

## **ELIZABETH F. EMENS**

Thomas M. Macioce Professor of Law ♦ Columbia Law School ♦ 435 West 116th Street ♦  
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### **EXPERIENCE**

**COLUMBIA LAW SCHOOL**, New York, NY, 2005-present

*Thomas M. Macioce Professor of Law*, 2022-present.

*Isidor & Seville Sulzbacher Professor of Law*, 2013-22; Professor, 2009-13; Assoc. Professor, 2005-09.

Teach contracts; disability law; lawyer leadership; law, justice & reflective pract.; employment discrim.

**YALE LAW SCHOOL**, New Haven, CT, Fall 2021

*Visiting Professor of Law*. Taught disability law and culture.

**HARVARD LAW SCHOOL**, Cambridge, MA, 2014-15

*Robert Braucher Visiting Professor of Law*. Taught disability law; employment discrim.; contracts.

**HEBREW UNIVERSITY** (May 2011); **BAR ILAN UNIVERSITY** (May 2014)

*Visiting Professor in the Faculty of Law*. Taught Antidiscrimination Law and Theory.

**UNIVERSITY OF CHICAGO LAW SCHOOL**, Chicago, IL, 2003-05

*Bigelow Fellow*. Taught legal research and writing and a seminar in advanced issues in contracts.

**HON. ROBERT D. SACK**, U.S. Court of Appeals for the Second Circuit, NY, NY, 2002-03

*Law Clerk*.

**YALE LAW SCHOOL**, New Haven, CT, Fall 2001

*Coker Fellow Teaching Assistant*. Assisted with Constitutional Law class.

**LESBIAN & GAY IMMIGRATION RIGHTS TASK FORCE**, *Intern*, NY, NY, Summer 2001

**LEBOEUF, LAMB, GREENE & MACRAE, LLP**, *Summer Associate*, NY, NY, Summer 2001

**UNIVERSITY OF CAMBRIDGE**, *Instructor*, Cambridge, England, 1998-99

### **EDUCATION**

**YALE LAW SCHOOL**, New Haven, CT; J.D. 2002

*Honors/Activities*: Coker Fellow; *Yale Law Journal*, Articles Editor; *Yale Journal of Law & the Humanities*, Executive Editor; OutLaws, Co-Chair

**KING'S COLLEGE, UNIVERSITY OF CAMBRIDGE**, England; Ph.D. in English, 2002

*Thesis*: "William Beckford: Sexuality and Reputation"

*Honors/Activities*: Marshall Scholarship; Queer Theory Discussion Group, Convener

**YALE UNIVERSITY** (Branford College), New Haven, CT; B.A. 1994, *summa cum laude*

Double major in English and Psychology, with distinction in both

*Honors*: Mendell Prize, for contribution to the intellectual life of Branford College;  
Mifflin Prize, for outstanding work in the English major; Angier Prize, for exceptional performance on individual research in Psychology; Curtis Prize, for expository writing; Phi Beta Kappa

*Activities*: Varsity Track Team, All-East 4x800m relay team; Branford Tutoring Program

**PUBLICATIONS**

**Academic Articles and Essays**

*Law's Contributions to the Mindfulness Revolution*, UTAH L. REV. 573 (2022).

*Mindful Debiasing: Meditation as a Tool for Addressing Disability Discrimination*, 53 CONN. L. REV. 835 (2022).

*Getting It: The ADA After Thirty Years*, 71 SYRACUSE L. REV. 637 (2021) (symposium contribution).

*Disability Admin: The Invisible Costs of Being Disabled*, 105 MINN. L. REV. 2329 (2021).

*On Trust, Law, and Expecting the Worst*, 133 HARV. L. REV. 1963 (2020) (reviewing Jill Elaine Hasday, *Intimate Lies and the Law* (2019)).

*The Art of Access: Innovative Protests of an Inaccessible City*, 47 FORDHAM URBAN L.J. 1359 (2020) (symposium contribution).

*Admin*, 103 GEORGETOWN L.J. 1409 (2015).

*Compulsory Sexuality*, 66 STAN. L. REV. 303 (2014).

*Disabling Attitudes*, 60 AMER. J. COMPAR. L. 205 (2012).

*Against Nature*, in NOMOS LII: EVOLUTION AND MORALITY 293 (James E. Fleming & Sanford Levinson eds., NYU Press 2012).

*Framing Disability*, 2012 U. ILL. L. REV. 1383.

*Regulatory Fictions: On Marriage and Counter-marriage*, 99 CAL. L. REV. 235 (2011).

*Intimate Discrimination: The State's Role in the Accidents of Sex and Love*, 122 HARV. L. REV. 1308 (2009).

*Integrating Accommodation*, 156 U. PA. L. REV. 839 (2008).

*Changing Name Changing: Framing Rules and the Future of Marital Names*, 74 U. CHI. L. REV. 761 (2007).

*Shape Stops Story*, 15 NARRATIVE 124 (2007).

*The Sympathetic Discriminator: Mental Illness, Hedonic Costs, and the ADA*, 93 GEO. L.J. 399 (2006).

*Aggravating Youth: Roper v. Simmons and Age Discrimination*, 2005 SUP. CT. REV. 51.

*Monogamy's Law: Compulsory Monogamy and Polyamorous Existence*, 29 N.Y.U. REV. L. & SOC. CHANGE 277 (2004).

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### PUBLICATIONS (CONT.)

#### Books

LIFE ADMIN (Houghton Mifflin Harcourt & Viking UK, 2019).

DISABILITY AND EQUALITY LAW (Ashgate Press 2013) (ed. vol., with Michael Ashley Stein).

#### Other Publications and Reprintings

*The Contested Evolution of the Americans with Disabilities Act*, in MICHAEL REMBIS, DISABILITY: A REFERENCE HANDBOOK 87 (2019) (with Karen A. Kadish).

*The Stickiness of 'Life Admin'*, WALL ST. J., Dec. 30, 2018.

*Regulatory Fictions: On Marriage and Counter-marriage*, in NEW DIRECTIONS IN LAW AND LITERATURE (Elizabeth Anker & Bernadette Meyler, eds., Oxford Univ. Press, 2017).

*Accommodation*, in KEYWORDS IN DISABILITY STUDIES (Rachel Adams, Benjamin Reiss & David Serlin, eds., NYU Press, 2015).

*"Think Harder, Do More, Study Better": A Tribute to Kent Greenawalt*, COLUMBIA L. REV. (2015).

*What's Left in Her Wake: In Honor of Adrienne Asch*, HASTINGS CTR. REP., Mar.-Apr. 2014, at 19.

*Disabling Attitudes*, reprinted in THE DISABILITY STUDIES READER (Lennard Davis ed., Routledge, 4th ed., 2013).

*Inside Out*, 2 CAL. L. REV. CIR. 95 (2011).

*A Simple Hyphen Will Do*, N.Y. TIMES (online), July 3, 2011.

*Law's Nature*, 22 YALE J. L. & FEMINISM 226 (2010).

*Compulsory Monogamy*, in FEMINIST AND QUEER LEGAL THEORY: INTIMATE ENCOUNTERS, UNCOMFORTABLE CONVERSATIONS (Martha Fineman, Jack Jackson & Adam Romero eds., Ashgate Press, 2009).

*Changing Name Changing: Framing Rules and the Future of Marital Names*, reprinted in NAMES ARE SHAPING UP NICELY! GENDERED NOMENCLATURE IN ART, LANGUAGE, LAW AND PHILOSOPHY (Rudolfine Lackner ed., Vienna: VBKÖ, 2008).

*Just Monogamy?*, in MARY LYNDON SHANLEY, JUST MARRIAGE 75 (Joshua Cohen & Deborah Chasman eds., Oxford Univ. Press 2004).

E.F. Emens, N.W. Hall, C. Ross & E.F. Zigler, *Preventing Juvenile Delinquency: An Ecological, Developmental Approach*, in CHILDREN, FAMILIES, AND GOVERNMENT: PREPARING FOR THE TWENTY-FIRST CENTURY 308 (E.F. Zigler et al. eds., Cambridge Univ. Press 1996).

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### PRESENTATIONS

*The Invisible Labor of Being Disabled and Facilitating Access:* Ira M. Belfer Lecture, Brooklyn Law School (Apr. 12, 2023).

*Uncomfortable Conversations on Disability and Gender, or, Raise Hell and Tread Lightly: Meeting the Moment: Legal Frameworks for Feminist Futures,* Yale Law School (March 31, 2023).

*Accommodation Admin:* University of Pennsylvania School of Law Disability Frame Symposium (Feb. 18, 2022); American Association of Law Schools, Disability Law Section (Jan. 5, 2022).

*Emotional and Perceptual Segregation: An Invitation into Discussion of the Perils and Promise of Talking Across Identity Lines Today:* American Association of Law Schools Annual Meeting (Jan. 7, 2022); Columbia Law School and Berkeley Law School (Nov. 17, 2020).

*Law's Role in the Mindfulness Revolution:* University of Virginia Law School Legal Theory Workshop (Oct. 26, 2021); Yale Law School American Constitution Society Progressive Scholarship Workshop (Oct. 5, 2021); Columbia Law School Mindfulness and Racism Discussion Group (Aug. 17, 2021).

*Showing Up: Pedagogy and Mindfulness in Challenging Times:* American Association of Law Schools Annual Meeting (Jan. 5, 2021).

*Creating a More Just Future:* The Garrison Institute Series on Justice (Nov. 10, 2020).

*The Unseen Work of Inaccessible Cities:* Accessible Cities Conference at Fordham Law School (Feb. 2020).

*On Trust, Lies, and Expecting the Worst of Those We Love:* American Philosophical Association Northeast (Philadelphia, Jan. 8, 2020); Columbia Law School Faculty 10-10 Workshop (Sept. 2019).

*Disability Admin: The Invisible Costs of Being Disabled:* Clifford Chance Thought Leadership Lecture on Diversity (Jul. 10, 2019 & Apr. 16, 2019); Law & Society Association Annual Meeting (June 2, 2019); Syracuse College of Law Faculty Colloquium (Apr. 8, 2019); U.C. Davis Law School (Oct. 22, 2018); Vanderbilt Law School (Nov. 5, 2018).

*Admin Discrim: Ordeals, Disability, and the Social Model:* Conference on Ordeals in Healthcare: Ethics and Efficient Delivery, Edmond J. Safra Center for Ethics at Harvard (May 10, 2018).

*Enabling Mindfulness: Debiasing Disability Discrimination:* University of Utah S.J. Quinney School of Law (Feb. 25, 2020); American Association of Law Schools Annual Conference, Section on Employment and Labor Law panel on "Relationships in Employment Discrimination Law" (Jan. 5, 2018); Symposium on Personhood and Civic Engagement by People with Disabilities: A Conference to Explore the Legal Underpinnings of Personhood and the Barriers to Participation by Persons with Disabilities in Civic and Social Life, Cardozo Law School (Feb. 23, 2017); Mindful Lawyering Retreat, Garrison Institute (May 7, 2016).

*Conversion Discrimination:* Equality Roundtable, Cardozo Law School (Nov. 13, 2016); Conference on the Moral Status of Discrimination and its Legal Implications, Hebrew University, Jerusalem (Dec. 15, 2016).

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### PRESENTATIONS (CONT.)

*Life Admin for Non-Traditional and Low-Income Families: Moore* Kinship Symposium, Fordham Law School (Oct. 14, 2016).

*Disability Law Futures: Moving Beyond Compliance:* Keynote address at Diversity and Disability Symposium, Fordham Law School (Dec. 2, 2015); Keywords/Key Questions Symposium, Columbia University/Barnard College (Oct. 2, 2015).

*Admin:* University of Connecticut School of Law (Feb. 17, 2015); Boston College Law School (Feb. 13, 2015); Northeastern University Law School Colloquium (Dec. 15, 2014); Harvard Law School Faculty Workshop (Nov. 6, 2014); Hebrew University of Jerusalem Public Law Workshop (May 19, 2014); Bar Ilan University Law Faculty Workshop (May 13, 2014); University of Michigan Law School Legal Theory workshop (March 26, 2014); University of Glasgow School of Law Faculty Research Seminar (Feb. 19, 2013); George Washington Law School Faculty Workshop (Jan. 29, 2014); Columbia Law School Faculty Workshop (Nov. 26, 2013); New York Area Family Law Scholars Workshop, Cardozo Law School (Nov. 15, 2013); Columbia Law Women's Association Reading Group (Oct. 23, 2013); Columbia Law School Juniors Workshop (June 13, 2013); Emerging Family Law Scholars and Teachers Conference, Brooklyn Law School (June 5, 2013).

*Mapping the Tensions between Center and Margin: Lessons from Asexuality:* Frontiers in Sexuality Colloquium hosted by the *Harvard Journal of Gender & Law* and HLS Lambda (Sept. 26, 2014); AALS Workshop on Sexual Orientation and Gender Identity Issues (June 7, 2014).

*Compulsory Sexuality:* University of Minnesota Law School Faculty Workshop (Apr. 18, 2013); Iowa Law School Faculty Workshop (Apr. 19, 2013); University of Toronto Law School Legal Theory Workshop (Apr. 2, 2013); University of Miami School of Law Legal Theory Workshop (March 28, 2013); Association of Law, Culture and Humanities Annual Conference, University of London (March 22, 2013); Columbia University Institute for Research on Women and Gender, Feminist Interventions Lecture Series (Oct. 17, 2012); Columbia Law School Faculty Workshop (Oct. 4, 2012); Pace Law School Faculty Workshop (Sept. 12, 2012); Rutgers School of Law–Camden Faculty Workshop (Sept. 10, 2012); Emerging Family Law Scholars and Teachers Conference, Fordham Law School (May 22, 2012); Fordham Law School Legal Theory Workshop (Mar. 5, 2012); Rutgers School of Law–Newark Faculty Workshop (Feb. 29, 2012); Columbia Law Women's Association (Feb. 17, 2012); Columbia Law School 10-10 Workshop (July 1, 2011).

*Shared:* Columbia Law School Summer 10-10 Workshop (July 12, 2012); Southeastern Association of Law Schools Annual Meeting (July 31, 2012).

Author-Meets-Critics Session, on Elizabeth Emens' *Monogamy's Law: Compulsory Monogamy and Polyamorous Existence*, at the Society for the Philosophy of Sex and Love, APA Pacific Division (Apr. 4, 2012).

*Utopias: Of Sexing and Unsexing:* Conference on Darren Rosenblum's *Unsex Mothering: Toward a New Culture of Parenting*, Harvard Law School (Feb. 13, 2012).

*Framing Disability:* University of Texas School of Law (Nov. 3, 2011); Colloquium on Anti-Discrimination Law, University of Toronto Faculty of Law (Sept. 23, 2011); Law and Philosophy Workshop, Hebrew University School of Law (May 28, 2011); Columbia Law School Faculty Workshop (Mar. 24, 2011); UNC Law School Faculty Workshop (Feb. 28, 2011); Hofstra

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### PRESENTATIONS (CONT.)

University Law School Faculty Workshop (Nov. 10, 2010); Cornell Law School Faculty Workshop (Oct. 22, 2010).

*Disabling Attitudes*: Yale Law School Ph.D. Seminar (Nov. 19, 2014); Evolutions in Anti-Discrimination Law in Europe and North America, Harvard Law School (May 6, 2011).

*A Resistance to Theory: Franco-American Legal Influences, Then and Now*, Harvard Law School (June 13, 2011).

*Attitudes to Disability: Bridging Law and Society* (with Adrienne Asch): Columbia University Seminar on Disability Studies (Mar. 23, 2011).

*Is Sex Special?:* Northeast Law and Society Conference, Amherst MA (Oct. 1, 2010); Law and Society Conference, Chicago IL (May 27, 2010).

*Regulatory Fictions: On Marriage and Counter-marriage*: Shakespeare and the Law Conference, University of Chicago Law School (May 16, 2009), Marriage in Law and Culture Seminar, University of Virginia School of Law (Apr. 6, 2009), Columbia Law School 10-10 Workshop (Apr. 21, 2009), Emerging Family Law Scholars Workshop (Jan. 29, 2009).

*Against Nature*: Colloquium on Research in Gender, Law, and Policy, Boston University School of Law (Apr. 16, 2009), Law and Humanities Workshop, University of Virginia School of Law (Apr. 6, 2009); Henderson Center for Social Justice Colloquium, UC Berkeley School of Law (Mar. 19, 2009).

*Disability's Work: What Disability Law and Theory Can Contribute to the Antidiscrimination Law Project*: Constitution in 2020 Conference, Yale Law School (October 3, 2009), Quinnipiac Law School Faculty Workshop (Mar. 5, 2009), Harvard Lambda Legal Advocacy Conference, Harvard Law School (Feb. 27, 2009), Pace Law School Faculty Workshop (Feb. 9, 2009).

*Discriminations*: Critical Legal Conference, University of Glasgow (Sept. 5, 2008).

*Discriminatory Domains: From Work to Street to Sheets*: Society for Disability Studies Conference (June 17, 2008).

*Intimate Discrimination: The State's Role in the Accidents of Sex and Love*: Regulating Family, Sex, and Gender Workshop, University of Chicago Law School (Apr. 17, 2008), Columbia Law School Faculty Workshop (Apr. 10, 2008), Work, Family, and Policy Workshop, Washington University (Mar. 31, 2008), New Frontiers in Family Law Conference, S.J. Quinney School of Law, University of Utah (Feb. 28, 2008), Loyola Law School Faculty Workshop (Feb. 27, 2008), New York City Junior Faculty Colloquium, Fordham Law School (Feb. 1, 2008), Symposium, Unconscious Discrimination Twenty Years Later: Application and Evolution, University of Connecticut School of Law (Nov. 2, 2007), Women and Society Conference, Marist College (Oct. 27, 2007), Critical Legal Conference, Birkbeck College, University of London (Sept. 15, 2007).

*Adaptive Desires*: Law and Society Conference, Berlin (July 28, 2007).

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### PRESENTATIONS (CONT.)

*Integrating Accommodation: The Third-Party Benefits of Workplace Accommodations:* Society for Disability Studies Annual Meeting (June 1, 2007), Columbia University Seminar on Disability Studies (Feb. 22, 2007), Harvard Public Law Workshop (Feb. 16, 2007), Columbia Law School Faculty Workshop (Dec. 7, 2006), Colloquium, Current Scholarship in Labor and Employment Law, Marquette Law School (Oct. 27, 2006), Law and Philosophy Workshop, University of Chicago Law School (Oct. 23, 2006), Employment and Labor Law Scholars' Forum, Seton Hall Law School (Oct. 13, 2006); AALS Annual Meeting Section on Law and Mental Disability (Jan. 5, 2006).

*Changing Name Changing: Framing Rules and the Future of Marital Names:* NYU Law School American Constitution Society Meeting (Mar. 1, 2007), Women and Society Conference, Marist College (Nov. 4, 2006), 2006 Quinney Legal Theory Scholar Lecture, S.J. Quinney College of Law, University of Utah (Mar. 30, 2006), *Columbia Journal of Gender and Law* Symposium on Sexuality and the Law (Feb. 24, 2006).

*Shared Laughter: A Triad of Convergences Between Conservatives and Liberals:* American Society for Political and Legal Philosophy Annual Meeting (Jan. 6, 2007).

*Bound: The Imaginative Surplus of Contractual Intent:* Association of Law, Culture & Humanities Annual Conference, University of Virginia Law School (March 10, 2014); "There Is No Politics Without Fantasy": Gender, Sexuality, & Cultural Studies in Law, Keele Univ. (Apr. 20, 2006).

*Shape Stops Story:* Disability, Narrative and the Law Conference, Ohio State University (Feb. 17, 2006).

*Aggravating Youth: Roper v. Simmons and Age Discrimination:* Law and Culture Colloquium, Columbia Law School (Sept. 25, 2005).

*The Sympathetic Discriminator: Mental Illness and the ADA:* 29th International Congress on Law and Mental Health, Université René Descartes (July 8, 2005), Feminism and Legal Theory Workshop on the Subject of Disability, Emory University (Mar. 4, 2004).

*Conversation Wrap-Up: Feminist and Queer Legal Theory: Convergences and Divergences,* in conjunction with the Feminism and Legal Theory Project, Emory Law School (Apr. 30, 2005).

*Roundtable on "Whatever Happened to Queer Law?":* Queer Matters Conference, King's College London, in conjunction with the NYU Center for the Study of Gender and Sexuality (May 29, 2004).

*Queering Law?: A Queer Theory of Same-Sex Marriage:* Queer Matters Conference, King's College London (May 29, 2004), Playing the Field: Politics and History of Gender and Sexuality Conference, Columbia University (Apr. 24, 2004).

*On Law Teaching and Protean Selfhood:* University of Chicago Center for Gender Studies Annual Spring Symposium (May 21, 2004).

*Adaptive Desires:* Law and Society Conference, Berlin (July 28, 2007).

*Monogamy's Law: Compulsory Monogamy and Polyamorous Existence:* Center for Gender Studies, University of Chicago (Jan. 16, 2004), Law and Philosophy Workshop, University of Chicago (Nov. 24, 2004), Law and Policy Workshop, UCLA QGrad Conference, in conjunction with the Williams Project on Sexual Orientation Law at UCLA School of Law (Nov. 15, 2003).

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### PRESENTATIONS (CONT.)

*Bentham and Beckford: Rethinking Sex Between Men in the Long Eighteenth Century*: Middle Atlantic Conference on British Studies (Apr. 12, 2000).

*Editing His “Grammatical Mistake . . . in Regard to the Genders”*: *William Beckford’s Scrapbook of Sodomy and Social Exclusion: Cultivation & Commerce: Sensibility and Refinement in Eighteenth-Century Britain*: St. Catharine’s College, Cambridge, UK (Sept. 19, 1998).

### PROFESSIONAL ACTIVITIES

Director, Columbia Law School (CLS) Mindfulness Program (2018-present).  
Co-Chair, Davis Polk Leadership Initiative (2020-22).  
Co-Convener, CLS Mindfulness and Racism Discussion Group (2020-present).  
Convener, Mindful Parenting (2018-present).  
Mindfulness Meditation Teacher Certification Program (2021-23).  
Mindful Educator Essentials, Mindful Schools (2016).  
Teacher Training Practicum, Univ. of Mass. Medical School Center for Mindfulness (2015).  
Board of Advisors, Columbia Journal of Gender and Law (2013-2015).  
Judge, Yale/Harvard/Stanford Junior Faculty Forum (2012).  
Board of Advisors, Columbia Human Rights Law Review (2011-2015; 2018-present).  
Board Member, Community Meditation Center (2009-12).  
Board Member, CLS Public Interest Law Foundation (2008-09).  
Associate, Inns of Court, New York City Chamber (2006-07).  
Instructor, Sponsors for Educational Opportunity Corporate Law Institute (2006-09).  
Member, Society for Disability Studies (2006-present).  
Member, American Bar Association (2003-present).  
Member, New York State Bar Association (2003-present).  
Admitted to practice in the State of New York (2003).