

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:

Association of American Law Schools, http://www.aals.org/services_recruitment.php

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/>

Hispanic National Bar Association Listing, <http://www.hnba.com/resources/career-center/>

HIGHEREDJOBS, <http://www.higheredjobs.com/faculty/search.cfm?JobCat=134>

LatCrit/SALT Junior Faculty Development Workshop, <http://latcrit.org/latcrit/juniorfacultydevwork.php>

Legal Scholarship Network's Job Openings, http://www.ssrn.com/update/lsn/lsnjob/lsn_job.html

National Bar Association Listing (sorted by category), <http://careercenter.nationalbar.net/>
Society of American Law Teachers (SALT), <http://www.saltlaw.org/subsections/view/27>

Tax Prof Blog Teaching Fellowships Listing (comprehensive fellowship opportunities),
http://taxprof.typepad.com/taxprof_blog/2011/02/fellowships-for-aspiring-law-professors-2010-11-edition.html

Background on the Hiring Process:

"Uncloaking Law School Hiring: A Recruit's Guide to the AALS Faculty Recruitment Conference,"
<http://www.aals.org/frs/jle.php>

"Almost Everything You Need to Know About Law School Teaching,"
http://www.law.columbia.edu/careers/law_teaching/Everything

"The Big Rock Candy Mountain: How to Get a Job in Law Teaching,"
<http://ww3.lawschool.cornell.edu/faculty-pages/wendel/teaching.htm>

"Breaking Into the Legal Academy: The 2002-2004 Michigan Journal of Race & Law Guide For Aspiring Law Professors," <http://students.law.umich.edu/mjrl/currentissue/Guide.pdf>.

DENNING, BRANNON P., MCCORMICK, MARCIA L. AND LIPSHAW, JEFFREY M., BECOMING A LAW PROFESSOR: A CANDIDATE'S GUIDE (2010). The book may be purchased at the following link:
<http://apps.americanbar.org/abastore/index.cfm?fm=Product.AddToCart&pid=1620455.The>

Anne Enquist, Paula Lustbader and John Mitchell, [From Both Sides Now: The Job Talk's Role in Matching](#)

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[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.

“Getting a Job on the Law Teaching Market,” Prawfsblawg, [http://prawfsblawg.blogs.com/prawfsblawg/getting_a_job_on_the_law_teaching_market/\(including_a_large_number_of_posts_on_topics_ranging_from_fellowships_to_the_AALS_Recruitment_Conference_interviews\)](http://prawfsblawg.blogs.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)).

“Info for Academic Job-Seekers,” <http://www.law.uchicago.edu/alumni/careerservices/academicjobsearch>

Georgetown Law Library’s “Law Teaching and Scholarship Guide,” <http://www.ll.georgetown.edu/guides/teachingscholarship.cfm>

Lucinda Jesson, “So You Want to be a Law Professor”, 59 J. LEGAL EDUC. 450 (2010).

- The article also may be found at <http://swlaw.edu/pdfs/jle/jle593jesson.pdf>.

“Prawfsblawg: Teaching Market Advice,”

http://prawfsblawg.blogs.com/prawfsblawg/2005/09/teaching_market.html (including a wide range of posts on the teaching market by a wide variety of people).

Brian Leiter, “What Do You Need to Find Out Now That You’ve Gotten A Tenure-Track Offer?”

<http://leiterlawschool.typepad.com/leiter/2012/01/what-do-you-need-to-find-out-now-that-youve-gotten-a-tenuretrack-offer.html>

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

Angel, Marina, *Women Lawyers of All Colors Steered to Contingent Positions in Law Schools and Law Firms*, 26 CHICANO-LATINO L. REV. 169 (2006).

Angel, Marina, *Women in Legal Education: What It’s Like to Be Part of a Perpetual First Wave or the Case of the Disappearing Women*, 61 TEMP. L. REV. 799 (1988).

Barnes, Katherine Y., & Mertz, Elizabeth, *Is it Fair? Law Professors’ Perceptions of Tenure*, J. LEGAL EDUC. (forthcoming 2012), Arizona Legal Studies Discussion Paper No. 10-44; American Bar Foundation Research Paper No. 11-02, <http://www.americanbarfoundation.org/research/project/67>.

Borthwick, Robert J. & Schau, Jordan R., *Gatekeepers of the Profession: An Empirical Profile of the Nation’s Law Professors*, 25 U. MICH. J. L. REFORM 191 (1991).

Carbado, Devon W. & Gulati, Mitu, *Tenure*, 53 J. LEGAL EDUC. 157 (2003).

Chew, Pat K., *Asian Americans in the Legal Academy: An Empirical and Narrative Profile*, 3 ASIAN L.J. 7 (1996).

Chused, Richard H., *The Hiring and Retention of Minorities and Women on American Law School Faculties*, 137 U. PA. L. REV. 537 (1988).

Lopez, Antoinette Sedillo, *Latinas in Legal Education: Through the Doors of Opportunity: Assimilation, Marginalization, Cooptation or Transformation?*, 13 AM. U. J. GENDER SOC. POL’Y & L. 109 (2005).

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. *Sex, Race, and Credentials: The Truth About Affirmative Action in Law Faculty Hiring*, 97 COLUM. L. REV. 199 (1997).

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)

School Hiring of Minority Women, 65 S. CAL. L. REV. 2299 (1992).

Olivas, Michael A., *Reflections on Academic Merit Badges and Becoming an Eagle Scout*, 43 HOUS. L. REV. 81 (2006).

Olivas, Michael A., *The Education of Latino Lawyers: An Essay on Crop Cultivation*, 14 CHICANO-LATINO L. REV. 117 (1994)(relevant portion)

Yen, Alfred C., *A Statistical Analysis of Asian Americans and the Affirmative Action of Law School Faculty*, 3 ASIAN L.J. 39 (1996).

Young, Donna E., *Two Steps Removed: The Paradox of Diversity Discourse for Women of Color in Law Teaching*, 2 AFR.-AM. L. & POL'Y REP. 270 (1995).

Resources for Law School Faculty Hiring Committees:

AALS Faculty Appointments Register, <http://www.aals.org/frs/far.php>

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

http://www.thefacultyounge.org/law_school_hiring/

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).

Angela Onwuachi-Willig, *Complimentary and Complementary Discrimination in Faculty Hiring*, 87 WASH U. L. REV. 763 (2010).

Roman, Ediberto, & Carbot, Christopher B., *Freeriders and Diversity in the Legal Academy: A New Dirty Dozen List?*, 83 IND. L.J. 1235 (2008).

Bibliography of Recent Law Teaching Scholarship:

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Prepared by: Timothy Davis, Wake Forest University School of Law June 2008

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Alfieri, Anthony V., *(Un)covering Identity in Civil Rights and Poverty Law*, 128 HARV. L. REV. 805 (2008).

Ammons, Linda L., *Dealing with the Nastiness: Mixing Feminism and Criminal Law in the Review of Cases of Battered Incarcerated Women—A Tenth-Year Reflection*, 4 BUFF. CRIM. L. REV. 891 (2001).

Ansley, Frances Lee, *Race and the Core Curriculum in Legal Education*, 79 CAL. L. REV. 1511 (1991).

Armstrong, Margalynne J. & Wildman, Stephanie M., *Teaching Race/Teaching Whiteness: Transforming Colorblindness to Color Insight*, 86 N.C. L. REV.. 635 (2008).

BASAS, CARRIE, ET AL., LAWYERS, LEAD ON: LAWYERS WITH DISABILITIES SHARE THEIR INSIGHTS (2011).

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Best, Arthur, *Student Evaluations of Law Teaching Work Well: Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree*, 38 SW. L. REV. 1 (2008).

Bisom-Rapp, Susan, *Contextualizing the Debate: How Feminist and Critical Race Scholarship Can Inform the Teaching of Employment Discrimination Law*, 44 J. LEGAL EDUC. 366 (1994).

Brennen, David, A., *Race and Equality Across the Law School Curriculum: The Law of Tax Exemption*, 54 J. LEGAL EDUC. 336 (2004).

Brown, Dorothy A., *Teaching Civil Rights Through the Basic Tax Course*, 54 ST. LOUIS L.J. 809 (2010).

BROWN, DOROTHY A., *CRITICAL RACE THEORY: CASES, MATERIALS AND PROBLEMS* (2003).

Boyle, Robin A., *Employing Active-Learning Techniques and Metacognition in Law Schools: Shifting Energy from Professor to Student*, 81 U. DET. MERCY L. REV. 1 (2003).

Boyle, Robin A. & Dunn, Rita, *Teaching Law Students Through Individual Learning Styles*, 62 ALB. . L. REV. 213 (1998).

Carbado, Devon W. and Rachel F. Moran, *The Story of Law and American Racial Consciousness: Building a Canon One Case at a Time (Law Stories: Tales from Legal Practice, Experience, and Education)*, 76 UMKC L. REV. 851 (2008).

Carle, Susan and Lapointe, Michelle, *Short Notes on Teaching About the Micro-Politics of Class, With Examples From Torts and Employment Law Casebooks*, 56 BUFF. L. REV. 1129 (2008).

Cassman, Celestial S.D. & Pruitt, Lisa R., *A Kinder, Gentler Law School? Race, Ethnicity, Gender, and Legal Education at King Hall*, 38 U.C. DAVIS L. REV. 1209 (2005).

Chang, Robert S. & Adrienne D. Davis, *An Epistolary Exchange: Making Up Is Hard to Do: Race/Gender/Sexual Orientation in the Law School Classroom*, 33 HARV. J.L. & GENDER 1 (2010).

Chew, Pat K., *Asian Americans in the Legal Academy: An Empirical and Narrative Profile*, 3 ASIAN L.J. 7 (1996).

Deckha, Maneesha, *Teaching Posthumanist Ethics in Law School: The Race, Culture, and Gender Dimensions of Student Resistance*, 16 ANIMAL L. 287 (2010).

Delgado, Richard & Bell, Derrick, *Minority Law Professors' Lives: The Bell-Delgado Survey*, 24 HARV. C.R.-C.L. L. REV. 349 (1989).

Greene, Linda S., *From Tokenism to Emancipatory Politics: The Conference and Meetings of Law Professors of Color*, 5 MICH. J. RACE & L. 161 (1999).

Harris, Angela P. & Lee, Cynthia, *Teaching Criminal Law from a Critical Perspective*, 7 OHIO ST. J. CRIM. L. 261, 263-64 (2009).

Harris, Cheryl I., *Law Professors of Color and the Academy: Of Poets and Kings*, 68 CHI-KENT L. REV. 331 (1992).

Hing, Bill Ong, *Teaching Immigration Law and Immigrant Rights from Your Own Caseload*, 54 ST. LOUIS L.J. 877 (2010).

Hughes, Joyce, *Different Strokes: The Challenges Facing Black Women Law Professors in Selecting Teaching Methods*, 16 NAT'L BLACK L.J. 27 (1998).

Johnson, Kevin R., *Integrating Racial Justice into the Civil Procedure Survey Course*, 54 J. LEGAL EDUC. 242

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

Kastely, Amy H., *Out of the Whiteness: On Raced Codes and White Race Consciousness in Some Tort, Criminal, and Contract Law*, 63 U. CIN. L. REV. 269 (1994).

Kim, E. Tammy, *Who's Learning What? Toward A Participatory Legal Pedagogy*, 43 HARV. C.R.-C.L. L. REV. 633 (2008).

Lawson, Tamara, *Mainstreaming Civil Rights in the Law School Curriculum: Criminal Law and Criminal Procedure*, 54 ST. LOUIS U. L.J. 837 (2010).

Lopez, Frank R., *Pedagogy on Teaching Race & Law: Beyond "Talk Show" Discussions*, 10 TEX. HISP. J. L. & POL'Y 39 (2004).

Magee, Rhonda V., *Toward An Integral Critical Approach to Thinking, Talking, Writing and Teaching About Race*, 43 U.S.F. L. REV. 259 (2008).

Mathewson, Alfred Dennis, *Race in Ordinary Course: Utilizing the Racial Background in Antitrust and Corporate Law Courses*, 23 ST. JOHN'S LEGAL COMMENT. 667 (2008).

Merritt, Deborah J., *Bias, The Brain, and Student Evaluations of Teaching*, 82 ST. JOHN'S L. REV. 235 (2008).

Mertz, Elizabeth et al., *What Difference Does Difference Make? The Challenge for Legal Education*, 48 J. LEGAL EDUC. 1 (1998).

Miles, Veryl Victoria, *Recruiting and Retaining Faculty of Color in the Legal Academy: A Longstanding Commitment of the Association of American Law Schools*, 10 WASH. & LEE RACE & ETHNIC ANC. L.J. 65 (2004).

Moran, Rachel F., *Commentary: The Implications of Being a Society of One*, 20 U.S.F. L. REV. 503 (1985-1986).

Morant, Blake D., *The Relevance of Race and Disparity in Discussions of Contract Law*, 31 NEW ENG. L. REV. 889 (1997).

Nordick, Kathryn P., *A Critical Look at Student Resistance to Non-Traditional Law School Professors*, 27 W. NEW ENG. L. REV. 173 (2005).

Onwuachi-Willig, Angela, *Teaching Employment Discrimination*, 54 ST. LOUIS L.J. 755 (2010).

Ramirez, Steven A., *What We Teach When We Teach About Race: The Problem of Law and Pseudo-Economics*, 54 J. LEGAL EDUC. 365 (2004).

Rand, Kathryn R.L. & Light, Steven A., *Teaching Race Without a Critical Mass: Reflections on Affirmative Action and the Diversity Rationale*, 54 J. LEGAL EDUC. 316 (2004).

Scully, Judith A.M., *Seeing Color, Seeing Whiteness, Making Change: One Woman's Journey in Teaching Race and American Law*, 39 U. TOL. L. REV. 59 (2007).

Spence, Muriel Morisey, *Teaching Williams v. Walker-Thomas Furniture Co.*, 3 TEMP. POL. & CIV. RTS. L. REV. 89 (1993-94).

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*

LatCritical Commentary, 13 BERKELEY LA RAZA LJ. 119 (2002).

Vaughns, Katherine L., *Women of Color in Law Teaching: Shared Identities, Different Experiences*, 53 J. LEGAL EDUC.. 496 (2003).

Wade, Cheryl L., *Attempting to Discuss Race in Business and Corporate Law Courses and Seminars*, 77 ST. JOHN'S L. REV. 901 (2003).

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*
 - This conference occurs every year in the fall at a law school in the Northeast.
 - This conference includes a panel dedicated to providing advice to junior scholars about the most effective routes to tenure.
 - 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*
 - This conference occurs every year in late January in the mid-Atlantic region.
 - 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*
 - This conference was the very first regional people of color legal scholarship conference. The first conference occurred in 1991.
 - This conference occurs every year in the spring at a law school in the Midwest.
 - This conference includes a panel dedicated to providing advice to junior scholars about the most effective routes to tenure.

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- This conference hosts workshops for works-in-progress. A senior faculty member in the field provides comments on each work-in-progress.
 - *Southeast/Southwest People of Color Legal Scholarship Conference*
 - This conference occurs every year in the spring at a law school in the Southeast or Southwest.
 - This conference sponsors a paper competition for aspiring law professors.
 - This conference hosts workshops for works-in-progress. A senior faculty member in the field provides comments on each work-in-progress.
 - *Western People of Color Legal Scholarship Conference*
 - This conference occurs every two to three years at a law school in the West.
 - When it occurs, it is often planned in conjunction with the Conference of Asian Pacific American Law Faculty.
 - This conference hosts workshops for works-in-progress. A senior faculty member in the field provides comments on each work-in-progress.
 - *National People of Color Legal Scholarship Conference*
 - This conference occurs every five years at a law school in the United States.
 - This conference includes a workshop that provides information on (1) obtaining a law faculty job; (2) how to succeed pre- and post-tenure in a law faculty job; and (3) how to make a lateral move to another law school.
 - This conference sponsors a paper competition for junior faculty as well as a paper competition for students who aspire to be law professors.
 - This conference hosts workshops for works-in-progress. A senior faculty member in the field provides comments on each work-in-progress.
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.