EXHIBIT 6

Report
Prepared for White & Case, LLP
Jan. 18, 2010

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Former Captain, U.S. Air Force

1. The "don't ask/don't tell" statute and implementing regulations were drafted and adopted because of hostility toward homosexuals and fear of homosexuality. The armed forces' history of anti-gay practices and policies reflect not a reasoned response to a perceived threat, but an irrational attempt to punish lesbians and gay men. There is no rationale for the policy that is supported by empirical evidence, whether in official government and military studies[1] or external, scholarly assessments.[2]

2. "Don't ask/don't tell" has been disproportionately used to limit and punish servicewomen as compared to servicemen. This is due to resentment over the increasingly important role of women in the armed forces and because women who chose to join a male-dominated profession, and to postpone or constrain family responsibilities in the ways that military service requires, are more vulnerable to allegations of homosexuality than men.[3] Men in the military are also more likely to be married (to women), and therefore are better protected from accusations that their sexual orientation violates the "ban" on homosexual servicememembers.[4]

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[1] *Report of the Board of Appointed to Prepare and Submit Recommendations to the Secretary of the Navy for the Revision of Policies, Procedures and Directions Dealing with Homosexuality*, March 15, 1957 (Crittenden Report); General Accounting Office, *DoD's Policy on Homosexuality* (Washington, D.C.: General Accounting Office, June 12, 1992); General Accounting Office, *Homosexuals in the Military: Policies and Practices of Foreign Countries* (Washington, D.C.: General Accounting Office, 1993); RAND, *Sexual Orientation and Military Personnel Policy* (Washington, D.C., RAND, 1993).

[2] Frank, Nathaniel, *Unfriendly Fire: How the Gay Ban Undermines the Military and Weakens America*, (New York: St. Martin's Press, 2009); Belkin, Aaron,"Is the Gay Ban Based on Military Necessity?" *Parameters*, vol. 33, no. 2, Summer 2003, pp.108-119.

[3] Annual reports of the Servicemembers Legal Defense Network; Canaday, *The Straight State*; Hillman, *Defending America*; Leisa D. Meyer, *Creating G.I. Jane* (New York: Columbia University Press, 1996).

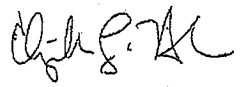
[4] Booth, Bradford, Mady Wechsler Segal, & D. Bruce Bell with James A. Martin, Morten G. Ender, David E. Rohall, & John Nelson, *What We Know About Army Families: 2007 Update* (Caliber, 2007) [online at http://www.army.mil/fmwrc/documents/research/whatweknow2007.pdf] Segal, David R. & Mady Wechsler Segal, *America's Military Population* (Population Bulletin, 57:4, December 2004).

3. The "don't ask/don't tell" policy preserves a false image of servicemembers as exclusively heterosexual, despite significant and extensive historical and contemporary evidence to the contrary.[5] In practice, military service is full of sexual opportunity because of the combination of travel and deployments far from home, the dominance of youth culture within the ranks, the intimate working conditions of military life, and the shared stress and vulnerability of those who commit to performing dangerous, arduous jobs.[6] To pretend that homosexuality does not already exist within the ranks is irrational, and to deny recognition and protection to open homosexuals is pernicious.

4. If the policy was irrational when drafted and adopted in 1992, to retain it in 2009 is detrimental to military efficiency. Commanding officers and judge advocates must administer the policy despite no evidence that open homosexuality corrupts the morale or effectiveness (the "unit cohesion") of military units.[7] In fact, attitudes toward homosexuality have undergone a sea change since the policy was created.

5. In my personal experience (serving on active-duty during, before, and after the adoption of "don't ask/don't tell"), the reactions of servicemembers to President Clinton's proposal to open military service to lesbians and gay men were based on fear, hostility, and ignorance, not reason.

6. I am being compensated at a rate of $375/hour for my work on this case. In the past four years, I have not testified in any other cases as an expert witness. A statement of my qualifications and a list of my publications can be found below.



Elizabeth L. Hillman

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[5] Canaday, Margot, *The Straight State: Sexuality and Citizenship in Twentieth-Century America* (Princeton University Press, 2009); Hillman, *Defending America*; Shilts, Randy, *Conduct Unbecoming: Gays and Lesbians in the U.S. Military* (1993); Berube, Allan, *Coming Out Under Fire* (New York: Plume, 1990).

[6] Hillman, Elizabeth Lutes, *Defending America: Military Culture and the Cold War Court-Martial* (Princeton University Press, 2005).

[7] Moradi, Bonnie & Laura Miller, *Attitudes of Iraq and Afghanistan War Veterans toward Gay and Lesbian Service Members*, (Armed Forces & Society, October 29, 2009).

ELIZABETH L. HILLMAN
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EDUCATION

Yale University, Ph.D., History, 2001

Yale Law School, J.D. 2000

University of Pennsylvania, M.A., History, 1994

Duke University, B.S.E.E. 1989

TEACHING AND PROFESSIONAL EXPERIENCE

University of California Hastings College of the Law

Professor of Law, 2008-present

Courses: Constitutional Law I & II, Military Law, Wills & Trusts, Law & Biography, California Legal History, Marshall-Brennan Constitutional Law Project

Executive committee, 2008-2009

Chair, Ad hoc Technology Committee, 2008-09

Chair, Academic Dean Evaluation Committee, 2009

Visiting Professor of Law, 2007-2008

Rutgers University School of Law, Camden

Professor of Law, 2006-2008

Director of Faculty Development, 2006-2007

Associate Professor of Law, 2004-06; Assistant Professor of Law, 2000-04

Marshall-Brennan Fellowship Program, co-founder and co-director, 2002-2007

University committee work: budget crisis (university & Camden campus), search for associate provost, equal opportunity policy committees

Law school committee work: self-study for ABA accreditation; appointments, ethics (chair), speakers (chair), and pro bono committees

Rutgers-Camden Women's Studies Program, advisor, 2001-2007

Bar review lecturer, California Wills & Trusts, Kaplan/PMBR, 2009-present

Veterans Administration Grant on Military Sexual Trauma, Primary Mentor to Dr. William C. Holmes, University of Pennsylvania Medical School, 2004-07

National Institute of Military Justice, board of directors, 2004-present
Cox Commission II on military justice reform, reporter, 2009
Awards committee, chair, 2006-present
Education committee, chair, 2005-2008
Search committee for executive director, chair, 2005

Cox Commission on the 50th anniversary of the UCMJ, reporter, 2001
Board of advisors, 2000-2003

American Society for Law and History, Hurst Summer Institute Selection Committee, 2007-2009

Referee for *Journal of the History of Sexuality*; *Journal of American History*; *Law and Society*, *Polity*, *Duke University Press*, *John Hopkins University Press*, *University of North Carolina Press*, *Frontiers: A Journal of Women's Studies*, *Journal of Women's History*, *Journal of Criminal Justice*, *University Press of Kansas*

American Civil Liberties Union of New Jersey, Board of Trustees, 2007

Task Force on Faculty & Curriculum, U.S. Public Service Academy, 2006-2008

Center for Lesbian and Gay Civil Rights, Phila., PA, board of directors, 2002-2006

Dignity Housing, board of directors, 2001-2005; chair, 2004; treasurer, 2002-2003

Yale College, Visiting Lecturer in History, Fall 1999

Yale Law School, Coker Teaching Fellow, 1998

U.S. Court of Appeals for the Armed Forces, the Honorable Andrew S. Effron, law clerk, Summer 1997

U.S. Air Force, officer, 1989-1996
U.S. Air Force Academy, Dept. of History, Colorado Springs, instructor, 1994-96
Personnel and recruiting officer, 1995; taught American, military, world, and women's history
Cheyenne Mountain AFB, Colo. Springs, orbital & space control analyst, 1989-93
Strategic Defense Initiative Organization, the Pentagon, strategic analyst, 1989

PUBLICATIONS

Books

Fair Targets? American Bombing, World War II to the Present (manuscript in progress)

Military Justice Cases and Materials, with Eugene R. Fidell and Dwight H. Sullivan (Lexis/Nexis, 2007)

Military Justice Statutory Supplement and *Teaching Manual*, with Eugene R. Fidell and Dwight H. Sullivan (Lexis/Nexis, 2007)

Defending America: Military Culture and the Cold War Court-Martial (Princeton University Press, 2005)

Chapters and articles

"The Bomber Generals and the New Laws of War" (manuscript in progress)

"Covering the Costs of War: Veterans Benefits, Military Discharges, and the War in Iraq," with Melissa Epstein Mills (manuscript in progress)

"*Heller*, Citizenship, and the Right to Serve in the Military," *Hastings Law Journal* (forthcoming, 20009)

"Front and Center: Sexual Violence in U.S. Military Law," *Politics & Society* (2009)

"Gentlemen Under Fire: The U.S. Military and 'Conduct Unbecoming,'" 26 *Law & Inequality: A Journal of Theory and Practice* 1 (2008)

"Franklin D. Roosevelt, Commander-in-Chief," 29 *Cardozo Law Review* 1037 (2008)

"Military Needs and Military Lawyers" and "Servicemembers' Experiences," 14 *Duke Journal of Gender, Law & Policy* 1147-54, 1266-68 (2007)

"The Female Shape of the All-Volunteer Force" in *Iraq and the Lessons of Vietnam, Or, How Not to Learn from the Past* 150-61 (Marilyn B. Young and Lloyd C. Gardner, eds., The New Press, 2007); reprinted in *Women's America: Refocusing the Past* (7th ed., Oxford University Press, 2009)

"Guarding Women: Abu Ghraib and Military Sexual Culture" in *One of the Guys: Women as Aggressors and Torturers* 111-23 (Tara McKelvey, ed., Seal Press, 2007)

"Disloyalty among 'men in arms': Korean War POW's at Court-Martial," 82 *North Carolina Law Review* 1629 (June 2004, pp. 1629-60)

"The 'Good Soldier Defense:' Rank and Character Evidence in Courts-Martial," *Yale Law Journal* (Vol. 104, pp. 879-911, Jan. 1999); reprinted in *Evolving Military Justice: An Anthology* (Eugene R. Fidell & Dwight Sullivan, eds., Naval Institute Press, 2002, pp. 64-80)

"Dressed to Kill? The Paradox of Women in Military Uniforms," in *Beyond Zero Tolerance: Discrimination in Military Culture* (Judith Reppy & Mary Katzenstein, eds., Rowman, Littlefield, 1999, pp. 65-80)

Entries and reviews

Review of Marilyn Young and Yuki Tanaka, *Bombing Civilians*, for *Reviews in American History* (forthcoming 2009)

"The Cold War" for *A Companion to Military History* (James C. Bradford, ed., Blackwell's, 2008)

"Ex parte Quirin," "World War II and the President's Power," and "Gender and the Military" for *Encyclopedia of the Supreme Court of the United States* (David Tanenhaus, ed., Thomson Gale, 2008)

"Military Tribunals," *Encyclopedia of Legal History* (Stanley N. Katz, ed., Oxford University Press, 2008)

Review of Laura Browder, *Her Best Shot: Women and Guns in America* (2006) for the *Journal of Interdisciplinary History* (2008)

Review of Louis Fisher, *Nazi Saboteurs on Trial* (2005), Michael Dobbs, *Saboteurs* (2004), and Pierce O'Donnell, *In Time of War* (2005) for *Law and History* (Summer 2007)

Review of Margaret A. Weitekamp, *Right Stuff, Wrong Sex: America's First Women in Space Program* (2003) for *Journal of Military History* (July 2006)

"Servicemembers' Legal Defense Network" and "Government and Military Witchhunts," *Encyclopedia of Lesbian, Gay, Bisexual, Transgender and Queer America Today* (John Hawley, ed., Greenwood Press, 2008)

"Sexual Abuse and Harassm ent" and "The Court of Military Appeals," *Encyclopedia of War and American Society* (Peter Karsten, ed., MTM Publishing, 2005)

"Military Law and Policy," *Encyclopedia of American Lesbian, Gay, Bisexual, and Transgender History and Culture* (Marc Stein, ed., Charles Scribner's Sons, 2004, Vol. 2, pp. 262-65)

"War," *Encyclopedia of American Lesbian, Gay, Bisexual, and Transgender History and Culture* (Marc Stein, ed., Charles Scribner's Sons, 2004, Vol. 3, pp. 255-59)

"Charity Adams Earley," "Oveta Culp Hobby," and "Women's Army Corps (WAC)," *Amazons to Fighter Pilots: A Biographical Dictionary of Military Women*, (Reina Pennington, ed., Greenwood Press, 2003, pp. 133-34; 201-02; 465-67)

"Crimes by Lesbians and Gay Men," *Readers Guide to Lesbian and Gay Studies* (Timothy F. Murphy, ed., Fitzroy Dearborn, 2002, pp. 166-67)

"African-Americans and the War of 1812," *War of 1812 Encyclopedia,* (Jeanne & David Heidler, eds., Garland Press, 1997, pp. 4-5)

SELECTED AWARDS, GRANTS, AND FELLOWSHIPS

Professor of the Year, Rutgers University School of Law, Camden, 2007

American Law Institute, elected m ember, 2006

Board of Trustees Fellowship for Scholarly Excellence, Rutgers University , 2006

Human Dignity Award, Rutgers University, 2005

LBJ Foundation, Moody Grant, 2002

Dwight D. Eisenho wer Foundation, Research Grant, 2 002

Gerald R. Ford Foundation, Research Grant, 2 002

Yale Prize Teaching Fellowship, 2000

American Historical Asso ciation, Littleton-Griswold Grant in Legal History, 2000

Olin Fellow, Center for Law, Economics, & Public Policy, Yale Law School, 1999

Fund for Lesbian and Gay Studies, Yale University, Research Grant, 1999

Sterling Prize and University Fellowship, Yale University, 1997-2000

Smith-Richardson Fellowship, Yale Internatio nal Security Studies, Summer 1997

U.S. Air Force Academy, Colonel David Zook Award for the Outstanding Wo rld History Teacher, 1996

U.S. Air Force Academy Commandant's Research Award, Oral Histo ry Project, 1994-96

National Endowment for Humanities Seminar, New York City, Summer 1995

SELECTED PRESENTATIONS AND CONFERENCES

"Human Rights and Military Justice from the Civil War to the 'War on Terror,'" *Human Rights in the U.S.A.*, University of Connecticut, Storrs, Octo ber 2009 (upcoming).

"Executive Authority Over Military Personnel Actions: The White House and 'Don't Ask/Don't Tell,'" *A Conference on the History of American Rights*, San Francisco State University, September 2009 (upcoming).

Issues in the Critical Study of Armed Forces and Militarization, Watson Institute, Brown University, Providence, May 2009.

"The Right to Military Service," *Symposium on the Right to Bear Arms*, University of California Hastings College of the Law, San Francisco, February 2009.

"Censoring Justice: Silence and Exposure in 20th-Century U.S. Military History," *American Society for Legal History*, Ottawa, Canada, November 2008.

Exploratory seminar, "Gender-based Violence and Intra-State Armed Conflict," Radcliffe College, Harvard University, Cambridge, Mass., Sept. 19-20, 2008.

"Bombs, Targets, and Presidents," *Executive Authority in the 21st Century Symposium*, Center for Law and Government, Willamette University College of Law, Salem, OR, Sept. 12, 2008.

Workshop, "Sexual Violence and Armed Conflict," United Nations Office for the Coordination of Humanitarian Affairs, the United Nations, New York, NY, June 2008.

"The Legacy of the Bomber Generals: Law, Politics, and Strategic Bombing," *National Security Law: Junior Faculty Workshop*, Wake Forest University School of Law, Winston-Salem, NC, May 23, 2008.

"Military Justice," *Ninth Circuit Judicial Conference*, Federal Bar Association of Washington, Seattle, May 9, 2008.

"The Bomber Generals and the New Laws of War," *Distinguished Lecture, Institute for Global Security Law and Policy*, Case Western Reserve University School of Law, Cleveland, OH, Mar. 20, 2008.

"Covering the Costs of War: Veterans Benefits, Military Discharges, and the War in Iraq," Faculty workshop, Case Western Reserve University School of Law, Cleveland, OH, Mar. 20, 2008.

"Inside the Ranks: Class and Gender in the U.S. Military," *American Association of Law Schools Annual Meeting*, New York City, Jan 4, 2008.

"Sexual Violence and U.S. Servicemembers: From Vietnam to Iraq," *Sexual Violence during War workshop*, Yale University, New Haven, Conn., Nov. 2-4, 2007.

"Front and Center: Sexual Violence in U.S. Military Law," *Gender, War, and Militarism conference*, University of Pennsylvania, Philadelphia, Penn., Oct. 25-26, 2007.

"Franklin D. Roosevelt, Commander in Chief," *The Domestic Commander-in-Chief Conference*, Cardozo Law School, New York, N.Y., Apr. 16, 2007.

"Don't ask/don't tell" Conference, sponsored by Harvard Law School Lambda-GALLA, Cambridge, Mass., Mar. 2-3, 2007.

Militarization Roundtable, Open Society Institute, New York, Feb. 28, 2007.

Wingspread Conference for the U.S Public Service Academy, *the Johnson Foundation*, Racine, Wisc., Feb. 23-25, 2007.

Militarization Working Group, *Watson Institute for International Studies, Brown University*, Dec. 3, 2006, Providence, R.I.

"Defending America," *Penn Legal History Forum*, University of Pennsylvania, Nov. 13, 2006, Philadelphia, Penn.

Panel on "don't ask/don't tell" policy of U.S. military, Yale Law School, Oct. 5-6, 2006, New Haven, Conn.

"Law Schools and the Military's Anti-Gay Policy," *Lavender Law Conference*, September 2006, Washington D.C.

"U.S. War Crimes," *WHYY's Radio Times with Marty Moss-Coane*, June 2006, www.whyy.org/91FM/radiotimes.html

"Interrogation in the Korean War: The U.S. Response," *Conference on Jurisprudence and the War on Terror*, Columbia Law School, April 2006, New York.

"The Solomon Amendment: History and Implications," *Pace Law School Legal Education Series*, February 2006, White Plains, NY.

"Gays in the Military Revisited," Princeton University, *LGBT Lecture Series*, November 2005, Princeton, NJ.

"Military Socialization: Why Soldiers Fight," chair, *In the War Zone: How Does Gender Matter?*, Radcliffe Institute, Harvard University , Nov. 2005, Cambridge, Mass.

"The Other G-Men: Gentlemen, Officers and 'Conduct Unbecoming' in the U.S. Military" *Rutgers-Camden History Seminar*, October 2005, Camden, NJ.

"Abu Ghraib and Military Sexual Culture," *Conference on Military Culture and Gender*, September 2005, Baldy Center at the State Univ. of New York-Buffalo Law School.

"Prisoners of War and Culture: Soldiers, Detainees, and Military Operations," *Didactic Seminar, Law and Society Association's Annual Meeting*, June 2005, Las Vegas, Nev.

"Abu Ghraib and Military Sexual Culture," Keynote Address at Elizabeth Cady Stanton research conference, Villanova University, March 2005, Philadelphia, Penn.

"Why They Did It: Abu Ghraib and Military Sexual Culture," *Women/War/Work: American Women and the U.S. Military in the 20th Century Conference*, Massachusetts Historical Society, August 2004, Boston, Mass.

"'The very survival of this nation': Criminalizing Sexual and Political Dissent," *Sexual Worlds, Political Cultures, conference sponsored by the Social Science Research Council,* October 2003, Washington, D.C.

PROFESSIONAL AFFILIATIONS

American Historical Association; American Society for Law and History; Organization of American Historians; American Bar Association; Ass'n of American Law Schools; American Law Institute.

EXHIBIT 7

Melissa Sheridan Embser-Herbert, Ph.D., J.D.
Expert Witness Report

I. Opinions and Bases/Rationales

In this section I provide information regarding six issues. The policy commonly referred to as "Don't Ask, Don't Tell" is designated throughout by the acronym DADT.

Introduction

The first women to be granted official military status were the telephone operators and clerical workers who joined the Army and the Navy in World War I. Although many think of nurses as being the first women to be so recognized, nurses were not granted official status until World War II. It has been estimated that, across the various components of military service, over 300,000 women served during World War II. Only in the 1970s did women begin to function as integrated members of the, heretofore, male military organization. Thus, while the issue of women's military service has received particular notice in recent years, women have served with the US military in official capacities for almost a century.

The occupations open to women, the training they undertake, and the assignments for which they are eligible have changed over the years. But, one constant has been the fact that women have served and continue to serve in a male dominated environment. Masculinity in men is not only rewarded, but is the primary concept around which re-socialization of a *man* as a soldier takes place. Yet, women, too, experience basic training. Their experiences are more complex in that they must prove their "masculine attributes" (e.g., strength, toughness, weaponry skills), while not being viewed as "too masculine." They must be "feminine enough," but not "too feminine." Thus, we have an environment in which men and women serve together, yet social understandings of what it means to be a woman (e.g., softer, weaker, more emotional) are not only detrimental to the perception of women as soldiers, but these understandings are also used as mechanisms for creating identity and solidarity among male soldiers - at the expense of women. When it comes to gender and sexuality, women are, to some degree, "damned if they do, damned if they don't."

When women enter male domains, they are often confronted by societal expectations concerning what constitutes a "real woman." Sociocultural notions of what constitutes femininity and masculinity are used to insure that women who push the boundaries of gender are censured

for such behaviors. While one mechanism is the threat that they are somehow less than "real women," another is the threat of labeling them "lesbian." Being perceived as not "womanly enough" carries sanctions that are largely interpersonal in nature. But, if the perception extends to being perceived as a lesbian, the sanctions, in the form of DADT, are institutional in nature and potentially career ending. These points are discussed further in sub-sections E and F, below.

Beyond recruitment, one's first exposure to life in the military is typically basic training. While basic training is intended to teach one the skills needed to perform as a soldier, it is also intended to vest each participant with a clear notion of what it means to *be* a soldier, a Marine, etc. In the case of military training, these images are characteristically male. Beyond the trappings of soldiering (e.g., uniform, hair cut, physical fitness) one of the most common ways to bolster masculinity is by denigrating femininity. The use of slang descriptors of females or female anatomy (e.g., "skirt," "pussy") and non-slang descriptors (e.g., ladies, girls) to belittle males has been commonplace. The best challenge to a male soldier's masculinity has been the "accusation" of femininity. One way to avoid such challenges is to engage in inappropriate behavior toward women, discussed with regard to DADT in sub-section F, below.

It should be noted that while the focus of this report is the participation of women in the military, the above described phenomena have a detrimental effect not just on women and their work relationships with women and men, but also on male service members and their work relationships with other men. Men suffer the negative effect of not being "masculine enough" or of being viewed as at all "feminine." It is, however, my primary contention that DADT provides an additional mechanism through which gender and sexuality are used to prevent the effective integration of women into the US military.

A. *Under DADT, women, generally, and women of color, specifically, are discharged at a rate disproportionate to their representation among military personnel.*

The data on discharges under DADT, while valuable, are a conservative reflection of the impact of DADT on individuals' careers. First, researchers must rely on the Department of Defense to release the data and accompanying demographic information. Second, those data do not include service members who have been permitted to resign rather than be discharged under the policy. Nor do the data include those who simply choose not to remain in service at the end

of their obligation because of the policy. Adding to the problem is the fact that some sources provide calendar year data, while others utilize fiscal year data. But, all that aside, there is no disputing that women are discharged under DADT at a rate that is disproportionate to their representation in the military. No matter how the data are collected and analyzed, this is a fact on which everyone is in agreement.

Since its enactment, approximately 13,000 people have been discharged under DADT. Approximately one third of those have been women. Thus, women, who constitute roughly 15% of military personnel, are discharged under DADT at a rate that is two to three times their representation. In 1994, just after the policy was implemented, women comprised 12 percent of the US military, yet 26 percent of those discharged under DADT were women. The percentage of women discharged under the policy has risen and fallen over the years with a low of 21 percent in 1995. In recent years, when looking at across all branches, the percentage of women being discharged appears to have climbed. During 2008, women accounted for 14% of the Army's active duty force while 36% of those discharged under DADT were women. This was actually a percentage decrease from 2007 when women were 46% of those discharged, but a slight increase from 2006 (35%). However, Air Force data for 2008 show women were 20% of that branch but made up 61% of DADT discharges, an increase from 49% in 2007 and 36% in 2006. During 2008, women constituted 14% of the Navy and 23% of DADT discharges while in the Marine Corps women were 6% of the branch, but 18% of Marines discharged under DADT.

There is also a disproportionate impact on women of color. The impact is believed to be even greater than that of white women. In 2001, African-American women constituted less than 1 percent (0.84%) of all military personnel. Yet, they constituted 3.26% of those discharged under DADT, a rate about four times their representation. Hispanic women were 0.31 percent of those serving, yet were discharged at a rate twice that (0.60%). In 2008, people of color were 45% of those discharged under DADT. Approximately 29% of military personnel are people of color. Data for discharges by sex and race were not available for 2008.

There are several explanations for why more women might be discharged under DADT. Some have speculated that, seeking career employment because they will not be marrying men, lesbian women seek out the military at a rate greater than that of heterosexual women. While this

was most likely true through the 1960s, changes in social norms and the perceptions of the military as a career field have likely negated this effect in recent decades.

Regardless of the explanation, we know conclusively that women are discharged under DADT at a rate far out of proportion to their representation, either in the military overall, or in their individual branches. And, it appears that this impact is even greater for women of color.

B. ***The rationales used, in 1993, to support DADT did not apply to lesbians.***

The primary rationale used in the 1993 debates over the military service of openly gay and lesbian service members was unit cohesion. Two other rationales were health risks (e.g.; HIV and hepatitis B) and what were referred to as "lifestyle risks" (e.g., promiscuity and alcoholism). The latter two arguments, health and lifestyle risks, were ultimately discarded because they could not be argued as risks that were unique to gay and lesbian service members. Furthermore, they – especially concerns about sexually transmitted disease and promiscuity - were particularly difficult to use effectively as reasons for the exclusion of lesbians. Now, a growing body of scholarly evidence has undermined the validity of the unit cohesion rationale. Hundreds of studies have demonstrated that whether a unit's members like each other has no impact on its performance. But, in 1993, unit cohesion was the primary rationale used to legitimate the policy. However, even then it fell flat as a rationale for the exclusion of lesbians.

Unit cohesion is, at its simplest, the ability of a unit to work together as one. The vast majority of the testimony about the need for a homogeneous work group rested on hostility toward gay men and the disruption that it was believed the presence of an openly gay man would create. Now widely understood as inapplicable to gay men, even at the time this was a difficult argument to make with regard to lesbians. First, given the military's history over the integration women, it would sound hollow to now argue that it was *only* lesbian women that would compromise a unit's ability to work together. Nobody was prepared to return, at least not as a part of the 1993 debates, to the argument that the presence of *all* women was detrimental to the accomplishment of the military mission.

The argument is difficult for a second reason as well. There is significant evidence regarding women in general, and military women in particular, demonstrating that women really care little about the sexual orientation of their colleagues. They may not like it, but it is not

something over which they demonstrate much concern. There is also evidence that men are far less concerned with the presence of lesbian women than they are the presence of gay men. If the unit cohesion rationale is, at its core, a "generic" argument about the potential for a member of the group who is "different" to inhibit cohesion, it would not make sense to argue that this was true for the presence of gay men, but not for lesbians. Depending upon the speaker and the context, women were either ignored altogether (e.g., when the subject was submarines) or subsumed into a discussion that centered on gay men and the fact that their presence, by inhibiting unit cohesion, would contradict good order and discipline.

The 1993 debates surrounding the presence of gay men and lesbians in the US military were not really about the presence of gay men *and lesbians* at all. They were about gay men. Discussions in Congress were about men having to shower with men, men having to be roommates with men, and men not taking orders from men who were known to be gay, to name a few. The rationales that were deployed really didn't apply to the presence of lesbians. And, when they did, they were "too close" to the arguments that had been used against *all* women to want to re-open those debates. E.g., Men won't take orders from a woman.

In other words, the fact that the 1993 debates rendered women largely invisible suggests one critical flaw in the unit cohesion argument. If unit cohesion is about difference and the inability of previously homogeneous units to function properly once difference is introduced, then, in the world of the military, this should apply to *all* women. But, those arguments are now largely viewed as artifacts from times past. And, if they don't apply to *all* women, by what logic can they be applied to gay men who, arguably, have more in common with heterosexual men than do women? By focusing on unit cohesion, but ignoring women, the 1993 debates demonstrated that they were less about accomplishment of the military mission and more about stereotypes and misplaced fears regarding male sexuality and masculinity.

It should be noted that the above remarks do not sit in contradiction to the discharge data, previously discussed. That women were largely ignored during the 1993 is a separate issue from how the enforcement of DADT has played out with regard to sex and discharge rates.

C. *DADT "divides" women, a factor having a negative impact in several ways, both personal and professional, including the potential to lead to physical and/or emotional trauma.*

The military has long relied on the bonding that occurs between individuals in small units (e.g., squads, companies) to create an environment that strengthens one's commitment to the mission, and, in particular, to success in that mission. In fact, this bonding, or cohesion, was, as discussed above, a primary rationale for the exclusion of gays and lesbians from military service. Yet, DADT actually *prevents* women from forming the very relationships the military claims are critical to unit cohesion. That is, in a setting where merely being perceived as "too friendly" with another woman can lead to an investigation under DADT, women are discouraged from forming the bonds and close friendships that the military otherwise encourages among its members. For some women, a fear of "guilt by association" pervades their daily existence.

In my research on women in the military, I gathered data on the "strategies" that women employed to be accepted in a male dominated environment. Without prompting, many of the women, lesbian *and* heterosexual, mentioned the desire to insure that they were not viewed as lesbian and the various strategies they employed to do so. The strategies women described can be loosely categorized as: 1) pursuing relationships with men, 2) avoiding relationships with women, and 3) engaging in actions that have a direct negative impact on women.

Many of the things the women described emphasized the creation of friendships and intimate relationships with men. In some cases, they genuinely wanted these relationships, but described pursuing them with a zest they might not have otherwise. In other cases, women described pursuing both friendships and intimate relationships solely as a protective strategy. One woman wrote, "I intentionally flirted with men, especially when they were in a group." The most dramatic revelations, however, were those women who engaged in sexual relationships with men so that the "message" would get out that they were heterosexual. One woman described her strategy as "[h]anging around with nothing but males and having sex with them to prove I wasn't a lesbian."

Even more prevalent was the strategy of avoiding friendships with women and, in some cases, avoiding women altogether. One woman wrote, "Kept myself apart from other lesser/weaker women. . . .Thought many other women were weak and pathetic." Another described how she didn't spend time with women outside of the work setting. Yet other

responses included, "Stayed away from women," "Restricted associations with women for whatever reason," and "Did not develop close relationships with women."

Describing other strategies to avoid being suspected of being a lesbian, women described laughing at jokes that demeaned women, laughing at women who were having trouble with difficult tasks such as physical fitness or weapons events, and ignoring sexual harassment that was directed at themselves and/or others. Others were more direct in describing their actions specifically with regard to their colleagues whom they knew or suspected to be lesbian: "I went out of my way to avoid 'known' lesbians." "Reporting any lesbian activities I might 'witness,'" "Talked about gay women in my unit," and "I stayed out of the company of those whom I knew or suspected of being lesbians." To be clear, these actions were not because the women were themselves hostile to those they perceived to be lesbian. Rather, they were protective strategies used to insure that they would not themselves be targeted. Finally, it must be reiterated that these strategies have a negative impact on *all* women, not just the women to whom they were directed and not only women who identified as lesbian.

It is, however, not just the desire to avoid being labeled a lesbian, or "too masculine," that drives women apart. With regard to women who were seen as "too feminine," one respondent wrote, "When I saw a woman in uniform with too much make-up, too long, painted nails, too high of heels . . . *I was prejudiced.* I felt she made us all look bad. As though my fight to be seen as a competent, goal oriented officer was denigrated by her obvious *sexual* appearance." When women walk the fine line of the intersection of gender and sexuality, they are not only at risk for negative treatment by men, but also by their female peers.

All of these actions serve to divide women, to keep them from having each other to turn to for support. In an environment where, according to the Department of Defense, approximately one-third of military women indicate having experienced sexual harassment, policies that function to keep women from feeling that they can be friends, let alone confidants, are detrimental to the mission and detrimental to the health and well being of these women.

D. ***DADT creates a situation where women do not want to be seen as "too" competent.***

As noted above, women are faced with the difficulty of needing to be viewed as competent, but not too competent. Working in a male-dominated environment, and in most cases doing specific jobs that have traditionally been viewed as male, women are constantly having to prove themselves. Yet, if women are viewed as too strong, too assertive, too capable, they risk being labeled as "too masculine" and, thus, as lesbians. One woman in my research wrote, "In the military masculinity is often equated with competence, but competent women are perceived as a threat. Given the current sanctioned homophobic policy, women who are perceived as 'too masculine' are often investigated for being lesbians, and frequently discharged."

This means, to put it simply, that women face a set of choices. They can do the job as well as they are able, creating the risk of being labeled as lesbian and putting their career at risk. They can do the job less well, seeking to strike a balance that assures them of being viewed as competent, but not so competent as to be perceived as "too masculine." Or, they can act in such a way that perceptions of gender (i.e., femininity) and sexuality (i.e., heterosexual) create a "safe zone" in which they can do their job.

The second and third strategies carry penalties that I categorize as: 1) being ostracized or disapproved of by other women, 2) being viewed as a slut or sexually available, 3) being perceived as weak, 4) being perceived as incompetent or incapable, 5) not being taken seriously, and 6) being limited in career mobility. These categories resulted from the analysis of women's accounts of their military experiences. While it might be argued that some of these categories overlap or are even the same (e.g., weak vs. incompetent), the specific words appeared frequently enough, and often within the same response, to suggest that they had different meanings for the respondents.

Two respondents wrote, "I think the penalties are that the perception of a woman being 'feminine' is somehow equated to a woman being less capable" and "[S]ometimes they are looked at as incompetent in their work fields. As another woman wrote, "Women are not taken as seriously as men or perceived as competent when acting feminine." Other respondents did not use the words "incompetent" or "incapable," but provided descriptions that could be categorized as such. For example, "Perceived as dumb, ineffectual, a joke," or "Being too feminine means almost being a useless worker." Women who are perceived as too feminine are viewed as

antithetical to the military and, as such, as often seen as incapable of performing the jobs that the military requires of them. Yet, when they fail to display some degree of femininity, women are at risk for being perceived as "too masculine" and, if labeled a lesbian, are at risk for discharge under DADT.

Contrary to the claim that DADT removes issues of sexuality from the organizational setting, it, in fact, puts both gender and sexuality at the center. DADT creates the demand that military personnel engage in behavior that permits them to be labeled as performing gender and sexuality in the "appropriate" fashion. When women engage in this behavior by displays of femininity, perceptions of their competency are compromised.

E. *DADT creates an environment that not only tolerates, but encourages, sexual harassment.*

While sexual harassment occurs throughout the labor force, data show that it is even more widespread in male dominated occupations. Sexual harassment is endemic to the US military and rates remain well above the national average. In addition to "typical" forms of sexual harassment (e.g., unwanted touching, repeated pressure for dating, inappropriate jokes), homophobic forms of sexual harassment – allegations of lesbianism and pressures for sexual favors as a test of heterosexuality – are common. DADT not only encourages these actions, it complicates the reporting of sexual harassment. Women - and men, too – are afraid to complain for fear that their complaint will validate suspicions of a sexual orientation that doesn't conform to the law. And, it is important to note, the harassment – including allegations of homosexuality – is not confined to those who actually identity as gay or lesbian, but also extend to those who identify as heterosexual.

A hallmark of the performance of masculinity is homophobia. Sexual harassment that is specifically homophobic is a tactic commonly employed by military men. In fact, it is so common that the term *lesbian baiting* was coined to describe a particular type of harassment. Lesbian baiting, sometimes referred to as *dyke baiting*, describes the tactic in which a man uses the threat of lesbianism to coerce a woman into dating and other forms of intimacy. One woman in my research wrote, "Guys I dated used the line – 'If you're not a lesbian, then you'll have sex w/ me.'" As pointed out earlier, accusations of lesbianism affect *all* women, regardless of their

sexual orientation. Until a woman has proven, one way or another, her heterosexuality to the satisfaction of other personnel, she is at risk of harassment that is meant to make her "prove" it.

While some women may be harassed as a way of requiring that they "prove" that they are heterosexual, others may experience harassment because they appear to be "hyper-heterosexual." One respondent in my research noted that a woman in her unit "was subjected to sexual taunts, come-ons, etc., because she was very pretty and wore make-up." Women, as described above, sometimes "over do" displays of femininity to assure that they are viewed as heterosexual. Unfortunately, while this may offer a degree of protection from being viewed as a lesbian, being viewed as "hyper-heterosexual" often leads to sexual harassment. That is, women are caught in a double bind. To avoid being labeled a lesbian, one must prove she is sexually attractive to men. But, to avoid unwanted sexual advances, one must prove she is not sexually available.

Because DADT compels military personnel to constantly establish their heterosexuality, the military is, in fact, a highly sexualized workplace. Gender remains salient because of its relationship to expectations surrounding sexuality. In our culture, the way gender and sexuality are intertwined means that as long as sexuality is at the core of what it means to participate in an organization – in this case, the military - so, too, will masculinity – and, indirectly, femininity – remain at the core of that organization. And, regardless of other efforts to address the problem, a climate of sexual harassment will be fostered rather than repudiated. In research that analyzed experiences of sexual harassment by whether one was heterosexual, lesbian, or bisexual, I found compelling evidence that, DADT, a policy that targets only *some* women, allows men, individually and collectively, to retain a degree of power and control over *all* women, both as individuals or collectively.

II. <u>Supporting Data/Information</u>

The information provided here is based on my scholarship regarding gender and sexuality in the military, conducted over the past twenty-two years, including unpublished data on women in the military. It is also informed by my military service as both an enlisted soldier in the US Army and US Army Reserve (1978-1985) and as an officer in the US Army Reserve (1985-2000).

Relevant publications of my own that are particularly relevant include:

The U.S. Military's "Don't Ask, Don't Tell" Policy: A Reference Handbook. 2007. Westport, CT: Praeger Security International

"A Missing Link: Institutional Homophobia and Sexual Harassment in the U.S. Military." *In the Company of Men: Male Dominance and Sexual Harassment*. 2005. James E. Gruber and Phoebe Morgan, Eds., Northeastern University Press.

"A Modest Proposal: Privacy as a Flawed Rationale for the Exclusion of Gays and Lesbians from the U.S. Military." With Aaron Belkin, *International Security*, Vol. 27, No. 2 (Fall 2002), pp. 178-197.

Camouflage Isn't Only for Combat: Gender, Sexuality and Women in the Military. 1998. New York, NY: New York University Press

Additional publications appear in section III, below.

Other resources used in the preparation of this report include: 1) discharge data published by the Servicemembers Legal Defense Network and the Palm Center, and 2) Om Prakash, "The Efficacy of 'Don't Ask, Don't Tell," *Joint Force Quarterly*, Issue 55, 4th Quarter (2009).

III. Exhibits of Summary/Support

None

IV. Witness's Qualifications

Publications for the past ten years are as follow. For additional information (e.g., education) see Appendix A, curriculum vitae.

Book

2007 Melissa Sheridan Embser-Herbert. *The U.S. Military's "Don't Ask, Don't Tell" Policy: A.Reference Handbook*. Westport, CT: Praeger Security International.

Articles

2010 Melissa Sheridan Embser-Herbert. "When Women Abuse Power, Too" *Washington Post*, Outlook, invited commentary, 16 May 2004. Reprinted in *Classic and Contemporary Perspectives in Social Psychology*, Sharon E. Preves and Jeylan T. Mortimer, Eds., Oxford University Press, forthcoming.

2006 Melissa Sheridan Embser-Herbert and Elvira Embser-Herbert. 2006. "Changes in Latitudes, Changes in Attitudes: Is There a Role for Canadian Jurisprudence in Ending Discrimination in the U.S. Military?" *William Mitchell Law Review*, 32:2, 599-624.

2004 Jo Ann M. Buysse and Melissa Sheridan Embser-Herbert. "Constructions of Gender in Sport: An Analysis of Intercollegiate Media Guide Cover Photographs." 2004. *Gender & Society*, Vol. 18(1).

2003 Melissa Sheridan Embser-Herbert. "A Case Study in Values, Law School, and the Possibilities for Transformation." *Hamline Review*, Vol. 27: 59-72.

2002 Aaron Belkin and Melissa Sheridan Embser-Herbert. "A Modest Proposal: Privacy as a Flawed Rationale for Excluding Gays and Lesbians from the U.S. Military." *International Security* 27(2): 178-197.

Book Chapters

2005 Melissa Sheridan Embser-Herbert. "A Missing Link: Institutional Homophobia and Sexual Harassment in the U.S. Military." *In the Company of Men: Male Dominance and Sexual Harassment*, edited by James Gruber and Phoebe Morgan. Boston: Northeastern University Press.

2003 Melissa Sheridan Embser-Herbert. Conference remarks published in *Don't Ask, Don't Tell: Debating the Gay Ban in the U.S. Military*, edited by Aaron Belkin and Geoffrey Bateman, Boulder, CO: Lynne Rienner Publishers, Inc.

2001 Melissa S. Herbert. "Frederick the Great or Frederick's of Hollywood? The Accomplishment of Gender among Women in the Military." *Everyday Inequalities: Critical Inquiries*, edited by Judith A. Howard and Jodi O'Brien. Reprinted in *Sociology: Exploring Architecture of Everyday Life (Reader)*, edited by David Newman and Jodi O'Brien, Thousand Oaks, CA: Pine Forge Press.

Book Reviews

2005 Melissa Sheridan Embser-Herbert. *Reforming Welfare by Rewarding Work: One State's Successful Experiment*, by Dave Hage (Minneapolis, MN: University of Minnesota Press, 2004), *Gender & Society*, 19(5):703-704.

Other Publications

2009 Melissa Sheridan Embser-Herbert. "Should military combat roles be fully opened to women?" Invited op-ed published in CQ Researcher's *Women in the Military*, Sage Publications.

2006 Melissa Sheridan Embser-Herbert. "On Being a (Lesbian) Family in American Society," sidebar in *Families with Futures: A Survey of Family Studies for the 21st Century*, Meg Wilkes Karraker and Janet R. Grochowski. Mahwah, NJ: Lawrence Erlbaum Associates.

2004 Melissa Sheridan Embser-Herbert. "When Women Abuse Power, Too" *Washington Post*, Outlook, invited commentary, 16 May 2004.

2004 Melissa Sheridan Embser-Herbert. *National Jurist*, "Freespeech" comment in response to an opinion piece arguing against the recognition of same-sex marriage, Vol. 13(4).

Relevant presentations appear in the curriculum vitae found in Appendix A.

V. List of Cases – Testimony or Deposition

I have provided neither testimony nor deposition on this subject.

VI. Statement of Compensation

My requirements for compensation are as follow.

Report Preparation
$150/hour
This fee is not to exceed $1200.
Further, any additional expenses that may be incurred during the preparation of the report (e.g., printing, Internet, long distance telephone) are included and will not be billed separately.

Deposition
$300/hour, one-hour minimum, plus travel expenses as below

Testimony
$300/hour, one-hour minimum, plus travel expenses as below

Travel time, en route to geographic location of deposition and/or trial
$150/hour
This fee is not to exceed $600 in one calendar day.

Local travel time/ "on-call" time
$150/hour
This fee is not to exceed $1200 in one calendar day.

Travel Expenses
All ground and air travel expenses (e.g., plane tickets, rental car, taxi) will be reimbursed at cost.
Driving, $0.50 per mile plus travel time expense, as above
Meals and incidentals, $60.00/day

Hourly fees are billable in ten-minute increments, with the exception of deposition and testimony time. For deposition and testimony, the ten-minute increments begin only after one hour of deposition or testimony has been reached.

Appendix A

Curriculum Vitae

Curriculum Vitae 1.2010

Melissa Sheridan Embser-Herbert

Hamline University
Saint Paul, MN 55104-1284
embserherbert@hamline.edu

26 Cedar Ridge Drive
Douglas, NB E3G 7X1 Canada
506.206.4626

EDUCATION/PROFESSIONAL QUALIFICATIONS

J.D.	Hamline University School of Law	
Ph.D.	University of Arizona	Sociology
M.A.	University of Massachusetts at Amherst	Sociology
B.A.	The George Washington University	Sociology

Admitted to the practice of law, State of Minnesota, 2004

CITIZENSHIP

United States Citizen and Canadian Permanent Resident

PROFESSIONAL POSITIONS

2006 - present	Professor, Department of Sociology, Hamline University
2005 - 2008	Chair, Department of Sociology, Hamline University
2000 - 2006	Associate Professor, Department of Sociology, Hamline University
1999 - 2002	Assistant Dean, College of Liberal Arts, Hamline University
1995 - 2000	Assistant Professor, Department of Sociology, Hamline University

ADDITIONAL POSITIONS

2009 – 2010	Instructor, Department of Sociology, University of New Brunswick
2008 - 2009	Visiting Scholar, Department of Sociology, University of New Brunswick
2008 - 2009	Visiting Scholar, Gregg Centre for the Study of War and Society, University of New Brunswick
2005 - 2006	Fellow, Humphrey Institute Policy Forum, University of Minnesota
1998 - 1999	Fellow, Institute for Educational Leadership, Education Policy Fellowship Program
1993 - 1995	Assistant to the Editor, *American Sociological Review*
1992 - 1995	Instructor, Department of Sociology, University of Arizona
1992 - 1994	Instructor, Extended University, University of Arizona
1992 - 1993	Adjunct Faculty, Pima Community College
1990 - 1992	Research Assistant, Dr. Paula England
1988 - 1990	Teaching Assistant, University of Massachusetts

DECANAL ADMINISTRATIVE EXPERIENCE

First Year Seminar (1999-2002)
Responsible for coordination of all aspects of the first year seminar program, a full-credit academic course required of all entering first year students. Duties included the recruitment of instructors and creation and presentation of on-campus faculty development opportunities. Initiated conversations about the utility of requiring students to create and maintain electronic portfolios, now a requirement for all entering students.

Campus Colleague Program (1999-2002)
Collaborated with Associate Dean of Students in the operation of a program aimed at providing first year students the opportunity to establish a mentor/mentee relationship with a staff member.

Summer Reading Program (2001-2002)
Implemented a program in which a team of faculty selects a text to be read by incoming students during the summer prior to their matriculation. This program has become a key part of the First Year Experience and serves as the basis for a writing assessment program administrated by the Center for Academic Services.

New Faculty Orientation (1999-2002)
Responsible for all orientation programming for new faculty, including a fall orientation and weekly meetings throughout the academic year as well as a peer-mentoring program.

COURSES TAUGHT

Hamline University

Crossing Borders II (Global Studies Course – F06, S07, F07, S08)
Introduction to Sociological Thinking (F95, W96, S96, F96, S97, F97, S98, F98, F03, S04, F04, S05)
Senior Seminar (S05, F05, S06, F06, S07, F07, S08)
Sex and Sexuality: An American Perspective (S97, S98, Su98, W99, S00)
Sexuality and the Law (Social Justice Course - W02, W04, S05, S07)
Social Problems (F02, S04, F04, S05, F05, F06, S07, F07, S08)
Social Psychology (F95, F96, F97, S00)
Sociology of Gender (S96, Su96, S97, S98, F98)
Women, Men, and Society (F99)
First Year Seminar, "Get me the Kleenex®, I've got affluenza!" (F07)
First Year Seminar, HIV/AIDS: A Sociocultural Perspective (F96, F97, F98, F99)
First Year Seminar, Legal Education and the Law in America: In Pursuit of Money or Justice? (F03)
First Year Seminar, Demographics, Politics, & the Culture Wars (F04)

Hamline University – Off Campus/Abroad

Law and Social Policy in the Netherlands (May 06)
Social Change in the Netherlands (May 03)

Hamline University – Off Campus/Domestic

Applied Sociology: The Social Dimensions of Disaster (Service-Learning Course) (W06)

Hamline University - On-Line

Introduction to Sociological Thinking/On-line (Su04, Su05)
Social Inequalities/On-line (Su07, S08)
Social Problems/On-line (F09, W10)

University of New Brunswick, Canada

Canadian Society: Sustainability and Social Justice (Graduate, W09)
Human Rights: Comparative Perspectives (Undergraduate, F09)
Inequality and Social Justice (Undergraduate, W10)

University of Trier, Germany

Social Inequality - The United States (Su07)

University of Arizona and Pima Community College

Sociology of Gender (Various terms, 1992-1995)
Sociology of Women (Various terms, 1992-1995)

PUBLICATIONS

Books

2007 Melissa Sheridan Embser-Herbert. *The U.S. Military's "Don't Ask, Don't Tell" Policy: A Reference Handbook.* Westport, CT: Praeger Security International.

1998 Melissa S. Herbert. *Camouflage Isn't Only for Combat: Gender, Sexuality, and Women in the Military.* New York: New York University Press.

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2009 Melissa Sheridan Embser-Herbert. "When Women Abuse Power, Too" *Washington Post*, Outlook, invited commentary, 16 May 2004. Reprinted in Classic and Contemporary Perspectives in Social Psychology, Sharon E. Preves and Jeylan T. Mortimer, Eds., Oxford University Press, forthcoming.

2006 Melissa Sheridan Embser-Herbert and Elvira Embser-Herbert. "Changes in Latitudes, Changes in Attitudes: Is There a Role for Canadian Jurisprudence in Ending Discrimination in the U.S. Military?" *William Mitchell Law Review*, 32:2, 599-624.

2004 Jo Ann M. Buysse and Melissa Sheridan Embser-Herbert. "Constructions of Gender in Sport: An Analysis of Intercollegiate Media Guide Cover Photographs." *Gender & Society*, Vol. 18(1).

2003 Melissa Sheridan Embser-Herbert. "A Case Study in Values, Law School, and the Possibilities for Transformation." *Hamline Review*, Vol. 27: 59-72.

2002 Aaron Belkin and Melissa Sheridan Embser-Herbert. "A Modest Proposal: Privacy as a Flawed Rationale for Excluding Gays and Lesbians from the U.S. Military." *International Security* 27(2): 178-197.

1997 Melissa S. Herbert. "Guarding the Nation, Guarding Ourselves: The Management of Hetero/Homo/Sexuality Among Women in the Military." *Minerva: Quarterly Report on Women and the Military*, 15(2): 60-76.

1994 Melissa S. Herbert. "Feminism, Militarism, and Attitudes Toward the Role of Women in the Military." *Feminist Issues* 14(2):25-48.

1994 Paula England, Melissa S. Herbert, Barbara Stanek Kilbourne, Lori Reid, and Lori McCreary Megdal. "The Gendered Valuation of Occupations and Skills: Earnings in 1980 Census Occupations." *Social Forces* 73(1):65-100.

1993 Melissa S. Herbert. "From Crinoline to Camouflage: Initial Entry Training and the Marginalization of Women in the Military." *Minerva: Quarterly Report on Women and the Military* 11(1):41-57.

1991 Melissa S. Herbert. "Amazons or Butterflies: The Recruitment of Women into the Military During World War II." *Minerva: Quarterly Report on Women and the Military* 9(2):50-68.

Book Chapters

2005 Melissa Sheridan Embser-Herbert. "A Missing Link: Institutional Homophobia and Sexual Harassment in the U.S. Military." *In the Company of Men: Male Dominance and Sexual Harassment*, edited by James Gruber and Phoebe Morgan. Boston: Northeastern University Press.

2003 Melissa Sheridan Embser-Herbert. Conference remarks published in *Don't Ask, Don't Tell: Debating the Gay Ban in the U.S. Military*, edited by Aaron Belkin and Geoffrey Bateman, Boulder, CO: Lynne Rienner Publishers, Inc.

2001 Melissa S. Herbert. "Frederick the Great or Frederick's of Hollywood? The Accomplishment of Gender among Women in the Military." *Everyday Inequalities: Critical Inquiries*, edited by Judith A. Howard and Jodi O'Brien. Reprinted in *Sociology: Exploring Architecture of Everyday Life (Reader)*, edited by David Newman and Jodi O'Brien, Thousand Oaks, CA: Pine Forge Press.

1998 Melissa S. Herbert. "Frederick the Great or Frederick's of Hollywood? The Accomplishment of Gender Among Women in the Military." *Everyday Inequalities: Critical Inquiries*, edited by Judith A. Howard and Jodi O'Brien. London: Basil Blackwell.

1998 Paula England, Melissa S. Herbert, Barbara Stanek Kilbourne, Lori Reid, and Lori McCreary Megdal. "The Gendered Valuation of Occupations and Skills: Earnings in 1980 Census Occupations." *Social Forces* 73:65-100. Reprinted in *Women in the Labor Market*, edited by Marianne A. Ferber. London: Edward Elgar.

1993 Paula England and Melissa S. Herbert. "The Pay of Men in `Female' Occupations: Is Comparable Worth Only for Women?" Pp. 28-48 in *Doing "Women's Work": Men in Nontraditional Occupations*, edited by Christine L. Williams. Newbury Park, CA: Sage.

Book Reviews

2005 Melissa Sheridan Embser-Herbert. *Reforming Welfare by Rewarding Work: One State's Successful Experiment*, by Dave Hage (Minneapolis, MN: University of Minnesota Press, 2004), *Gender & Society*, 19(5):703-704.

1999 Melissa S. Herbert. *Faithful and Fearless: Moving Feminist Protest inside the Church and Military*, by Mary Fainsod Katzenstein (Princeton, NJ: Princeton University Press, 1998), *Contemporary Sociology*, 28(6): 721-722.

1999 Melissa S. Herbert. *Gay Rights, Military Wrongs: Political Perspectives on Lesbians and Gays in the Military*, edited by Craig A. Rimmerman (New York: Garland) and *It's Our Military, Too!: Women and the U.S. Military*, edited by Judith Hicks Stiehm (Philadelphia: Temple University Press), *Signs: Journal of Women in Culture and Society*, 24(3):835-837.

1997 Melissa S. Herbert. *Bisexuality and the Challenge to Lesbian Politics: Sex, Loyalty, and Revolution*, by Paula C. Rust (New York: New York University Press, 1995), *Gender & Society*, 11(1):129-131.

1995 Melissa S. Herbert. *Gays and Lesbians in the Military: Issues, Concerns, and Contrasts*, edited by Wilbur J. Scott and Sandra Carson Stanley (New York: Aldine de Gruyter, 1994), *Contemporary Sociology*, 24(3):386-38

1994 Melissa S. Herbert and Daniel Jones. Review Essay on *Contested Closets*, by Larry Gross (Minneapolis, MN: University of Minnesota Press, 1993), *Gay Cops*, by Stephen Leinen (New Brunswick, NJ: Rutgers University Press, 1993), *Gays and the Military: Joseph Steffan vs. The United States*, edited by Marc Wolinsky and Kenneth Sherrill (Princeton, NJ: Princeton University Press, 1993), and *The Corporate Closet: The Professional Lives of Gay Men in America*, by James D. Woods with Jay H. Lucas (New York: The Free Press, 1993), *Contemporary Sociology*, 23(2):212-215.

1992 Melissa S. Herbert. *On Peace, War, and Gender*, edited by Anne E. Hunter (New York: The Feminist Press, 1991), *Minerva: Quarterly Report on Women and the Military*, 10(3/4):94-96.

1991 Melissa S. Herbert. *Coming Out Under Fire*, by Allan Berube (New York: The Free Press, 1990) and *My Country, My Right to Serve*, by Mary Ann Humphrey (New York: HarperCollins, 1990), *Minerva: Quarterly Report on Women and the Military*, 9(3):55-60.

Other Publications

2009 Melissa Sheridan Embser-Herbert. "Should military combat roles be fully opened to women?" Invited op-ed published in CQ Researcher's *Women in the Military*, Sage Publications, November 2009.

2006 Melissa Sheridan Embser-Herbert. "On Being a (Lesbian) Family in American Society," sidebar in *Families with Futures: A Survey of Family Studies for the 21st Century*, Meg Wilkes Karraker and Janet R. Grochowski. Mahwah, NJ: Lawrence Erlbaum Associates.

2004 Melissa Sheridan Embser-Herbert. "When Women Abuse Power, Too" *Washington Post*, Outlook, invited commentary, 16 May 2004.

2004 Melissa Sheridan Embser-Herbert. *National Jurist*, "Freespeech" comment in response to an opinion piece arguing against the recognition of same-sex marriage, Vol. 13(4).

1999 Melissa S. Herbert. Encyclopedia entries: "military" and "Norton Sound incident" for *Encyclopedia of Homosexuality, Volume I: Lesbian Histories and Cultures*. New York: Garland Publishing.

1997 Melissa S. Herbert. "Sex and Sexuality: An American Perspective" (pp. 26-29) and "Essay questions on social construction and social control of sexuality" (p. 123) in *The Sociology of Sexuality and Sexual Orientation*, American Sociological Association Teaching Resources Manual. Washington, DC: American Sociological Association.

Work in Progress

2009 *Magnetic North: Americans Move to Canada*, manuscript in progress

2009 Research on wrongful convictions and the case of Michael W. Ustaszewski, in progress.

CONFERENCE PRESENTATIONS

2009 Classroom 'Conversations' in the 21st Century: Learning Through the Use of Asynchronous Discussion Boards (ADB), Roundtable Presentation, Society for Teaching and Learning in Higher Education, University of New Brunswick, Fredericton, New Brunswick, Canada, June 2009.

2008 "A Country Above? Canadian Social Policy and US Emigration" Presentation at Qualitatives 2008, University of New Brunswick, Fredericton, New Brunswick, Canada.

2007 "Curricular Innovation in Study Abroad." Presentation at "Transformation Student Learning for a Global Society," semi-annual conference of the Collaboration for the Advancement of College Teaching and Learning, with Kari Richtsmeier, Bloomington, MN.

2006 "Don't Ask, Don't Tell: U.S. Law as a Weapon of Sexism." Remarks presented at the joint annual meeting of the Sociologists of Minnesota and the Wisconsin Sociological Association, River Falls, WI.

2005 "Sharing Social Science: A K-12/College Collaborative Research Project on Homelessness." Remarks presented at the annual meeting of the Sociologists of Minnesota, St. Louis Park, MN.

2005 "Political Economy and the Debate over Same-Sex Marriage, or 'It's not really all about sex..." Paper presented at the annual meeting of the American Sociological Association, Philadelphia, PA.

2005 "Be It Therefore Resolved: Professional Organizations and the Role of Advocate." Discussion facilitated at the annual meeting of the American Sociological Association, Philadelphia, PA.

2005 "LGBT Families and Legal Issues Across the Country." Workshop presented at the Rainbow Families Conference, Minneapolis, MN.

2004 "Tradition v. Values (2003): Law School and Its Impact on the Aspirations of Law Students." Remarks presented at the annual meeting of the Eastern Sociological Society, New York, NY.

2004 "Everything But the Kitchen Sink? Curricular Integration of Multiple Institutional Goals." Remarks presented at the annual meeting of the Eastern Sociological Society, New York, NY.

2003 "Out of Their Comfort Zone and Into Their Neighborhood: What Constitutes 'Service' in Service Learning? Remarks presented at the annual meeting of the Sociologists of Minnesota, Saint Paul, MN.

2003 "Heterosexual Modesty and Exclusion of Gays and Lesbians in the Military," Remarks presented by Aaron Belkin at the annual meeting of the American Psychological Association, Toronto, ON.

2002 "Going Over to the 'Dark Side.'" Remarks presented at the annual meeting of the Midwest Sociological Association, Milwaukee, WI.

2001 "Don't Ask, Don't Tell, Don't Peek: Privacy as a Rationale for Excluding Gays and Lesbians from the Military" with Aaron Belkin, University of California at Santa Barbara. Presented at the 2001 Biennial International Conference of the Inter-University Seminar on Armed Forces and Society, Baltimore, MD.

2001 "Asking and Telling: Race, Gender, Class, and Sexuality in the Military." Remarks presented at the annual meeting of the American Sociological Association, Anaheim, CA.

2000 "Who, What, When, Where, Why, and How? GLBT Faculty and the Coming Out Continuum." Remarks presented at the annual meeting of the Midwest Sociological Association, Chicago, IL.

2000 "New Faculty Orientation, or 'I got a job, now where can I get a cup of coffee?'" Remarks presented at the annual meeting of the Midwest Sociological Association, Chicago, IL.

2000 "Commitment to Success: An Academic and Student Affairs Partnership." Workshop presented with Sherri Crahen at the 19th Annual Conference on the First-Year Experience & Students in Transition, Columbia, SC.

1999 "The First Year Experience: An Academic and Student Affairs Partnership." Workshop presented with Sherri Crahen at the annual meeting of the Minnesota College Personnel Association, Duluth, MN.

1999 "Queer Research." Workshop presented with Christine Barich and Elvira Embser at the Midwest Bisexual, Lesbian, Gay, Transgender College Conference, Madison, WI.

1998 "To Be or Not To Be? Students, Faculty, and 'Outing' Oneself in the College Classroom." Workshop presented with Hamline students at the Midwest Bisexual, Lesbian, Gay, Transgender College Conference, Chicago, IL.

1996 "Constructions of Gender in Sport: An Analysis of Intercollegiate Media Guide Cover Photographs." Paper, co-authored with Jo Ann M. Buysse, presented at the annual meeting of the Society for the Study of Social Problems, New York, NY.

1996 "Sexual Harassment in the United States Military: Sexual Orientation as a Mediator in Perceptions and Experiences of Harassment." Paper presented at the annual meeting of Sociologists Against Sexual Harassment, New York, NY.

1996 "From the Frying Pan Into the Fire: Surviving Your First Year as Teaching Faculty." Discussion presentation with Jennifer L. Eichstedt at the annual meeting of the American Sociological Association, New York, NY.

1995 "Frederick the Great or Frederick's of Hollywood: The Accomplishment of Gender Among Women in the Military." Paper presented at the annual meeting of the Pacific Sociological Association, San Francisco, CA.

1994 "Guarding the Nation, Guarding Ourselves: The Management of Hetero/Homo/Sexuality Among Women in the Military." Paper presented at the Inqueer/Intheory/Indeed Conference, University of Iowa, Iowa City, IA.

1994 "Camouflage Isn't Only for Combat: The Management of Gender and Sexuality Among Women in the Military." Paper presented at the annual meeting of the American Sociological Association, Los Angeles, CA.

1994 "Can the Chicken Cross the Road? Blending Qualitative and Quantitative Methodologies." Discussion presentation with Douglas J. Adams at the annual meeting of the American Sociological Association, Los Angeles, CA.

1994 "Teaching Strategies to Help Students Unlearn Heterosexism and Homophobia." Panel member, annual meeting of the Pacific Sociological Association, San Diego, CA.

1994 "Camouflage Isn't Only for Combat: The Management of Gender and Sexuality Among Women in the Military." Paper presented at the National Graduate Women's Studies Conference, San Diego, CA.

1993 "Amazons and Butterflies: Gendered Attributes and Sexuality as Mediators in the Participation of Women in the Military." Paper presented at the annual meeting of the American Sociological Association, Miami, FL.

1992 "The Pay of Men in 'Female' Occupations: Is Comparable Worth Only for Women?" Paper presented at the annual meeting of the American Sociological Association, Pittsburgh, PA.

1992 "From Crinoline to Camouflage: Initial Entry Training and the Marginalization of Women in the Military." Paper presented at the annual meeting of the American Sociological Association, Pittsburgh, PA.

1991 "Feminism, Militarism, and Women in the Military." Paper presented at the annual meeting of the Pacific Sociological Association, Irvine, CA.

1990 "The University of Massachusetts: A Model for Addressing the Concerns of Gays, Lesbians, and Bisexuals in the Campus Community." Paper presented at the annual meeting of the American College Personnel Association, St. Louis, MO.

INVITED PARTICIPATION – OFF CAMPUS

2009. Presenter. Sexual Orientation and Military Service: The US and Canadian Experiences. Department of Sociology, University of New Brunswick, Fredericton, New Brunswick, Canada.

2007 Presenter. "'Don't Ask, Don't Tell': Congress and the Courts." Regional Lavender Law Conference, Saint Paul, MN.

2007 Panelist. "Public Policy Career Exploration." Women Making a Difference in Public Policy: A Hands-On Seminar for College Women, Leaders of Today and Tomorrow, League of Women Voters of Minnesota Education Fund, Woodbury, MN.

2006 Guest Speaker. "Lobbying for Change: Repealing Don't Ask/Don't Tell." University of Minnesota Law School, Minneapolis, MN.

2006 Guest Speaker. "Same-Sex Marriage: Why It Matters to Me and Why It Should Matter to You." Pilgrim House Unitarian Universalist Fellowship, Arden Hills, MN.

2006 Panelist. "'Don't Ask, Don't Tell': U.S. Law as a Weapon of Sexism." 1st Annual International Conference on LGBT Human Rights, Montreal, QC, Canada.

2006 Panelist. "Don't Ask, Don't Tell, Solomon, *FAIR v. Rumsfeld* and the Librarian's Role in Amelioration." Annual meeting of the American Association of Law Libraries, Saint Louis, MO.

2006 Guest Speaker. "Same-Sex Marriage and the Minnesota Constitution." Unitarian Church of Willmar, Willmar, MN.

2006 Panelist. "GLBT Forum." Normandale Community College, Bloomington, MN.

2006 Guest Speaker. "Sexual Orientation and the Law." Adult Religious Education, First Universalist Church, Minneapolis, MN.

2006 Guest Speaker. "GLBT Civil Rights and Same-Sex Marriage." Youth Religious Education, White Bear Unitarian Universalist Church, Mahtomedi, MN.

2006 Panelist. "Public Policy Career Exploration." Women Making a Difference in Public Policy: A Hands-On Seminar for College Women, Leaders of Today and Tomorrow, League of Women Voters of Minnesota Education Fund, Plymouth, MN.

2005 Guest Speaker. "Sexuality and Military Service." Avalon Charter School Gay-Straight Alliance, Saint Paul, MN.

2005 Panelist. "Three weeks. Twenty-two students. Amsterdam. And, no, I really wasn't out of my mind." Remarks presented at the annual meeting of the Sociologists of Minnesota, St. Louis Park, MN.

2005 Panelist. "Themes 'In the Heart of America.'" Post-play panel discussion hosted by Macalester College in conjunction with the play, "In the Heart of America," Saint Paul, MN.

2005 Guest Speaker. "Discrimination Required: A Discussion of 'Don't Ask, Don't Tell' and the Solomon Amendment." Amelioration Committee Program, University of Minnesota Law School, Minneapolis, MN.

2005 Guest Speaker. "Military Recruiting: Discrimination? What Discrimination?" William Mitchell College of Law. Continuing Legal Education credit granted by the Minnesota State Board of Continuing Legal Education, Saint Paul, MN.

2004 Panelist. Thematic Session. "GLBT Sociologies and Public Issues." Annual meeting of the American Sociological Association Annual Meeting, San Francisco, CA.

2004 Panelist. Academic Workshop. "Learning How to Set Up an Effective Cross-Institution Mentoring Program." Annual meeting of the American Sociological Association, San Francisco, CA.

2003 Keynote Speaker. "Don't Ask, Don't Tell: How and Why a Policy That Discriminates Actually Hurts Us All," American Veterans for Equal Rights (AVER) Veterans' Day Dinner, Minneapolis, MN.

2003 Panelist. "Justifications for the Policy." Don't Ask, Don't Tell: 10 Years Later, Conference presented by the Hofstra Cultural Center and Hofstra University School of Law, Hempstead, NY.

2002 Guest Speaker. "Women and the Military." Sociology Department, University of Saint Thomas, Saint Paul, MN.

2002 Guest Speaker. "Women and War." Political Science Department, Carleton College, Northfield, MN.

2001 Panelist. "Defending Liberty." Post-play panel discussion hosted by the Mark Taper Forum, in conjunction with the play, "Another American: Asking and Telling," Los Angeles, CA.

2001 Speaker. "Looking for Jobs: Gay, Lesbian, Bisexual, and Transgender Issues." professional workshop at the annual meeting of the American Sociological Association, Anaheim, CA.

2000 Panelist. "Don't Ask, Don't Tell: Is the gay ban based on prejudice or military necessity?" Conference hosted by the Center for the Study of Sexual Minorities in the Military (University of California, Santa Barbara) and the Commonwealth Club of California, San Francisco, CA.

2000 Guest Speaker. "*Camouflage Isn't Only for Combat: Gender, Sexuality, and Women in the Military*: Methodological Concerns." Graduate students of The George Washington University Sociology Department, Washington, DC.

2000 Panelist. "Teaching in Higher Education," Preparing Future Faculty program at the University of Minnesota, MN.

1999 Panelist. "Issues for Sociologists Engaged in Research and Teaching on Sexuality and Sexual Orientation." Professional workshop presented at the annual meeting of the American Sociological Association, Chicago, IL.

1999 Panelist. "The Personal, the Political, and the Evaluated, or Getting Past 'She's closed minded and caters to the feminists of this school.'" Annual meetings of Sociologists for Women in Society and the Society for the Study of Social Problems, Chicago, IL.

1999 Presider. "Women in Male-Dominant Jobs." Roundtable session of the annual meeting of the American Sociological Association, Chicago, IL.

1998 Guest Speaker. "Women in the Military." University of Saint Thomas Student Coalition for Social Justice, Saint Paul, MN.

1998 Discussant. "Sexuality in the Military," Regular Session of the Annual Meeting of the American Sociological Association, San Francisco, CA.

1998 Guest Speaker. "AIDS and the Media." CLA Honors Course: AIDS: Biological and Sociocultural Perspectives, University of Minnesota, Minneapolis, MN.

1997 Organizer. "Gay and Lesbian Issues: Identities Across Time and Place." Annual meeting of the American Sociological Association, Toronto, ON, Canada.

1997 Panelist. Special Student Workshop. "Planning Your Job Market Year: Opportunities in a Dynamic Market." Co-sponsored by the ASA Honors Program, annual meeting of the American Sociological Association, Toronto, ON, Canada.

1997 Guest Speaker. "Women in the Military." Fourth Grade Class, Chelsea Heights Elementary, Saint Paul, MN.

1995 Presider. "Thinking About the Meaning of Lesbian/Gay/Bisexual Communities." Annual meeting of the American Sociological Association, Washington, DC.

1995 Panelist. "Teaching Workshop. Queering the Classroom: Teaching on Homosexuality." Annual meeting of the American Sociological Association, Washington, DC.

1995 Panel Organizer and Panelist. "The Gay Nineties? The Impact of Presidential Politics on the Lives of Gays, Lesbians, and Bisexuals." Annual meeting of the Pacific Sociological Association, San Francisco, CA.

1993 Keynote Speaker. National Association of Veterans Program Administrators Conference, Tempe, AZ.

INVITED PARTICIPATION – HAMLINE UNIVERSITY (2001-Present)

2008 Guest Speaker. "Don't Ask, Don't Tell." Continuing Legal Education Luncheon, Alumni Relations Office, Hamline University School of Law.

2008 Panelist. "Don't Ask, Don't Tell." Safe Zone Training, Hamline University.

2007 Guest Speaker. Scholarship Day Faculty Speaker, Office of Admission, College of Liberal Arts.

2005 Guest Speaker. "Sexual Orientation and the Law." Safe Zone Training Follow-Up Program sponsored by Diversity Integration Team/Office of the Dean of Students.

2005 Guest Speaker. "Gender and Sexuality in the U.S. Military." Public Law Society and Second Career Society and in conjunction with Solomon amelioration programming, Hamline University School of Law.

2005 Guest Speaker. "Same-Sex Marriage." Seminar: Constitutional Law. Hamline University School of Law.

2005 Guest Speaker. "Sexual Orientation and the Law: What you should know and why." Practicum/Judicial Clerk. Hamline University School of Law.

2005 Guest Speaker. "Using a Law Degree Outside of Law," Second Career Society, Hamline University School of Law.

2005 Guest Speaker. "Social Movements," Political Science Department.

2005 Panelist. "Military Recruitment On Campus: Where Have We Been, Where Should We Go?" Hamline University School of Law.

2004 Moderator. "This is My Story: Living with HIV/AIDS." World AIDS Day Event, Multicultural and International Student Affairs.

2004 Guest Speaker. Gender and the Law. Hamline University School of Law.

2003 Guest Speaker. "Gays in the Military: U.S. and Abroad," International Roundtable.

2002 Guest Speaker. "Don't Ask, Don't Tell." American Constitution Society, Hamline University School of Law.

2001 Guest Speaker. "Sexual Orientation and Employment Discrimination," Hamline University School of Law.

INVITED PARTICIPATION – HAMLINE UNIVERSITY (1995-2000)
Various events as guest speaker or panelist for Office of Admission, Alumni Office, Career Development Center, Commitment to Community, Faculty Reaching and Research Seminar, Graduate School of Education, Hamline University School of Law, Parents Council, Residential Life, Spectrum/Queers & Peers (GLBT Student Organization), Student Affairs, and the Women's Studies Program.

PROFESSIONAL ACTIVITIES
Reviewer: *American Sociological Review*, *Gender & Society*, *Journal of Sport and Social Issues*, *Landscapes of Violence*, *Sex Roles*, *Signs: Journal of Women in Culture and Society*, *Social Forces*, *Social Problems*, *Social Psychology Quarterly*, *Sociological Inquiry*, *Teaching Sociology*, *Women's Studies International Forum,* Duke University Press, HarperCollins, Lynne Rienner Publishers, Mayfield Publishing Company, New York University Press, Pine Forge Press, Routledge Publishing Company, Roxbury Publishing Company, The University of Arizona Press, The University of North Carolina Press, Social Science and Humanities Research Council of Canada.

Member, "Don't Ask, Don't Tell" Project Board of Advisors, Michael D. Palm Center, 2006-present
Member, Saint Paul-Minneapolis Committee on Foreign Relations, 2006-2007
Member, Board of Advisors, Center for the Study of Sexual Minorities in the Military, 2005-2006
Member, Regional Lavender Law Conference Planning Committee, 2005
Member, Board of the Minnesota Lavender Bar Association, 2004-2006
Co-Chair, ASA Committee on the Status of GLBT Persons in Sociology, 2004-2005
Participant, Higher Education Consortium on Urban Affairs, Metro Urban Studies Term Faculty Fellows, 2004
Member, ASA Committee on the Status of GLBT Persons in Sociology, 2003-2004
Mentor, University of Minnesota Community of Scholars Program, 2003-2004
Organizer, Paper Session/Gender, ASA Annual Meeting, 2003
Participant, International Faculty Development Seminar, Council on International Educational Exchange, 2002
Chair-Elect/Chair/Past-Chair, ASA Section on Sexualities, 2001-2004

Member, Program Committee, The Collaboration for the Advancement of College Teaching and Learning, 2001-2002
Council Member, ASA Section on Teaching and Learning in Sociology, 1999-2002
Member, Advisory Board, *Embracing Complexities* book project, Pine Forge Press, 1998
Mentor, University of Minnesota Preparing Future Faculty Program, 1998
Secretary/Treasurer, ASA Section on Sexualities, 1997-1999
Member, Editorial Board, *Gender & Society*, 1997-1999, 2002-2004
Member, SSSP Conflict, Social Action, & Change Division, Graduate Student Paper Award Committee, 1996
Member, Sociologists for Women in Society Feminist Lectureship Committee, 1994-2002
Chair, Sociologists' Lesbian and Gay Caucus, 1993-1994
Member, *American Sociological Review* Graduate Seminar, 1993-1994
Program Chair, Sociologists' Lesbian and Gay Caucus, ASA Annual Meeting, 1993

OTHER
Outside Evaluator, Department of Anthropology, Sociology, and Social Work, Seattle University, 2007
Social science amicus brief in *Cook v. Rumsfeld*, United States Court of Appeals for the First Circuit, 2006

AWARDS
Hanna Grant, Faculty Professional Development, Hamline University, 2007-2008
Hanna Grant, Faculty Professional Development, Hamline University, 2006-2007
Community Social Justice Award, Hamline University, 2006
Nominee, John Wesley Award, Hamline University, 2006
Dean's Recognition Award, Hamline University, Outstanding Faculty Advising, 2005
Hogan-Oakes Prize, Outstanding Service to GLBT Community, Hamline University School of Law, 2002, 2003, 2004
Dean's Faculty Development Grant, Hamline University, 2003-2004
Research Grant, Center for the Study of Sexual Minorities in the Military, UC-Santa Barbara, 2001
Faculty Advisor of the Year, First Year Seminar, Hamline University, 1998
Fall Fair, First Year Seminar Display, Best Presentation, Hamline University, 1997
Student-Faculty Collaborative Research Grant with Jo Ann M. Buysse, Hamline University, 1996-1997
Hanna Grant, Faculty Development Grant, Hamline University, 1996-1997
Women's Studies Advisory Council Travel Award, University of Arizona, 1995
Women's Studies Florence Hemley Schneider Dissertation Prize, University of Arizona, 1994
Department of Sociology Dissertation Award, First Place, University of Arizona, 1994
Women's Studies Advisory Council Travel Award, University of Arizona, 1994
Graduate College Summer Research Support Award, University of Arizona, 1993
Nominee, Professor of the Month, University of Arizona Women's Resource Center, 1993

PROFESSIONAL MEMBERSHIPS
American Sociological Association, member
Sociologists for Women in Society, member

HAMLINE UNIVERSITY SERVICE
Search Committee, Dean, Hamline University School of Law, 2007-2008
Hamline University Faculty Council, member, 2007-2008
Retention Action Plan Team Coordinator, J-tern Team, 2007-2008
Search Committee, CLA Associate Dean, member, 2007
National Intercollegiate Mock Trial Tournament, Hamline University, judge, 2006, 2007
Career Development Center Advisory Board, member, 2005-2008
Faculty Advisor, College Democrats, 2005-2008
Hamline University Holly Near Lecture and Concert, producer, 2005
College Quiz Bowl, faculty advisor, 2004-2007
Campus Life Committee, member, 2003-2005
Faculty Evaluation Revision Team, member, 2003-2004

Search Committee, Athletic Director, co-chair, 2002
Student Progress Committee, member, 2002-2003
Search Committee, CLA Director/Assistant Director of Advising, member, 1999-2000
New Student Days/Orientation Committee, member, 1999-2002
Search Committee, Director of Residential Life, member, 1999
Students Orienting Students (SOS) Leader Group Interviews, faculty participant, 1998
Search Committee, Head Women's Soccer Coach, member, 1998
Planning and Development Committee, member, 1997-1999
Advisory Committee, Commitment to Community, member, 1997
Search Committee, Director of Student Activities and Leadership Development, member, 1997
Athletic Policies Committee, member, 1996-1998
Spectrum/Queers & Peers, faculty advisor, 1996-1999
Task Force on Women's Athletic Participation, member, 1995-1996

MEDIA

KGO Radio, San Francisco, regarding President-elect Obama and "Don't Ask, Don't Tell"
KCBS Radio, San Francisco, regarding President-elect Obama and "Don't Ask, Don't Tell"
CentreDaily.com, article by Howie Rumberg, Associated Press, regarding "Don't Ask, Don't Tell"
Rocky Mountain Bullhorn, newspaper article by Kurt Brighton regarding "Don't Ask, Don't Tell"
Midmorning, KNOW-FM, NPR affiliate, Minnesota, Congressional legislation regarding women in combat
Williams and Whisman, WJBC-AM – Bloomington, IN, Congressional legislation regarding women in combat
Minnesota Lawyer, magazine article by Michelle Lore regarding 3rd Circuit decision in *FAIR v. Rumsfeld*
Saint Paul Pioneer Press, article by Bill Gardner and Phil Pina regarding military recruiters at Hamline University
Lavender Magazine, article by Travis Stanton regarding military ban on gays and lesbians
Forum, KQED-FM, NPR affiliate, San Francisco, prison guard psychology
Center for the Study of Sexual Minorities in the Military, UCSB, press release regarding a gay soldier in Iraq
GayCityNews.com, article regarding war in Iraq and GLBT military personnel
Minnesota Lawyer, magazine article by Michelle Lore regarding a lawsuit challenging the Solomon Amendment
www.salon.com, article by Dave Cullen regarding sexual harassment at the United States Air Force Academy
Atlanta-Journal Constitution, article by Jim Auchmutey regarding women at war
Steele Talkin' with Jearlyn Steele, WCCO-AM, Minneapolis-Saint Paul, leadership in America
Saint Paul Forum, Saint Paul Neighborhood Network, Cable TV, women in the military
Airtalk, KPCC-FM, NPR Affiliate, Los Angeles, gays and lesbians in the military

Media - Women and Abu Ghraib

The Brian Lehrer Show, WNYC-FM, NPR affiliate, New York
Atlanta Journal-Constitution
Good Morning America, WABC-TV, National
ABCNEWS.com
Midmorning, KNOW-FM, NPR affiliate, Minnesota
The Ruth Koscielak Show, KSNB-AM, Minnesota

Signed M S Embser-Herbert Date 15 Jan 2010

Melissa Sheridan Embser-Herbert, Ph.D., J.D.
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Hamline University
Saint Paul, MN 55104