

Kingsley R. Browne

2750 Provincial Drive
Ann Arbor, MI 48104
(734) 677-3792

Wayne State University Law School
471 West Palmer Avenue
Detroit, MI 48202
(313) 577-0476
kingsley.browne@wayne.edu

Present Position

Wayne State University Law School

Detroit, Michigan. Professor, since 1997; Associate Professor (1989-1997); tenured since 1993.
Teach courses in Employment Discrimination, Employment Law, Evidence, and Torts

Prior Employment

Morrison & Foerster

San Francisco, California, Labor and Employment Department. Partner (1989), Associate (1984-88)

Supreme Court of the United States

Clerk to Justice Byron R. White (1983-84)

Supreme Court of Colorado

Clerk to Justice Luis D. Rovira (1982-83)

Professional

Member: Colorado Bar, 1982; California Bar, 1985 (inactive)

Education

University of Denver College of Law, J.D. 1982

Class Rank: Number 1

Board of Editors, DENVER LAW JOURNAL

University of Colorado, M.A. 1976

Graduate study in physical (biological) anthropology, 1975-79. Completed all coursework for Ph.D.

The George Washington University, B.A. (with distinction)
1975, Anthropology

University of South Carolina
Attended 1968-70

Personal Data

Born: November 1, 1950
Spouse: Cynthia H. Browne, M.D.
Children: Cecily (1984); Veronica (1985)

Professional Publications

Books:

Co-ed Combat: The New Evidence That Women Shouldn't Fight the Nation's Wars (2007), Sentinel (Penguin USA)

Biology at Work: Rethinking Sexual Equality (2002), Rutgers University Press, in the *Rutgers Series in Human Evolution* (Robert L. Trivers, series editor) (named one of the "Outstanding Academic Titles of 2002" by *Choice* magazine, a publication of the Association of College & Research Libraries)

Divided Labours: An Evolutionary View of Women at Work (1998), part of the *Darwinism Today* series, Weidenfeld & Nicolson, London (U.S. edition published by Yale University Press, 1999) (Helena Cronin & Oliver Curry, series editors) (translated into Hebrew, Japanese, Korean, Portuguese, and Spanish)

Book Chapters:

Band of Brothers or Band of Siblings? An Evolutionary Perspective on Sexual Integration of Combat Forces, in Todd K. Shackelford & Viviana Weekes-Shackelford (eds.), OXFORD HANDBOOK OF EVOLUTIONARY PERSPECTIVES ON VIOLENCE, HOMICIDE, AND WAR, pp. 372-392, Oxford University Press (2012) (part of the *Oxford Library of Psychology* series)

The X-Percent Solution: "Race Neutral" Affirmative Action in University Admissions, in Gail Heriot (ed.), CALIFORNIA DREAMING: PROPOSITION 209 AND THE PRINCIPLE OF NON-DISCRIMINATION IN ACTION, Institute of Governmental Studies, Berkeley (in press)

Sex Differences in the Workplace and the Military, in Yan-jie Su & X. T. Wang (eds.), THUS SPAKE EVOLUTIONARY PSYCHOLOGISTS, pp. 222-231, Peking University Press (2011)

Evolutionary Psychology and Sex Differences in the Workplace, in Gad Saad, *EVOLUTIONARY PSYCHOLOGY IN THE BUSINESS SCIENCES*, pp. 71-94, Springer (2011)

The Evolutionary Psychology of Sexual Harassment, in Joshua Duntley & Todd K. Shackelford (eds.), *EVOLUTIONARY FORENSIC PSYCHOLOGY*, pp. 81-100, Oxford University Press (2008)

The Silenced Workplace: Employer Censorship Under Title VII, in Catharine MacKinnon & Reva Siegel (eds.), *DIRECTIONS IN SEXUAL HARASSMENT LAW*, pp. 399-416, Yale University Press (2004)

Women in the Workplace: Evolutionary Perspectives and Public Policy, in Charles Crawford & Catherine Salmon (eds.), *EVOLUTIONARY PSYCHOLOGY, PUBLIC POLICY AND PERSONAL DECISIONS*, pp. 275-292, Lawrence Erlbaum Associates (2004)

Law, Biology, Sex, and Politics, in LAWRENCE A. FROLIK (ED.), *LAW & EVOLUTIONARY BIOLOGY: SELECTED ESSAYS IN HONOR OF MARGARET GRUTER ON HER 80TH BIRTHDAY*, pp. 73-86, Gruter Institute (2000)

The Use and Abuse of Statistical Evidence in Discrimination Cases, in Titia Loenen & Peter R. Rodrigues (eds.), *NON-DISCRIMINATION LAW: COMPARATIVE PERSPECTIVES*, pp. 411-423, Kluwer: The Hague (1999)

Articles:

Sole-Authored

Pernicious P-Values: Statistical Proof of Not Much of Anything, UNIVERSITY OF DAYTON LAW REV. (in press)

Title VII and Diversity, 14 NEVADA LAW JOURNAL 806-830 (2014)

Mind Which Gap? The Selective Concern over Statistical Sex Disparities, 8 FLORIDA INTERNATIONAL UNIVERSITY LAW REVIEW 271-285 (2013)

Biological Sex Differences in the Workplace: Reports of the End of Men Are Greatly Exaggerated (As Are Claims of Women's Continued Inequality), 93 BOSTON UNIVERSITY LAW REVIEW 769-794 (2013)

The Report of the Military Leadership Diversity Commission: An Inadequate Basis for Lifting the Exclusion of Women from Direct Ground Combat (2012) (analysis of report of MLDC submitted to Department of Defense), available at <http://ssrn.com/abstract=2151965>

Sex Differences in Aggression: Origins and Implications for Sexual Integration of Combat Forces, BEHAVIORAL AND BRAIN SCIENCES, 32:270-271 (2009) (short commentary on article by John Archer)

- Military Sex Scandals from Tailhook to the Present: The Cure Can Be Worse than the Disease*, DUKE JOURNAL OF GENDER LAW & POLICY, 14:749-789 (2007)
- Sex, Power, and Dominance: The Evolutionary Psychology of Sexual Harassment*, MANAGERIAL AND DECISION ECONOMICS, 27:145-158 (2006)
- Evolved Sex Differences and Occupational Segregation*, JOURNAL OF ORGANIZATIONAL BEHAVIOR, 27:143-162 (2006)
- Women in Science: Biological Factors Should Not Be Ignored*, CARDOZO WOMEN'S LAW JOURNAL, 11(3):509-528 (2005)
- Book Review*, Eugene R. Fidell and Dwight H. Sullivan (eds.), *Evolving Military Justice*, ARMED FORCES & SOCIETY: AN INTERDISCIPLINARY JOURNAL, 30:690-693 (2004)
- The Use of "Race Neutral" Entrance Criteria to Achieve Racial Diversity in University Admissions*, ACADEMIC QUESTIONS, 15(1): 19-32 (2002)
- Zero Tolerance for the First Amendment: Title VII's Regulation of Employee Speech*, OHIO NORTHERN UNIVERSITY LAW REVIEW, 27:563-605 (2001)
- Women at War: An Evolutionary Perspective*, BUFFALO LAW REVIEW, 49: 51-247 (2001)
- Commentary: The Relevance of Sex Differences in Risk-Taking to the Military and the Workplace*, BEHAVIORAL AND BRAIN SCIENCES, 22:218-219 (1999) (short commentary on article by Anne Campbell)
- An Evolutionary Account of Women's Workplace Status*, MANAGERIAL & DECISION ECONOMICS, 19:427-440 (1998)
- The Strangely Persistent "Transposition Fallacy": Why "Statistically Significant" Evidence of Discrimination May Not Be Significant*, LABOR LAWYER, 14:437-455 (1998)
- An Evolutionary Approach to Sexual Harassment: Seeking Roots in Biology Rather than Ideology*, JOURNAL OF CONTEMPORARY LEGAL ISSUES, 8: 5-77 (1997)
- Nonremedial Justifications for Affirmative Action in Employment: A Critique of the Justice Department Position*, LABOR LAWYER, 12:451-473 (1997)
- Affirmative Action: A Rose by Any Other Name*, OHIO NORTHERN UNIVERSITY LAW REVIEW, 22:1125-1157 (1996) (reprint of testimony before House Committee on Economic and Educational Opportunities, Subcommittee on Employer-Employee Relations, with introduction)
- Sex and Temperament in Modern Society: A Darwinian View of the "Glass Ceiling" and the "Gender Gap" in Compensation*, ARIZONA LAW REVIEW, 37:971-1106 (1995)

Workplace Censorship, RUTGERS LAW REVIEW, 47:579-594 (1995)

Statistical Proof of Discrimination: Beyond “Damned Lies”, WASHINGTON LAW REVIEW, 68:477-558 (1993)

The Civil Rights Act of 1991: A “Quota Bill,” a Codification of Griggs, a Partial Return to Wards Cove, or All of the Above?, CASE WESTERN RESERVE LAW REVIEW, 43:287-400 (1993)

Foreword: Racist Speech on Campus, WAYNE LAW REVIEW, 37:1309-1311 (1991)

Title VII as Censorship: Hostile Environment Harassment and the First Amendment, OHIO STATE LAW JOURNAL, 52:481-550 (1991)

Comparable Worth: An Impermissible Form of Affirmative Action?, LOYOLA OF LOS ANGELES LAW REVIEW, 22:717-759 (1989)

Biology, Equality, and the Law: The Legal Significance of Biological Sex Differences, SOUTHWESTERN LAW JOURNAL, 38:617-702 (1984)

Liberty vs. Equality: Congressional Enforcement Power Under the Fourteenth Amendment, DENVER LAW JOURNAL, 59:417-458 (1982)

Community Communications Corporation v. City of Boulder, DENVER LAW JOURNAL, 59:399-406 (1982) (Case Comment)

Tenth Circuit Survey: Constitutional Law and Civil Rights, DENVER LAW JOURNAL, 59:239-269 (1982)

Rhode Island v. Innis: “Offhand Comments” or “Interrogation”?, DENVER LAW JOURNAL, 58:637-651 (1981) (Case Comment)

Co-Authored:

April Bleske-Rechek & Kingsley R. Browne, *Trends in GRE Scores and Graduate Enrollments by Gender and Ethnicity*, INTELLIGENCE 46:25-34 (2014)

Yitzhak Fried, Ariel S. Levi, Steven W. Billings, & Kingsley R. Browne, *The Relation Between Political Ideology and Attitudes Toward Affirmative Action among African-Americans: The Moderating Effect of Racial Discrimination in the Workplace*, HUMAN RELATIONS, 54:561-584 (2001)

Raymond L. Wheeler & Kingsley R. Browne, *Federal Preemption of State Wrongful Discharge Actions*, INDUSTRIAL RELATIONS LAW JOURNAL, 8:1-45 (1986)

Raymond L. Wheeler & Kingsley R. Browne, *Preemption of Wrongful Discharge Claims of*

Employees Covered by Collective Bargaining Agreements, LABOR LAWYER, 1:593-616 (1985)

Professional Activities

Speaking:

The Quixotic Quest for “Gender Equality” in the Workplace, University of Toledo Law Review Symposium, “Gender Equality: Progress and Possibilities,” October 13, 2017

Mind Which Gap? The Selective Concern over Statistical Sex Disparities, Florida International University Law Review Symposium, “Minding the Gap: Reflections on the Achievement Gap Between Men and Women in the Workplace,” March 1, 2013

Biological Sex Differences in the Workplace: Reports of the End of Men Are Greatly Exaggerated (As Are Claims of Women’s Continued Inequality), Boston University School of Law Conference, “Evaluating Claims about ‘The End of Men’: Legal and Other Perspectives,” October 12, 2012

Evolutionary Psychology and Sex Differences in Workplace Outcomes, HECER Labour and Public Economics Seminar, Helsinki Center of Economic Research, University of Helsinki, Helsinki, Finland, May 19, 2011

What’s all this Fuss About Ricci?, Southeastern Association of Law Schools Annual Meeting, Palm Beach, Florida, August 4, 2010

Cohesion and Trust: Evolutionary Psychology and the Sexual Integration of Combat Forces, 10th Annual Conference of the Society for Evolutionary Analysis in Law, Vanderbilt University, Nashville, Tennessee, April 17, 2009

Trust and Cohesion: Integration of Women into Military Combat Units, Human Behavior and Evolution Society Annual Conference, Kyoto, Japan, June 8, 2008

Sexual Integration of Military Combat Forces, Twelfth Annual Center for Military Readiness Meeting, Washington D.C., October 4, 2007 (received “The CMR Spotlight Award” for *Co-ed Combat*)

Women in Medicine: The Influence of Innate Sex Differences on Occupational Behavior, Royal College of Physicians, London, England, June 27, 2005 (repeated at the Nuffield Trust, London, England, June 28, 2005)

Women in Science: (Un)Just Discrimination or Do Innate Sex Differences Play a Role?, Human Behavior and Evolution Society Annual Conference, Austin, Texas, June 4, 2005

Evolutionary Psychology and the “Glass Ceiling”, Society for Industrial and Organizational Psychology Annual Conference, Los Angeles, California, April 16, 2005

Warfare and the Warrior: Then and Now, Conference on Evolutionary Psychology, Carleton University Institute for Cognitive Science, Ottawa, Canada, October 16, 2004

Evolutionary Psychology and the Workplace: Public Policy Implications of Evolved Sex Differences, American Psychological Association Annual Convention, Honolulu, Hawaii, July 30, 2004

The Impact of Grutter on Affirmative Action in Employment, Southeastern Association of Law Schools Annual Meeting, Amelia Island, Florida, July 22, 2003

Concepts of Equality in the Sex-Discrimination Law of the United States and Europe, Conference Celebrating Twenty-Five Years of the Wayne State-Utrecht Exchange, University of Utrecht, Utrecht, Netherlands, May 16, 2003

Title VII and Workplace Censorship, faculty brownbag, Michigan State University-Detroit College of Law, East Lansing, Michigan, February 5, 2003

Zero Tolerance for the First Amendment: Title VII's Regulation of Employee Speech, Ohio Northern University Law Review Symposium: *Sexual Harassment in the Workplace: Fifteen Years After Meritor Savings Bank*, Ada, Ohio, March 16, 2001

Standardized Tests and Grades: Modification of Entrance Criteria to Achieve Racial Diversity, National Association of Scholars Section on Law Symposium: *Law School Admissions in the Post-Affirmative Action Age: The LSAT on Trial*, San Francisco, California, January 6, 2001

Women in the Workplace: Evolutionary Perspectives and Public Policy, in public lecture series *Ever Since Sociobiology: Darwinism, Human Behaviour and Public Policy*, sponsored by the Department of Psychology, Simon Fraser University, Vancouver, British Columbia, Canada, December 8, 2000

Cognitive Sex Differences and Their Workplace Implications, Society for Evolutionary Analysis in Law Annual Conference, Indiana University, Bloomington, Indiana, October 13, 2000

An Evolutionary Perspective on Women in the Workplace: The Occupational Implications of Temperamental and Cognitive Sex Differences, Federalist Society, University of Michigan Law School, Ann Arbor, Michigan, April 17, 2000

Women at War: An Evolutionary Analysis, Symposium on Law and Evolutionary Biology, Institute for Humane Studies/George Mason University School of Law, Arlington, Virginia, November 13, 1998

Women and the Military, Society for Evolutionary Analysis in Law Annual Conference, Pace University, White Plains, New York, October 17, 1998

Women at Work: An Evolutionary View, London School of Economics, *Darwinism Today* Public Lecture Series, London, England, October 8, 1998

The Use and Abuse of Statistical Evidence in Discrimination Cases, International Conference on Comparative Non-Discrimination Law, University of Utrecht, Utrecht, Netherlands, June 24, 1998

Neurobiology, Human Behavior, and the Law, Gruter Institute for Law and Behavioral Research, Squaw Valley, California, June 18, 1998

Sexual Harassment Regulation Violates the First Amendment, Symposium on Sexual Harassment, Yale Law School/Yale University Press, New Haven, Connecticut, February 28, 1998

The Relevance of Evolved Behavioral Predispositions to Law and Public Policy: Women in the Workplace, Gruter Institute for Law and Behavioral Research Symposium: *Frontiers in Law and Biology*, Squaw Valley, California, June 19, 1997

Rethinking Sexual Harassment, Women's Freedom Network, October 13, 1996, Washington, D.C.

The Glass Ceiling, the Gender Gap, and Evolutionary Biology, Human Behavior and Evolution Society, Annual Conference, Northwestern University, Evanston, Illinois, June 28, 1996

An Evolutionary Approach to Sexual Harassment, Symposium on Law, Human Behavior and Evolutionary Biology (Gruter Institute for Law and Behavioral Research/University of San Diego), Squaw Valley, California, June 24, 1996

Gender and the Law, 5th Annual Teaching Seminar on Law, Biology and Human Behavior, Gruter Institute for Law and Behavioral Research, Squaw Valley, California, June 21, 1996

Affirmative Action: Policy-Making by Deception, Ohio Northern University Law Symposium, Columbus Ohio, March 22, 1996 (Proceedings transcribed at 22 OHIO NORTHERN UNIVERSITY LAW REVIEW 1291-1303 (1996))

Sex and Temperament in Modern Society: A Darwinian View of the "Glass Ceiling" and the "Gender Gap" in Compensation, Faculty Workshop, Yeshiva University, Benjamin N. Cardozo School of Law, New York, New York, April 24, 1995

Choosing the Right Paradigm: Does Free Speech Interfere with Efforts at Equality or Vice-Versa?, Drake University Constitutional Law Resource Center Symposium, Des Moines, Iowa, April 1, 1995 (Proceedings transcribed in *Proceedings of the Sixth Annual Symposium of the Constitutional Law Resource Center*)

Resolved: Current Title VII Doctrine Governing Hostile-Environment Harassment in the Workplace Violates the First Amendment, Federalist Society for Law and Public Policy Studies Debate, Wayne State University Law School Chapter, November 10, 1993

The Constitutionality of Hostile-Environment Harassment Law, 4th Annual Employment Law Institute, Detroit Bar Association, Detroit, Michigan, October 21, 1993

Title VII and the Constitution, Federal Bar Association, Detroit, Michigan, April 28, 1993

Recent Developments Under the National Labor Relations Act, American Bar Association Section of Labor and Employment Law, Committee on Development of the Law Under the National Labor Relations Act, Midwinter Meeting, Ixtapa, Mexico, February 8, 1993

Sexual Harassment and the First Amendment, Association of American Law Schools Annual Meeting, Employment Discrimination Section, San Francisco, California, January 9, 1993

Regulation of Sexual Harassment in the American Workplace: Problems of Free Speech and Protectionism, 17th Annual Wayne-Windsor Lecture, University of Windsor Faculty of Law, Windsor, Ontario, March 30, 1992

Sexual Harassment, Republican Business and Professional Women's Forum, Birmingham, Michigan, November 20, 1991

The Civil Rights Act of 1991, 16th Annual Labor Law Seminar, Institute of Continuing Legal Education, Ann Arbor, Michigan, April 25, 1991

Ad Hoc Peer Reviewer:

Armed Forces & Society: An Interdisciplinary Journal (multiple times)

Evolution and Human Behavior

Journal of Organizational Behavior

Evolutionary Psychology (multiple times)

Organizational Behavior and Human Decision Processes

Journal of Trauma and Dissociation

Journal of Applied Social Psychology

Jurimetrics

Journal of Social, Evolutionary and Cultural Psychology

Editorial Board:

Evolutionary Psychological Science

Teaching:

Teaching, University of Utrecht Faculty of Law, Utrecht, Netherlands, April-June 2004 (teaching *Introduction to American Law*)

Teaching, Mari State University, Yoshkar-Ola, Russian Federation, March 17-27, 2003 (teaching portion of *Introduction to American Law* course)

Congressional Testimony

Written Comments on Justice Department Memorandum, "Post-Adarand Guidance on Affirmative Action in Federal Employment," submitted to Senate Judiciary Committee, March 28, 1996

Witness, *Testimony Before the House Committee on Economic and Educational Opportunities, Subcommittee on Employer-Employee Relations*, on the U.S. Supreme Court decision in *Adarand Constructors v. Peña* and H.R. 2128, The Equal Opportunity Act of 1995, Washington, D.C., February 29, 1996

Witness, *Testimony Before the House Committee on the Judiciary, Subcommittee on the Constitution, on the Equal Opportunity Act of 1995*, on H.R. 2128, The Equal Opportunity Act of 1995, Washington, D.C., December 7, 1995

Statement on Nomination of Chief Justice Rosemary Barkett (Submitted to Senate Judiciary Committee, Feb. 2, 1994)

Written Statement on the Civil Rights Act of 1991 ("The Danforth Bill") (Submitted to Senate, September 28, 1991)

Supplemental Written Comments on Conference Report to Civil Rights Act of 1990 (S.2104)

Supplemental Written Comments on Amendments to Civil Rights Act of 1990 (S.2104)

Witness, *Testimony before the Senate Committee on Labor and Human Resources on the Civil Rights Act of 1990 (S.2104)*, Washington, D.C., March 1, 1990

Selected Media Appearances:

Guest, *Daily Show*, Comedy Central, *Women in Combat*, January 28, 2013

Guest, *Starting Point*, CNN, *Women in Combat*, January 25, 2013

Guest, *AirTalk with Larry Mantle*, Southern California Public Radio, *Women in Combat*, January 24, 2013

Guest, *World Have Your Say*, BBC World Service, *Women in Combat*, January 24, 2013

Guest, *Today on Beyond Beijing*, China Radio International, *Women in Combat*, February 22, 2012

Guest, *Fox and Friends*, Fox News, *Sexual Integration of Ground Combat Units*, March 8, 2011

Guest, *Today on Beyond Beijing*, China Radio International, *Women in Combat*, March 17, 2010

Radio Appearances for *Co-ed Combat*:

Kresta in the Afternoon (Ave Maria Radio, 5/24/08); The Dennis Prager Show (12/10/07); Viewpoint with Jean Dean (WRVC - Huntington, WV, 11/13/07); Traders Nation Live (Traders Nation Network, 11/15/07); Culture Shocks with Barry Lynn (Genesis Communication Network, 11/16/07); The Paul Edwards Program (WLQV - Detroit, 11/21/07); The Rude Awakening with Bulldog (WOCM - Ocean City, MD, 11/07/07); The Morning Show (WPHM - Detroit, MI, 11/08/07); The Brad Davis Show (Talk of Connecticut - Hartford, CT, 11/08/07); The Jan Mickelson Show (WHO - Des Moines, IA, 11/08/07); Public Affairs (KPTK - Seattle, WA, 11/08/07); The Steve Fast Show (WJBC - Bloomington, IN, 11/12/07); What Is Goin' On (WLYU - Vidalia, GA, 10/30/07); The Big Show with Michael Patrick Shiels (Michigan Talk Radio Network, 11/01/07) (second appearance); The Morning Show (KYMO - Prairie, MO, 11/02/07); Turning the Tide with Maggie Pascal (WCBM - Baltimore, MD, 11/02/07); Live with Alvin Augustus Jones (WCBQ - Raleigh, NC, 11/05/07); Drive Time with Roy Brassfield (WKCT - Nashville, TN, 11/05/07); The Frankie Boyer Show (Lifestyle Radio Ntwk - Boston, MA, 11/05/07); Tron in the Morning (KCMN - Colorado Springs, CO, 11/06/07); The Kathryn Zox Show (Voice America Radio, WSDE-AM - Albany, NY, 10/25/07); Veterans Radio (WDEO - Ann Arbor, MI, 9/29/07).

Interviewed, *Macleans*, "Kingsley Browne, Author of 'Co-ed Combat' Talks to Kate Fillion about Why All Women in the U.S. Military Should Be out of Iraq," November 19, 2007

Interviewed, *Newsweek*, "The Case Against Women in Combat: The Author of a New Book Contends That Women Shouldn't Be in the Front Lines," October 24, 2007

Guest, *Currently Speaking*, WDCQ, Delta College, University Center, Michigan, *Smoking Civil Rights*, March 22, 2005

Guest, *The Legal Huddle With Ed Zelenak*, ieamericaradio, *Biology at Work: Rethinking Sexual Equality*, January 18, 2004

Guest, *Newsnight*, BBC Television, *Evolutionary Biology and the Glass Ceiling*, September 29, 1998

Interviewed, ANALYSIS (BBC Radio), *Evolutionary Psychology* (Mar. 17, 1997)

Guest, FREEDOM SPEAKS (produced by the Freedom Forum, First Amendment Center), *Sexual Harassment on Campus* (Nashville, TN) (Dec. 18, 1996)

Guest, FREEDOM SPEAKS (produced by the Freedom Forum, First Amendment Center), *War in the Workplace: Sexual Harassment and Free Speech* (Nashville, TN) (Mar. 17, 1995)

Guest, *Spotlight on the News*, WXYZ-TV (Channel 7, Detroit), *The Confirmation Hearings of Clarence Thomas*, September 15, 1991

Miscellaneous:

Recipient, Wayne State University Board of Governors Faculty Recognition Award, 2003 (for *Biology at Work: Rethinking Sexual Equality*)

Recipient, Richard J. Barber Grant for Interdisciplinary Legal Research, *Cross-Cultural Correlates of Marital Satisfaction* (with Glenn E. Weisfeld), 1999

Research Fellow, Gruter Institute for Law and Behavioral Research (named September 1997)

Recipient, Richard J. Barber Grant for Interdisciplinary Legal Research, *Affirmative Action: The Perceived Justice of Court Rulings and Legal Rationales for Preferential Treatment* (with Yitzhak Fried & Ariel S. Levi), 1993

Opinion**Commentary/Op-Ed:**

Putting Women in Combat Is a Disastrous Decision, USNews.Com, January 25, 2013, <http://www.usnews.com/debate-club/should-women-be-allowed-to-fight-in-combat>

Women at War: Should Everyone Have the Right to Fight? No!, PSYCHOLOGY TODAY, Nov/Dec 2007, p. 32.

Men and Women in Science: Exorcism of the Ghosts, PUBLIC LIBRARY OF SCIENCE (BIOLOGY), January 30, 2006
<<http://biology.plosjournals.org/perlserv/?request=read-response&doi=10.1371/journal.pbio.0040019#r1048>>

Do Men Get Better Jobs Because They Take More Risks?, EMPLOYING DOCTORS & DENTISTS, November, 2004, pp. 10-11

Women in Medicine: Sexism Is Not the Only Reason for Women's "Unequal Status" in the Workplace, BRITISH MEDICAL JOURNAL, August 23, 2004
<<http://bmj.bmjournals.com/cgi/eletters/329/7463/412#71833>> (shorter version in printed journal, Sept. 25, 2004) <<http://www.bmj.com/cgi/content/full/329/7468/743-a>>

Ending Racial Preferences Is Constitutional, DETROIT NEWS, June 21, 2004

Harassment Law Chills Free Speech, DETROIT NEWS, July 9, 2002

Passengers Remain a Plane's Last Line of Defense Against Hijackers, DETROIT NEWS, September 28, 2001

A Revolution of the Sexes, THE INDEPENDENT (London), October 13, 1998

Segregation of the Sexes Is Here to Stay, FINANCIAL TIMES, October 10/11, 1998, available at <<http://www.lse.ac.uk/collections/darwin/readings/brownesegregation.htm>>

Evolution and the Glass Ceiling, BBC World Service (Radio), SCIENCE VIEW

Glass Ceiling, Biological Floor, TIMES (LONDON) HIGHER EDUCATION SUPPLEMENT, October 2, 1998, available at <<http://www.lse.ac.uk/collections/darwin/readings/browneglass.htm>>

Sex at Work, (Debate), PROSPECT, October 1998

Beware Another Term of Clinton Judges, DETROIT NEWS, July 7, 1996

Proposed EEOC Guidelines Violate the First Amendment, THE DEFENDER, May 1994 (reprinted in HUMAN RESOURCES 96/97 (6th ed., Fred H. Maidment, ed.))

Muzzling Sexually Hostile Speech, LEGAL TIMES, November 22, 1993

ACLU Fails the "Harassment" Test, DETROIT NEWS, May 14, 1993

Sexual Protectionism in the Work Place?, DETROIT NEWS, October 20, 1991

1990 Civil Rights Act Guarantees Quotas, DETROIT NEWS, June 17, 1990

Letters to the Editor:

Law-Abiders Don't Need Concealed Weapons Lists, ANN ARBOR NEWS, May 29, 2006

Careers Based on Talents, Tastes, THE BOSTON GLOBE, March 6, 2005

Different Opinions on Gender Differences, CHRONICLE OF HIGHER EDUCATION, February 18, 2005

If Women Don't Deserve Equal Pay, Why Give It?, ANN ARBOR NEWS, September 16, 2004

Forcing Students to Give Service Is not Justified, ANN ARBOR NEWS, September 2, 2004

Symbolic Punishment, WASHINGTON TIMES, January 1, 2003

Inaccurate Questions Skew Poll Results, ANN ARBOR NEWS, December 15, 2002

Women as Firefighters, NEW YORK TIMES, February 7, 2000

Money Is Not the Only Measure, NEW STATESMAN, November 8, 1999

Guns and Defense, DETROIT FREE PRESS, July 3, 1999

Darwinian Disputes, TIMES (LONDON) HIGHER EDUCATION SUPPLEMENT, March 26, 1999

Gender and Publishing, CHRONICLE OF HIGHER EDUCATION, October 23, 1998

Women, Plumbing and Work, THE GUARDIAN, October 12, 1998

Bar Exam Data Don't Support Affirmative Action, NEW YORK TIMES, May 22, 1998

Racism Study Cheapens Once-Powerful Epithet, ANN ARBOR NEWS, February 19, 1998

Speaking Out on Race Helps Advance Equality, NEW YORK TIMES, September 18, 1997

Politics and Diversity, GAMBIT WEEKLY (New Orleans), November 19, 1996

A Double Standard?, NEW YORK TIMES, October 1, 1996

Line Between Speech, Harassment Is Too Unclear, LEGAL TIMES, May 20, 1996

Race Certainly Has a Biological Reality, NEW YORK TIMES, November 4, 1995

The Fast-Track Treadmill, NEW YORK TIMES, July 30, 1995

What Mom Provides, NEW YORK TIMES, May 17, 1995

Lawsuits Don't Tell Affirmative Action Story, NEW YORK TIMES, April 4, 1995

Juggling the Numbers, NEW YORK TIMES, March 6, 1995

"Gender Gap" Label Applied with Bias, ANN ARBOR NEWS, April 10, 1994

Women's Role in Vietnam Can't Match that of Men, ANN ARBOR NEWS, November 20, 1993

On Not Misreading Murder Statistics, NEW YORK TIMES, October 10, 1993

Relevant Statistic Missing in Bias Story, ANN ARBOR NEWS, June 28, 1993

Don't Alter Rape Law Because of Smith Case, NEW YORK TIMES, December 27, 1991

University Service

Member, Law Library Director Search Committee, 2008-2009

Member, University Library Committee, 2001-2003

Member, University Tenure and Promotion Committee, 2002-2003, 2009-2010, 2010-2011

Member, Review Panel for Graduate Research Assistantships for the College of Liberal Arts, 2000-2001

Member, University Sabbatical Leaves Committee, 1997-1998, 1998-1999

Member, Academic Senate, 1991-94, 2008-2012

Chairman, Academic Senate Faculty Affairs Committee, 1993-94

Faculty Representative, Board of Governors Personnel Committee, 1993-94

Member, Law Dean Search Advisory Committee, 1992-93

Various Law School Committees

