

**PAUL STEVEN MILLER**

Henry M. Jackson Professor of Law  
University of Washington School of Law  
Box 353020 · William H. Gates Hall · Seattle, WA · 98195-3020  
office: (206) 616-3137 · facsimile: (206) 543-2164  
e-mail: psmiller@u.washington.edu

**Education**

**Harvard Law School**, Cambridge, MA  
J.D., June, 1986  
Harvard Civil Rights-Civil Liberties Law Review.

**University of Pennsylvania**, Philadelphia, PA  
B.A. in History and in English, *cum laude*, May, 1983  
Dean's List; Bowl Senior Honor Award; Foreign Study: Independent research in the Soviet Union (Winter, 1981-82); Mask and Wig Club.

**Employment**

Aug. 2004-  
present

**University of Washington School of Law**, Seattle, WA  
Henry M. Jackson Professor of Law; Director, University of Washington Disability Studies Program  
University of Washington Law School Foundation Scholar (2006-07)  
Areas of Scholarship and Teaching: Disability Law, Employment Discrimination, International Labor and Employment Law, Genetics and the Law, and Torts. Faculty Advisor to the Law School's Health Law concentration. Nominated for the Philip A. Trautman Professor of the Year Award (2005, 2006).  
University Faculty Affiliations: Member of the Graduate School Faculty; Affiliate, Harry Bridges Center for Labor Studies; Member of the Advisory Board, School Law Division, College of Education; Member of the Core Faculty, Institute for Public Health Genetics (2004-06).  
University Service: Symposium Chair, *Framing Legal and Human Rights Strategies for Change: A Case Study of Disability Rights in Asia* (2008); Symposium Co-Chair, *The Ethics and Policy of Limiting Growth in Children with Severe Disabilities: Issues of Decision Making, Benefits and Social Impact* (2007); Member, Faculty Advisory Committee to the Gates Public Service Law Scholarship Program (2005-present); Member, Law School Lectureship Committee (2007-present); Member, Law School Executive Council (2005-07); Member, Provost Search Committee (2004-05); Member, Law School Curriculum Committee (2004-05).  
Funded Research: Co-Principal Investigator, Greenwall Foundation (\$40,000, awarded January, 2008); Co-Principal Investigator, Simpson Center, University of Washington (\$16,600, awarded January, 2008); Principal Investigator, *Strategic Initiative Grant*, Henry M. Jackson Foundation (\$36,600, awarded December, 2007) ; Investigator, University of Washington Center for Genomics and Healthcare Equality (Summers, 2005, 2006).

## Employment

(continued)

- Oct. 1994-  
Aug. 2004     **U. S. Equal Employment Opportunity Commission**, Washington, DC  
Commissioner (Presidential appointment requiring Senate confirmation;  
Unanimously confirmed three times as Commissioner).
- Jan. 1993-  
Oct. 1994     **The White House**, Washington, DC  
Positions held: Deputy Director of the U.S. Office of Consumer Affairs  
(Presidential appointment); White House Liaison to the Disability Community;  
and Director, Disability Outreach/Search Manager in the Office of Presidential  
Personnel.
- Dec. 1992-  
Jan. 1993     **Clinton/Gore Presidential Transition Office**, Washington, DC  
Director, Disability Outreach/Search Manager.
- 1990-1992     **Western Law Center for Disability Rights at Loyola Law School (now The  
Disability Law Center at Loyola Law School)**, Los Angeles, CA  
Director of Litigation; Adjunct Professor of Law at Loyola Law School  
Responsible for all aspects of litigation for a non-profit public interest law center  
and law school clinical teaching program specializing in disability civil rights  
issues.  
Law School Courses Taught: Disability and Elderly Rights; First Year Civil  
Procedure; Clinical Litigation Skills; and Legal Writing.
- 1991           **University of California at Los Angeles, School of Law**, Los Angeles, CA  
Visiting Lecturer in Law, teaching Disability Civil Rights.
- 1987-1990     **Manatt, Phelps, Phillips and Kantor**, Los Angeles, CA  
Associate - civil litigation.
- 1986-1987     **Kadison, Pfaelzer, Woodard, Quinn and Rossi**, Los Angeles, CA  
Associate - civil litigation.

## Scholarly Publications

Paul Steven Miller, **Avoiding Genetic Genocide: Understanding Good Intentions and Eugenics in the Complex Dialogue Between the Medical and Disability Communities** (*work in progress*).

Paul Steven Miller, Jeffrey P. Brosco, and Sarah Fuchs, *Ethical Issues in Developmental-Behavioral Pediatrics: A Historical Approach in DEVELOPMENTAL-BEHAVIORAL PEDIATRICS, EVIDENCE AND PRACTICE*, (Wolraich, Dworkin, Drotar, and Perrin, eds., Elsevier, 2007).

**Scholarly  
Publications**

*(continued)*

Paul Steven Miller, **Thinking about Discrimination in the Genetic Age**, 35 J. L. Med. & Ethics 47 (Summer, 2007).

Paul Steven Miller, *“Normalizing” Children Through Surgery: A Framework for Deciding What is in the Best Interest of the Child* in **SURGICALLY SHAPING CHILDREN – TECHNOLOGY, ETHICS, AND THE PURSUIT OF NORMALITY**, (Erik Parens, ed., Johns Hopkins University Press, 2006).

Paul Steven Miller and Paul K. Longmore, **A Philosophy of Handicap: The Origins of Randolph Bourne’s Radicalism**, 94 Radical History Review 59 (Winter 2006).

Paul Steven Miller, **Developing Diversity and Equal Opportunity: Why the Disability Perspective Matters**, 120 PMLA 634 (2005).

Paul Steven Miller, **Reclaiming the Vision: The ADA and Definition of Disability**, 41 Brandeis L.J. 769 (2003).

Paul Steven Miller, **Genetic Discrimination: Does It Exist, and What are Its Implications?** 16 J.L. & Health 39 (2001-02).

Paul Steven Miller, **A Just Alternative or Just an Alternative? Mediation and the Americans with Disabilities Act**, 62 Ohio St. L.J. 11 (2000).

Paul Steven Miller, **Is There a Pink Slip in My Genes? Genetic Discrimination in the Workplace**, 3 J. Health Care L. & Pol’y 225 (2000).

Paul Steven Miller, **The Equal Employment Opportunity Commission and People with Mental Retardation**, 37 Mental Retardation 162-65 (1999).

Paul Steven Miller, **Disability Civil Rights and a New Paradigm for the Twenty-First Century: The Expansion of Civil Rights Beyond Race, Gender and Age**, 1 U. Pa. J. Lab. & Emp. L. 511 (1998).

Paul Steven Miller, **Genetic Discrimination in the Workplace**, 26 J. L. Med. & Ethics 189 (1998).

Paul Steven Miller, **EEOC’s Enforcement of the ADA in the Second Circuit**, 48 Syracuse L. Rev. 1577 (1998).

Paul Steven Miller, **Enforcing the Americans with Disabilities Act in the Sixth Circuit**, 48 Case W. Res. 217 (1998).

**Scholarly  
Publications**

*(continued)*

Paul Steven Miller, **The Americans with Disabilities Act in Texas: The EEOC's Continuing Efforts in Enforcement**, 34 Hous. L. Rev. 777 (1997).

Paul Steven Miller, **The Impact of Assisted Suicide on Persons with Disabilities**, 9 Issues L. & Med. 47 (1993).

Paul Steven Miller, **Coming Up Short: Employment Discrimination Against Little People**, 22 Harv. C.R.-C.L. L Rev. 231 (1987).

**Other  
Publications**

Paul Steven Miller, **"Disabling the Revolution, Evaluating the First Ten Years of the Americans with Disabilities Act" A Review of The Disability Pendulum, The First Decade of the Americans with Disabilities Act by Ruth Colker** (*accepted for publication in The Journal of Legal Education*).

Symposium, **The Definition of Disability in the Americans with Disabilities Act: Its Successes and Shortcomings – Proceedings of the 2005 Annual Meeting, Association of American Law Schools Section on Employment Discrimination Law**, 9 Empl. Rts. & Employ. Pol'y J. 473 (2005).

Paul Steven Miller, *Analyzing Genetic Discrimination in the Workplace in RIGHTS AND LIBERTIES IN THE BIOTECH AGE: WHY WE NEED A GENETIC BILL OF RIGHTS*, (Sheldon Krinsky and Peter Shorett, eds., Rowman and Littlefield, Inc., 2005).

Sara Gollust, Kira Apse, Barbara Fuller, Paul Steven Miller & Barbara Bowles Biesecker, **Community Involvement in Policy-Making for Genetic Tests: Assessing the Interests and Experiences of Affected Individuals**, Am J. Public Health 2005 Jan; 95(1): 35-41.

Joel Frader, Priscilla Alderson, Adrienne Asch, Cassandra Aspinall, Dena Davis, Alice Dreger, James Edwards, Ellen K. Feder, Arthur Frank, Lisa Abelow Hedley, Eva Kittay, Jeffrey Marsh, Paul Steven Miller, Wendy Mouradian, Hilde Nelson, Erik Parens, **Health Care Professionals and Intersex Conditions**, 158 Arch Pediatr Adolesc Med 426 (May 2004).

Paul Steven Miller, *A Just Alternative or Just an Alternative? Mediation and the Americans with Disabilities Act*, in **ALTERNATIVE DISPUTE RESOLUTION IN THE EMPLOYMENT ARENA**, (Samuel Estreicher and David Sherwyn, eds., Kluwer Law International Press, New York, NY, 2004).

**Other  
Publications**

*(continued)*

Paul Steven Miller, *Introduction* to Peter Blanck, Eve Hill, Charles Siegal & Michael Waterstone, **A TREATISE ON AMERICAN DISABILITY CIVIL RIGHTS LAW**, (West Publishing, St. Paul, MN, 2004).

Paul Steven Miller, *Is There a Pink Slip in My Genes?*, in Lori B. Andrews, Maxwell J. Mehlman, and Mark Rothstein, **GENETICS: ETHICS, LAW AND POLICY**, (West Publishing, St. Paul, MN, 2002).

Paul Steven Miller, *Diversity and Tolerance in the Work Environment - Diversity in the Public Sector*, in **WITH AN OPEN MIND: TOLERANCE AND DIVERSITY**, (Susan Stern and Elisabeth Seligmann, eds., Frankfurter Allgemeine Buch - IM F.A.Z.-Institut, Frankfurt, Germany, 2002).

Symposium, **Discrimination in Employment on the Basis of Genetics: Proceedings of the 2002 Annual Meeting, Association of American Law Schools Section on Employment Discrimination Law**, 6 Empl. Rts. & Employ. Pol'y J. 57 (2002).

Symposium, **The Human Genome Project, DNA, Science and the Law: The American Legal System's Response to Breakthroughs in Genetic Science**, 51 Am. U.L. Rev. 451 (2002).

Paul Steven Miller, **Commentary: Genetic Discrimination in the Workplace**, 3 Genetics in Medicine 165 (2001).

Paul Steven Miller, *The Evolving ADA*, in **EMPLOYMENT, DISABILITY AND THE AMERICANS WITH DISABILITIES ACT: ISSUES IN LAW, PUBLIC POLICY, AND RESEARCH (PSYCHOSOCIAL ISSUES)**, (Peter Blanck, ed., Northwestern University Press, Evanston, IL, 2000).

Paul Steven Miller, *Genetic Discrimination in the Workplace*, in **CONTEMPORARY ISSUES IN BUSINESS ETHICS**, (Joseph R. DesJardins & John J. McCall, eds., Wadsworth, 2000 Fourth Edition) [reprinting 26 J. L. Med. & Ethics 189 (1998)].

Paul Steven Miller, *Forward* to Peter Blanck, **THE AMERICANS WITH DISABILITIES ACT AND THE EMERGING WORKFORCE: EMPLOYMENT OF PEOPLE WITH MENTAL RETARDATION**, (AAMR, 1998).

Symposium, **Socially-Assisted Dying: Media, Money and Meaning**, 7 Cornell J. L. & Pub. Pol'y 267 (1998).

**Other  
Publications**

*(continued)*

Paul Steven Miller, *Procedure, Enforcement, and Remedies*, in **DISABILITY DISCRIMINATION IN EMPLOYMENT LAW**, 501-578 (Robert L. Burgdorf, Jr., ed., BNA 1995).

**Selected Endowed Lectures, Presentations,  
and Academic Symposia**

**Georgia State University College of Law Lecture Series**

*Avoiding Genetic Genocide: Understanding Good Intentions and Eugenics in the Complex Dialogue Between the Medical and Disability Communities*  
Atlanta, GA (February 25, 2008).

**Georgia State University College of Law Faculty Workshop**

*The “Rumble of a Dream Deferred” - Understanding the Court's Reluctance to Implement the Americans with Disabilities Act*  
Atlanta, GA (February 25, 2008).

**The UCLA Center for Society and Genetics**

Presenter – *Respecting Diversity in Genetics*  
Fifth Annual Symposium – *Babies by Design: Redefining Humans?*  
Los Angeles, CA (January 27, 2008).

**University of Washington School of Law**

Henry M. Jackson Professorship Installation, *Civil Rights and American Values – Understanding the Legacy of Senator Henry M. Jackson, and its Relationship to the Emergence of Disability Human Rights*  
Seattle, WA (January 24, 2008).

**American Society of Human Genetics, Annual Conference**

Speaker – Presidential Symposium, *Avoiding Genetic Genocide: Understanding Good Intentions and Eugenics in the Complex Dialogue Between the Medical and Disability Communities*  
San Diego, CA (October 26, 2007).

**The Institute for Advanced Study**

Speaker, *The Ethics of Intervention in Response to Gene-Based Risk*  
Governor’s Conference on Effective Partnering in Cancer Research  
Princeton, NJ (June 6, 2007).

**The Society for Disability Studies, Twentieth Annual Meeting and  
Symposium – Disability and Disability Studies: Works in Progress**

Presenter, *Institutionalizing Disability Studies within the Academy: Opportunities and Barriers in Building a Disability Studies Program*  
Seattle, WA (May 31, 2007).

**Selected Endowed Lectures, Presentations,  
and Academic Symposia**

*(continued)*

**University of Washington, Symposium on The Ethical and Policy  
Implications of Limiting Growth in Children with Severe Disabilities**

Symposium Co-Chair, *Introductory Remarks*  
Seattle, WA (May 16, 2007).

**Haverford College**

*The Consequences of Law*  
Haverford, PA (November 9, 2006).

**National Conference of Commissioners on Uniform State Law**

Expert, Drafting Committee on Genetic Discrimination Laws  
Washington, DC (September 8-10, 2006).

**Microsoft Corporation**

Keynote Presenter, *Reaching Out – The Continuing Legacy of Dr. Martin Luther  
King, Jr.*  
Redmond, WA (January 16, 2006).

**Job Accommodation Network**

Keynote Presenter, *Empowering Employers to Build an Inclusive Workforce*  
San Francisco, CA (September 27, 2005).

**Ninth Circuit Fall Judicial Conference**

After Dinner Speaker, *The Struggle for Civil Rights: The Disability Experience*  
San Francisco, CA (September 27, 2005).

**Washington State Judicial Conference**

*Genome Justice*  
Tacoma, WA (September 20, 2005).

**Electronic Recruiting Exchange Annual Conference Expo**

Keynote Presenter, *The Emerging Workforce*  
San Diego, CA (March 30, 2005).

**Association of Americans Law Schools, Annual Meeting – Section on  
Employment Discrimination Law**

*Yossarian's Law: Addressing the Catch-22 of the Americans with Disabilities Act*  
San Francisco, CA (January 8, 2005).

**Washington State Health Legislative Conference**

*Legal Implications for Genetic Testing in the Workplace*  
Olympia, WA (December 14, 2004).

**Selected Endowed Lectures, Presentations,  
and Academic Symposia**

*(continued)*

**Columbia University, Symposium on Randolph Bourne's America**

*Bourne of Two Worlds*

New York, NY (October 11, 2004).

**The Carl A. Warns Jr. Lecture on Labor and Employment**

Louis D. Brandeis School of Law at the University of Louisville

Louisville, KY (June 6, 2002).

**The Fraiman Lecture on Medical Ethics**

Harvard Medical School / Cambridge Hospital

Cambridge, MA (April 10, 2002).

**Florida State University College of Law, Bioethics Symposium, Genes and  
Disability: Defining Health and the Goals of Medicine**

Commentator, *Genetic Discrimination in a Time of False Hopes*, a paper by  
Professor John V. Jacobi

Tallahassee, FL (March 1, 2002).

**Visiting Scholar, Institute of Bill of Rights Law**

William & Mary School of Law

Williamsburg, VA (January 29, 2002).

**Association of American Law Schools, Annual Meeting – Section on  
Employment Discrimination Law**

*The Impact of the Genetic Revolution on the Law of the Workplace*

New Orleans, LA (January 5, 2002).

**Visiting Scholar, Cleveland Marshall College of Law**

Opening Address, Symposium on Genetic Discrimination in Employment &  
Health Insurance

Cleveland, OH (December 7, 2001).

**University of Michigan, Third Annual Public Health Symposium – Genetics  
in Public Health: Connecting Research, Education, Practice and Community**

Keynote Presenter, *Is There A Pink Slip in My Genes? Genetic Discrimination in  
the Workplace*

Ann Arbor, MI (September 18, 2000).

**The Society for Disability Studies, Thirteenth Annual Meeting and  
Symposium – Activity and the Academy**

Keynote Presenter, *The Role of the Academy in Implementing the Americans with  
Disabilities Act: A Challenge for Scholars*

Chicago, IL (June 29, 2000).

**Selected Endowed Lectures, Presentations,  
and Academic Symposia**

*(continued)*

**University of Memphis Cecil C. Humphreys School of Law, Symposium on  
Labor and Employment Law**

Keynote Presenter, *The Changing American Workplace: Implications for Anti-Discrimination Enforcement*

Memphis, TN (May 19, 2000).

**Whitehead Institute for Biomedical Research at MIT, Symposium on Genes  
and Society: Impact of New Technologies on Law, Medicine and Policy**

Presenter, *Genes and Disability: Implications for the Workplace*

Cambridge, MA (May 11, 2000).

**The Stuart Rome Lecture in Healthcare Law**

University of Maryland School of Law

Baltimore, MD (April 27, 2000).

**Cornell University School of Industrial and Labor Relations and University  
of Washington Daniel J. Evans School of Public Affairs, Symposium on the  
Future of Public Sector Labor-Management Relations**

Keynote Presenter, *Mediating Public Sector Employment Disputes*

Seattle, WA (April 14, 2000).

**University of California at Berkeley School of Law (Boalt Hall), Symposium  
on the Backlash Against the Americans with Disabilities Act:**

**Interdisciplinary Perspectives and Implications for Social Justice Strategies**

Keynote Presenter, *The Backlash Against Workers with Psychiatric and Mental Disabilities*

Berkeley, CA (March 13, 1999).

**Whitehead Institute for Biomedical Research at MIT, Symposium on the  
Human Genome Project: Science, Law and Social Change in the 21<sup>st</sup>  
Century**

Presenter, *Genetic Discrimination in Employment*

Cambridge, MA (April 23, 1998).

**Rehabilitation Institute of Chicago, Symposium on Socially-Assisted Dying:  
Media, Money and Meaning**

Presenter, *The Semantics and Concepts Underlying Physician-Assisted Dying: A Disability Perspective*

Chicago, IL (April 11, 1997).

## **Selected Committees and Board Memberships**

### **The Seattle Foundation**

Member, Grants and Community Leadership Committee  
Seattle, WA (2007-present).

### **Seattle Children's Hospital Medical Ethics Committee**

Seattle, WA (2007-present).

### **Employers' Forum on Disability**

International Associate  
London, England (2007–present).

### **HHS Secretary's Advisory Committee on Genetics Health and Society**

Member, Task Force on the Oversight of Genetic Tests  
US Department of Health and Human Services  
Washington, DC (2007-present).

### **Enabling Human Rights for All (EHRA)**

#### **Member, International Review Board**

A joint project of the University of Minnesota Human Rights Centre, Disabled Peoples' International, a global, grassroots disabled people's organization, and BlueLaw LLP, a disabled veteran owned international development law firm.  
Washington, DC (2007–present).

### **The Center for Genetic Research, Ethics, and Law**

Member, National Advisory Board  
Case Western Reserve University  
Cleveland, OH (2004-present).

### **Mental Disability Rights International**

Member of the Board of Directors  
An international human rights organization dedicated to the health and human rights concerns of people with mental disabilities.  
Washington, DC (2004-present).

### **Review of Disability Studies**

Distinguished Fellow (2004-present).

### **American Bar Association, Section on Labor and Employment Law**

Co-Chair, Equal Opportunity in the Legal Profession Committee (2005-2006).  
Co-Chair, Task Force on Academic and Government Lawyers (2003-2005).

**Selected Committees  
and Board Memberships**

*(continued)*

**Member, ELSI Research Advisors Group**

National Institutes of Health (NIH)

Advisory body to the National Human Genome Research Institute evaluating programs addressing the ethical, legal and social implications of human genetic and genomic research.

Washington, DC (2003-2006).

***Ex Officio* Member, Secretary's Advisory Committee on Genetics, Health and Society**

Provides policy advice to the Department of Health and Human Services on the broad array of complex medical, ethical, legal and social issues raised by the development and use of genetic technologies.

Department of Health and Human Services (HHS)

Washington, DC (2003-2004).

**Project Participant, The Hasting Center for Bioethics**

Project to examine the ethics of surgeries designed to make disabled children appear more "normal."

Garrison, NY (2002-2004).

**International Human Rights Law Institute**

Member of the Advisory Board

DePaul University College of Law

Chicago, IL (2002-2004).

**"International Working Conversation on Enviro/Genetics Disputes and Issues," Einstein Institute for Science, Health and the Courts**

Participant in series of working meetings with judges, scientists and policy makers from around the world to develop strategies for how the genetics revolution will impact legal systems and the development of law and policy. (1998-2004).

**The Journal of Biolaw & Business**

Member of the Law and Policy Advisory Board (1997-2003).

**Member, U.S. Delegation, Japan/USA Conference on Disabled Persons**

Kofu, Japan (September, 1993).

**University of Pennsylvania**

Member of the Board of Trustees

Philadelphia, PA (1984-1990).

## Honors

### **Fellow, College of Labor and Employment Lawyers**

An honorary association of leading lawyers in the practice of Labor and Employment Law. Membership is by invitation only, and there are fewer than fifteen fellows in Washington State. (2007-present).

### **Fellow, American Bar Association Foundation**

One third of one percent of the lawyers in the state are invited to be fellows. (2006-present).

### **Honorary Doctor of Laws, CUNY School of Law at Queens College**

Flushing, NY (May, 2003).

### **Fellow, The British American Project**

An annual fellowship designed to enhance the relationship between the United Kingdom and the United States by bringing together leaders from the two countries. (2001-present; executive committee, 2001-2004).

### **Commencement Speaker, University of Iowa College of Law**

Iowa City, IA (May 1998).

### **Phi Beta Kappa Visiting Scholar**

Campuses visited include Western Michigan University, Western Maryland University, Marietta College, University of Wyoming at Laramie, University of North Dakota at Grand Forks and University of Maine at Orono (1998-1999).

### **Parsons Visiting Scholar, University of Sydney, Faculty of Law**

Sydney, Australia (March, 1991).

## Published Cases

*Del Monte v. Wilson*, 1 Cal.App.4<sup>th</sup> 1213 (1991); *aff'd*, 1 Cal.4<sup>th</sup> 1009 (1992) (upholding disabled veterans' equal protection rights).

## Bar Memberships

State Bar of California (Inactive).

Bar of the Supreme Court of the United States.

American Bar Association, Labor and Employment Section.