

## AALS 2021 Annual Meeting

### Workshop for Pretenured Law School Teachers of Color

Friday, January 8, 2021

1:15-4 p.m. EST | 12:15-3 p.m. CST | 11:15 a.m.-2 p.m. MST | 10:15 a.m.-1 p.m. PST

#### Workshop Overview

- 1:15-1:20 p.m. Introduction & Welcome
- 1:20-1:45 p.m. Session One: On Being an “Other” in the Classroom, Law School, and University
- 1:45-2:00 p.m. Small-group Breakouts and Q&A
- 2:00-2:25 p.m. Session Two: Navigating the Path to Tenure and Promotion
- 2:25-2:35 p.m. Q&A
- 2:35-2:45 p.m. BREAK
- 2:45-3:10 p.m. Session Three: Teaching
- 3:10-3:20 p.m. Q&A
- 3:20-3:45 p.m. Session Four: Scholarship
- 3:45-3:55 p.m. Q&A
- 3:55-4:00 p.m. Closing

1:15-1:20 pm

#### Introduction and Welcome

##### Speakers:

Darby Dickerson, Dean and Professor of Law, UIC John Marshall Law School

Vivian E. Hamilton, Founding Director, William & Mary Center for Racial & Social Justice, Professor of Law, William & Mary Law School, and Chair, AALS Workshop for Pretenured Law School Teachers of Color

1:20-1:45 pm

#### Session One: On Being an “Other” in the Classroom, Law School, and University

**Moderator:** Vivian Hamilton, Founding Director, William & Mary Center for Racial & Social Justice, Professor of Law, William & Mary Law School

##### Speakers:

Darren Hutchinson, Raymond & Miriam Ehrlich Eminent Scholar Chair Professor of Law & Associate Dean for Faculty Development, University of Florida Law School

Marc-Tizoc Gonzalez, Professor of Law, University of New Mexico Law School

Huyen Pham, Professor of Law, Texas A&M College of Law

The speakers will address the challenges—as well as opportunities—that come with being an “other” in the classroom, law school, and university. Following their remarks, participants will break into small groups led by the speakers and Workshop organizers.

1:45-2:00 pm

**Small-group Breakouts and Q&A**

**Facilitators:**

Darren Hutchinson, Raymond & Miriam Ehrlich Eminent Scholar Chair Professor of Law & Associate Dean for Faculty Development, University of Florida Law School

Marc-Tizoc Gonzalez, Professor of Law, University of New Mexico Law School

Huyen Pham, Professor of Law, Texas A&M College of Law

**Potential Discussion Questions:**

What types of challenges do faculty of color tend to face within their home institutions and in the academy at large? How have more experienced faculty faced and overcome these challenges in the past? What strategies might enable you to be both your authentic self and a full member of your faculty and law school community?

2:00-2:25 pm

**Session Two: Navigating the Path to Tenure and Promotion**

**Moderator:**

Rose Cuison Villazor, Vice Dean, Professor of Law, & Chancellor's Social Justice Scholar, Rutgers University School of Law

**Speakers:**

Bennett Capers, Professor of Law and Director of Center on Race, Law, & Justice, Fordham Law School

Sonia Katyal, Co-Director, Center for Law & Technology, Distinguished Haas Chair, Berkeley School of Law

Xuan-Thao Nguyen, Gerald L. Bepko Chair, Director, Center for Intellectual Property Law & Innovation, Indiana University Robert H. McKinney School of Law

The speakers will provide participants with practical, concrete advice on successfully navigating the tenure and promotion process. This session aims to provide participants with practical, concrete advice.

2:25-2:35 pm

**Q&A**

**Potential Discussion Questions:**

**Establishing External and Internal Networks of Support.** Why is it important to develop and maintain professional relationships with teachers, 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 at 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?

**Managing Internal and External Reviews.** 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?

**Balancing Scholarship, Teaching, and Service:**

How do you determine which obligation to prioritize, and when? When asked to participate in service projects or committee work, when can/should you say “no”? We often disparage service obligations, but when might service be a gateway to learning about, and being active and influential in, the operation of your school?

2:35-2:45 pm

**BREAK**

2:45-3:10 pm

**Session Three: Teaching**

**Moderator:** Angela Banks, Charles J. Merriam Distinguished Professor of Law, Arizona State University Sandra Day O'Connor College of Law

**Speakers:**

Alina Ball, Professor of Law, University of California-Hastings School of Law

Roger Fairfax, Patricia Roberts Harris Research Professor of Law and Founding Director, Criminal Law & Policy Initiative, George Washington School of Law

Solangel Maldonado, Eleanor Bontecou Professor of Law, Seton Hall Law School

The speakers will provide advice on effectively planning courses and facilitating classroom discussion in both large and small courses. They will address issues that may be particular concern to law professors of color.

3:10-3:20 pm

**Q&A**

**Potential Discussion Questions:**

How do you establish credibility and authority when your race/gender/age/etc. may not comport with students' stereotyped ideas of “professor”? What are some effective approaches to managing discussions involving controversial issues? What are some effective strategies to introducing critical perspectives, or the racial/social justice implications of legal doctrines? What are some effective strategies for managing challenging or difficult students? What are common pitfalls to avoid?

3:20-3:45 pm

**Session Four: Scholarship**

**Moderator:**

Leo Martinez, Dean Emeritus & Albert Abramson Professor of Law Emeritus, University of California Hastings College of Law

**Speakers:**

Jonathan Glater, Professor of Law, UCLA School of Law

Dayna Matthew, Dean & Harold H. Greene Professor of Law, George Washington Law School

Eloisa Rodriguez-Dod, Associate Dean for Academic Affairs & Professor of Law, Florida International University College of Law

The speakers will discuss developing a scholarly agenda; guidelines for topic selection and developing a writing schedule; placing your work; and building a scholarly reputation.

3:45-3:55 pm

**Q&A**

**Potential Discussion Questions:**

**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? How to best use research assistants? How might you create and capitalize on synergies between teaching and scholarship?

**Placing your Work.** What strategies should you use? What resources are available to help you? What should you be thinking about to best meet your objectives?

**Building a Scholarly Reputation.** What does it mean, and 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? Can op-eds support your scholarly reputation, or are they a distraction from your larger academic projects? How do you determine whether your institution values nontraditional legal contributions?

3:55-4:00 pm

**Closing**