Resources for Aspiring Law Teachers of Color and Law School Hiring and Tenure and Promotion Committees

This page contains a collection of resources and background materials designed to help aspiring law teachers. It also provides background references on minority hiring and retention issues. To that end, this list also is designed to help law faculties, especially hiring committees and tenure and promotion committees, to understand the challenges that minorities may face in seeking and maintaining a law faculty job. The lists are not intended to be exhaustive and sometimes contain references to materials that are mentioned in blogs and other sources that will necessarily overlap and duplicate each other. The idea is that this list will allow enough triangulation to permit users to eventually zero in on resources that will address their particular needs. The page is maintained by the materials subcommittee of the Association of American Law School Committee on the Recruitment and Retention of Minority Law Professors and Students.

Position Listings and Related Resources:

Harvard Legal Theory Forum Blog Posting on Jobs (containing extensive spreadsheet of law teaching fellowships and salaries at law schools as of 11/20/09), [http://blogs.law.harvard.edu/hltf/jobs/](http://blogs.law.harvard.edu/hltf/jobs/)


National Bar Association Listing (sorted by category), [http://careercenter.nationalbar.net/](http://careercenter.nationalbar.net/)


Background on the Hiring Process:


Anne Enquist, Paula Lustbader and John Mitchell, **From Both Sides Now: The Job Talk’s Role in Matching**
Candidates with Law Schools (October 4, 2010).

- The article can be found on the Society of American Law Teachers (SALT) website at [http://www.saltlaw.org/userfiles/10-26-10From_Both_Sides_Now%20final%20with%20copyright.pdf](http://www.saltlaw.org/userfiles/10-26-10From_Both_Sides_Now%20final%20with%20copyright.pdf).

“Getting a Job on the Law Teaching Market,” Prawfsblawg, [http://prawfsblawgblogs.com/prawfsblawg/getting_a_job_on_the_law_teaching_market/](http://prawfsblawgblogs.com/prawfsblawg/getting_a_job_on_the_law_teaching_market/) (including a large number of posts on topics ranging from fellowships to the AALS Recruitment Conference interviews).


- The article also may be found at [http://swlaw.edu/pdfs/jle/jle593jesson.pdf](http://swlaw.edu/pdfs/jle/jle593jesson.pdf).


**Selected Background References (related directly to minority hiring/retention):**


Merritt, Deborah J., Scholarly Influence in a Diverse Legal Academy: Race, Sex, and Citation Counts, 29 J. LEGAL STUDS. 345 (2000).


Merritt, Deborah J., & Reskin, Barbara F., The Double Minority: Empirical Evidence of a Double Standard in Law
Prepared by the AALS Committee for the Recruitment and Retention of Minority Law Teachers and Students (FINAL)


**Resources for Law School Faculty Hiring Committees:**
AALS Faculty Appointments Register, [http://www.aals.org/frs/far.php](http://www.aals.org/frs/far.php)

Faculty Lounge, (blog about law school hiring, offers information on new positions)

_If the Committee is looking for prospective candidates, please also review the list above under the subheading “Position Listings and Related Resources.”_

**Best Practices for Law Faculty Hiring:**
Kevin R. Johnson, _The Importance of Student and Faculty Diversity in Law Schools: One Dean’s Perspective_, 96 IOWA L. REV. 1549 (2011).


**Bibliography of Recent Law Teaching Scholarship:**
Prepared for: AALS Workshop for Pretenured Minority Law Teachers
Prepared by: Timothy Davis, Wake Forest University School of Law June 2008
Updated by Serena M. Williams, Widener University School of Law (Delaware) June 2009


Johnson, Kevin R., *Integrating Racial Justice into the Civil Procedure Survey Course*, 54 J. LEGAL EDUC. 242
Prepared by the AALS Committee for the Recruitment and Retention of Minority Law Teachers and Students (FINAL)

(2004).

Joo, Thomas W., Race, Corporate Law, and Shareholder Value, 54 J. LEGAL EDUC. 351 (2004).


Sturm, Susan & Guinier, Lani, Learning from Conflict: Reflections on Teaching About Race and Gender, 53 J. LEGAL EDUC. 515 (2003).

Valdes, Francisco, Barely at the Margins: Race and Ethnicity in Legal Education—A Curricular Study with


Conference Resources for Aspiring and Pre-Tenured Faculty of Color

1. AALS Workshop for Pretenured People of Color Law Professors
   • This conference occurs every year in June. It occurs during the same week as the AALS New Law Teachers Workshop, and new faculty of color are encouraged to attend both workshops.
   • This conference focuses on strategies for how to deal with the unique obstacles and pressures that pre-tenured law faculty of color may face in writing their scholarship, teaching, and performing their service.

2. Latina/o Critical Theory Conference (www.latcrit.org)
   • This conference occurs every year in early October.
   • This conference includes a Junior Faculty Development Workshop at its beginning each year.
   • This conference also hosts a student scholarship competition for prospective law teachers.

3. Law and Society Conference (www.lawandsociety.org)
   • The conference occurs every year at the end of May or beginning of June. Every five years, the conference occurs outside of the mainland U.S., usually in other countries.
   • This organization hosts an Early Career Workshop for scholars in the early stage of their careers (first three years of initial appointment or in a post-doctoral fellowship) in any field whose scholarly interests include sociolegal studies. Information about the application process can be found at www.lawandsociety.org, and the applications are usually due in the January preceding the conference.
   • This organization also hosts a Graduate Student Workshop for graduate students in any field (including advanced law students) whose scholarly interests involve sociolegal studies. Information about the application process can be found at www.lawandsociety.org, and the applications are usually due in the January preceding the conference.

4. Regional People of Color Legal Scholarship Conferences
   • There are 4 regional people of color legal scholarship conferences. A national people of color legal scholarship conference occurs every five years.
   • Northeast People of Color Legal Scholarship Conference
     o This conference occurs every year in the fall at a law school in the Northeast.
     o This conference includes a panel dedicated to providing advice to junior scholars about the most effective routes to tenure.
     o This conference hosts workshops for works-in-progress. A senior faculty member in the field provides comments on each work-in-progress.
   • Mid-Atlantic People of Color Legal Scholarship Conference
     o This conference occurs every year in late January in the mid-Atlantic region.
     o This conference hosts workshops for works-in-progress. A senior faculty member in the field provides comments on each work-in-progress.
   • Midwest People of Color Legal Scholarship Conference
     o This conference was the very first regional people of color legal scholarship conference. The first conference occurred in 1991.
     o This conference occurs every year in the spring at a law school in the Midwest.
     o This conference includes a panel dedicated to providing advice to junior scholars about the most effective routes to tenure.
5. **Conference of Asian Pacific American Law Faculty Conference**
   - This conference occurs every year at a law school in the United States.
   - This conference includes workshops on how to achieve tenure and promotion.
   - This conference hosts workshops for works-in-progress. A senior faculty member in the field provides comments on each work-in-progress. Conference attendees are also assigned to read workshop papers.

6. **Society of American Law Teachers Law Teaching Conference**
   - This conference occurs every two years. The time of the year varies based upon the hosting institution, but it usually occurs during the fall semester.
   - A number of panels pay special attention to the obstacles that racial minorities may encounter in the classroom.
   - SALT also co-sponsors with various law schools one-day conferences on entering the law teaching profession.