



Association of American  
Law Schools

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## **2019 Annual Meeting**

# **WORKSHOP FOR PRETENURED LAW SCHOOL TEACHERS OF COLOR**

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Saturday, January 5, 2019 ~ 8:45 am – 4:15 pm  
Kabacoff, Riverside Building

*AALS would like to thank the*

## **LAW SCHOOL ADMISSION COUNCIL**

*for their generous three-year grant in support of 2018, 2019, and 2020 workshops*



# PROGRAM SCHEDULE

*Program and speakers as of December 1, 2018*

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8:45 AM

## **Introduction and Welcome**

Kabacoff, Riverside Building

Sean M. Scott, Associate Director, Association of American Law Schools

Cynthia E. Nance, University of Arkansas, Fayetteville, Robert A. Leflar Law Center and Chair, AALS  
Workshop for Pretenured Law School Teachers of Color

9:00 AM - 9:45 AM

## **Plenary Session: Success Stories: Now That I Have Tenure, What Are My Accomplishments and Triumphs as a Law Professor**

Kabacoff, Riverside Building

### **Moderator:**

Cynthia E. Nance, University of Arkansas, Fayetteville, Robert A. Leflar Law Center and Chair, AALS  
Workshop for Pretenured Law School Teachers of Color

### **Speakers:**

Ruben J. Garcia, University of Nevada, Las Vegas, William S. Boyd School of Law

Jayesh Rathod, American University, Washington College of Law

L. Song Richardson, University of California, Irvine School of Law

This panel will focus on success stories of tenured law professors. Speakers will talk about why they chose to become law professors, and share their accomplishments and triumphs as law teachers and legal scholars. Topics may include great classes, teaching effectiveness, law school or university curriculum and policy changes, student mentoring and guidance, publications, conference presentations, op-eds, blogs, community service or social justice projects, and awards for teaching, scholarship or service, or community recognition. Panelists may place these topics on a timeline, i.e. prior to the mid-probationary review, post-mid-probationary review and post-tenure.

9:45 AM - 10:30 AM

## **Plenary Session - Navigating the Path to Tenure and Promotion**

Kabacoff, Riverside Building

### **Moderator:**

Kaiponanea Matsumura, Arizona State University Sandra Day O'Connor College of Law

### **Speakers:**

Devon Wayne Carbado, University of California, Los Angeles School of Law

Wendy Greene, Samford University, Cumberland School of Law

Lynnise E. Phillips Pantin, Boston College Law School

Speakers will focus their remarks on how to successfully navigate the tenure and promotion process. Topics will include how to balance scholarship with teaching and service, how to build an external network of support, and how to overcome common obstacles often encountered by teacher-scholars of color. This session is intended to provide participants with practical, concrete advice about how to set a scholarly agenda, to manage internal and external reviews, and to position one's self for success. In the context of

this discussion, speakers will identify things they came to know post-tenure that they wish they had known pre-tenure.

10:30 AM - 10:45 AM

### **Refreshment Break**

Kabacoff, Riverside Building

10:45 AM - 12:00 PM

### **Small Group Discussions on Scholarship - Part I**

Kabacoff, Riverside Building

These small group sessions, to be facilitated by plenary speakers, will enable participants to explore and discuss more fully issues raised by the preceding plenary session.

**Establishing External and Internal Networks of Support.** Why is it important to develop and maintain professional relationships with teachers and scholars and others, outside of your home institution? What are some tips and strategies for developing and maintaining these connections? What are some tips and strategies for developing and maintaining professional relationships inside your home institution?

**Conferences, Colloquia and Workshops.** Conferences provide opportunities to present your work but which conferences should you attend? How can colloquia and workshop series enhance your scholarship?

**Interpreting the Retention Letter.** The purpose of the retention review is to determine whether a tenure-track faculty member is on track for tenure. What should you do if your review is successful but you are informed of weaknesses or areas of concern? What should you do if the review is glowing?

12:15 - 1:30 PM

### **Lunch on your own**

1:45 PM - 3:00 PM

### **Plenary Session - Teaching, Service and Scholarship: Overcoming Challenges, Realizing Opportunities**

Kabacoff, Riverside Building

#### **Moderator:**

Brenda V. Smith, American University, Washington College of Law

#### **Speakers:**

Danielle Holley-Walker, Howard University School of Law

Kristin N. Johnson Tulane University School of Law

Rose Cuison Villazor, Rutgers Law School

This final session will focus on teaching and service. With regard to teaching, law professors of color often report special challenges in the classroom stemming from dynamics that are hard to spot and to know how to address. This session will identify specific issues that may be of concern. How do I deal with difficult students? How do I ensure diverse participation in the classroom? How should I address the various differences among students—including racial, sexual orientation, or gender differences — and differences between students and myself? Speakers will offer some advice on how to plan and to facilitate classroom teaching in both large and small courses, and to be a more effective teacher.

With regard to service, new law teachers unexpectedly realize that they must provide service to their school, university, profession, and community as outlets for their academic and non-academic passions and interests. How do you approach the third prong of the tripartite journey toward tenure? How does one determine which service obligation to prioritize? Speakers will explain how service may be viewed as a gateway to learning about, and being active and influential in, the operation of your school and provide an opportunity to interact with your colleagues—and for them to interact with you—to build strong personal and professional relationships. Speakers will also illustrate the ways in which the power resides with you to transform your service obligations, create your own service opportunities, and follow your passion in order to develop and extend your areas of expertise and your networks at the same time.

3:00 PM - 3:15 PM

### **Refreshment Break**

3:15 PM - 4:15 PM

### **Small Group Discussions on Scholarship - Part II**

Kabacoff, Riverside Building

These small group sessions, to be facilitated by plenary speakers, will enable participants to discuss issues related to scholarship. These issues might include (but are not limited to):

**Developing a Scholarly Agenda.** With whom should you discuss and share your work? What are some useful guidelines for selecting a topic, developing a writing schedule and completing the article, essay or book? Why is it important to read and cite other major contributors in the area in which you write?

**Building a Scholarly Reputation.** Why is it important? What are some strategies to enhance opportunities to present your work at conferences and external faculty workshops? Is it worthwhile to cultivate a social media presence? How op-eds may support your scholarly reputation. How do you determine whether your institution value your online contributions?

**Balancing Service, Teaching and Scholarship.** This group discussion will address any other questions not covered by the other groups. Topics may include how to best use research assistants; how to create and capitalize on synergies between teaching and scholarship; determining when and how you should say “no” to various administrative requests.

4:30 – 5:30 PM

### **Reception**

Quarterdeck A, Riverside Building

This reception will bring together past attendees along with presenters to connect, bond and nurture a community with this year’s cohort of teachers attending the Workshop.

# PLANNING COMMITTEE FOR THE 2019 WORKSHOP FOR PRETENURED LAW SCHOOL TEACHERS OF COLOR

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Kaiponanea Matsumura, Arizona State University, Sandra Day O'Connor College of Law  
Cynthia E. Nance, University of Arkansas, Fayetteville, Robert A. Leflar School of Law, **Chair**  
Brenda V. Smith, American University, Washington College of Law

## BIOGRAPHIES

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**Carbado, Devon Wayne.** The Hon. Harry Pregerson Prof. of Law; Assoc. Vice Chancellor of BruinX for Equity, Diversity, and Inclusion, U.C.L.A. JD, 1994, Harvard; BA, 1991, U.C.L.A. . Ed.-in-Ch., Harv. Blackletter L.J. Assoc. Dean, Acad. Affrs. U.C.L.A., 2006-2007; Fac. Fel. & Vis. Assoc. Prof., Iowa, 1995; Assoc., Latham & Watkins L.A., 1994-1995. *Subjects:* Civil Rights; Crim. Procedure; Crim. Justice. *Member:* Phi Beta Kappa; SALT. *Consultantships:* Com. Mem., UCLA Law Sch., External Appts., 2002-03, 2006-2007; Adv'y Com. Mem., UCLA, 2003-2007.

**Garcia, Ruben J.** Assoc. Dean for Fac. Dev. & Research, Prof. of Law, Nevada, Las Vegas. LLM, 2002, Wisconsin; JD, 1996, U.C.L.A.; BA, 1992, Stanford Univ. . Ed.-in-Ch., Chicano-Latino L. Rev. *Admitted:* CA, 1997. Prof. of Law, California Western Sch. of Law, 2010-2011; Assoc. Prof., Cal. Western, 2006-2010; Vis. Assoc. Profesor, Univ. of California, San Diego, 2009; Ass't Prof., Cal. Western, 2003-2006; Ass't Prof., Cal. Davis, 2002-2003; Hastie Fellow, Wisconsin, 2000-2002; Assoc., Rothner Segall & Greenstone Pasadena, 1996-2000. *Subjects:* Civil Procedure; Prof'l Responsibility; Emplmt. Discrimination; Emplmt. Law; Labor Law; Const'l Law; Int'l Labor Law (S). *Books:* Marginal Workers (NYU Press), 2012. *Member:* Exec. Comm., Labor Law Group; Labor and Emplmt. Rels. Association; Law & Soc. Ass'n; Comm. on Coll. & Univ. Governance, Amer. Assoc. of Univ. Profs. (AAUP). *Consultantships:* Leadership Dev. Academy, Univ. of Nevada, Las Vegas, 2015-2017; Co-President, Soc. of American Law Teachers, 2014-2016; Bd. of Directors, American Const. Society, since 2017; Co-Director, UNLV Workplace Law Program, Univ. of Nevada, Las Vegas, William S. Boyd Sch. of Law, since 2017; Assoc. Dean for Fac. Dev. and Research, Univ. of Nevada, Las Vegas, William S. Boyd Sch. of Law, since 2017.

**Greene, Wendy** Prof. of Law, Samford. LLM, 2008, Geo. Wash.; JD, 2002, Tulane. Assoc. Professor, Cumberland Sch. of Law, since 2010; Ass't Prof., Samford, since 2007; Dir. of Fac. Development, Cumberland Sch. of Law, 2012-2014. *Subjects:* Real Property; Critical Race Theory (S); Const'l Law; Emplmt. Discrimination; Equitable Remedies; Race and American Law (S); Emplmt. Law. *Awards:* Law and Soc. Ass'n John Hope Franklin Prize (for Exceptional Scholarship in the Field of Race, Racism and the Law), 2015; Diverse: Issues in Higher Educ. Mag. Emerging Scholar, 2014; Lightfoot, Franklin, & White Best Fac. Scholarship Award, 2014; Harvey S. Jackson Excellence in Tchg. Award for Upper Level Courses, 2011; Lightfoot, Franklin & White Best Jr. Fac. Scholarship Award, 2009. *Member:* Chair, American Ass'n of Law Schools Sect. on Women in Legal Educ. ; Exec. Committee, American Ass'n of Law Schools Sect. on Emplmt. Discrimination.

**Holley-Walker, Danielle** Dean and Prof. of Law, Howard. JD, 1999, Harvard; BA, 1996, Yale Coll. Mng. Ed., Harv. C.R.-C.L. L. Rev. *Admitted:* TX, 1999. Assoc. Dean for Acad. Affrs. and Dist. Prof. of Educ. Law, Univ. of So. Carolina, 2011-2014; Ass't Prof., So. Carolina, 2005-2008; Assoc. Prof., Hofstra, 2002-2005; Assoc., Fulbright & Jaworski L.L.P. Houston, 2000-2002; Clerk, Hon. Carl E. Stewart U.S.C.A. 5th Cir. Shreveport LA, 1999-2000. *Subjects:* Civil Procedure; Fed. Courts; Law & Race (S); Admin. Law.

**Johnson, Kristin N.** McGlinchey Stafford Prof. of Law, Tulane.

**Matsumura, Kaiponanea** Assoc. Prof. of Law, Ariz. State. JD, 2007, U.C.L.A. Ch. Articles Editor, UCLA L. Rev. *Admitted:* CA, 2008. Vis. Ass't Professor/Fellow, Stanford, 2011-2014; Assoc. Attorney, Gibson, Dunn & Crutcher LLP, 2008-2011; Law Clerk, Hon. A. Wallace Tashima, Ninth Cir. Ct. of Appeals, 2007-2008. *Subjects:* Civil Procedure; Family Law; Reproductive Technologies (S).

**Nance, Cynthia E.** Nathan G. Gordon Prof. and Dean Emeritus, Ark., Fayetteville. MA, 1991, Univ. of Iowa Grad. College; JD, 1990, Iowa; JD, 1990, Iowa; BS, 1986, Chgo. St. University. , Jour. of Corp. Law. *Admitted:* IA, 1990. Professor, Ark., Fayetteville, since 2006; Professor, Ark., Fayetteville, 2006-2011; Assoc. Professor, Ark., Fayetteville, 1999-2006; Ass't Professor, Ark., Fayetteville, 1994-1999; Vis. Ass't Professor/Fellow, Iowa, 1993-1994. *Subjects:* Torts; Labor Law; Workers' Compensation; Poverty Law; Emplmt. Law ; Workplace Legis. (S). *Awards:* ABA Margaret Brent Lawyers of Achievement , 2018; Women Law Student's Association, Gayle Pettus Pontz Award, 2012; Talk Bus. Quarterly, Most Powerful Women, 2012; Fellow, Coll. of Labor and Emplmt. Lawyers, 2012; American Bar Ass'n Spirit of Excellence Award, 2012; Inaugural Recipient, Judge Andree Layton Roaf Award of Excellence, 2010; Woman of Influence, Arkansas Business, 2010; T.E. Patterson Educ. Award, Arkansas Democratic Black Caucus, 2009; Arkansas Business' 25 Minority Trailblazers, 2009; One of Arkansas' 12 Most Powerful Women, 2009; Black Law Student Ass'n Chap. named Cynthia E. Nance Chapter, 2009; Arthur Fletcher Award, American Ass'n for Affirmative Action, 2007; Outstanding Lawyer-Citizen, Arkansas Bar Association, 2005; Alumni Ass'n Fac. Dist. Achievement Awards in Public Service, Univ. of Arkansas, 2004. *Member:* Member, Phi Delta Phi; Member, Beta Gamma Sigma; Member, Labor Law Group; Member, American Law institute; Member, Phi Delta Phi; Fellow, Coll. of Labor and Emplmt. Lawyers; Member, Labor Law Group; Fellow, AALS; Bd. of Governors, Coll. of Labor and Emplmt. Lawyers. *Consultantships:* Acad. Member, ABA Sect. of Legal Educ. & Adms. to the Bar Council, 2012-2018; Liaison Stands. Rev. Committee, ABA Legal Educ. and Admission to the Bar, 2014-2016; Member, ABA Cntr. for Racial and Ethnic Diversity, 2012-2015; Member, LSAC Bd. of Trustees, 2011-2015; Consultant, Kettering Foundation, Legal Educ. and Democracy Project, 2009-2012; At-large Member, Sect. Council, ABA Labor and Emplmt. Law Section, 2006-2012; Member, LSAC Fin. & Legal Affrs. Committee, 1997-2005; Chair, AALS Emplmt. Discrim. Section, 2002; Chair, AALS Sect. on Labor and Emplmt. Law, 2001-2002; House of Delegates, ABA, since 2012; Judges and Lawyers Assist. Committee, Arkansas Bar Ass'n, since 2012; Member, ALI Consultative Grp. on Election Law, since 2011; Member, Arizona St. Univ. Sandra Day O'Connor Coll. of Law Washington Legal Externship Prog. Adv'y Council, since 2009; Fellow, ABA American Bar Foundation, since 2007; Member, Bd. of Trustees; Adv'y Committee, NALP Fdn. for Law Career Res. and Education, since 2007.

**Pantin, Lynnise E. Phillips.** Clin. Assoc. Professor, Boston Coll. JD, 2003, Columbia; BA, 1998, Pomona College. Columbia Human Rts. Law Review, Editor. *Admitted:* MA, 2016; NY, 2004. Assoc. Professor, NYLS, 2011-2015; Associate, Debevoise & Plimpton LLP, 2003-2011. *Subjects:* Entrepreneurship & Innovation Clinic (S); Legal Practice; Community Enterprise Clinic (S); Introduction to Transactional Lawyering. *Member:* CLEA.

**Rathod, Jayesh** Prof, American. JD, 2001, Columbia; JD, 2001, Columbia. *Admitted:* NY, 2002; DC, 2002. Staff Att'y, CASA of MD Inc., 2003-2006; Jud. Law Clerk, Hon. Louis F. Oberdorfer U.S.D.C. for DC, 2002-2003; Assoc., Wilmer Cutler & Pickering LLP, 2001-2002. *Subjects:* Immigrant Just. Clinic; Immigrants in the Workplace; Immig. Law.

**Richardson, L. Song** Dean and Chancellor's Prof. of Law, Cal., Irvine. JD, 1993, Yale. Officer, Yale J. of Int'l L. *Admitted:* WA, 1999; CA, 1997; NY, 1994. Professor, Univ. of California, Irvine Sch. of Law, since 2014; Assoc. Professor, American, since 2011; Professor, Iowa, 2012-2014; Assoc. Professor, DePaul, 2009-2011; Ass't Professor, DePaul, 2006-2009; Vis. Professor, Boston Coll., 2009; Part., Schroeter Goldmark & Bender Seattle,

2001-2006; Ass't Public Defender, The Defender Ass'n Seattle, 1999-2001; Ass't Fed. Public Defender, Fed. Public Defender's Off. Seattle, 1997-1999; Ass't Counsel, NAACP Legal Defense & Educ. Fund Inc. NYC, 1995-1997; Skadden Public Interest Fellow, Nat'l Immig. Law Cntr. L.A., 1995; Skadden Public Interest Fellow, The Legal Aid Soc. Immig. Unit. NYC, 1993-1995. *Subjects*: Prosecutorial Ethics (S); Crim. Procedure; Crim. Law; Law and Social Science; Fact Investigation; Comp. Crim. Proc. (S). *Books*: Crim. Procedure: Cases and Materials 2nd Edition, 2018; Crim. Procedure: Cases and Materials, 2016; The Const. and the Future of Crim. Just. in America (with John Parry), 2013. *Awards*: AALS Derrick Bell Award, 2011. *Member*: Member, American Law Institute.

**Scott, Sean M.** Assoc. Director, AALS, Loyola, Los Angeles. JD, 1985, New York Univ; BA, 1981, Smith Coll. *Admitted*: CA, 1988; MD, 1986. Prof., since 1996; Assoc. Prof., Loyola L.A., 1989-1996; Assoc. Lawyer, Manatt Phelps Rothenberg & Phillips L.A., 1987-1989; Assoc. Lawyer, Weinberg & Green Balt., 1985-1987. *Subjects*: Race & Racism in American Law (S); Women of Color & the Law (S); Commercial Law; Contracts.

**Smith, Brenda V.** Prof., American. JD, 1984, Georgetown; BA, 1980, Spelman Coll. *Admitted*: DC, 1985; PA, 1985. Prof., since 2005; Assoc. Prof., 1999-2005; Prac.-in-Res., American, 1998-1999; Sr. Counsel, Econ. Security/Dir. Women in Prison Proj. Nat'l Women's Law Cntr. DC, 1988-1998; Staff Att'y, DC Public Defender Serv. DC, 1986-1988; Clerk, Hon. Gladys Kessler DC Superior Ct., 1984-1986. *Subjects*: Clin. Tchg. (S); Prof'l Responsibility; Clin. Fieldwork Supervision; Women, Crime and Law (S). *Books*: An End to Silence: Prisoners Hdbk. on Identifying and Addressing Sexual Misconduct, 2d ed., 2002; An End to Silence: Women Prisoners Hdbk. on Identifying and Addressing Sexual Misconduct, 1998; A Vision Beyond Survival (with Dailard), 1995. *Awards*: North Star Award, 2010; Kellogg Leadership Dev. Fellow, 1993. *Member*: AALS, Com. on Clin. Legal Education; Ed'l Board, Clin. Law Review. *Consultantships*: Reg. Selection Com. Member, White House Fellows Program, since 2010; Sub-Awardee, National Coun. on Crime and Delinquency, since 2010; Prin. Investigator, Nat'l Inst. of Correction, U.S. Dep't of Just., since 1999.

**Villazor, Rose Cuison.** Prof. of Law and Chancellor's Social Just. Scholar; Director, Cntr. for Immig. Law, Policy and Justice, Rutgers. MA, 2006, Columbia; BA, 1996, Univ. of Texas. Note & Comment Ed., Am. U. L. Rev. *Admitted*: NY, 2001; NJ, 2000. Assoc. Prof. of Law, Hofstra Law School, 2009-2012; Ass't Prof., Southern Methodist, 2006-2009; Human Rts. Fellow, Columbia, 2004-2006; NY Lawyers for the Public Interest, NYC, 2001-2004; Clerk, DC Ct. of App., 2000-2001. *Subjects*: Immigration; Race and the Law (S); Property; Advanced Topics in Immig. Law (S). *Books*: The 1965 Immig. Act: Legislating a New America, 2015; Loving v. Virginia in a Post-Racial World: Rethinking Race, Sex, and Marriage, 2011; Cum laude, American, 2000. *Awards*: AALS Minority Sect. Derrick Bell Award, 2011; Hofstra Univ. Lawrence A. Stessin Prize for Outstanding Scholarly Publication, 2011; SMU Law Sch. Tchg. Grant, 2007. *Member*: Chair-Elect, AALS Minority Section. *Consultantships*: Bd. Member, Human Rts. Initiative, 2008-2009.