

CURRICULUM VITAE
PHOEBE WEAVER WILLIAMS
ASSOCIATE PROFESSOR OF LAW, MARQUETTE UNIVERSITY LAW SCHOOL

Education: Marquette University Law School
J.D., 1981

Marquette University College of Liberal Arts
A.B., 1968

Professional: Associate Professor of Law
Marquette University Law School
August, 1992- Present
Courses Taught: Business Associations,
Labor Law, Employment Discrimination Law,
Race and Gender Discrimination in Economic
Transactions, History of Women Lawyers

Assistant Professor of Law
Marquette University Law School
August, 1985 - August 1992
Courses Taught: Business Associations,
Labor Law, Employment Discrimination Law,
Agency Law, Race and Gender Discrimination in
Economic Transactions,

Associate Attorney
Lindner and Marsack
August, 1981 - August, 1985
Represented management in labor and
employment matters. Litigated cases before
Federal and state courts at trial
and appellate levels.

Manager
Social Security Branch Office, Milwaukee, WI.
1977- August, 1978
Responsible for staff of forty supervisory,
professional and clerical employees. Managed
program operations, public relations, and
labor relations activities. Special
Assignments: Bureau of Disability
Insurance And Bureau of Data Processing
Administration, Baltimore, Maryland, 1977.

Supervisor
Social Security Administration
1976-1977
Supervised program operations for a staff of

approximately fifteen. Special Assignments: Regional Office, Chicago, Ill. and Member of Team To Train Employees on Instructional Methods And Techniques.

Social Insurance Representative

Social Security Administration

1968-1976

Adjudicated claims for social security benefits.

Scholarly Publications, Research and Activities:

Publication: Social Security Reform: Creating Transformative Opportunities for African Americans, Elder Law Advisor, (Panel Publication, Aspen Publications, Inc. Summer, 2001.

Panelist: AALS, Elder Law Section Program: Aging with Diversity, January 5, 2001, Topic Presented: Social Security Reform: Creating Transformative Opportunities for African Americans

Contributing Author: Report of the President's Task Force on Gender Equity, January 31, 2001. Co- Author of Executive Summary, Introduction, Report of the Committee on Administrators of the Task Force Report. Chair, Director of a Major Collaborative Research Project, Task Force on Gender Equity, May 1999- January 2001.

Contributing Author: Report of the Governors' Task Force on Racial Profiling, Co-Author with Jennifer Bias, Chapter: Report of the Task Force Educational Initiatives. February, 2001.

Panelist: Conference of the State of Wisconsin Public Defenders: Racial Profiling (Fall 2000)

Paper Presentation: Reclaiming our Songs: African Americans' Interests in the Cultural Appropriation Debates, Symposium Sponsored by the Journal of Gender Race & Justice, University of Iowa, October 1999

Panelist: Sports Law in the Twenty-First Century, Race and Sports, November 1998.

Paper Presentation: Wisconsin's First African American Woman Attorney: Performing Outside Racial and Gender Perimeters, American Legal History Society, October 1998, Seattle, Washington.

Paper Presentation: Performing in a Racially Hostile Environment, Symposium on Race, Sports, and the Law,

Marquette University Law School Sports Law Society, March 18, 1997, Milwaukee, WI.

Paper Presentation: "Emancipating the Voices of African American Women In Law," Law and History Society. October 18, 1996, Richmond, VA.

Publication and Paper Presentation: Presentation: "Disassembling and Reassembling Concepts of Affirmative Action," Wisconsin Advisory Committee to the U.S. Commission on Civil Rights. February 22, 1996, Milwaukee, WI.
Publication: "Disassembling and Reassembling Concepts of Affirmative Action," Wisconsin Consultation: Focus on Affirmative Action (1996).

Publication: "Performing in a Racially Hostile Environment," 6 Marquette Sports Law Rev. 287 (1996).

Contributing Author: Historical Dictionary of Feminism (Boles & Hoeveler Eds. Scarecrow Press 1996).

Panelist: Wisconsin Judicial Conference. Session on "Understanding and Valuing Racially/Ethnically Diverse Groups: Their Possibly Different View of and Contact or Experience With the Justice System, Authorities, Procedures and Practices." October 1995.

Paper Presented: Supreme Court Nomination Task Force for the Nomination of Justice Stephen G. Breyer, convened by Senator Herbert Kohl. (July 1994)

Paper Presented: "An Introduction to Sexual Harassment in the Workplace," Nonresident Lawyers Division, State Bar of Wisconsin 1994 Annual Convention, Milwaukee, WI. (June 24, 1994).

Paper Presented: Corporate Practice Institute, "The Use of Alternative Dispute Resolution To Resolve Employment Litigation," Milwaukee, WI. (December 1, 1993).

Paper Presented: The First Annual Consumer Law Conference, sponsored by the Consumer Law Institute, University of Wisconsin Law School, "Race and Gender Discrimination Against Ordinary Consumers: When Those who Can Least Afford It Pay More," Madison, WI. (October 23, 1993).

Paper Presented: Supreme Court Nomination Task Force For The Nomination of Justice Ruth Bader Ginsburg, convened by Senator Herbert Kohl. (July 1993).

Panelist: Conference on African-Americans and the Right to Self-Determination, sponsored by the Hamline

University Law School and the International Human Rights Association of American Minorities, St Paul, Minn. (May 14, 1993); Remarks published in the Hamline Law Review.

"Proceedings of the Conference on African-Americans and the Right to Self Determination," 17 Hamline L. Rev. 54 (1993).

Panelist: Michael, Best & Friedrich Fifth Annual Employment Relations Seminar, "How Employment Litigation Is Won and Lost," Milwaukee, WI. (February 18, 1993).

Reviewer: Reviewer for book chapter, "Separation or Termination of Employment," for publication in WISCONSIN EMPLOYMENT LAW. (Fall 1992); Member of Editorial Review Board for State Bar publication, Hiring and Firing in Wisconsin.

Publication: "Suspicionless Drug Testing After Skinner and Von Raab: Constitutional Adjudication in the Courts of Appeals," 40 Univ. of Kan. L. Rev. 733-776. (1992).

Publication: "A Black Woman's Voice: The Story Of Mabel Raimey, 'Shero'," 74 Marq. L. Rev. 345-376. (1991).

Publication: "Governmental Drug Testing: Critique and Analysis of Fourth Amendment Jurisprudence," 8 Hofstra Labor Law J. 1-79. (1990).

Research and Private Publication: "A Study To Identify Discriminatory Practices In The Milwaukee Construction Marketplace", Prepared For The Milwaukee Metropolitan Sewerage District, by Conta and Associates. Director Of Legal Research and a Principal Researcher. As a member of interdisciplinary team, performed legal research in the areas of equal protection, employment discrimination, lending discrimination, insurance discrimination, and contracting discrimination. Research methodology included historical research, field studies and legal research. Assisted in the development of research instruments, evaluated data, and authored portions of 156 page report. Testified in hearings before the Sewerage District. April, 1990. Research and findings to be used to implement affirmative action contracting programs and propose legislative initiatives. (1988-1990)

Panelist: Presentation to the Minority Business Legal Education and Defense Fund Conference on Minority Set-Asides and Affirmative Action Programs. (June 1990, Washington, D.C.).

Speaker: "Employment Discrimination Issues Raised By Employment Drug Testing Programs." Human Rights Conference, International Association of Machinists and

Aerospace Workers District Lodge 141 in cooperation with the Center for Labor Research and Education Institute of Industrial Relations University of California at Berkeley, June 1990, Milwaukee, WI.

Paper Presented: Supreme Court Nomination Task Force For The Nomination of Justice David Souter, convened by Senator Herbert Kohl. (September 1990, Milwaukee, Wis.).

Speaker: Milwaukee Young Lawyers Association, Supreme Court Nomination Task Force For Justice David Souter. (November 1990).

Speaker: Wisconsin Association of Minority Attorneys, The National Association of Black Accountants and Minorities in Computer Related Occupations. "Croson and Affirmative Action Seminar." (October 1989, Milwaukee, Wi.).

Paper Presented: Wisconsin State Bar, Labor Law Section, "Legal Implications of Alcohol and Drug Testing in Employment. February 1987, Milwaukee, WI.

Speaker: American Law Institute, "Legal Implications of Alcohol and Drug Testing in Employment", January 1987, Milwaukee, WI.

Publication: "Successorship Law: The Impact on Business Transfers and Collective Bargaining", 65 Marq. L.Rev. 213-239 (1981). Co-authored with Gary Marsack.

Public Service and Professional Activities:

Educational:

Chair, Marquette University Task Force on Gender Equity: Appointed by the President of Marquette University, Rev. Robert A. Wild, S.J., May 1999-April 2001

Member: P-5 Advisory Council, Appointed by Herbert J. Grover, Superintendent of Public Instruction, State of Wisconsin. The P-5 Program is a grant program which targets supplemental funding to elementary schools enrolling large numbers of economically disadvantaged students in urban areas of Wisconsin. The Advisory Council oversees the expenditure of \$5,670,000 in state funds by monitoring the activities and expenditures of the recipients. (March 1990-Sept. 1993).

Speaker: Athletes For Youth. Motivational speeches given to middle and high school students in the Milwaukee Public School System. (1986-1992).

Civic:

State of Wisconsin Governor's Task Force on Racial Profiling: Appointed as a member of the Task Force by Governor Tommy G. Thompson, January 2000-November 2000.

City of Milwaukee Fire & Police Commissioner: Appointed by Mayor John Norquist. The Fire and Police Commission is charged with executive, administrative, and appellate responsibilities for the major public safety departments, Police and Fire, of the City of Milwaukee. (October 1992-July 1997) Vice Chair, 1995-1997; Chair February 1997-July 1997.

Court Commissioner, Milwaukee County Circuit Court: Appointed by Judge Maxine A. White, Milwaukee County Circuit Court, Branch 1. (September 1992-Present).

Public Member: Council on Child Labor Laws. Council was charged with reviewing and implementing regulations of the State of Wisconsin's Child Labor Laws and recommending changes consistent with the protection of child welfare and business needs. 1990-1991.

Public Member: Governing Board of the Wisconsin Insurance Plan. Chair, Governing Board 1991 - 1992; Chair, Underwriting Committee. 1988-1991; Member, Underwriting Committee. 1988-Present.

Law School & University:

Law School Representative: Conference For Law Schools and Historically Black Colleges and Universities. (October 1990).

Speaker: Moot Court Intramural Program, "Persuasive Brief Writing", October, 1989, Nov. 1990.

Advisor: Black Law Students Association, 1986-2001.

Advisor: Labor and Employment Law Society of Marquette University Law School, 1995-Present.

Advisor: Moot Court Team for Wagner Moot Court Competition. 1985- 1995, 2002

Law School Committee Service: Past: Ad Hoc Committee to Review Incorporation of Agency into Other Courses; Academic Standing; Admissions; Law Review Advisory Committee; Clinical Committee; Diversity Task Force; Space Utilization; Ad Hoc Committee on Moot Court; Student Faculty Committee (Chair); Minority Advisory Council (Member); Chair Admissions Committee; Appointments Committee(Member);

Promotion and Tenure (Member); Search Committees: Dean, Assistant Dean of Admissions; Budget Advisory Committee Fall 1999-Present).

Member: Sports Law Advisory Board (1998-Present)

Recruitment Activities: LSAS Forums: September 1991, 1992, 1993 (Atlanta, Ga.); October 1987 (Chicago, Ill.); Law Career Forums: Fall 1986 (Atlanta, Ga.); Fall 1987 (Milwaukee, WI.)

Faculty Liaison: Committee to Encourage Placement of Minority Lawyers, Wisconsin State Bar. (1992-1994).

University Search Committees: University Director of Minority Affairs, (1992); University General Counsel (1994)

University Title IX Gender Equity Committee: (1997-1999).

Awards and Recognitions:

YWCA Leadership Award: Outstanding Woman Leader Award December 2002

Project Equality Award: Pride and Excellence Award May 2002

United States Postal Service Stamp on Milwaukee Award: For outstanding contributions in the field of government service and law. March 2000

Milwaukee Times 1999 Black Excellence Award: For outstanding achievement in the field of Education, February 1999

Wisconsin Association of Minority Attorneys: Commendation for Outstanding Achievements and Dedicated Service in the Legal Profession. May 14, 1998.

Upsilon Mu Omega Chapter of Alpha Kappa Alpha Sorority, Inc.: Brick Award Outstanding African-American Woman in the Greater Milwaukee Community.

Black Law Student's Association:

Plaque, "In Recognition of Support," May 1991

Plaque, "Outstanding Attorney," May 1984

Athletes For Youth, Inc.

Plaque, "In Recognition of Outstanding Service to Youth and Athlete for Youth, Inc.," June 1988.

Milwaukee Young Lawyers Association:

Plaque, "In Appreciation For Special Services To The Bar," May 1983.

Fellow American Bar Association Foundation
1995- Present.

Scribes 1995- Present