

## MARGARET H. ZHANG

4601 Concord Pike, Wilmington, DE 19803

[mzhang1@widener.edu](mailto:mzhang1@widener.edu)

### ACADEMIC APPOINTMENTS

---

#### **Widener University Delaware Law School**

*Assistant Professor*

Wilmington, DE

2024–present

*Courses:* Civil Procedure I, Civil Procedure II, Employment Discrimination Law,  
Legal Methods I

#### **Rutgers Law School**

*Visiting Assistant Professor / Equity and Inclusion Fellow*

Camden, NJ

2022–2024

*Course:* Employment Discrimination

### EDUCATION

---

#### **University of Pennsylvania Law School**

J.D., *cum laude*

Philadelphia, PA

2015

*Honors:* Award for Extraordinary Pro Bono Service and Professor C. Edwin Baker  
Award (for exceptional pro bono service)  
Silverman-Rodin Scholarship and Dean's Scholarship (merit-based  
scholarships for academic achievement and leadership)  
Online Executive Editor, *University of Pennsylvania Law Review*

*Activities:* Supreme Court Clinic  
Custody and Support Assistance Clinic (student-run nonprofit pro bono  
project)

#### **University of Michigan**

Bachelor of Music in Piano Performance, with Highest Honors

Ann Arbor, MI

2010

*Honors:* National Merit Scholar  
James B. Angell Scholar (awarded for consistent academic excellence)  
William J. Branstrom Freshman Prize (for freshmen in top 5% of class)

### PUBLICATIONS

---

*A Call to End Legal Protections for Sex-Based Workplace Grooming Standards* (work in progress).

*Make America (Un)Healthy Again* (work in progress).

[\*How Workplace Equity Laws Perpetuate Inequity\*](#), 52 MITCHELL HAMLINE L. REV. (forthcoming 2025).

*Last updated June 2025*

[\*Pregnant Workers and the Climate Crisis\*](#), 91 TENN. L. REV. 431 (2024).

Case Note, [\*Susan B. Anthony List v. Driehaus and the \(Bleak\) Future of Statutes that Bar False Statements in Political Campaigns\*](#), 164 U. PA. L. REV. ONLINE 19 (2015).

Comment, [\*Special Domestic Violence Criminal Jurisdiction for Indian Tribes: Inherent Tribal Sovereignty versus Defendants' Complete Constitutional Rights\*](#), 164 U. PA. L. REV. 243 (2015).

---

#### JUDICIAL CLERKSHIPS

<b>United States Court of Appeals for the Third Circuit</b> <i>Law Clerk to Judge Cheryl Ann Krause</i>	Philadelphia, PA 2016–2017
--	-------------------------------

<b>United States District Court for the District of Columbia</b> <i>Law Clerk to Judge Rudolph Contreras</i>	Washington, DC 2015–2016
---	-----------------------------

---

#### SELECTED OTHER EXPERIENCES

<b>University of Pennsylvania Carey Law School</b> <i>Interim Associate Director for Equity &amp; Inclusion</i>	Philadelphia, PA 2022
--	--------------------------

<b>Women's Law Project</b> <i>Staff Attorney</i>	Philadelphia, PA 2018–2021
<i>University of Pennsylvania Law Review Public Interest Fellow</i>	2017–2018

<b>O'Melveny &amp; Myers</b> <i>Summer Associate</i>	Washington, DC 2014
---	------------------------

<b>University of Pennsylvania Law School</b> <i>Research Assistant to Professor Catherine Struve</i>	Philadelphia, PA 2013
---	--------------------------

<b>City of Philadelphia Commission on Human Relations</b> <i>Legal Intern</i>	Philadelphia, PA 2013
--	--------------------------

<b>Fournier Law Firm, LLC</b> <i>Legal Assistant</i>	New Haven, CT 2011–2012
---	----------------------------

<b>Integrated Refugee &amp; Immigrant Services (IRIS)</b> <i>Volunteer Coordinator</i>	New Haven, CT 2010–2011
---	----------------------------

<b>AmeriCorps: Public Allies Connecticut</b> <i>Public Ally (AmeriCorps Member)</i>	New Haven, CT 2010–2011
--	----------------------------

---

#### AMICUS BRIEFS AND SELECTED LITIGATION

[\*Hall v. Millersville University\*](#), 22 F.4th 397 (3d Cir. 2022). Co-author of an [amicus brief](#) that [successfully](#) supported protections under Title IX of the Education Amendments of 1972 for victims of dating violence.

*Victory v. County of Berks*, 789 F. App'x 328 (3d Cir. 2019). Co-author of an [amicus brief](#) that [supported](#) constitutional equal protection claims arising from inequitable housing and treatment of [incarcerated women](#) at Berks County Jail.

*Wible v. School District of Philadelphia*, No. 1392 CD 2018 (Pa. Commw. Ct. May 22, 2019). Co-author of an [amicus brief](#) supporting protections under the Pennsylvania Human Relations Act for survivors of school sexual harassment.

*E.D. v. Sharkey*, 928 F.3d 299 (3d Cir. 2019). Co-author of an [amicus brief](#) that [successfully](#) supported [constitutional claims](#) arising from an immigrant detainee's [sexual assault while in detention](#).

*Commonwealth v. Dischman*, 195 A.3d 567 (Pa. Super. Ct. 2018). Co-author of an [amicus brief](#) that [successfully](#) supported dismissal of the felony charge of aggravated assault of a fetus, arising from the defendant's substance use while pregnant.

*Threets v. UPMC Presbyterian Hospital*, No. GD-15-022369 (Pa. C.C.P. Allegheny Cty.). Disparate-treatment and disparate-impact pregnancy discrimination suit.

#### GOVERNMENT SUBMISSIONS

---

Comment on Development of an Enhanced Systematic Process for FDA's Post-Market Assessment of Chemicals in Food (Jan. 21, 2025), <https://www.regulations.gov/comment/FDA-2024-N-3609-63162>.

Comment on Proposed Rule: Heat Injury and Illness Prevention in Outdoor and Indoor Work Settings (Jan. 14, 2025), <https://www.regulations.gov/comment/OSHA-2021-0009-22566>.

Comment on Draft Hazard Review: Wildland Fire Smoke Exposure Among Farmworkers and Other Outdoor Workers (Dec. 31, 2024), <https://www.regulations.gov/comment/CDC-2024-0065-0042>.

Comment on Regulations to Implement the Pregnant Workers Fairness Act (Oct. 10, 2023), <https://www.regulations.gov/comment/EEOC-2023-0004-97910>.

Women's Law Project, Comment Letter on Proposed Updated Compliance Manual on Religious Discrimination (with Kimberly Kelly & Amanda Smith) (Dec. 17, 2020), [https://downloads.regulations.gov/EEOC-2020-0007-0043/attachment\\_1.pdf](https://downloads.regulations.gov/EEOC-2020-0007-0043/attachment_1.pdf).

#### OP-Eds

---

Opinion, [A New Law Can Help Some Pregnant Workers with Climate Crisis–Level Heat This Summer](#) (with Allison Jones), PA. CAPITAL-STAR (June 16, 2023), <https://www.penncapital-star.com/commentary/a-new-law-can-help-some-pregnant-workers-with-climate-crisis-level-heat-this-summer-opinion>.

Opinion, [It's Time for Pa. Lawmakers to Stop Punishing Working Mothers and Their Babies](#) (with Tara Murtha), PA. CAPITAL-STAR (Aug. 13, 2020), <https://www.penncapital->

[star.com/commentary/its-time-for-pa-lawmakers-to-stop-punishing-working-mothers-and-their-babies-opinion](https://www.star.com/commentary/its-time-for-pa-lawmakers-to-stop-punishing-working-mothers-and-their-babies-opinion).

Opinion, *How Pregnancy Discrimination Happens Today*, PENNLIVE.COM (Oct. 22, 2019, 8:09 AM), <https://www.pennlive.com/opinion/2019/10/how-pregnancy-discrimination-happens-today-opinion.html>.

*With Title IX Enforcement Uncertain, an Alternate Avenue for Relief for Pennsylvania* (with Tara Murtha), THE FORUM: THE TRI-STATE SCHOOL STUDY COUNCIL NEWSLETTER (Univ. of Pittsburgh, Pittsburgh, Pa.), Spring/Summer 2019, at 4.

*How Solo, Small Firms Can Be Model Employers*, PHILA. BAR REPORTER (Phila. Bar Ass’n, Phila., Pa.), Nov. 2018, at 13.

*Pregnancy Means Job Loss for Some Women: What Medical Providers Can Do About It*, OBSTETRICAL SOC’Y OF PHILA. NEWSLETTER (Obstetrical Soc’y of Phila., Phila., Pa.), Dec. 2017, at 12.

#### **SELECTED MEDIA COVERAGE**

---

Quoted in Kelsey Reichmann, *Will SCOTUS Help Trump Make America Great Again?*, COURTHOUSE NEWS SERVICE (Jan. 24, 2025), <https://www.courthousenews.com/will-scotus-help-trump-make-america-great-again>.

Quoted in Joseph O’Sullivan, *New Mothers Can Stay with Their Babies at This Washington Prison*, CROSSCUT (Nov. 8, 2023), <https://crosscut.com/politics/2023/11/new-mothers-can-stay-their-babies-washington-prison>.

Quoted in Dustin Petzold, *Supreme Influence: The High Court in Modern America*, RUTGERS UNIVERSITY–CAMDEN (Spr. 2023), <https://stories.camden.rutgers.edu/supreme-influence/index.html>.

Quoted in Samantha York, *College Freshman’s Death Highlights Importance of Title IX on Campus*, CBS 21 NEWS (Jan. 25, 2022), <https://local21news.com/news/local/millersville-students-death-highlights-importance-protecting-students-on-campus>.

Quoted in Ellie Silverman, *Many Pregnant Workers and New Mothers Were Left Out of COVID-19 Aid*, PHILA. INQUIRER (May 25, 2021), <https://www.inquirer.com/health/coronavirus/pregnant-covid-workers-childcare-families-philadelphia-20210525.html>.

Quoted in Aubrey Whelan, *The COVID-19 Vaccine Wasn’t Tested in Pregnancy, but Experts Say It’s Still Worth Considering if You’re Expecting*, PHILA. INQUIRER (Dec. 14, 2020), <https://fusion.inquirer.com/health/coronavirus/pregnancy-covid-vaccine-healthcare-workers-20201214.html>.

Quoted in Justine McDaniel, *A Rising Number of Pregnant Women in Pa. Report Workplace Discrimination, While Other States Pass Laws to Prevent It*, PHILA. INQUIRER (Nov. 18, 2019,

5:00 AM), <https://www.inquirer.com/news/pregnancy-discrimination-pregnant-workers-fairness-act-pennsylvania-women-workplace-20191118.html>.

Quoted in Justine McDaniel, *In Pa., Pregnant, Pushed Aside*, PHILA. INQUIRER, Nov. 18, 2019, at A1, A6.

Quoted in Sarah Anne Hughes, *Advocates Want Pa. to Update its Equal Pay Act by 2020. It Will Take More to Close the Gender Wage Gap*, PA. CAPITAL-STAR (Apr. 19, 2019), <https://www.penncapital-star.com/civil-rights-social-justice/advocates-want-pa-to-update-its-equal-pay-act-by-2020-it-will-take-more-to-close-the-gender-wage-gap>.

Quoted in Rory Fleming, *Pennsylvania Prosecutors Brought 186 Drug-Induced Homicide Charges in 2017*, FILTER (Dec. 6, 2018), <https://filtermag.org/pennsylvania-prosecutors-brought-186-drug-induced-homicide-charges-in-2017/>.

Quoted in Leighanna Shirey, *Sexual Assault Reported at ICE Asylum Center*, CITIZEN TRUTH (Nov. 13, 2018), <https://citizentruth.org/sexual-assault-reported-at-ice-asylum-center>.

Quoted in Marie McCullough, *In the Opioid Epidemic, Breastfeeding Emerges as a Possible Crime*, PHILA. INQUIRER (July 24, 2018, 4:33 PM), <https://www.inquirer.com/philly/health/addiction/in-the-opioid-epidemic-breastfeeding-emerges-as-a-possible-crime-20180724.html>.

#### **SELECTED PRESENTATIONS, PANELS, AND TESTIMONY**

---

##### *A Call to End Legal Protections for Sex-Based Workplace Grooming Standards*

- Drexel Law Review Symposium, “Weaving It All Together: Hair, Health, Law, and Policy” (scheduled for September 26–27, 2025)

##### *Make America (Un)Healthy Again*

- American Public Health Association (APHA) Annual Conference (scheduled for November 4, 2025)
- Philly Area Law Junior Faculty Forum (scheduled for June 16, 2025)
- [Health Law Professors Conference](#) (June 7, 2024) (under previous title *Endocrine-Disrupting Chemicals: A Reproductive Justice Issue*)

##### *How Workplace Equity Laws Perpetuate Inequity*

- Widener University Delaware Law School Dignity Law Summit (April 11, 2025) (brief comments during panel discussion, “Issues in Dignity Law: Dignity and Families”)
- Widener University Delaware Law School Emerging Scholars Forum (March 13, 2025)
- [Northeastern University School of Law Junior Scholars Conference](#) (March 1, 2025)
- [Association of American Law Schools \(AALS\) Annual Conference](#) (January 11, 2025)
- Association of American Law Schools (AALS) Employment Discrimination Law Section Summer Workshop (August 17, 2023) (under previous title *Setting Up Rights Under Workplace Equity Laws*)
- Association of American Law Schools (AALS) Disability Law Section Works-in-Progress Workshop (July 10, 2023) (under previous title *Workplace Equity Transaction Costs*)

*Pregnant Workers and the Climate Crisis*

- Wayne State University Law School (November 29, 2023)
- Widener University Delaware Law School (November 17, 2023)
- American Public Health Association (APHA) Annual Conference (November 14, 2023)
- Chicago-Kent College of Law (November 7, 2023)
- Northeastern University School of Law (November 2, 2023)
- St. John's University School of Law (October 17, 2023)
- Rutgers Law School (October 11, 2023)
- Indiana University Robert H. McKinney School of Law (September 28, 2023)
- Reproductive Rights / Reproductive Justice Roundtable (August 25, 2023)
- Rutgers Law School Junior Faculty Workshop (May 15, 2023)

*Presentations and panels on pregnancy, postpartum, and disability rights to lawyers, law students, and advocates*

- Philadelphia Bar Association Continuing Legal Education (June 10, 2025; June 22, 2020; September 25, 2018)
- Delaware State Bar Association Labor & Employment Section (April 28, 2025)
- Rutgers Law School (November 2, 2022)
- Drexel University Thomas R. Kline School of Law (February 17, 2022; February 18, 2021; February 12, 2020; March 26, 2019; October 16, 2018)
- Pennsylvania Association of Staff Nurses and Allied Professionals (November 8, 2019)
- Stoneleigh Foundation and Maternity Care Coalition (April 4, 2019)
- Youth Justice Project, Community Legal Services of Philadelphia (December 20, 2018)

*Presentations on pregnancy and postpartum rights to doctors, medical students, and healthcare professionals and paraprofessionals*

- Sidney Kimmel Medical College, Thomas Jefferson University (August 20, 2021; April 30, 2021; March 12, 2021; August 14, 2020; October 25, 2019; August 16, 2019; March 21, 2019; January 25, 2019; September 7, 2018; July 20, 2018; April 6, 2018)
- Community Breastfeeding Task Force, Maternity Care Coalition and Philadelphia Department of Public Health (March 12, 2020)
- Neighborhood Resources Group, Philadelphia Department of Public Health (September 13, 2019)
- Healthy Start Pittsburgh Annual Symposium (May 6, 2019)
- Thomas Jefferson University Hospital (October 18, 2018)
- LifeCycle WomanCare (September 27, 2018)
- Temple University Hospital (August 8, 2018)
- Thomas Jefferson University Hospital (August 1, 2018; April 19, 2018)
- Philadelphia Department of Public Health Conference (June 1, 2018)
- Congreso de Latinos Unidos, Inc. (December 14, 2017)

*Know-your-rights presentations on gender equality, pregnancy, and postpartum rights*

- Center for Women, National Center for Jewish Women—Pittsburgh (October 13, 2020)
- Healthy Start Center for Urban Breastfeeding, Healthy Start Pittsburgh ([August 5, 2020](#))



- General George A. McCall School, Philadelphia (February 15, 2019)
- LifeCycle WomanCare (October 20, 2018)
- Breastfeeding and Pumping Mothers Group, Thomas Jefferson University Hospital (August 7, 2018)
- Communities in Schools of Philadelphia, Inc. (August 8, 2018)
- Turning Points for Children (May 9, 2018)
- Jewish Family and Children’s Service of Greater Philadelphia (eight presentations at local schools, December 19, 2017–April 30, 2018)

*Adequate Solutions in Addressing the Specific Needs of Incarcerated Women: Hearing on Phila. City Council R. 190090 Before the Special Comm. on Criminal Justice Reform (Oct. 25, 2019) (provided testimony).*

## **ACADEMIC SERVICE**

---

Widener University Delaware Law School

### *Dignity Law Institute:*

Affiliated faculty (2024–present)  
Dignity Law Summit planning committee (2025)

### *Committees:*

Diversity, Equity and Inclusion (2024–present)  
Legal Education (2024–present)

### *Other:*

Faculty Advisor, Asian Law Student Association (beginning fall 2025)  
Faculty Lecturer, Bar Mentoring Program ([civil procedure lecture](#), summer 2025)  
Faculty Reviewer, The Eight Percent (student group for women of color)’s Civil Procedure Study Session (April 21, 2025)  
Faculty Presenter, Latin American Law Student Association (LALSA) “Ponte Las Pilas: Civ Pro I” (March 27, 2025)  
Judge, Alternative Dispute Resolution Society Negotiation Competition (March 22, 2025; Nov. 2, 2024)  
Faculty Panelist, [Accepted Applicant Community Day](#) (March 21, 2025)

Rutgers Law School

*Committee:* Health and Wellness (2022–2023).

## **PROFESSIONAL ASSOCIATIONS**

---

Association of American Law Schools (2022–present).

American Public Health Association (2023–2024).

Philadelphia Bar Association (2018–2024).

*Leadership:* Chair, Public Interest Law Day planning committee (2019–2022)

*Award:* Public Interest Section “Bar Star” (2019)

**WORKING GROUPS AND COALITIONS**

---

Steering Committee Member, Organizing Voices for Action (OVA), interdisciplinary coalition providing coordinated action to implement recommendations put forward by the Philadelphia Maternal Mortality Review Committee (2020–2021).

Participant and Steering Committee Member, Coalition for Lactation-Friendly Schools, an advocacy coalition seeking to strengthen lactation accommodations for lactating students in schools (2018–2021).

Participant and State Road Partnerships Subcommittee Member, Incarcerated Women’s Working Group, convened by ACLU-PA and Community Legal Services (2018–2021).

**BAR ADMISSIONS**

---

United States Court of Appeals for the Third Circuit; Pennsylvania.