

SOUTHEASTERN ASSOCIATION OF LAW SCHOOLS, INC. (SEALS)
Minutes of 2022 Annual Meeting

Call to Order. The 2022 Annual Meeting of the Steering Committee of the Southeastern Association of Law Schools, Inc., convened on August 1, 2022. President Caroline Osborne called the meeting to order at noon. She thanked the attendees for representing your respective institutions.

She then invited SEALS Executive Director Russ Weaver to introduce Mike Powers, Vice President of University Partnerships at BarBri Global, to say a few words as a sponsor of the conference and the Steering Committee luncheon. BarBri Global.

Attendance. Acting Secretary Joan Heminway announced there was a quorum of representatives from Institutional Members. All attendees are listed at the end of these minutes. She asked that anyone making or seconding a motion identify themselves while doing so, to enable easier identification for the minutes.

Minutes. Joan Heminway announced that the 2021 minutes had been posted in advance of the meeting. No additions were made to the minutes other than for typographical errors. The minutes were approved (motion by Jon Garon; seconded by Colin Marks) by voice vote with no objection.

She announced that Committee reports will be included as Appendix A to this year's minutes, which will be available on the website shortly after the annual meeting ends. She asked that any Committees that had not submitted a report to send its report to Joan Heminway or SEALS secretary Kathy Cerminara for inclusion. She noted that the reports are used by the Board to, among other things, evaluate the continuing efficacy of individual committees and relevance of their activities.

Election of Officers and Trustees. Joan Heminway announced that information about the election process for 2022 had been posted to the website after the 2021 meeting.

She indicated that information about each nominee was provided to the designated representatives of the Institutional Members by the July 17 deadline. One nomination was received and accepted for vice-president/president elect: Lou Virelli (Stetson). One nomination was received and accepted for the treasurer

position: Tom Metzloff (Duke). One nomination was received and accepted for the at-large trustee position: Lucas Osborn (Campbell).

She asked the Steering Committee to elect those nominees by acclamation. A motion to that effect was made by Brannon Denning and seconded by Tom Metzloff. The Steering Committee approved the motion by voice vote with no objection.

Next Elections. Joan Heminway announced that information about the 2023 elections will be posted to the SEALS website shortly after the 2022 meeting ends. Nominations will open at that time. The vice-president/president-elect will be elected from a school in North or South Carolina. The other open positions are executive director and at-large trustee. Those positions can be filled by faculty members from any Institutional Member school other than a school represented by one of the other concurrently serving Board members. The names, institutional affiliations, and positions of officers and board members for 2022-23 are included as Appendix B to these minutes.

The board's current groupings for rotation of the presidency are included as Appendix C to these minutes.

Site Selection Information. Executive Director Russ Weaver reported that SEALS has contracted for sites through 2028. Specifically, meetings will be held at: the Boca Resort & Club in 2023; the Marriott Harbor Beach Ft. Lauderdale in 2024; the Omni Amelia Island in 2025, 2026, and 2027; and the Marriott Harbor Beach Ft. Lauderdale in 2028.

Program and Committee Updates. Russ Weaver reported involvement by two international organizations in the meeting this year, inviting Greg Bowman, co-chair of the Global Outreach Committee, to address attendees about them.

He also reported that he will be appointing committees and chairs for the year after the meeting concludes.

Finally, he thanked all the committees, which are the lifeblood of SEALS, for their hard work.

Board Action Items and Other Information:

Positions. Caroline Osborne announced that Caprice Roberts will serve again this year as deputy executive director. Caprice reinforced the importance of committees to SEALS's work.

Treasurer's Report. Tom Metzloff reported that the organization's finances are returning to normalcy. SEALS has three main sources of income and a discrete set of expenses, the largest of which is the hotel bill for the annual meeting.

Recognition-Related Items:

New Members. Caroline Osborne asked the Steering Committee to welcome two new affiliate members: Arizona State University Sandra Day O'Connor College of Law and Ohio Northern University Pettit College of Law. She asked any representatives in attendance from those schools to stand up for recognition.

Acknowledgements. Caroline Osborne thanked the schools, companies, and other individuals and groups that had agreed to sponsor receptions and other aspects of the conference: All Campus, American Bar Association, Aspen Publishing, BarBri Global, Carolina Academic Press, ETX, Fastcase, the Federalist Society, iDesign, Themis, and West Academic.

Finally, she noted that Albany Law School, Quinnipiac University School of Law, St. John's University School of Law, and the S.J. Quincy College of Law, University of Utah sponsored the New Member reception. She thanked these schools for their support.

Call for Papers Winners. Caroline Osborne announced this year's Call for Papers winners: Jason Nance (University of Florida Frederic G. Levin College of Law) and Michael Heise (Cornell Law School) for their co-authored work entitled *Law Enforcement Officers, Students, and the School-to-Prison Pipeline: A Longitudinal Perspective*.

Recognition of Staff. Caroline Osborne thanked Maggie Bratcher, Tracie Cole, Christina Hood, Jean Jentilet, Judy Perry, and John Plummer for providing superb pre-meeting and on-site support. She also thanked Peter Jetton and Steve Mammarella for their efforts with the website. She noted that these individuals are

largely invisible because they function so well, often in the background, in meeting SEALS's needs.

Recognition of Volunteers. Committees are responsible for a variety of functions. Caroline Osborne asked the Steering Committee to thank the committees and their chairs.

Committee Recognition. Caroline Osborne also asked the Steering Committee to specifically recognize the members of the Mentor Committee for their excellent work on that committee. Those members are co-chairs Jasmine Abdel-Khalik and Catherine Hancock, and members Cynthia Alkon, Todd Berger, Teneille Brown, Donald Campbell, Katerina Lewinbuk, Suparna Malempati, Marc Roark, and Donald Tibbs.

Recognition of Officers and Board Members. Caroline Osborne noted that the board members and officers of SEALS are responsible for governance of the organization. She then asked the Steering Committee to recognize her fellow officers and board members: David Brennen (who is leaving the board after this meeting), Kathy Cerminara, Joan Heminway, Ron Krotoszynski, Tom Metzloff, Elizabeth Pendo (who is leaving the board after this meeting), Charles "Rocky" Rhodes, Caprice Roberts, and Russ Weaver. Outgoing officers and board members receive gavels commemorating their service.

Caroline Osborne asked the Steering Committee to express its appreciation for Russ Weaver's exceptional efforts to make the annual meeting a success and his responsiveness to problems raised by attendees.

Moment of Silence. Caroline Osborne read the list of deceased faculty members and deceased retired faculty members. The list below reflects names received before and during the meeting.

Hannah Arterian, Syracuse University
Paul R. Baier, Louisiana State University
Ira Mark Bloom, Albany Law School
Chris Brown, University of Maryland
Bruce Burton, South Texas College of Law Houston
Edgar Cahn, University of the District of Columbia
Beverly May Carl, Southern Methodist University
Paul Carrington, Duke University
Walter Dellinger, Duke University

Frank Elliott, Texas A&M University
Walter S. Felton, Jr., College of William & Mary
Jon Forman, University of Oklahoma
John P. Freeman, University of South Carolina
Christopher W. Frost, University of Kentucky
Lino Graglia, University of Texas
Peter Henning, Wayne State University
Laurence Hyde, Nova Southeastern University
Mark F. Kadish, Georgia State University
Mary Kay Kane, University of California Hastings
Resa Kerns, University of Missouri Columbia
Marjorie F. Knowles, Georgia State University
Minna Kotkin, Brooklyn Law School
Browne Lewis, North Carolina Central University
Don Llewellyn, Nova Southeastern University
Theresa Jean-Pierre McCoy, Stetson University
John J. Mylan, Southern Methodist University
Michael A. Olivas, University of Houston
Thomas Newhouse, University of Houston
Joan Ruhtenberg, Indiana University McKinney
Rodric B. Schoen, Texas Tech University
Anna Shavers, University of Nebraska
Charlene Smith, Nova Southeastern University
Joe Taylor, University of the Pacific
Ronald Turner, University of Houston
James L. Underwood, University of South Carolina
Laurens Walker, University of Virginia
Anthony "Tony" Waters, University of Maryland
Steven Wechsler, Syracuse University
Anne Wells, Loyola Marymount University
Michael Wheeler, South Texas College of Law
Keith Wingate, University of California Hastings
Zipporah Wiseman, University of Texas

Presidential Seal. Caroline Osborne turned the Presidential Seal over to President-Elect Ron Krotoszynski.

Russ Weaver led the Steering Committee in thanking Caroline Osborne for her outstanding efforts as President this year.

Meeting-Related Items:

Panels and Room Block for 2023. Caroline Osborne announced that solicitation of panels, discussion groups and other events for the 2023 meeting should be submitted by November 1. Russ Weaver encouraged early submissions in September and early October.

Questions should be directed to Russ. As always, SEALS is a democratic organization that welcomes submissions from all faculty at member schools.

Comments on the 2022 Program. Caroline Osborne informed attendees that they will have an opportunity to comment on the conference through a post-meeting survey sent out soon after the conference has concluded. She urged attendees to complete the survey and to encourage others to do so. The board uses survey results in planning future meetings.

Blog. Caroline Osborne then reminded members that those who sign up for the SEALS blog will receive notifications of SEALS news when items are posted. Sign up via the SEALS website.

Adjournment. The Steering Committee Meeting adjourned at 1:04 p.m.

Respectfully submitted,

Joan Heminway, Acting Secretary

Attendance

Institutional Member Schools (voting rights)

University of Alabama School of Law, Grace Lee
University of Arkansas Fayetteville, Blair Bullock
Barry Law School, Sam Kan
Belmont University College of Law, Deborah Farringer
Campbell University Norman Adrian Wiggins School of Law, Shawn Fields
Duke Law School, Tom Metzloff
Emory University School of Law, Mary Anne Bobinski
Faulkner University Thomas Goode Jones School of Law, Charles Campbell
University of Florida Levin College of Law, Sabrina Lopez
Florida International University College of Law, Yordanka Delionada
Antonin Scalia Law School, George Mason University, Rachelle Perkins
George Washington University Law School, Brooke McDonough
Georgia State University College of Law, Ted Afield
University of Houston Law Center, David Kwok
Liberty University School of Law, Tim Todd
Lincoln Memorial University Duncan School of Law, Matt Lyon
Louisiana State University Paul M. Hebert Law Center (LSU Law Center),
Summer Chandler
University of Louisville Brandeis School of Law, Russell Weaver
University of Maryland Carey School of Law, Donald Tobin
Mercer University School of Law, Latisha Nixon-Jones
University of Miami, Charlton Copeland
Mississippi College School of Law, John Anderson
University of Mississippi School of Law, Ron Rychlak
University of Missouri School of Law, Gary Myers
University of North Carolina School of Law, Jeff Hirsch
North Carolina Central University, April Dawson
UNT Dallas College of Law, Brian Owsley
Nova Southeastern University, Jon Garon
Regent University School of Law, Max Hare
University of Richmond School of Law, Danielle Stokes
Samford University, Cumberland School of Law, Brannon P. Denning
University of South Carolina School of Law, Susan Kuo
South Texas College of Law Houston, D'Andra Shu
SMU/Dedman School of Law, Carla Reyes
Saint Louis University School of Law, Marcia McCormick

St. Mary's University School of Law, Colin Marks
St. Thomas University College of Law, Greg Dickinson
Stetson University College of Law, Anne Mullins
University of Tennessee, Joan Heminway
University of Texas, Eden Harrington
Texas A&M University School of Law, Neil Sobol
Texas Southern University Thurgood Marshall School of Law, Erika Kelsaw
Texas Tech University School of Law, Nancy Soonpaa
Tulane University School of Law, Catherine Hancock
Washington and Lee University School of Law, Karen Woody
Washington University School of Law, Peggie Smith
West Virginia University College of Law, Kirsha Trychta
William & Mary Law School, A. Benjamin Spencer

Affiliate Member Schools (no voting rights)

California Western School of Law, Joshua Jones
Creighton University School of Law, Victoria Haneman
University of Detroit Mercy School of Law, Julia Belian
Drexel University Thomas P. Kline School of Law, Deborah Gordon
University of Illinois Chicago School of Law, Shakira Pleasant
Indiana University Robert H. McKinney School of Law, Yvonne Dutton
University of Iowa College of Law, Mihailis Diamantis
Loyola Marymount Law School, Los Angeles, Bob Brain
University of Nevada, Las Vegas, William S. Boyd School of Law, Lori Johnson
Roger Williams University School of Law, Greg Bowman
Southern Illinois University School of Law, Camille Davidson
St. John's University School of Law, Rachel H. Smith
Suffolk University Law School, Kathy Vinson
Syracuse University College of Law, Robin Malloy
Univ of Utah, S.J. Quinney College of Law, Elizabeth Kronk Warner
Washburn University School of Law, Emily Grant
Wayne State University Law School, Heather Walter-McCabe
Western Michigan Cooley Law School, Pat Tolan
Yeshiva Univ. Benjamin N. Cardozo School of Law, Saurabh Vishnubahkat

Board Members & Committee Chairs Not Serving as Representatives

Greg Bowman, Roger Williams University School of Law
Caprice Roberts, George Washington University Law School
Lou Virelli, Stetson University College of Law

Staff Present

John Plummer, Chief of Staff

Appendix A 2022 Committees' Annual Reports

Ad Hoc Works in Progress Committee

The Works-in-Progress (WIP) Committee's seventh year as a stand-alone committee was its busiest. The WIP Series at the Annual Meeting, which is the Committee's primary undertaking, had over 40 scholars agree to participate in ten separate groups to discuss their ongoing scholarly projects with one another. As in past years, the groups covered a diverse range of subject matter. Eight distinct disciplines were represented, including administrative law, civil procedure, constitutional law, criminal law, health law, and property law. The Committee was thrilled that two groups of scholars came to the Series with a pre-arranged cohort of participants. One group of scholars used the Series as a vehicle for promoting responsive scholarship in legal research and writing, and a group of election law scholars populated three groups with individuals working on chapters of the *Oxford Handbook of American Election Law*. We hope similar groups will continue to think of the WIP Series as a forum for bringing colleagues together to workshop their scholarship, whether in furtherance of a larger project or simply to get feedback on individual pieces.

The Committee owes a tremendous debt of gratitude to everyone who served as moderators in the Series, as well as Ben Cooper, Caprice Roberts, Peter Jetton, and the entire Moderator and Coordination Committee, especially the Chair and Vice Chair of that committee, Jancy Hoeffel and Lucas Osborn respectively, for their invaluable assistance. We look forward to another successful year in 2022-2023.

Aspiring Law Teachers Workshop Committee

The Aspiring Workshop has become another core feature and success story of SEALS programming since its creation several years ago. This year, the Deputy Executive Director transitioned programming to a new Aspiring Committee, chaired by Jack Harrison (N. Kentucky) and Nicholas Kahn-Fogel (U. Arkansas at Little Rock). The Committee has continued with the essential design of the Workshop, with programming that complements the Prospective Law Teachers Workshop. The main distinction is that Aspiring is open to all. The Aspiring Workshop content includes ten sessions across the SEALS program. Sessions range from beating the hiring odds to interview demonstrations and from creating your scholarly agenda to branding your professional identity. This year, the Committee has met its mission, refined session content, and secured a variety of speakers to continue the tradition. We remain thankful to all faculty participants. The Committee seeks to broaden access to the legal academy, demystify the hiring process, and show the variety of pathways. SEALS remains grateful for positive reviews from attendees of the Aspiring Workshop—many who land ideal positions in the academy and appreciate the workshop and mentorship.

Beginning and Newer Law Teachers Workshop Committee

This Report summarizes the work of the Committee for the Summer of 2022. The Committee's efforts fell into three categories: (1) a continuation of its foundational offerings; (2) brand new offerings in the context of the pandemic and differing delivery methods in law

schools; and (3) an off-conference session in early June of 2022 to allow new law teachers to have the necessary time to select course materials and design their courses. These efforts will be explained in greater detail below.

(1) Foundational Offerings.

- a. These offerings include basic sessions on designing a core law school course and becoming a productive and fulfilled scholar, including action plans. A special session is offered on how to motivate and engage students. The several-years-old session on mentoring law students continues with a dedicated and highly interested core group of law professors from across the country.

(2) New Sessions.

- a. While not entirely new, the Newer Law Professors is offering a session on assessment in large courses, particularly in the age of the pandemic when multiple forms of course delivery might exist. The Newer Law Professors group is also coordinating with other groups, including the Aspiring Law Professors and Online Education Committee.

(3) The June 2022 Webinar.

- a. On June 7th, 2022, Sophie Sparrow (UNH), Susan KUO (USC), and Olympia Duhart (Nova Southeastern) presented an hour-long Webinar on designing a course as a new law professor. Dustin Benham (Texas Tech) and Steve Friedland (Elon) moderated the program. The session was chock-full of information and in addition to learning a great deal from each other, provided important content far enough in advance of the beginning of the fall term to be more useful than if offered at the typical late July commencement of SEALS. Participants deemed this pre-SEALS event a success. The online pre-SEALS could become a path for sessions of the future.

Call for Papers Committee

This year the Call for Papers Committee was made up of Professors Bill Araiza (Brooklyn), Gary Meyers (Missouri), Steve Friedland (Elon), Marco Jimenez (Stetson), John Stinneford (Florida), and the chair. Russ Weaver put out the call for papers in late September. There seems to have been some confusion about the submission deadline. That combined with SEALS having been virtual last year and uncertainty about travel this year led to a very low number of submissions. The committee broke with recent history and selected only one paper for the award. We selected *Law Enforcement Officers, Students, and the School-to-Prison Pipeline: A Longitudinal Perspective*, by Jason P. Nance (University of Florida Levin College of Law) and Michael Heise (Cornell Law School). The paper will be presented at the annual meeting, but we will not have the traditional luncheon.

Electronic Education Committee

In most member schools, in-person education has returned as the standard law student experience, but many students and faculty are demanding a wider range of online and hybrid options. The result of the forced-experiment in online education has created many insights regarding the best uses of online education, recommendations on how best to engage online

learners, and cautionary tales about hastily organized classes or courses too large for faculty members to manage effectively. In addition, the number of schools with predominantly online instruction continues to grow, making it essential that educational norms and best practices are developed.

In response to this significant change in the online learning environment, the Committee has developed a strong slate of six discussion programs for the SEALS 2022 program.

1. Building Community and Inclusion in Online Legal Education
2. Lessons from the Research on Online Legal Education
3. Online Education Basics for Newer Faculty (offered jointly with the Newer Law Professors Committee)
4. How to Assure Effective Formative and Summative Assessment
5. The Changing Online Landscape
6. Online & Hybrid Learning Pedagogy Best Practices and Standards Development

The committee emphasizes the use of discussion groups to involve both the named speakers and all the session attendees to explore what is working and what needs to improve in the online and hybrid teaching environment. The sessions will enable participants to highlight insights from empirical research being conducted in the evolving online modality; identify best practices to promote diversity, equity, and inclusion in our courses; provide guidance on assessment; and offer a primer for newer faculty and faculty new to online education. This slate creates a “conference-within-a-conference” for those focused on online learning, and several identified topics for those who wish to make online education part of their broader SEALS experience.

We always welcome new members to the Committee. Following the conclusion of SEALS, we will review the feedback on this year’s programs and explore how to enhance the programs for next year. If you would like to join the Committee, please email the chair, Jon Garon (Garon@nova.edu).

Global Outreach Committee

This year has thankfully seen a return to the typical activities of our Global Outreach Committee. In Europe again, SEALS presented one of the featured panels at the annual meeting of the European Law Faculties Association (ELFA), in Warsaw, Poland, on April 22, 2022. The Conference theme was “What Future for Legal Education?” and the SEALS panel featured SEALS Executive Director Russ Weaver, and the co-chairs of this committee, Dean Greg Bowman and Professor Pat Hugg, who addressed “Trends and Challenges of American Model of Law School.”

Two weeks later, SEALS was represented at the European Law Practice Integrated Studies (ELPIS) annual meeting in Fribourg, Switzerland, by co-chair Pat Hugg, as ELPIS and SEALS agreed to expand visitorship, scholarship, and student exchanges in the coming year.

Both ELPIS and ELFA participants will enhance our 2022 annual conference program, as illustrated in [Exhibit 1, attached at the end of this Appendix A].

At this year's conference, twenty international scholars will participate online, from law faculties in ten countries: Brazil, Bulgaria, France, Germany, Hungary, Italy, Poland, Russia, Spain, and the UK. They will be joined in the multiple panels listed below by fourteen colleagues from U.S. law schools. We are pleased at this outpouring of interest and participation. Especially noteworthy this year are the ELPIS and ELFA panels on legal education post pandemic and in wartime, as well as controversial discussions on the global order following the Ukraine invasion, and judicial legitimacy in constitutional courts in Europe, Brazil, and the U.S. One large Discussion Group will focus on International Course Collaborations, a most successful initiative begun this past year as described below.

During the COVID pandemic, law schools had to pivot from in-person learning to online learning and strive to provide robust, interactive experiences online for their students. One of the positive things to come out of the pandemic was that it allowed for the accelerated growth of creativity and collaboration among academic players in ways that worked to preserve and enhance the essence of international legal education. To that end, SEALS Global Outreach Committee member and Lincoln Memorial University (LMU) Law Professor Melanie Reid and ELPIS coordinator Professor Vasco Pereira da Silva from the University of Lisbon (Portugal) School of Law organized a series of student and faculty research exchange programs starting in November 2020. Each semester since, students and faculty from various U.S. and EU law schools have participated in providing lectures and presentations on current legal topics that have global interest. Various students and faculty have access to live lectures from faculty at various U.S. and European Universities and can provide live feedback to law students working on their own research projects.

Since the start of this exchange, several law student papers have been chosen for publication on the ELPIS website, <http://www.elpisnetwork.eu/>. This collaboration also opened the door to create a one-on-one student exchange between LMU Law students and University of Lisbon law students. Students were matched and were asked to meet via Zoom and discuss what it was like to be a law student in their respective country, and if they were working on a particular legal topic for a course, to share their insights with their student match.

Hospitality Committee

The Hospitality Committee hosted a new event last year at Amelia Island, the Newcomer Beer-Wine Mixer Sponsored by West Academic, which provided an informal opportunity for new SEALS attendees to mingle with committee members and long-time SEALS participants. This event will be held again this year, and the Committee is planning additional social opportunities for our upcoming conference. The Committee has also been continuing with our new format for the Hospitality Committee Guide, with both internal and external hyperlinks to make the guide more useful for virtual distribution and dissemination. The Committee hopes SEALS attendees find the guide helpful in navigating both the Sandestin Golf and Beach Resort and the surrounding community.

Inclusiveness Committee

For 2021-2022, the Inclusiveness Committee reviewed the surveys and other informal responses received from members who attended the 2021 Annual Meeting. The Committee was expanded to broaden more inclusive representation in SEALS leadership and programming. With the support of the Deputy Executive Director, the Committee participated in the "Beating the Odds" Discussion Group for 2019, 2020, and 2021, to discuss how to encourage nontraditional candidates to pursue careers in the legal academy. The Committee has also participated in the New Scholars events and Prospective Law Teachers Workshop, and has provided mentorship to junior and prospective law faculty. The mentorship has included reviewing and providing feedback on scholarship, including publication and placement; providing advice on applying for Visiting Assistant Professorships, fellowships, and entering the law faculty market; perspectives on the tenure process; and balancing service, teaching, and scholarship. In the wake of the Atlanta shootings in March 2021, members of the Inclusiveness Committee participated in a Workshop to support Asian American and Pacific Islander women in the legal academy. The pandemic posed unique challenges to community building and inclusiveness, and the Committee worked to acknowledge those challenges.

Marketing Committee

The Marketing Committee's focus continues to be supporting the faculty portal project but continues to stand ready to advise any other committee seeking to publicize its activities. It continues to solicit statements from participants about why they would recommend others come to SEALS and have been providing these statements for the website.

Mentor Committee

The Mentor Committee performed the task of finding and guiding the necessary number of mentors for our New Scholars, and received many hours of assistance by Missy Lonegrass and Caprice Roberts. We continue to believe that matching New Scholars with senior faculty scholars and supporting their development is the heart of the SEALS experience.

Our process for matching each New Scholar with a mentor usually is quite routine. Each member of the Mentor Committee typically locates 4 mentors for one of 8 panels. Committee members are matched with their panel based on their own areas of expertise. In the end, the Committee was successful in finding mentors for 30 New Scholars, 27 of whom participated at SEALS and three who ultimately withdrew. But the search was much more time-consuming than usual.

Two obstacles this year created a "perfect storm" of conditions that reduced the number of available mentors. First, the novel decision to schedule the New Scholars panels for Day 1 and Day 6 caused some attendees to turn down the Committee's requests because they did not plan to arrive at SEALS as early as the evening before Day 1 or stay as late as Day 6. Second, many speakers rejected the invitations to be mentors because they would not be attending SEALS even though they were listed on the program. Some speakers in this category indicated that they would be willing to serve as remote mentors via Zoom, but when they found out that Zoom was not

available, they could not commit to attending the meeting as reliable mentors, who are supposed to attend the live talks by their New Scholars.

Because similar circumstances could occur in the future, the Mentor Committee Co-Chairs would like to submit three proposals. The first proposal is that the programming for the New Scholars should revert to the same "middle of the week" timing as in prior years, with the New Scholar talk panels held on Day 3 and Day 4, for example, along with the New Scholar Lunch and Next Article Discussion Groups. This traditional schedule will reinstate the privilege accorded to the scheduling for the New Scholar panels and programs in the past.

The second proposal is to ask the Board to take steps to address the problem that many people agreed to be listed on the program as speakers, but also refrained from registering for SEALS. When the disappearance of these unregistered speakers occurs without their being replaced by the moderators or program organizers, the number of potential mentors is significantly reduced. Even if the Mentor Committee continues to use the registration list as the only reliable source of mentors, the failure to replace the disappearing speakers will have a negative impact on the mentor search.

The Committee's third proposal seeks to take advantage of the significant number of people who volunteered to be mentors via Zoom but declined to be on-site mentors because of their inability to attend the SEALS meeting, for various reasons (such as fear of COVID infection, the need to attend family weddings, or conflicts with other responsibilities). The other goal of this proposal is to insure that each New Scholar will be able get feedback from a Summer Mentor as soon as possible, rather than being forced to wait for any mentor assignment until shortly before the meeting is held, which may happen again if the Committee encounters continued obstacles in signing up the traditional on-site mentors. Here is that experimental proposal.

The Mentor Committee will solicit SEALS faculty mentors who teach and/or write in the fields related to the talk topics of the New Scholars as usual. These mentors will play the traditional role of experts who can provide specialized feedback because of their relevant background knowledge. The one duty of these "Summer Mentors" will be to provide feedback about the drafts of the New Scholars before the meeting. This feedback may be provided remotely in a Zoom session. The commitment needed from this set of mentors is only to provide this feedback and they do not need to commit to attend the meeting.

A second set of "Conference Mentors" will be solicited to attend the live talks of the New Scholars at SEALS. More specifically, they will read the New Scholar's draft and provide feedback before the meeting, and in addition to attending the New Scholar's talk, they will participate, if possible, in the New Scholars Lunch and other New Scholars programming. Notably, these Conference Mentors should be much easier to find because they will not need to teach or write in the fields of the talk topics chosen by the New Scholars. Their on-site role at the SEALS meeting, which they must commit to attend, will include introducing their New Scholars to other SEALS attendees in all fields and encouraging their New Scholars to join and organize panels and groups at future SEALS conferences. This networking assistance by the Conference

Mentors will help to increase the number of substantive programs as the New Scholars take over leadership roles at SEALS.

The Mentor Committee is grateful to all the SEALS mentors for 2022 and we hope that all our New Scholars will have a great SEALS experience and return to SEALS in the future.

Moderator and Coordination Committee

The Moderator Committee has secured moderators for all panels and workshops for the 2022 SEALS Annual Conference (except Discussion Groups, who designate one of their own to serve as moderator). The moderators chosen largely adhere to the one-panel limitation of the SEALS conference, with the exception of a few last-minute changes. This year has seen more turbulence in panels, with more people than usual dropping out in the month of April, May, and June. The Moderator Committee appointed as moderators people from diverse schools and with diverse backgrounds in order to be as inclusive as possible.

Beginning in April/May, at the direction of the chair, the Moderator Committee contacts every moderator to confirm participation and asks him/her to confirm the participation of the respective panelists. The Committee also maintains and sends to moderators guidelines tailored for moderating regular panels, Works-In-Progress panels and New Scholars Workshops.

New Scholars Committee

The following is a report of the activities of the New Scholars Committee leading up to the 2022 SEALS meeting and is organized into two sections: Part I provides an overview of the Committee's work in planning and preparing the final schedule for the New Scholars program. Part II provides information to the Steering Committee about several challenges faced this year by the New Scholars and Mentors Committees.

Part I - Program Planning and Final Schedule

Following the 2021 SEALS Meeting, the New Scholars Committee conducted its annual survey of the New Scholars. The Committee shared the detailed results of this survey with the SEALS Board of Trustees. In brief, the results of the survey demonstrated that the New Scholars generally had a great experience at SEALS and the program ran smoothly. There were a few issues related the ongoing COVID challenges (last minute cancellations and hybrid attendance) but otherwise, the 2021 New Scholars program was successful overall.

In the early fall of 2021, the New Scholars Committee met and formulated its plan for the 2022 programming for New Scholars. In addition to the substantive New Scholars Panels, we planned to invite the New Scholars to participate in a discussion group designed to assist New Scholars in developing a nascent article idea titled "The Next Article." We have held this discussion group for our New Scholars for the last several years and it has been well-received. This year, we decided to hold four identical discussion groups, which allowed us to arrange the New Scholars into small groups of 6-8 New Scholars. Four committee members were assigned to plan and organize these discussion groups at the conference. In addition, the Committee planned

to hold its annual New Scholars Happy Hour which gives New Scholars the opportunity to interact with other New Scholars, their Mentors, members of the New Scholars and Mentors' committees, and many SEALS "regulars" in an informal setting.

Nominations for the 2022 New Scholars Program trickled in very slowly. As of the November 15 deadline we had received only a handful of nominations – not nearly enough to build a cohesive schedule of New Scholars panels. The committee chair and members reached out to personal contacts to ensure that new faculty at committee members' and colleagues' schools were included in the program. Ultimately, by early February we had received 30 nominations and were able to prepare a schedule of 8 panels consisting of 3-4 New Scholars each. Between February and July, 3 of the New Scholars withdrew from the conference, resulting in a final total of 27 New Scholars scheduled to attend the conference as of the end of July. This is a significant uptick from last year, when only 18 New Scholars were scheduled to attend the conference by late July.

The programming has been scheduled so that half of the New Scholars panels are scheduled for Thursday, July 28 and half of the New Scholars panels are scheduled for Tuesday, August 1. All panels were held at 8 a.m. when possible, to ensure that the New Scholars panels do not conflict with other substantive programming. The discussion groups are divided equally between the same two days – two on Thursday, July 28, and two on Tuesday, August 1. The New Scholars Luncheon and Happy Hour are scheduled for Friday, July 29.

The final 2022 New Scholars programming schedule is as follows:

Thursday, July 28

- 8-10 a.m. - Constitutional Law and the Supreme Court 1
- 8-10 a.m. - Constitutional Law and the Supreme Court 2
- 8-10 a.m. - Law and Technology
- 8-10 a.m. - Criminal Law and Procedure
- 3-6 p.m. – The Next Article Discussion Group
- 3-6 p.m. – The Next Article Discussion Group

Friday, July 29

- 12-1:30 p.m. – New Scholars Luncheon
- 6:30-7:30 p.m. – New Scholars Reception

Tuesday, August 2

- 8-10 a.m. - Immigration, Health Law, and Impact Litigation
- 8-10 a.m. - Civil Procedure and Remedies
- 8-10 a.m. - Property and Environmental Law
- 1-2:45 p.m. - Labor and Employment Law
- 3-6 p.m. – The Next Article Discussion Group
- 3-6 p.m. – The Next Article Discussion Group

Part II - Challenges in Planning for the 2022 Program

Although the program now contains a good number of participants, the lateness of the nominations this year created significant challenges for the committee and, indirectly, the Mentors Committee. Historically, the New Scholars Committee chair has created the New Scholars panel schedule in December, giving the Mentors Committee plenty of time to secure Mentors for the New Scholars in the early spring. This year, the number of nominations was so low in November/December that it was difficult (if not impossible) to create a cohesive schedule of New Scholars panels on time. And, because deans continued to submit nominations throughout the spring, the program continually expanded. The later the schedule is drafted, the less time the Mentors Committee has to find Mentors for New Scholars before the final program is published to membership. And, when the program changes throughout the spring, the Mentors Committee is asked to perform additional work of finding new Mentors for late additions to the program.

To resolve these problems, the New Scholars Committee recommends that we remind deans early and often about the New Scholars Program nomination deadline, which is typically early- to mid-November. Stricter adherence to this deadline will significantly reduce the workload of the New Scholars and Mentors Committee. It should be noted that although the problem of late nominations was exceptionally pronounced this year, it is not new. For the last several years, even before the challenges of COVID-19, nominations have trickled in later and later.

Although the New Scholars Committee is not primarily responsible for assigning Mentors to the new Scholars, we are aware that this year the Mentors Committee encountered additional and significant difficulty in finalizing the Mentor assignments. Many potential Mentors contacted by the committee in the spring were unwilling or unable to commit to attending SEALS at all. In many cases, potential Mentors reported that they had “not yet decided” whether they would attend SEALS or not. Other potential Mentors who *were* planning to attend SEALS contacted by the Committee could not serve as a Mentor to a New Scholar because they were not attending the conference *on the day* the New Scholar’s panel was scheduled. As the conference neared, several Mentors who were previously assigned to New Scholars decided to withdraw from the conference altogether, requiring the Mentors Committee to find substitute Mentors for the affected New Scholars. As a result of these challenges, the Mentor assignments were not finalized until mid-summer (rather than February, which is the usual time this project is completed) and the process of assigning Mentors required significantly more work of the Mentors Committee members and especially the co-chairs than usual.

The Mentors Committee is likely to recommend that several changes be made to the Mentoring program to accommodate these problems these problems, both of which are supported and encouraged by the New Scholars Committee.

One potential change will be to assign each New Scholar two Mentors rather than one mentor. One of the two Mentors will be a “specialized” Mentor who teaches and/or writes in the field related to the New Scholar’s talk. This “specialized” Mentor will be tasked with providing virtual feedback to the New Scholar via Zoom or otherwise prior to the SEALS meeting. It will

not be necessary for the “specialized” Mentor to attend the New Scholar’s talk at the conference. Relieving the “specialized” Mentor of the obligation to attend the talk will allow the Mentors Committee to assign subject-matter specific Mentors to the New Scholars without operating within the constraints of the pool of people who are attending the conference on the same day as the New Scholar’s talk. The second of the two Mentors will be a “shepherd” Mentor who will attend the SEALS conference and the New Scholar’s talk, but not necessarily be someone who has expertise in the New Scholar’s field. The job of the “shepherd” Mentor includes attending their New Scholar’s presentation, introducing their New Scholar to other SEALS attendees in all fields, and encouraging their New Scholar to join and/or organize panels and groups at future SEALS conferences. The Mentors Committee believes this new system will allow the Mentors Committee to finalize Mentor matches much earlier in the year and with considerably less person-hours dedicated to the project. The new system also has the added benefit of expanding the pool of potential Mentors and providing our New Scholars with *even more* support and encouragement than they have received in the past. The New Scholars Committee supports and encourages the adoption of this proposal.

The second potential change will be to hold all New Scholars programming in the “middle of the week.” Up until a couple of years ago, the New Scholars programming was all held in a three-day block in the middle of the conference schedule. This compressed New Scholars schedule helped to ensure that New Scholars could attend their panel, the New Scholars Luncheon, and the New Scholars Reception all within the 2-day period during which most New Scholars attend the conference. Recent thinking has been that distributing the New Scholars panels throughout the week rather than compressing them together in the middle of the week would make it *easier* to assign Mentors because we can schedule New Scholars programs close-in-time to other substantive programming in the same field. Thus, this year the New Scholars panels were scheduled on Days 2 and 7 of the conference, with the New Scholars Luncheon and Happy Hour scheduled for Day 3. The thinking that drove this scheduling did not turn out to be accurate, however. Many potential Mentors reported that they would attend SEALS, but not on the day of the scheduled New Scholars panel. Instead, many regular SEALS attendees turned down invitations to be Mentors because they planned on attending the programs during the most popular middle-of-the-week days. Moving the New Scholars programming back to the middle of the week will not only help us to find Mentors for the New Scholars, it also better ensures that New Scholars will be able to attend not only their panel but also the New Scholars Luncheon and Happy Hour and to interact with the large pool of tenured scholars that attends in peak numbers in the middle of the week. Again, the New Scholars Committee supports and encourages the adoption of this proposal.

Nominating Committee

This committee was created during the 2020-2021 year, for the purpose of advertising openings for SEALS Board positions and to solicit nominations for both them and SEALS committees. The primary purpose of the committee is to ensure that the membership is aware that SEALS has an open and democratic process for electing Board members, as well as officers and that any eligible person is free to nominate themselves or to nominate others. While this committee may forward nominations to the SEALS secretary, it will make clear that neither SEALS’s Board of Trustees nor the Nominating Committee endorses any particular nominee; all

nominees are chosen solely by Steering Committee vote. The timing of the creation of this committee, combined with the COVID pandemic, resulted in the committee being largely inactive this year.

Program Advisory Committee

Working with Russ and Caprice, the Program Advisory Committee reviewed the draft program for gaps and conflicts and reported back to them.

Program (Content) Committee

The Executive Director (Russ) and Deputy Executive Director (Caprice) worked from the beginning of the submission process through the SEALS conference itself to ensure robust, diverse content for the program. We rely on an open, democratic process to ensure that anyone can make submissions of content. Then, we also rely on Resource Teams and other volunteers to ensure content in a host of valuable areas. Last, we watch for hot topics like *Dobbs* to add discussion groups and ensure provocative, balanced conversations. We hope to continue to add more substantive areas for law teachers as well as niche programming for administrators.

Program Formatting Committees

The Program Formatting Committee successfully completed its mission again this year: formatting the full conference schedule and day-at-a-glance. The website has been revamped, and it is now easier to edit the program, which has lessened the burden on the Committee. One complication has been that individuals who are listed in the program are making late decisions about whether to attend, but we have done the best we can to make the program as accurate as possible.

Prospective Law Teachers Workshop Committee

For 2021, the Prospective Law Teachers Workshop (the “Workshop”) was back in-person, after being held virtually in 2020. Being back in-person allowed the Workshop to return to its normal size of 12 workshopppers to assist with preparing for the job market. Again, the AALS recruitment conference was not held, which meant that having the SEALS conference and the Workshop in late July was extremely helpful to preparing them for the hiring season.

Even with the uncertainties surrounding COVID (in addition to the surge in cases in locale where the conference was located), the Workshop was able to obtain sufficient faculty volunteers to assist with the Workshop. We were still able to staff each of the mock job talk rooms with 7-8 faculty volunteers, and two to three faculty volunteers for each mock interview room. For the CV session, we included the FAR form as part of the review and were able to return to the “speed dating” method of feedback (we had 2 rooms with 6 faculty volunteers in each room; the faculty members stayed seated and every 15 minutes, the workshopppers assigned to that room would switch faculty members). The feedback received from all sessions was extremely positive, although one constructive piece of feedback for the CV/FAR session was to

limit the number of faculty volunteers seen by each workshopper and make the time longer with them (15 minutes being too short in nature to give and get in-depth feedback).

The Workshop was again a huge success. Our 2021 workshoppers have seen a great deal of success on the job market, with the majority securing full-time, tenure-track positions at law schools all across the country.

SEALS Resource Teams

Resource Teams remain an additional way to help foster robust program content. We continue to be open to creating more teams if you see an area that could use facilitated coordination. In 2016, the Vice-Chair of Programming developed Resource Teams to help generate content across varied subject matter. We have 36 Resource Teams and always more teams in the works. This year, this committee reviewed and updated membership and then worked with teams to stimulate SEALS program submissions with broad calls for participation. Volunteers provided substantive ideas for programming and fostered diversity goals. The teams range from Intellectual Property to Work Law. All existing teams and committee information may be found on our committee page <https://www.sealslawschools.org/boards-and-committees/resource-teams/resource-team-members/>.

As always, we welcome suggestions for additional topics and interested professors. SEALS maintains its fully democratic and open session submissions, such that anyone can propose content on any topic. The Resource Teams simply ensure momentum toward possible submissions in the given area.

Scholarly Research Committee

Over the past year, two law reviews, *Mercer Law Review* and *Stetson Law Review*, did symposia based on SEALS discussion groups at the 2021 SEALS Annual Conference. Both law review symposia were live and in print. The Scholarly Research Committee co-chairs are currently in discussion with two law reviews to do symposia based on discussion groups at this year's annual conference.

At the 2021 SEALS Annual Conference, various committee members wrote up short accounts for the SEALS website of highlights of discussion groups and panels they attended.

Sponsorship Coordinator

As Sponsorship Coordinator, Scott Bauries seeks to create institutional memory for our sponsorship relationships that Russ Weaver has fostered for years. We have an ongoing roster of sponsors including: West Academic, Aspen Publishing, Carolina Academic Press, iLaw, iDesign, BarBri, the American Bar Association, the Federalist Society, Fast Case, AllCampus, and ETS. These sponsors hosted receptions, conducted sessions, held lunches, and other events. Four new member schools—Albany Law School, Quinnipiac University School of Law, St. John's University School of Law, and the University of Utah S.J. Quinney College of Law—hosted a welcoming reception. We are grateful to West Academic for sponsoring the Golf

Tournament, and to Aspen Publishing for sponsoring the Tennis Tournament. We added Pickelball this year, so if successful, we may seek sponsorship for next year. In the coming year, Russ and Tom will continue to foster existing relationships, and Scott will continue to offer suggestions for new relationships and potential sponsor opportunities.

Website, Technology & Communications Committee

The Website, Technology & Communications Committee continued to pursue its goals and handled technology issues as they arose. The Committee looks forward to completing another comprehensive review of the SEALS Website to follow-up on the review it first submitted in 2020. The Committee also looks forward to further enhancing the appearance and content of the SEALS Website so that it becomes even more user-friendly.

Appendix B: 2022-2023 Officers and Board Members

The following individuals will serve in 2022–2023. Those elected in 2022 are indicated in italics. The individuals appointed to serve as deputy executive director and compliance officer are indicated in small capital letters. (The deputy and the compliance officer are non-voting officers.)

Caroline Osborne (Past President)
Ron Krotoszynski (President)
Lou Virelli (Vice President/President-Elect)
Russ Weaver (Executive Director)
Kathy Cerminara, Secretary
Tom Metzloff (Treasurer)

Charles (“Rocky”) Rhodes (At-Large; term ends 2023)
Ben Spencer (At-Large; term ends 2024)
Lucas Osborn (At-Large, term ends 2025)

CAPRICE ROBERTS (DEPUTY EXECUTIVE DIRECTOR)
JOAN HEMINWAY (CORPORATE COMPLIANCE OFFICER)

Appendix C: Rotation of Presidency

The presidency currently rotates as follows (the president-elect is elected one year in advance of the year listed):

- 2024: North Carolina and South Carolina (president-elect elected at 2023 meeting)
- 2025: Arkansas and Missouri
- 2026: Maryland -- District of Columbia
- 2027: Mississippi -- Louisiana
- 2028: Texas
- 2029: Tennessee -- Kentucky
- 2030: Virginia – West Virginia
- 2031: Georgia—Alabama
- 2032: Florida