

Searle Center Research Roundtable on Women in the Workplace – Perspectives from the Academic and Corporate Worlds

Thursday, March 12 - Friday, March 13, 2015
Wieboldt Hall #150
Northwestern University School of Law
340 E. Superior Street, Chicago, IL 60611

Thursday, March 12th

12:00 p.m. **Lunch** (Wieboldt Hall 540)

1:00 to 1:45 **Welcome and Introduction** (Wieboldt Hall 150)
Kim Yuracko, Stanford Clinton Sr. and Zylpha Kilbride Clinton Research Professor of Law,
Northwestern University School of Law

Discuss the focus in recent legal scholarship and Title VII case law on sex stereotyping. Ask whether the central problems now facing workforce diversity efforts concern sex stereotyping or classic issues like harassment, motherhood and retention. Consider whether Title VII, and the threat of litigation, plays a positive, negative or neutral role in the development of effective workplace responses to these issues. (30 minute talk, 15 minute discussion)

1:45 to 2:00 **Break** (Wieboldt Hall 147)

2:00 to 3:30 **Session One—What are the Most Significant Challenges Now Facing Women at Work?**
(Wieboldt Hall 150)
(10 minute presentations, formal papers not required)

Jon Geier, Partner, Paul Hastings LLP
Joni Hersch, Professor of Law and Economics, Vanderbilt Law School
Tiffany Morris, Vice President of Talent Management & HR Business Partner, Sears Holdings Corporation
Muriel Niederle, Professor, Department of Economics, Stanford University

3:30 to 3:45 **Break** (Wieboldt Hall 147)

3:45 to 5:15 **Session Two—What are Businesses Doing in Practice Today? Which of these Initiatives Work?**
(Wieboldt Hall 150)
(10 minute presentations, formal papers not required)

China Gorman, CEO, Great Place to Work
Valerie Hoffman, Equity Partner, Seyfarth Shaw LLP
Brian Levine, Partner, Workforce Strategy and Analytics, Mercer
Warren J. Cinnick, Chief Learning Executive and Director – NM Academy, Northwestern Memorial HealthCare

5:15 **Reception** (Wieboldt Hall 440)

6:00 **Reception and Dinner** (Wieboldt Hall 540)

7:00 **Keynote Address**

The Honorable Cari M. Dominguez, Senior Vice President, Loma Linda University Health
Former Chair of the U.S. Equal Employment Opportunity Commission (2001-2006)

Friday, March 13th

7:45 a.m. **Breakfast** (Wieboldt Hall 540)

8:30 to 10:00 **Session Three—Is the Legal System Helping or Hindering Corporations in their Efforts to Achieve Diversity?** (Wieboldt Hall 150)
(10 minute presentations, formal papers not required)

Pamela Coukos, Senior Program Advisor, U.S. Department of Labor, Office of Federal Contract Compliance Programs (OFCCP)
William E. Doyle, Jr., Senior Counsel, Morgan, Lewis & Bockius LLP
Effenus Henderson, CEO, HenderWorks and Former Chief Diversity Officer at Weyerhaeuser
Katherine M. Kimpel, DC Managing Partner and Executive Board Member, Sanford Heisler, LLP

10:00 to 10:30 **Break** (Wieboldt Hall 147)

10:30 to 12:00 **Session Four—Looking to the Future** (Wieboldt Hall 150)
(10 minute presentations, formal papers not required)

Katharine T. Bartlett, A. Kenneth Pye Professor of Law, Duke University School of Law
Liz Watson, Senior Counsel and Director of Workplace Justice for Women, National Women's Law Center
Gregory Mitchell, Joseph Weintraub—Bank of America Distinguished Professor of Law & Thomas F. Bergin Teaching Professor of Law, University of Virginia School of Law
Robert L. Nelson, Director & MacCrate Research Chair in the Legal Profession, American Bar Foundation and Professor of Sociology and Law, Northwestern University

12:00 **Lunch** (Box Lunch Available)

Confirmed Participants (as of 2/25/2015):

1. **Katharine T. Bartlett**, Duke University School of Law
2. **Laurie Bassi**, McBassi & Company
3. **Lori A. Beaman**, Department of Economics, Northwestern University (*Friday only*)
4. **Mary Anne Case**, The University of Chicago Law School
5. **Warren J. Cinnick**, Northwestern Memorial HealthCare
6. **Pamela Coukos**, U.S. Department of Labor, Office of Federal Contract Compliance Programs (OFCCP)
7. **The Honorable Cari M. Dominguez**, Senior Vice President, Loma Linda University Health and Former Chair of the U.S. Equal Employment Opportunity Commission (2001-2006)
8. **William E. Doyle, Jr.**, Morgan, Lewis & Bockius LLP
9. **Zev Eigen**, Northwestern University School of Law
10. **Jon Geier**, Paul Hastings LLP
11. **China Gorman**, Great Place to Work
12. **Catherine Grimsted**, Northwestern University
13. **Gay Crosthwait Grunfeld**, Rosen Bien Galvan & Grunfeld LLP
14. **Effenus Henderson**, HenderWorks (former Chief Diversity Officer, Weyerhaeuser)
15. **Joni Hersch**, Vanderbilt Law School (*Thursday only*)
16. **Valerie J. Hoffman**, Seyfarth Shaw LLP
17. **Katherine M. Kimpel**, Sanford Heisler, LLP
18. **Brian Levine**, Mercer
19. **Maria C. Lin**, Northwestern Memorial HealthCare
20. **Ann C. McGinley**, William S. Boyd Law School, University of Nevada, Las Vegas
21. **Gregory Mitchell**, University of Virginia School of Law
22. **Tiffany Morris**, Sears Holding Company

23. **Robert L. Nelson**, Northwestern University and American Bar Foundation
24. **Muriel Niederle**, Department of Economics, Stanford University
25. **David Ong**, Peking University HSBC Business School
26. **Destiny Peery**, Northwestern University School of Law
27. **Nicola Persico**, Kellogg School of Management, Northwestern University
28. **Susan E. Provenzano**, Northwestern University School of Law
29. **Gowri Ramachandran**, Southwestern Law School
30. **Renée A. Redd**, Director, Women's Center, Northwestern University
31. **Lauren Rivera**, Kellogg School of Management, Northwestern University (*Thursday p.m. only*)
32. **Paola Sapienza**, Kellogg School of Management, Northwestern University (*Friday only*)
33. **Michael Waterstone**, Northwestern University School of Law
34. **Liz Watson**, National Women's Law Center
35. **Lee Webster**, University of Texas Medical Branch (UTMB)
36. **Deborah M. Weiss**, Searle Center on Law, Regulation, and Economic Growth, Northwestern University School of Law
37. **Kimberly A. Yuracko**, Northwestern University School of Law