

Kimberly Alexandra Yuracko
Northwestern University
357 East Chicago Ave.
Chicago, IL 60611-3069
(312) 320-6545
k-yuracko@law.northwestern.edu

ACADEMIC POSITIONS

Northwestern University, Evanston, Illinois

- Judd and Mary Morris Leighton Professor of Law, 2015-present; Courtesy Appointment, Department of Political Science
- Associate Provost for Academic Projects, 2020-2021
- Dean, Northwestern Pritzker School of Law, 2018-2020
- Interim Dean, 2011
- Professor of Law, 2005-present
- Assistant Professor of Law, 2002-2004

New York University School of Law, New York, New York

Visiting Professor of Law (Fall 2007).

UCLA School of Law, Los Angeles, California

Visiting Professor of Law (Fall 2006)

University of California at Irvine, Irvine California

Lecturer, Department of Political Science (Winter 1999)

EDUCATION

Stanford University:

J.D. with Distinction. 1998

Ph.D. Political Science Department. 1997

Dissertation: Challenging Choices: A Critical Look at Women's Life Choices

B.A. with Distinction in Political Science and Honors in Feminist Studies. 1991

PUBLICATIONS

Books

GENDER NONCONFORMITY AND THE LAW (Yale University Press, 2016). (Designated a 2016 Choice Outstanding Academic Title)

EMPLOYMENT LAW: CASES AND MATERIALS (Foundation Press, 9th ed. 2020) (with Mark Rothstein, Lance Liebman and Charlotte Garden)

EMPLOYMENT LAW: CASES AND MATERIALS (Foundation Press, 8th ed. 2015) (with Mark Rothstein and Lance Liebman)

EMPLOYMENT LAW: CASES AND MATERIALS SUPPLEMENT (2013, 2014, 2016, 2017, 2018) (Foundation Press) (with Mark Rothstein and Lance Liebman)

FEMINIST JURISPRUDENCE: CASES AND MATERIALS (West Law School Publishing, 5th ed. 2018) (with Cynthia Bowman, Laura Rosenbury and Deborah Tuerkheimer)

FEMINIST JURISPRUDENCE: CASES AND MATERIALS (West Law School Publishing, 4th ed. 2011) (with Cynthia Bowman, Laura Rosenbury and Deborah Tuerkheimer). Teacher's Manual (2011)

FEMINIST JURISPRUDENCE: TAKING WOMEN SERIOUSLY (West Law School Publishing, 3rd ed. 2006) (with Mary Becker, Cynthia Bowman, and Victoria Nourse)

PERFECTIONISM AND CONTEMPORARY FEMINIST VALUES (Indiana University Press, 2003)

Scholarly Articles

Sexual Harassment Law: An Evolution in Theory, Scope and Impact, RESEARCH HANDBOOK ON FEMINIST JURISPRUDENCE (Cynthia Bowman & Robin West, eds. (2019))

Valuing Black Lives: A Constitutional Challenge to the Use of Race-Based Tables in Calculating Tort Damages, 106 CAL. L. REV. 325 (2018) (with Ronen Avraham), (reviewed in Japanese by Yuki Oshito in Ameriko Ho) (forthcoming)

Torts and Discrimination, 78 OHIO L. J. 3 (2017) (with Ronen Avraham), (translated into Japanese by Kadomatsu Narufumi and Yuki Oshita, in Kobe Hogaku Zasshi) (forthcoming)

Perfectionism, Pies and the Politics of Job Qualifications, 12 REV. J. POL. PHIL. 15 (2014) (book review of Joseph Fishkin, BOTTLENECKS: A NEW THEORY OF EQUAL OPPORTUNITY (2014))

Values at Work: How Sex Discrimination Law Moved from Joke to Juggernaut in 50 Years, 48 VAL. U. L. REV. 885 (2014) (endowed lecture)

Soul of a Woman: The Sex Stereotyping Prohibition at Work, 161 PENN. L. REV. 757 (2013), reprinted in, WOMEN AND THE LAW, Tracy Thomas, ed. (2014)

- The Antidiscrimination Paradox: Why Sex Before Race?* 104 NW. U. L. REV. 1 (2010)
- Is it Time for a Post Civil Rights Response to Racial Injustice?* book review of RICHARD THOMPSON FORD, *THE RACE CARD: HOW BLUFFING ABOUT BIAS MAKES RACE RELATIONS WORSE*, 5 STAN J. C.R.-C.L 101 (2009) (symposium paper)
- Education off the Grid: Constitutional Constraints on Homeschooling*, 96 CAL. L. REV. 101 (2008), reprinted in, *OPPOSING VIEWPOINTS: HOMESCHOOLING* (Noah Berlatsky, ed. 2010)
- Trait Discrimination as Race Discrimination: An Argument About Assimilation*, 74 GEO. WASH. L. REV. 365 (2006)
- Sameness, Subordination & Perfectionism: Toward a More Complete Theory of Employment Discrimination Law*, 43 SAN DIEGO L. REV. 857 (2006) (paper prepared for the University of San Diego Institute for Law and Philosophy conference on The Rights and Wrongs of Discrimination)
- Does Marriage Make People Good or Do Good People Marry*, 42 SAN DIEGO L. REV. 889 (2005) (commenting on Robin Fretwell Wilson, *Evaluating Marriage: Does Marriage Matter to the Nurturing of Children?*, for the University of San Diego Institute for Law and Philosophy conference on The Meaning of Marriage)
- Trait Discrimination as Sex Discrimination: An Argument Against Neutrality*, 83 TEXAS L. REV. 167 (2004)
- Writing Highs and Lows*, 42 SAN DIEGO L. REV. 1783 (2004) (paper presented at the Scholarship Panel of the 2004 AALS Annual Meeting)
- Private Nurses and Playboy Bunnies: Explaining Permissible Sex Discrimination*, 92 CAL. L. REV. 147 (2004)
- One for You and One for Me: Is Title IX's Sex-Based Proportionality Requirement for College Varsity Athletic Positions Defensible?* 97 NW. U. L. REV. 731 (2003), reprinted in, *SPORTS AND INEQUALITY* (Michael J. Cozzillio & Robert L. Hayman, Jr. eds., 2005)
- Title IX and the Problem of Gender Equality in Athletics*, 20 GENDER ISSUES 65 (Spring/Summer 2002), reprinted in, *SPORTING EQUALITY: TITLE IX THIRTY YEARS LATER* (Rita Simon ed., 2005)
- Enforcing Liberalism: Liberal Responses to Illiberal Groups*, in *HANDBOOK OF GLOBAL LEGAL POLICY* 485 (Stuart S. Nagel ed., 2000)
- Toward Feminist Perfectionism: A Radical Critique of Rawlsian Liberalism*, 6 UCLA WOMEN' S LAW JOURNAL 1 (1996)

Other Publications

The Use of Race- and Sex-Based Data to Calculate Damages is a Stain on our Legal System, WASH. POST. Op. Ed., (April 29, 2021) (with Ronen Avraham)

PUBLIC LECTURES AND PRESENTATIONS

Sexual Orientation, Gender Identity and the Supreme Court

- Northwestern University, Shirley Ryan, Learning for Life Lecture, Chicago IL, October 16, 2019

Sex and Gender Identity in the Workplace

- Northwestern University, Reception for Women Faculty, Chicago, IL, April 4, 2017

Valuing Black Lives: A Constitutional Challenge to the Use of Race-Based Tables in Calculating Tort Damages

- George Washington University Law School, Faculty Workshop, Washington, DC, October 11, 2017.
- University of Texas School of Law, Faculty Workshop, Austin, TX, February 14, 2017

Gender Nonconformity and the Law

- Employers' Counsel Network, Chicago, IL, April 28, 2016
- Northwestern University School of Law, Faculty Workshop, Chicago, IL, April 21, 2015
- Searle Center Research Roundtable on Women in the Workplace: Perspectives from the Academic and Corporate Worlds, Chicago, IL, March 12, 2015

Perfectionism, Pies and the Politics of Job Qualifications (book review of Joseph Fishkin, BOTTLENECKS: A NEW THEORY OF EQUAL OPPORTUNITY (2014)).

- Midwest Political Science Association Conference, Chicago, IL, April 4, 2014

Values at Work: How Sex Discrimination Law Moved from Joke to Juggernaut in 50 Years

- Valparaiso University Law School, Valparaiso, IN, October 17, 2013

Soul of a Woman: The Sex Stereotyping Prohibition at Work

- University of Virginia School of Law, Faculty Workshop, Charlottesville, VA, April 26, 2013
- Interdisciplinary Center Herzliya-Northwestern Law Faculty Joint Workshop, Chicago, IL, April 10, 2013
- Saint Louis University School of Law, Faculty Workshop, St. Louis, Mo., November 28, 2012
- University of Texas School of Law, Faculty Workshop, Austin, TX, October 25, 2012
- 7th Annual Labor & Employment Colloquium, Chicago, IL, September 15, 2012
- University of Michigan School of Law, Legal Theory Workshop, Ann Arbor, MI, April 11, 2012

Protection for Gender Nonconformists under Title VII

- 4th Annual ABA Labor and Employment Law Conference, Chicago, IL, November 5, 2010.

Transsexual Rights and the New Gender Essentialism

- The Labor Law Group Conference, Lake Arrowhead, CA, June 4, 2010.

The Antidiscrimination Paradox: Why Sex Before Race

- University of Alabama School of Law, Faculty Workshop, Tuscaloosa, AL, April 4, 2011
- University of Washington School of Law, Faculty Workshop, Seattle, WA, April 29, 2010
- Columbia Law School Legal Theory Workshop, New York, NY, January 12, 2009

Education off the Grid: Constitutional Constraints on Homeschooling

- Cornell Law School, Faculty Workshop, Ithaca, NY, March 12, 2008
- New York University School of Law, Education Law Group, New York, NY, November 29, 2007
- New York University School of Law, Faculty Workshop, New York, NY, October 15, 2007
- New York University School of Law, Furman Scholars Workshop, New York, NY, October 1, 2007
- Northwestern University School of Law, Faculty Workshop, Chicago, IL, September 27, 2007
- Law and Society Association Annual Meeting, Berlin, Germany, July 28, 2007
- University of San Diego Law School, Faculty Workshop, San Diego, CA, April 30, 2007

Title IX's Pragmatic Pluralism, comments on Deborah Brake, *The Theory Behind Title IX: The Virtues and Limits of Pragmatism*, Girls and Women Rock: Celebrating 35 Years of Sport and Title IX (symposium), Cleveland, OH, March 30, 2007

Trait Discrimination as Status Discrimination: The Contested Future of Title VII Law, The 2007 Littler & Mendelson LLP Labor & Employment Law Lecture, Cleveland Marshall College of Law, Cleveland, OH, March 29, 2007

Protecting Gender Nonconformity with a New Gender Essentialism, Makeup, Identity Performance & Discrimination (symposium), Duke Law School, Durham, NC, October 20, 2006

Sameness, Subordination & Perfectionism: Toward a More Complete Theory of Employment Discrimination Law, Law & Politics Workshop, Vanderbilt Law School, Nashville, TN, April 10, 2006

Trait Discrimination as Race Discrimination: An Argument About Assimilation

- Loyola-LA School of Law, Faculty Workshop, Los Angeles, CA, February 15, 2007
- UCLA Law School, Faculty Workshop, Los Angeles, CA, October 6, 2006
- Pepperdine Law School, Faculty Workshop, Malibu, CA, September 8, 2006
- Brooklyn Law School, Faculty Workshop, Brooklyn, NY, November 3, 2005

- Washington University School of Law, Faculty Workshop, St. Louis, MO, September 12, 2005
- Northwestern University School of Law, Faculty Workshop, Chicago, IL, September 8, 2005

Does Marriage Make People Good or Do Good People Marry, comments on Robin Fretwell Wilson, *Evaluating Marriage: Does Marriage Matter to the Nurturing of Children?*, University of San Diego Law School Institute for Law and Philosophy conference on The Meaning of Marriage, San Diego, CA, January 14, 2005

Trait Discrimination as Sex Discrimination: An Argument Against Neutrality:

- Washington and Lee University School of Law, Faculty Workshop, Lexington, VA, September 13, 2004
- Law and Society Association Annual Meeting, Chicago, IL, May 29, 2004
- Midwest Political Science Association Annual Meeting, Chicago, IL, April 17, 2004
- University of Pennsylvania Law School, Faculty Workshop, Philadelphia, PA, April 2, 2004
- Northwestern University School of Law, Faculty Workshop, Chicago, IL, March 25, 2004

An Argument for Making Private Discrimination Public, AALS Annual Meeting, Section on Law and Sports: “The Future of Title IX,” Atlanta, GA, January 5, 2004

Writing Highs and Lows, AALS Annual Meeting, Section on Scholarship: “Why We Write: Motivations for Legal Scholarship,” Atlanta, GA, January 4, 2004

Workplace Segregation Causes and Effects, Chicago Women in Philanthropy 2003 Breakfast Forum, Chicago, IL, July 17, 2003

Private Nurses and Playboy Bunnies: Explaining Permissible Sex Discrimination

- New York Society for Women in Philosophy, New York, NY, November 4, 2005
- Midwest Political Science Association Annual Meeting, Chicago, IL, April 5, 2003
- Stanford Law School, Legal Studies Colloquium, Stanford, CA, March 31, 2003
- Northwestern University School of Law, Faculty Workshop, Chicago, IL, March 18, 2003
- Chicago-Kent College of Law, Faculty Workshop, Chicago, IL, February 26, 2003

Perfectionism and Contemporary Feminist Values, Chicago Political Theory Conference, Chicago, IL, November 16, 2002

An Argument for Feminist Perfectionist Choice Critiques, American Political Science Association Annual Meeting, San Francisco, CA, September 29, 1996

Toward Feminist Perfectionism, Law and Society Conference, Phoenix, AZ, Spring 1994

REFeree AND PROFESSIONAL ACTIVITY

Yale University Press

Law & Philosophy

Law & Social Inquiry

Comparative Labor Law and Policy Journal

GenderSci Lab, Law and Policy Project Advisory Board, Harvard University

OTHER LEGAL WORK ACTIVITY

Associate, Paul, Hastings, Janofsky & Walker. Los Angeles, California, 2001

Law Clerk, The Honorable Stanley Marcus. United States Court of Appeals for the Eleventh Circuit, Miami, Florida, 1999-2000

Law Clerk, The Honorable Gary L. Taylor. United States District Court for the Central District of California, Santa Ana, California, 1998-1999

Summer Associate, Sullivan & Cromwell. Washington, D.C., 1997