horner (Legal Studies, UC Berkeley, 2006)
- Ian Richardson (Legal Studies, UC Berkeley, 2006)(won undergraduate paper prize, Law & Society Association)
- Laura Iris Mattes (Legal Studies, UC Berkeley, 2008)
- Cathy Wang (Legal Studies, UC Berkeley, 2012)(won undergraduate paper prize, Law Section, American Sociological Society)
- Xiaorui Xia (Legal Studies & Statistics, 2014)

PROFESSIONAL SERVICE

Planning Committee, West Coast Consortium of Law and Society Scholars Retreat, 2013.
Organizing Committee, Access to Civil Justice: Re-Envisioning and Reinvigorating Research (an NSF funded workshop), 2012.
Nominations Committee, Law & Society Association, 2010-11.
Kalven & Wheeler Prize Committee, Law & Society Association, 2008-09.
Board of Trustees, Law & Society Association 2005-07.
Article Prize Committee, Law & Society Association, 2004-05.
Student Paper Prize Committee, Law & Society Association, 2002-03, Chair 2005-06.
Student Paper Prize Committee, American Sociological Association, Sociology of Law Section, 2005-06.
Committee on the Integration of Newer Scholars, Law & Society Association, 2003-04.
Editorial Advisory Board, *Law & Society Review*.
Referee, *National Science Foundation, Law & Society Review, Law & Social Inquiry, Social Politics, Political Studies, Journal of Empirical Legal Studies, Work & Occupations*.

UNIVERSITY SERVICE

SYSTEM WIDE

Research Scholars Advisory Board, NSF ADVANCE PAID system-wide grant to the Office of the President, University of California, 2012-present.

UC BERKELEY

Advisory Board, Tools for Change: A Project for Stepping up Retention of Women in the STEM Fields, NSF ADVANCE PAID grant for research dissemination, 2012- present.
Member, Jefferson Lectures Committee, University of California, Berkeley, 2006-present.

LAW SCHOOL

Member, Academic Placement Committee, 2014-15.
Member, Public Interest Placement Committee, 2013-present.
Chair, Ad Hoc Public Interest Committee, 2012-13.
Member, Executive Committee, Center for Social Justice, 2009-present.

Member, Civil Procedure Appointments Review Committee, 2011.
Member, Curriculum Committee, Berkeley Law, 2009-10.
Member, Empirical Legal Studies Working Group, Boalt Hall, 2006-present.
Member & Chair, Advisory Board, Center for the Study of Law and Society, UC Berkeley, 2004-present, chair 2007-08.
Member, Advisory Committee, Institute for Legal Research, UC Berkeley, 2003-present.
Member, Thelen Marrin Prize Committee, Boalt Hall, 2004-05.
Member, Sax Award Committee, Boalt Hall, 2003-04.
Member, Strategic Planning Committee, Boalt Hall, 2003-04.

JSP & LEGAL STUDIES

Member & Equity Adviser, Admissions Committee, 2014-15.
Member, Graduate Diversity Committee, JSP, 2013-14.
Co-Chair, Legal Studies Curriculum Committee, 2011-present.
Equity Advisor, Jurisprudence & Social Policy Program, 2009-2011.
Member, Graduate Program Committee, Jurisprudence & Social Policy Program, 2009-11.
Chair, Legal Studies Program Committee, University of California, Berkeley, 2009-11.
Member, Appointments Committee, Jurisprudence & Social Policy Program, 2008-09.
Member, Graduate Program Committee, Jurisprudence & Social Policy Program, 2007-08.
Member, Legal Studies Program Committee, University of California, Berkeley, 2007-08.
Member & Chair, Admissions Committee, Jurisprudence & Social Policy Program, 2003-2006, chair 2006.

UNIVERSITY OF WISCONSIN

Member, Curriculum Committee, University of Wisconsin Law School, 2001-03.
Member, Dual Degree Advisory Subcommittee, University of Wisconsin Law School, 2001-03.
Member, Public Interest Law Committee, University of Wisconsin Law School, 2001-03.
Member, Skills Training and Outreach Committee, University of Wisconsin Law School, 2001-02.
Member, Sociology of Law Preliminary Examination Committee, Dept. of Sociology, University of Wisconsin, 2002.
Member, Governance Committee, Legal Studies Program, University of Wisconsin, 2001-03.
Member, Program Committee, Women's Studies Program, University of Wisconsin, 2001-03.
Faculty Advisor, Hastie Fellowship, University of Wisconsin Law School, 2001-03.
Faculty Advisor, American Constitution Society, University of Wisconsin Law School, 2001-03.

PROFESSIONAL ASSOCIATIONS

Law and Society Association
American Sociological Association
American Bar Association
California State Bar
United States Supreme Court Bar
Work and Family Researchers Network

ACTIVE EMPIRICAL RESEARCH PROJECTS

The Practice of Law in Public Interest Law Organizations
PIs: Catherine Albiston, Laura Beth Nielsen (Northwestern Univ.)
Funders: National Science Foundation, American Bar Foundation

This multiyear empirical study of public interest law organizations and the legal profession is the first comprehensive study of public interest law since the rapid growth of this field in the 1960s and 1970s. The project developed and surveyed a national random sample of more than 200 public interest law organizations across the ideological spectrum and across different practice areas. Our research seeks to explain variation in strategy, structure and mission across these organizations. We ask how funding sources and other environmental factors affect these organizations' strategies and agendas, how organizational structure relates to media coverage of these organizations, how the current distribution of public interest law organizations relates to access to justice, and how the field of public interest law has changed over time.

In it For Good: Institutional and Individual Determinants of Law Students' Public Interest Careers
PIs: Richard Abel (UCLA), Catherine Albiston, Scott Cummings (UCLA), Joseph W. Doherty (UCLA)
Funders: National Science Foundation, Law School Admissions Council

This project is a multi-university study of the individual and institutional factors that influence law students' commitment to public interest careers. It examines several clusters of variables. *Endowments* capture what students bring to law school including social capital (class, race, gender, age, (new) family relationships) and human capital (undergraduate record, work experience). *Education* includes what students do while they are in law school, including investments in law school specific forms of human capital (coursework, extracurricular activities, summer employment, journal participation, academic performance), and experiences with programmatic/structural efforts to encourage public interest commitment (programs provided by the law school). *Employment* captures student trajectories after leaving law school, including early work choices (e.g., position taken) and environmental factors at the individual (debt, family circumstances) and society (job market, economy etc.) levels. Six California law schools are participating in this retrospective survey of a decade of their graduates: Stanford, UC Berkeley, UCLA, Santa Clara, USC, and Southwestern.

Law, Normative Discrimination, and the Caretaker Penalty
PIs: Catherine Albiston, Shelley Correll (Stanford University)
Funder: National Science Foundation

A growing body of empirical research finds that mothers and caretakers experience significant workplace penalties, including negative evaluations, lower pay, and reduced prospects for promotion. Can law reduce these workplace penalties for mothers and caretakers? We present recent theoretical developments and research that uncover the social psychological mechanisms producing these disadvantages. We then discuss our theory and the results of an experimental laboratory study that show how laws prohibiting discrimination against workers who take family leave can eliminate these biases. Drawing on theories from law and society scholars, we contend that law affects society not only through punitive sanctions but also by changing moral judgments. This argument is confirmed by our experimental findings that when the FMLA was made salient to evaluators, the law eliminated not only wage and promotion penalties for mothers and caretakers, but also negative normative judgments of these workers. In contrast, voluntary organizational policies made salient in the same manner produced mixed results, and in some instances increased discriminatory evaluations. These findings indicate that law can mitigate workplace penalties by changing normative judgments about mothers and caretakers, and that the law is more effective than voluntary policies in counteracting the disadvantages caretakers experience. Current working paper titled *Law, Norms, and the Motherhood/Caretaker Penalty* (with Shelley Correll, Christina Stevens, Traci Tucker) (paper presented at LSA, ASA, and WFRN annual meetings and other venues).

Social Barriers to Taking Paid Family Leave
PIs: Catherine Albiston
Funders: Center for Health, Economic, and Family Security, Vice Chancellor for Research

In the last half of the twentieth century, rapid changes in the labor market and in family structures created significant challenges for workers with families who carry dual work and caregiving responsibilities. These challenges are especially acute for low-wage working families. Federal paid family leave legislation modeled on California's paid family leave program has been proposed to alleviate these challenges. Empirical research on California's paid family leave program, however, finds that despite wage replacement, some workers who need leave do not take it. Surprisingly, these workers tend to be low-wage workers for whom California's limited wage replacement would be most valuable. What explains this pattern? This paper investigates barriers to using paid family leave by drawing on semi-structured interviews with a representative sample of California workers who needed leave but did not take it. It focuses on workplace practices, interactions and social meanings that dissuade workers from taking family leave. The study's findings raise important policy implications for paid family leave policy in California and elsewhere. Paper presented at the Annual Meeting of the Law & Society Association and Work and Family Researchers Network in 2014, submission for publication planned in 2014. Co-author: Lindsey Trimble O'Connor, California State University Channel Islands.

Unprecedented: The Politics and Effects of Unpublished Opinion Rules in Employment Discrimination Cases
PI: Catherine Albiston
Funder: UC Berkeley sources

This project investigates how rules regarding noncitation of unpublished authority influence the development of employment discrimination law. Factors investigated include how variation in publication rules across circuits affects publication rates of decisions in these cases, as well as how judicial ideology, and panel composition regarding judicial ideology, affect both outcome and publication of these decisions. Data collection has been completed on this project, analysis and manuscript production is ongoing. Coauthors: Pam Coukos and Su Li.

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