

# 2003-2004 Law

Section

Document Name

## Mission

The missions of the law school are:

- (1) to provide an excellent graduate and professional legal education for its students;
- (2) to contribute through research, writing, and publication to knowledge, understanding and improvement of law, legal institutions, and legal processes;
- (3) to serve the university, the legal and academic professions, and the wider society;
- (4) to maintain a vibrant and humane community of persons engaged in various aspects of teaching, learning, scholarship, service, and support for those activities.

## Goals and Objectives

- ▶ 1. Enrollment of a diverse student body.
- ▶ 1. Enrollment of a Diverse Student Body
- ▶ 2. Hiring and retention of a diverse faculty.
- ▶ 3. Enhance the quality of teaching.
- ▶ 4. Successful private fund raising.
- ▶ 5. Enhance the law school's law library.
- ▶ 6. Successfully grow the law school's LL.M. program.
- ▶ Enrollment of a diverse student population

## Fiscal Health

\*\*\* Fiscal health report for 2004-05 is attached as PDF file. \*\*\*

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## Reallocation Plan

Not applicable.

## Other Question(s)

How do you plan to maintain/ increase quality in the face of diminishing resources? What processes do you have in place to do this, for example, how are faculty involved in decision-making?

The community is in great need of State resources and facilities but external resources are available. Therefore the

The assumption is incorrect or overstated. State resources are diminishing but external resources are available. Therefore the strategy of the Law School is to increase non-state revenue in an endeavor to maintain and even increase resources.

The principal source of new revenue is expected to be the LLM program. A director and assistant director have been recruited to manage this initiative. A particular and important part of their responsibilities is marketing - both domestic and international.

Faculty are involved in decision making through monthly meetings and through their elected Executive Committee, comprised of 5 faculty members elected annually by all faculty.

**How do you cultivate a climate for diversity -- how do you recruit, develop, and retain diverse students, faculty, and staff? How do you incorporate diversity in the curriculum, in research, in civic engagement?**

The Law School has one of the most diverse student bodies in the mid-west and we now have 5 minority faculty - three African American, one Hispanic and one native American professor. If one includes the international students - which I do as they further enhance the diversity of our community - we have 23% minority students in the school. Associate Dean Angela Espada was this year awarded the Rabb Emison Award 2004 by the Indiana State Bar Association for promoting diversity in the Indiana Legal profession.

Our principal recruitment initiatives for African-American students revolves around attendance by admissions staff at historically black colleges, an annual minority law day at the Law School and participation in a Supreme Court pre-law program entitled CLEO whereby minority students are given an opportunity to demonstrate their ability to complete a law degree by completing a summer program. We recruit Hispanic students by travelling to states like Arizona where there are high percentages of Hispanic students wanting to study law. Similarly recruitment of minority faculty and staff requires a more proactive approach and we target individuals to augment hiring pools.

Their retention of minority students, faculty and staff is simply a product of creating a welcoming and supportive environment. There is in my view no difference in approach required to develop and retain minority and non-minority students, faculty or staff. It does help to have a critical mass of students who are minority as this is tangible evidence to prospective students that there is a positive and welcoming environment that awaits them.

The School conducts diversity training through its office of professional development and we draw heavily upon minority judges and lawyers in the delivery of our curriculum.

**Five years from now what proportion of your faculty do you expect to be in the following categories: tenure track faculty, clinical faculty, research faculty, lecturers, or other academic specialties (percentages should total 100%)?**

Tenure track 75%

Clinical Faculty 24%

**Please prepare an EXECUTIVE SUMMARY of no more than one page summarizing your most significant accomplishments of the past year (including items from the period from July 1, 2003 to the present) and the major initiatives you plan to undertake in 2004-05.**

2003-2004

1. Establishment of the Center for Intellectual Property Law and Innovation.
2. Development of 4 new tracks to the LLM program

LLM track in International and Comparative Law

LLM track in Health Law, Policy and Bioethics

LLM track in Intellectual Property Law

LLM track in International Human Rights Law

See <http://www.indylaw.indiana.edu/lm>

2004-2005

1. Establish a new Center in Jury Analysis and Advocacy with Barnes&Thornburg.
2. Name the Center for International and Comparative Law after a very prominent Hoosier with \$ 1 million procured for this naming to establish a visiting scholars fund for the Center.
3. Consolidate the school's financial position and internal financial management arrangements
4. Launch and promote the new LLM tracks