



SAINT LOUIS UNIVERSITY

SCHOOL OF LAW

Plan for Achieving a Diverse Faculty Body

Saint Louis University School of Law

Plan for Achieving a Diverse Faculty Body

The faculty and the dean of Saint Louis University School of Law (“SLU Law” or the “Law School”) recognize the value and critical importance of having a faculty body that is diverse, including specifically with respect to racial and ethnic diversity. The faculty and the dean are committed to maintaining an environment at SLU Law that is inclusive and that respects and values diversity in all its forms, including with respect to race, ethnicity, religion, culture, gender, sexual orientation and gender identity. Recognizing that the objectives of having a diverse faculty body and an inclusive environment are only attainable through a sustained effort and thoughtful and proactive practice, the faculty and the dean of SLU Law adopt this Plan for Achieving a Diverse Faculty Body (“Plan”) and commit to its implementation. The term “Faculty Appointments Committee” as used in this Plan refers to any faculty appointments, hiring or search committee of the Law School.

I. Recruitment of Full-Time Faculty

• **Setting the Tone**

The dean of SLU Law (the “Dean”), working with the chairs of the Faculty Appointments and Personnel Committees, will set the tone regarding the importance of diversity in faculty recruiting and retention. The Dean will set the tone by regularly emphasizing the value of hiring for diversity and by intentionally supporting faculty members who enhance diversity. The Faculty Appointments Committee will set the tone at the outset of any search by discussing and recognizing the importance of diversity prior to identification of candidates for the applicant pool, and by maintaining the objective of identifying candidates throughout the search who would enhance the diversity of the faculty body. Members of each Faculty Appointments Committee will undergo implicit bias training prior to beginning the search or as soon after the search begins as is reasonably possible and, in any event, prior to any substantive decisions being made.

• **Diverse Committees**

When constituting the Faculty Appointments Committee, the Dean will appoint a committee that is diverse and, whenever reasonably possible, racially diverse. At the same time, the Dean will be careful not to overburden with committee service faculty members of color or other faculty members of underrepresented groups, particularly with respect to faculty members who are pre-tenure.

• Diversity Statements in Application Materials

Job postings will include language encouraging applicants to write a Diversity Statement to accompany application materials. Diversity Statements submitted by applicants will be considered, along with other application materials, in determining the overall qualifications of candidates.

• Identifying Candidates through Outreach

With the assistance of the Office of Inclusion and Diversity Education for the Law School, the Faculty Appointments Committee will seek to identify prospective faculty candidates of color and other candidates who would enhance the diversity of the faculty body in each of the following ways: (i) by reaching out to affinity bar organizations; (ii) through workshops and programs intended to identify and promote candidates of color and other candidates who would enhance the diversity of the faculty, such as the regional people of color legal scholarship conferences, legal writing institutes, and clinical conferences; and (iii) accessing existing academic structures designed as pathways into academia, such as teaching fellowships, LL.M. programs, Visiting Assistant Professor programs, and PhD programs. The Faculty Appointments Committee will also seek to identify prospective lateral candidates who would enhance the racial or ethnic diversity of the faculty. Members of the Law School faculty will be encouraged to be on the lookout for promising entry-level and lateral candidates of color and other prospective faculty candidates who would enhance the diversity of the faculty body. When faculty members identify promising entry-level or lateral candidates who would increase the racial or ethnic diversity of the faculty, they should bring those candidates to the attention of the Faculty Appointments Committee, the Office of Inclusion and Diversity Education, or the Dean.

• Entry-Level Searches

The Law School will actively seek faculty candidates who would enhance the diversity of the faculty body through both the AALS Faculty Appointments Register (FAR) and non-traditional avenues.

In every search, there will be at least two points at which the diversity of the pool will be reviewed.

First, the Faculty Appointments Committee will actively seek to create a pool of applicants being considered by the committee that includes at least thirty percent of candidates who would enhance the racial or ethnic diversity of the faculty. If the initial pool of candidates does not comprise a minimum of thirty percent of such candidates, then the committee will reconsider the initial applicant pool to determine whether the pool can be expanded, for example, by revisiting candidates who were not initially included in the pool, and the Dean and the committee chair will discuss the steps that should be taken. Such steps may include expanding the pool or suspending the search. The Dean, or the Faculty Appointments Committee, by vote, has the ability to suspend any faculty search because of a lack of diversity in the pool of candidates.

Second, in every search, the committee will generate a pool of finalists for the faculty body and the Dean to consider that includes multiple candidates who would enhance the diversity of the faculty

body. If the pool of finalists does not include multiple candidates who would enhance the diversity of the faculty, then the committee chair and the Dean will consider suspending the search. The Dean, or the Faculty Appointments Committee, by vote, has the ability to suspend any faculty search because of a lack of diversity among the finalists.

• **Lateral and Other Non-Entry-Level Candidates**

From time to time, the Faculty Appointments Committee may identify promising candidates who already hold positions at other academic institutions, i.e., prospective lateral candidates. Lateral hiring can be an effective means of enhancing the racial and ethnic diversity of the faculty. Prior to or at the outset of any new search, the Dean and the chair of the Faculty Appointments Committee will discuss the possibility of proactively approaching a lateral candidate who would enhance the racial or ethnic diversity of the faculty. If it appears to the Dean or the chair that there is at least one promising lateral candidate of color, and authority for the search from the provost has not been limited to entry-level candidates, then the Faculty Appointments Committee will consider the lateral candidate in accordance with the Law School's usual process for considering lateral candidates.

If the Faculty Appointments Committee identifies a potential lateral candidate who would not enhance the racial or ethnic diversity of the faculty but is a promising candidate in other ways, then the Dean and the Faculty Appointments Committee will carefully consider whether to proceed with the lateral candidate or to limit the search to entry-level candidates. In some instances, it might be desirable to proceed with the lateral candidate to meet a significant and time-sensitive curricular need that is otherwise unlikely to be met or to serve some other significant and time-sensitive purpose that is otherwise unlikely to be served. In such a situation, the Dean and the committee should confirm that there is such a curricular need or purpose, and that it is significant and time-sensitive. Ordinarily in this situation, however, the search will be limited to entry-level candidates, and the entry-level search will proceed in accordance with this Plan.

Other opportunities may also arise for consideration of individual candidates through avenues other than the FAR and the AALS Faculty Recruitment Conference, including potential faculty hiring done under the University's Jesuit Hiring Policy adopted in 2020. When such other opportunities arise, the Faculty Appointments Committee and the Dean will ensure at the outset that proceeding with the potential hire would not have any adverse impact on the overall racial and ethnic diversity of SLU Law by, for example, requiring resources that could otherwise be used to enhance the racial or ethnic diversity of the faculty. The committee and the Dean will further ensure that proceeding with the potential hire would not otherwise cut against the spirit of this Plan. Among other things, the committee and the Dean will consider whether proceeding with a potential Jesuit hire would lead to greater curricular flexibility when otherwise pursuing candidates who would increase the racial or ethnic diversity of the faculty body.

• **Reporting to the Faculty**

After each step the Faculty Appointments Committee takes during a search, the committee will report to the faculty with respect to the diversity of the candidates under continued consideration.

Thus, the faculty will be regularly apprised of the committee's progress toward achieving a diverse slate of candidates, and the committee will be required to explain any lack of diversity therein.

In addition to providing regular updates on searches, the Faculty Appointments Committee will collaborate with other committees and offices at the Law School to prepare an annual report on the Law School's status in terms of recruiting and retaining a diverse faculty. This report will involve the coordinated efforts of the Diversity, Equity, and Inclusion Committee, the Adjunct Faculty Committee, the Office of Inclusion and Diversity Education, and the Dean's Office.

• **Creating a Pipeline for Faculty**

As part of an on-going effort to increase faculty diversity, the Law School will identify law students who would enhance the diversity of the faculty body to encourage such students to consider becoming involved with legal education following graduation. The Law School will provide programming and mentoring so as to cultivate in these students skills and interest in law teaching. The Office of Development and Alumni Relations, along with the Office of Inclusion and Diversity Education, will maintain ties with alumni of color and other alumni who would enhance diversity who have expressed interest in teaching to provide on-going support and opportunities to be involved with legal education at SLU and elsewhere.

• **Visiting Assistant Professor and Fellowship Programs**

When it becomes reasonably possible and appropriate, SLU Law will consider creating a visiting assistant professor program or a fellowship program designed especially for potential faculty candidates from underrepresented groups. These programs will provide enriching teaching opportunities and will allow time for research and writing that is equivalent to that which is provided to other faculty members.

II. Retention

In addition to recruiting faculty members who would enhance the diversity of the faculty, equity demands that the Law School maintain an environment that values and supports such faculty members and treats them with respect, does not disproportionately burden such faculty members, and is an environment that is inclusive.

This Plan includes steps necessary to create an inclusive and supportive environment because the Law School administration and faculty recognize that recruiting and retaining faculty go hand-in-hand. However, the goal of retention of faculty members of historically underrepresented groups is vital and requires a separate plan devoted to that mission. The Dean will charge an appropriate faculty committee to prepare a faculty retention plan that will work in coordination with this Plan.

• **Creating a Supportive Environment**

The Law School recognizes that a workplace environment with a diverse faculty, staff, and student body, as well as on-campus programming that explores various aspects of diversity and cultural competence, are key to this goal. Creating this kind of workplace environment includes (but is not limited to) appointing faculty of color to leadership roles in the Law School, including associate/assistant deans, directors, and committee chairs.

• **Use of Saint Louis University Resources**

When appropriate, SLU Law will look to University committees and personnel or to external resources to help evaluate the Law School's environment with an eye toward the retention of faculty members who enhance the diversity of the faculty body. Whenever possible, the Dean, along with faculty mentors, will provide pre-tenure faculty members with information about University resources that could facilitate progress toward tenured status. Faculty members who enhance the diversity of the faculty body will be given support to attend conferences and participate in other professional development opportunities.

• **Active Mentoring**

Studies show that strong mentors can be particularly important to the success of pre-tenure faculty members. The Dean will encourage senior faculty members to take an active role in mentoring junior faculty of color, and efforts will be made to pair each junior faculty member of color with a tenured faculty member who has common research or teaching interests and would be an effective mentor. Because mentoring is both critically important and often time-intensive, mentoring will count toward service. In addition to pairing junior faculty with mentors on the SLU Law faculty, efforts will be made to connect faculty with mentors in other departments and schools at the University, as well as with faculty members of shared identities at other institutions.

• **Equity Considerations**

The Dean will pay careful attention to and be mindful of compensation equity, workload equity, and equity with respect to leadership opportunities. The Dean will avoid contributing to inequity when making relevant decisions, such as service assignments and leadership appointments, and will pursue equity in decision-making.

III. Adjunct Faculty

Adjunct faculty members play an important role in the Law School's educational mission. Whether coming from public interest practice settings, government practice, law firms or the courts, adjunct faculty members share real-world experience by teaching professional skills courses in their respective areas of expertise. Building relationships with legal professionals of color is one way the Law School can increase racially and ethnically diverse representation in the classroom.

• **Adjunct Faculty Committee**

An Adjunct Faculty Committee will be formed that will work with the associate dean for academic affairs to identify, recruit, oversee and support adjunct faculty members. In conjunction with the Office of Inclusion and Diversity Education, the Adjunct Faculty Committee will actively seek out alumni and other members of the legal profession in the Saint Louis area who would enhance the diversity of the adjunct faculty body. One strategy to attract a racially and ethnically diverse adjunct faculty body will be to accommodate and support co-teaching with members of the full-time law faculty.

• **Creating a Pipeline for Adjunct Faculty**

As part of an on-going effort to enlarge the pool of potential adjunct faculty members who would enhance the diversity of the adjunct faculty body, the Law School will identify law students who would enhance the diversity of the adjunct faculty body to encourage such students to consider serving in an adjunct faculty role following graduation. The Law School will provide programming and mentoring so as to cultivate in these students skills and interest in law teaching. The Office of Development and Alumni Relations, along with the Office of Inclusion and Diversity Education and the Adjunct Faculty Committee, will maintain ties with alumni of color and other alumni who would enhance diversity who have expressed interest in teaching to provide on-going support and opportunities to be involved with the educational mission of the Law School.

• **Outreach and Recruitment**

Faculty members at the Law School are encouraged to actively build and maintain relationships with Law School alumni and other local legal practitioners of color as part of an effort to increase the diversity of the adjunct faculty body. The Office of Inclusion and Diversity Education will work with the Adjunct Faculty Committee to identify alumni of color who could serve as adjuncts. The Adjunct Faculty Committee or the Office of the Dean will contact such prospective adjuncts, solicit applications, and provide information about the hiring process. The Office of Inclusion and Diversity Education will work with the Office of Career Services and the Office of Development and Alumni Relations to identify diversity-focused law organizations whose members could serve as adjuncts and/or student advisors and will engage such organizations to solicit applications and provide information about the hiring process. Examples of such organizations include, but are not limited to, affinity bar organizations; law firm diversity committees and diversity managers; not-for-profit groups such as Lambda Legal; and government agencies focused on civil rights issues.

• **Professors of Practice**

When planning on appointing new professors of practice, the Dean will consider the potential for any new professor of practice to increase the overall diversity of the faculty body. When possible, the Dean will make efforts to coordinate with other offices at the Law School as well as with members of the faculty who have relationships with alumni and professionals in the Saint Louis area to identify candidates who would enhance diversity and might serve as professors of practice.

IV. Joint and Secondary Appointments

One promising avenue for increasing the number of faculty members of color who have relationships with SLU Law is to identify faculty in other departments and schools at SLU who would be interested in holding joint or secondary appointments at the Law School. Similarly, faculty members of color with teaching responsibilities in other programs at SLU might be interested in teaching or co-teaching with faculty members at SLU Law. Any solo or co-teaching at the Law School should be included as part of the faculty member's teaching load or should be separately compensated, so as not to either over-burden the faculty member or expect labor without compensation. Flexible and creative approaches to course design should be considered to allow University faculty members who would enhance diversity the opportunity to teach at SLU Law, while simultaneously maintaining manageable course loads. Additionally, whenever appropriate, the Law School should cross-list courses taught in other schools and departments when it would allow law students to learn from University faculty members who are members of historically underrepresented groups.

V. Ongoing Self-Study and Evaluation

• Self-Study and Evaluation

SLU Law will undertake meaningful and ongoing self-study to evaluate progress toward achieving a diverse faculty and attaining the objectives set forth in this Plan. In addition, periodically, faculty members at SLU Law will reflect upon the Law School's and the faculty member's own experiences to identify ways to improve retention of current and future junior faculty members who enhance the diversity of the faculty body. When need arises because progress is deficient, the Law School will work to develop strategies as a community for improving progress.

• Plan Review

Within two years following the academic year in which this Plan is initially adopted, progress under this Plan will be assessed. If this review reveals that progress has not been made with respect to the racial and ethnic diversity of the faculty, then the faculty and the Dean will take steps to determine the causes for the lack of progress, including consideration of factors related to both recruitment and retention of faculty members who enhance the diversity of the Law School. A determination that progress has not been made will result in the implementation of a plan to address those causes, and may involve seeking input from expert sources and professionals outside of the Law School. After the initial two-year period that this Plan is in place, the Plan will be regularly reviewed by an appropriate faculty committee (presumptively the Faculty Appointments Committee), working with the Dean and the Office of Inclusion and Diversity Education, as often as is necessary or desirable, and in any event, no less frequently than every three years.

Approved by the Faculty Appointments Committee: _____ February 9, 2021 _____

Approved by the Voting Faculty: _____ February 24, 2021 _____

Approved by the Dean: _____ February 24, 2021 _____