

SOUTHEASTERN ASSOCIATION OF LAW SCHOOLS, INC. (SEALS)
Minutes of 2024 Annual Meeting
Thursday, July 25, 2024, 12 noon – 1:30 p.m. (Fort Lauderdale Marriott)

SEALS President Lou Virelli called the annual meeting to order at 12:14 p.m. He welcomed everyone to the meeting and thanked the Steering Committee members present who were representing their Institutional and Affiliate Member schools.

Lou then introduced SEALS Secretary Charles (Rocky) Rhodes to conduct the corporate governance portions of the meeting.

Rocky reported there was a quorum of representatives present from Institutional Member schools. As he announced, the Steering Committee members present at the meeting are listed at the end of these minutes. He reminded attendees that only Institutional Members are qualified to vote and to make and second motions.

Rocky noted that the minutes of the 2023 annual meeting had been posted in advance of the meeting. He continued that no additions or corrections to those minutes had been suggested prior to the meeting. A motion was made by Michael Green (Texas A&M University School of Law) and seconded by Nancy Soonpaa (Texas Tech University School of Law) to approve the minutes of the 2023 SEALS annual meeting. There being no discussion, the minutes were approved by voice vote with no objection.

Rocky next thanked SEALS committee chairs for sending in their reports in a timely manner, explaining that the reports are important tools for the SEALS Board of Trustees in its oversight of SEALS committees and their activities. As he announced, the committee reports are attached as Appendix A to these meeting minutes.

He then addressed the election of SEALS officers and trustees. Information about the election process for 2024 was posted to the website after the 2023 meeting. The following nominations were received for each open position by the June 21 deadline:

Vice-President/President Elect: Gary Myers (University of Missouri School of Law)

Secretary: Rocky Rhodes (South Texas College of Law Houston)

At-Large Trustee: Ray Diamond (Louisiana State University Law Center)

There being no contests for any of the positions up for election, Lou Virelli called for a motion to elect the nominees by acclamation. That motion was made by Lucas Osborn (Campbell University Norman Adrian Wiggins School of Law) and seconded by Colin Marks (St. Mary's University College of Law). The Steering Committee approved the motion by voice vote with no objection.

Rocky announced that information about the 2025 elections will be posted to the website shortly after the end of the 2024 meeting and nominations will open at that time. The Vice-

President/President Elect will be elected from a school in Maryland or the District of Columbia. The other open positions are Treasurer 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 nine Board members. As he announced, the names, institutional affiliations, and positions of officers and board members for 2024-25 are included as Appendix B to these meeting minutes and the current groupings for rotation of the presidency are included as Appendix C.

Lou Virelli then introduced, with the assistance of the co-chair of the International Committee, Pat Hugg (Loyola University New Orleans College of Law), distinguished international guests in attendance at the meeting, including Judge Papasavvas of the General Court of the European Court of Justice, officers from the European Law Faculties Association, and other international jurists. Lou then handed the meeting to Executive Director Russ Weaver for special awards.

Russ announced that the Board had established a new award to recognize exemplary service to SEALS over a sustained period, the Gail Richmond SEALS Lifetime Achievement Award. This year there were two recipients of the award, Gail Richmond (Nova Southeastern University Shephard Broad College of Law) and Vince Cardi (West Virginia University College of Law), both of whom had performed invaluable and exemplary service to SEALS for decades. Russ presented the award to Gail, and Jonathan Cardi (Wake Forest University School of Law) presented it to Vince. After presenting these two awards, Russ then recognized Kathy Cerminara (Nova Southeastern University Broad College of Law) for her service as SEALS Secretary for five years, awarding her a SEALS Distinguished Service Award in absentia.

Russ then proceeded to the Executive Director report. Russ reported that SEALS had contracted for sites through 2028, with the next three conferences to be held at the Omni Amelia Island and our 2028 conference to be held here again in Fort Lauderdale. As a result, we will not be looking for new sites for the next few years. Russ also stated that he would be working on restocking SEALS committees and asked for nominations.

SEALS's Treasurer, Tom Metzloff, then reported on the financial status of SEALS. The corporation remains in sound financial condition, with almost \$500,000 in reserves. Our revenue sources are registration fees, sponsorships, and school dues. Most Institutional and Affiliate Members have paid their annual dues. But Tom indicated that approximately a dozen schools still owed their dues for the current year. He indicated he would be reaching out to those schools and asked for assistance in reaching the right person.

Lou Virelli then recognized and acknowledged the many individuals, institutions, and organizations that are vital to SEALS.

He first welcomed the five new SEALS member schools hosting the new member reception at the conference on Monday night: Cleveland State University College of Law, Drake University School of Law, University of Idaho College of Law, Penn State Dickinson Law, and Roger Williams University School of Law. He also welcomed three new SEALS member schools that recently joined in May and will be hosting the new member reception at next year's conference:

Jacksonville University College of Law, University of Tulsa College of Law, and University of Toledo College of Law. He asked representatives of all those schools to stand and be recognized.

Lou also gave a special thanks to BARBRI/West Academic for once again sponsoring this luncheon. He also thanked the various sponsors of other receptions and events at this year's conference, including All Campus, the American Arbitration Association, the American Bar Association, Aspen Publishing, Carolina Academic Press, emDigital, the Federalist Society, MF Digital Marketing, and Themis.

He also congratulated this year's winner of the Call for Papers competition, Jane Bambauer from the University of Florida Fredric G. Levin College of Law, for her paper entitled *How to Get the Property Out of Privacy Law*.

Next, Lou thanked the SEALS staff. Maggie Bratcher, Christina Hood, Jean Jentilet, Judy Perry, Tracie Cole, and John Plummer provide the pre-meeting and on-site support for the conference that is integral to our success. He also noted that Steve Mammarella provides technological support for SEALS's website.

Lou then offered his gratitude for the work performed by all SEALS's committees and chairs. Each year the Board recognizes one committee for exemplary service over the past year, and this year the Board recognized the Distance Learning Committee for its exemplary service.

Lou next highlighted the contributions of his fellow board members and officers: Bobby Ahdieh, Joan Heminway, Ron Krotoszynski (leaving the Board as Past-President after the meeting), Susan Kuo, Rocky Rhodes, Caprice Roberts, Ben Spencer (leaving the Board as an At-Large Trustee after the meeting), and Russ Weaver. He explained that outgoing officers and board members receive gavels commemorating their service. He asked that those in attendance join him in thanking the SEALS trustees and officers (as well as the newly elected trustees and officers). He also offered special thanks and presented gavels to Ron and Ben for their service. Finally, he expressed his gratitude to Russ Weaver for his exceptional efforts to make the conference a success.

Lou then requested silence as he prepared to read off the names of colleagues and former colleagues who had died in the preceding year (as received from the deans of member schools). The following names were read aloud, after which a moment of additional silence was observed:

Fran Ansley
Don Bersoff
John Carroll
A. James Elliott
William H. Fortune
Alex Geisinger
Roger Goldman
Elayne Greenberg
Shirley Darby Howell

Charles Kelso
Robert Todd Laurence
Bill Lockhart
Delores “Dee” Mayer
Joseph Norton
Robert C. Palmer
Daniel L. Power
James L. “Jimmy” Robertson
Glendalee Scully
Nickie Singleton

Lou then noted his duty to turn over the symbol of his office as SEALS President, the Presidential Seal, to SEALS President-Elect Susan Kuo. He called Susan up to accept the Presidential Seal. Susan expressed her readiness to serve.

Russ then requested that the attendees join him in thanking Lou for his outstanding efforts as President of SEALS this past year.

In closing, Lou requested that panels, discussion groups, and other programs for the 2024 meeting be submitted by October 1. He explained that the requirements for the different types of SEALS programs are available on the SEALS website. He suggested that questions about the submission process be directed to Caprice Roberts or Russ Weaver, noting that SEALS is a democratic organization welcoming programming submissions from all faculty at member schools.

He also mentioned that attendees at this year’s conference will have an opportunity to comment on it through a post-meeting survey sent out soon after the conclusion of the conference. He encouraged completion of the surveys, stating that the SEALS board uses survey results in planning future meetings.

There being no further business to bring before the meeting, Lou adjourned the meeting at approximately 12:47 pm.

Respectfully submitted,
Rocky Rhodes
Secretary

Meeting Attendance

INSTITUTIONAL MEMBER SCHOOL	REPRESENTATIVE PRESENT ON 7/25/24
American University Washington College of Law	Jamie Abrams
Appalachian School of Law	D.J. Western
Ave Maria School of Law	Kevin Govern
Barry University School of Law	Wes Henrickson
Baylor University Sheila and Walter Umphrey Law Center	Leah Teague
Belmont University College of Law	Deborah Farringer
Campbell University, Norman Adrian Wiggins School of Law	Lucas Osborn
Charleston School of Law	Kathleen Brown
College of William and Mary, Marshall-Wythe School of Law	Nicole Porter
Duke University School of Law	Tom Metzloff
Emory University School of Law	Margo Bagley
Faulkner University, Thomas Goode Jones School of Law	Charles Campbell
Florida International University College of Law	Howard Wasserman
Florida State University College of Law	Jacob Eisler
Georgetown University Law Center	Llezie Green
Georgia State University College of Law	Sue Provenzano
Jacksonville University College of Law	Courtney Barclay
Liberty University School of Law	Rodney Chrisman
Lincoln Memorial University-Duncan School of Law	Vonda Laughlin
Louisiana State University Law Center	Missy Lonegrass
Loyola University New Orleans School of Law	Pat Hugg
Mercer University Law School	Kaleb Byars
Mississippi College School of Law	Matt Steffey
North Carolina Central University School of Law	Nakia Davis
Nova Southeastern University, Shepard Broad College of Law	Debra Moss Vellweiler
Regent University School of Law	Brad Lingo

INSTITUTIONAL MEMBER SCHOOL	REPRESENTATIVE PRESENT ON 7/25/24
Samford University, Cumberland School of Law	Timothy McFarlin
South Texas College of Law Houston	Charles (Rocky) Rhodes
Southern Methodist University Dedman School of Law	Christina Sauter
Southern University Law Center	Judd Sneirson
St. Louis University School of Law	Douglas Williams
St. Mary's University School of Law	Colin Marks
St. Thomas University School of Law	Esther Glazer-Esh
Stetson University College of Law	Louis Virelli
Texas A&M University School of Law	Michael Green
Texas Southern University, Thurgood Marshall School of Law	Ericka Kelsaw
Texas Tech University School of Law	Nancy Soonpaa
Tulane University School of Law	Catherine Hancock
University of Alabama School of Law	Russell Gold
University of Arkansas Fayetteville, Leflar Law Center	Cyndi Nance
University of Florida, Fredric G. Levin College of Law	Sabrina Lopez
University of Houston Law Center	David Kwok
University of Kentucky Rosenberg College of Law	Jonathan Shaub
University of Louisville, Louis D. Brandeis School of Law	Russell Weaver
University of Miami School of Law	Patricia Sanchez Abril
University of Mississippi School of Law	Ben Cooper
University of Missouri School of Law	Gary Myers
University of Missouri-Kansas City School of Law	Mikah Thompson
University of North Carolina School of Law	Jeffrey Hirsch
University of North Texas Dallas College of Law	J. Wes Moore
University of Richmond School of Law	Julie McConnell
University of South Carolina School of Law	Susan Kuo
University of Tennessee College of Law	Ben Barton

INSTITUTIONAL MEMBER SCHOOL	REPRESENTATIVE PRESENT ON 7/25/24
University of Texas School of Law	Michael J. Churgin
Wake Forest University School of Law	Keith Robinson
Washington and Lee University School of Law	Leila Lawlor
West Virginia University College of Law	Vincent Cardi

Additional SEALS Trustees, Officers, Committee Chairs, Nominees, and Honorees Attending:

John Anderson (Mississippi College School of Law)

Jonathan Cardi (Wake Forest University School of Law)

Ray Diamond (Louisiana State University Law Center)

Jon Garon (Nova Southeastern University, Shepard Broad College of Law)

Joan MacLeod Heminway (University of Tennessee College of Law)

Ron Krotoszynski (University of Alabama School of Law)

Gail Richmond (Nova Southeastern University, Shepard Broad College of Law)

Caprice Roberts (Louisiana State University Law Center)

Ron Rychlak (University of Mississippi School of Law)

AFFILIATE MEMBER SCHOOL	REPRESENTATIVE PRESENT ON 7/25/24
Cleveland State University College of Law	Howard Katz
Creighton University School of Law	Victoria Haneman
Indiana University-Indianapolis School of Law	Margaret Tarkington
Indiana University, Maurer School of Law	Donna Nagy
Lewis & Clark Law School	Tabrez Ebrahim
Michigan State University College of Law	Philip Pucillo
Penn State Dickinson Law	Nick Kahn-Fogel
Penn State Law	Jill Engle
Pepperdine University Rick J. Caruso School of Law	Jason Jarvis
Quinnipiac School of Law	Jen Brown
St. John's University School of Law	Rachel Smith
Syracuse University College of Law	Robin Malloy
University of Detroit Mercy School of Law	Conrad Sturm
University of Idaho School of Law	Linda Jellum
University of Iowa College of Law	Mihailis Diamantis
University of Nebraska College of Law	Jamie Cooper
University of Nevada, Las Vegas, William S. Boyd School of Law	Leah Grinvald
University of Oklahoma School of Law	Stacey Tovino
University of the Pacific, McGeorge School of Law	Mike Vitiello
University of Tulsa College of Law	Stephen Galoob
University of Utah	Elizabeth Kronk Warner
Washburn University School of Law	Emily Grant
Western Michigan University Thomas M. Cooley School of Law	Pat Tolan

Appendix A

2024 Committees' Annual Reports

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. The Aspiring Workshop complements the Prospective Law Teachers Workshop, but unlike Prospective Law Teachers, Aspiring is open to all. Over the years, the Aspiring Workshop content has grown to almost ten sessions offered across the SEALS program.

2024 marks the third year following the transition of programming from the Deputy Executive Director to a new Aspiring Committee, chaired by Jack Harrison (N. Kentucky) and Nicholas Kahn-Fogel (Penn State Dickinson Law).

One important change that the Committee instituted this year is instituting a process for those registering for SEALS to identify their specific interest in the Aspiring Workshop. We are hopeful that the information that is gathered will assist us in identifying who is attending our programming, so that we might better shape it in the future to meet specific needs.

The Committee has continued with the essential design of the Workshop, with programming that complements the Prospective Law Teachers Workshop. This past year we have continued working more closely with the Prospective Law Teachers Workshop to avoid overlap and to better coordinate the programs. 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 to becoming a law professor. 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 Beginning and New Law Teachers Committee assembles a New Law Teachers Workshop for each Conference. The Workshop has a variety of offerings:

(1) Foundational Offerings

These offerings include basic sessions on teaching and writing. The sessions describe the mechanics of each activity and provide concrete tactics to new law teachers. A session on motivating and engaging students demonstrates these and other methods live. The theory underpinning this session is that it will help as much if not more for teachers to show how they

operate rather than to simply talk about it. 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. This session includes multiple simulations in an area of growing importance.

(2) New Sessions

This summer the Workshop will offer a look at professional identity formation and ABA Standard 303, in the 1L and upper-level curriculum.

(3) Pre-Conference New Law Teachers Workshop

The Conference offers substantial programming for new law teachers, but for those teaching a very first (or second, or third) course in August, we offered a nuts-and-bolts session in May. This session provided concrete guidance for teachers preparing to teach over the summer, in time for them to incorporate the advice in the fall term.

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), Ellen Black (Belmont), John Stinneford (Florida) and the chair Ron Rychlak (Mississippi). Russ Weaver put out the call for papers in late September. We followed up with a reminder in December. The number of submissions (24) remained high following an off year in 2022. The committee selected *How to Get the Property Out of Privacy Law*, authored by Jane Bambauer from the University of Florida, as the sole winner. She will present the paper at a luncheon at the SEALS conference.

Electronic Education Committee and Course Consortium Committee

The trajectory for online education has been one of growth, both quantitatively and qualitatively again this year. The number of law schools offering fully, or nearly fully, online education has continued to grow, and the ABA is considering the elimination of the requirement for a physical building or any in-person requirements for all law schools. Just last year, the ABA expanded the number of credits of online education available to as much as 50 percent of a student's course of instruction.

The empirical data about online legal education has become more detailed which provides additional insights into both online and in-personal education. Law school faculty members have immersed themselves in training on pedagogy and technology to make their education more effective, and the SEALS programs have been an important part of that overall focus.

As a result of ongoing expansion, the Committee will be providing a wide array of programs at the 2024 meeting to discuss the growth of online education and the increased provision of fully online legal education. For this year, the Committee has developed a strong slate of five discussion programs for the SEALS 2024 program.

1. Distance Education Workshop: Online & Hybrid Learning Pedagogy Best Practices and Standards Development (Sunday, July 21, 2024, 3:00 pm - 5:30 pm)
2. Distance Education Workshop: Use of Generative AI, Extractive AI, and other Technology in the Training of Legal Professions (Monday, July 22, 2024, 3:30 pm - 6:30 pm)
3. Keeping up with the Pedagogy (Tuesday, July 23, 2024, 3:30 pm - 6:30 pm)
4. Distance Education Workshop: Building Community and Inclusion Using Online Legal Education (Wednesday, July 24, 2024, 8:00 am - 10:00 am)
5. Assessing Learning to Achieve Student Competency (Wednesday, July 24, 2024, 9:30 am - 12:00 pm)
6. Distance Education Workshop: Online Education Basics for Aspiring Faculty (Thursday, July 25, 2024, 3:30 pm - 6:00 pm)

The Committee emphasizes the use of discussion groups to involve both the named speakers and all the session attendees in exploring what is working and what needs improvement 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 both newer faculty and faculty new to online education. This slate creates a “conference-within-a-conference” for those focused on online learning and adds a range of topics for those who wish to make online education part of their broader SEALS experience.

Last year, the Committee also started a project focused on the potential to develop a consortium of law schools to take advantage of online technology to improve access to courses not available to students at their home institution, to counter-act the limitations being placed on some schools over limits on Diversity, Equity, and Inclusion, and to broaden opportunities for students, faculty, and law schools. That work has involved multiple committee meetings and a positive reception by the SEALS Board of Trustees. That project is ongoing, and all input is welcome.

The Committee is already considering the evolution of programming for SEALS 2025. Last year saw changes in ABA Standards while this year, there is a new emphasis on technology driven by the growth of artificial intelligence and legal technology. This evolution requires law schools to expand their training to meet the ABA requirements that law schools “use appropriate and readily accessible technology that supports course learning outcomes, have appropriate training and support for technology, and [ensure] effectiveness and quality.” To help with this ABA mandate, the Committee will be adding discussions on the adoption of technology in education for in-person, hybrid, and fully online courses.

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).

Faculty Hiring Portal Committee

The members of the Committee are Linda Jellum (Chair), Jeremy Kidd, Billie Jo Kaufman, Colin Marks, and Saurabh Vishnubhakat. In 2023, the Board of Trustees directed the SEALS Faculty Hiring Portal Committee to renew and expand the faculty recruitment project to make academic hiring easier and more affordable for both law schools and faculty candidates. The Board also directed that the portal be free for all to use. Currently, the portal is available to anyone in North America.

The Committee has accomplished this objective. Below, I will explain what the SEALS Hiring Portal includes, how it is being used to date, how we have tried to get the word out, how it can be used by candidates and schools, and our plans for the upcoming year.

Progress:

With the help of SEALS IT guru, Steve Mammarella, the Portal is up and running. It has three parts:

- a job postings site,
- a register for faculty interested in visiting positions, and
- a register for candidates interested in lateralizing and obtaining new faculty positions.

The Committee will provide a demonstration of how to use the sites at the SEALS 2024 Annual Meeting.

Use of the Site:

1. For the job postings site, as of July 5, 2024, there are currently 39 listings (because all listings are added personally, I can say that this site has been getting a lot of use even if current listings seem low).
2. For the candidate portal site, as of July 5, 2024, we have the following use:
 - Total Candidates registered: 114
 - Candidates with public profiles: 33
 - Laterals v. entry level: 37:77
 - Courses represented: 82 of 103
3. We do not currently track the visiting register; however, I have asked Steve to add a tracking feature.

Marketing:

The committee has used Russ's listserv email, the deans' listserv, the associate dean's listserv, the administrative law listserv, the tax listserv, the civil procedure listserv, X, Facebook, the Faculty Lounge, and PrawfsBlawg to let people know of the portal's existence. Also, as we see

jobs listed, a committee member reaches out to the person who is identified in the ad to offer to post the job on our site.

Directions for using each site.

Job Postings site:

To use the job postings site, schools forward information to the Chair of the Committee who personally posts each job by hand, usually within 24 hours. Each listing expires in 6 months if it is not deleted sooner at the school's request.

The site allows those searching for positions to search by course needed, position type, state, and school. The committee's goal is to make this site one that schools can fill out directly.

Job Hiring (Candidate) Site:

To use the Faculty Hiring Portal:

For candidates: candidates will create an account at the login page by registering and selecting a password. From there, they fill out what we are calling the NEAR Form (the New and Not-so-New Educators Appointments Register Form). They complete the form. Candidates will identify whether they are a current faculty member and, if so, where they currently work so that if they wish to lateral, their NEAR form will not be accessible to their current institution (as is also true of the visiting register). Candidates must click on "Make profile visible" at the bottom of the page for schools to be able to find the information. Otherwise, the information is saved but not visible.

For schools looking to hire candidates: Schools will create an account at the login page by registering and selecting a password. Importantly, each school has only one account and, thus, one password, which must be shared among search committee members and associate deans. If schools forget the password, there is a reset button. Anyone with a school's email can use that password (e.g. for Idaho, anyone with @uidaho.edu can use the Idaho password). Once the school has an account, anyone from that school may view all candidates (except lateral candidates from their school) by clicking the view all tab. Alternatively, the search may be narrowed by preferred geographical location, courses taught, and/or lateral v. entry-level. Schools identify their preferred candidates and set up zoom interviews.

Job Visiting Register Site:

To use the Visiting Professor Portal:

For faculty interested in visiting: Candidates will need to register (create an account). They can then fill out the online form. The form will not be visible to any schools unless/until they select the box marked "Make profile visible" at the top of the screen. Importantly, the school they identify as their home institution (in the teaching information section) will not be visible to their home institution.

For academic deans and others looking to hire visitors: The school will need to register (create an account). Whoever registers must use a school email to create an account. Once they create

an account, the school must keep that password. There can only be one password per school. So, if I register, create a password ("Password"), anyone else with my school's domain name (uidaho.edu) will need to use that same password ("Password"). Once a school has created an account, the school can search for visitors by subject matter, by type of visit, by semester of visit, or all of these.

Future Goals:

For 2024-25, the committee plans to focus on marketing the portal and making the job postings automatic (rather than the chair having to post each). We welcome suggestions to help the portal be more visible and usable.

Global Outreach Committee

The Global Outreach Committee this year has targeted continued expansion into diverse areas of law with a growing global dimension—in particular, attempting to develop the increasing international interaction of such areas as environmental law, health law, criminal law, and social justice. The Committee is continuing to make tremendous strides in our collaborations between US and EU universities. We again created opportunities for international scholars, including from the European Court of Justice and law faculties across numerous European countries (such as Argentina, Brazil, France, Germany, Hungary, Lithuania, Luxembourg, Poland, Portugal, Spain, Turkey, and the United Kingdom), to participate in the 2024 SEALS Conference along with colleagues from U.S. law schools. Among other programs it spearheaded for the 2024 Conference, the Committee organized a panel comprised of members of ELPIS (one of the oldest and largest law networks in Europe composed of 34 European law faculties and faculties from America, Asia, and Africa); a discussion group on the global rise of authoritarianism; a discussion group on constructively examining the conflict between Hamas and Israel in the classroom; and Judge Savvas Papasavvas, Vice-President of the General Court of the European Union, discussing recent decisions of the court and the court's composition, jurisdiction, and structure.

Hospitality Committee

The Hospitality Committee's annual Newcomer Beer-Wine Mixer Sponsored by West Academic, which provides an informal opportunity for new SEALS attendees to mingle with committee members and long-time SEALS participants, has been well attended the last three years and will be held again this year on Sunday, July 21, the first day of the conference. The Committee has also been continuing with our new successful 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 Fort Lauderdale Marriott Harbor Beach Resort and the surrounding community. The Committee continues to brainstorm regarding additional social opportunities for SEALS attendees.

Inclusiveness Committee

The Committee, chaired by Marcia McCormick and Linda Jellum, sought more information about members' views on the challenges posed by the location of the annual meeting in Florida, given that state's legislative and executive branch hostility towards diversity, including race and gender, and the health risks the state's likely new abortion limitations might pose for pregnant attendees, within the constraints of the organization's contractual obligations. Considering the difficulties in moving the conference to another location, the Committee's goal was to create a guide that would identify the resources on the ground in Florida (and Fort Lauderdale) that could support attendees and families. For example, we thought there may be maps of safe spaces for bathroom access; Hotlines to report things; or mutual aid societies that can help. There may be a modern version of the Green Book for Florida or the cities within Florida. We also thought we might identify the resort's efforts to ensure nondiscrimination for its guests, if any, something resembling the guide the hospitality committee distributes.

We also envisioned drafting an addition to the website that acknowledges the risks of traveling to some states (or just Florida), SEALS's opposition to the conditions that create those risks, and resources to minimize those risks. The vision was to address issues related to race, ethnicity, and sex as well as the visible risks for gay and trans people.

The Committee intends to continue its efforts in this regard, and it welcomes new committee members desiring to assist us in reaching our goals.

Marketing Committee

The marketing committee did not meet this year; we stand by to support SEALS initiatives.

Mentor Committee

This year's Mentor Committee performed the task of finding and assigning mentors for SEALS' New Scholars. Stacey Tovino, the Chair of the Mentor Committee, continued to receive many hours of generous and gracious assistance from Missy Lonegrass, the Chair of the New Scholars Committee. Simply put, the Mentor Committee would not have been able to complete its work without Missy's support and encouragement, her daily updates, as well as her technical assistance with the SEALS' online program. Thank you, Missy. You were one in a million last year and you remain one in a million!

The Mentor Committee continues to believe that matching New Scholars with senior faculty scholars and supporting their development is the heart of the SEALS experience. This year, each member of the Mentor Committee was asked to find three to four mentors for the three to four new scholars who were assigned to one of nine substantive panels (Civil Procedure and Torts; Constitutional and Administrative Law; Criminal Law; Race, Gender, and the Law; Constitutional Law: Power and Procedure; Corporate Law, Financial Regulation, and Tax Law; Health Law and

Reproductive Justice; Law and Technology and Employment Law; and Property Law). Mentor Committee members included Rishi Batra (St. Mary's), Bruce Connolly (Ave Maria), Brannon Denning (Samford), Catherine Hancock (Tulane), Colin Marks (St. Mary's), Jennifer Oliva (Indiana Bloomington), Marc Roark (Tulsa), and Stacey Tovino (Oklahoma) (Chair). Each committee member secured mentors for the new scholars to which they were assigned.

Finding mentors this year was much easier than last year for two main reasons. First, the Chair (Stacey Tovino) had served in this role last year and she knew exactly what to do this year (with the continued assistance of Missy Lonegrass). Second, several of the Mentor Committee members, including Bruce Connolly, Brannon Denning, Catherine Hancock, and Marc Roark, also were repeat members and knew exactly what to do and were extraordinarily helpful. Third, the three new committee members, including Rishi Batra, Colin Marks, and Jennifer Oliva, had so many SEALS and other connections that they were easily able to find mentors for their assigned panels even though did not serve on this committee last year.

A few potential mentors turned down the offer to serve as a mentor because they would not yet be at SEALS. One idea is to set the programming for the New Scholars to the middle of the SEALS week, with the New Scholar talk panels held on, for example, Days 3 and 4 of the conference. This schedule would minimize the number of potential mentors turning down mentor service due to not arriving at SEALS yet. That said, this limitation only applied to a few potential mentors. Most mentors, when asked, readily agreed to be at the new scholars panel on the first or second day of the conference and, even, to change their travel to accommodate an earlier arrival. The Mentor Committee is sincerely grateful to all the conference registrants who agreed to be SEALS mentors during the 2024 SEALS conference in Ft. Lauderdale, Florida. We hope that all of SEALS' New Scholars have a great SEALS experience and will return to SEALS in 2025 and beyond!

Moderator and Coordination Committee

The Moderator & Coordination Committee has secured moderators for all panels and workshops for the 2024 SEALS Annual Conference (except Discussion Groups, who designate one of their own to serve as moderator). Beginning in February or March, the Committee Chair reviews the SEALS program to identify panels that do not have moderators listed. The Chair sends the list of panels needing moderators to the Committee members, who then work through their networks to fill slots on a first-come, first-served basis. Chosen moderators adhere to the one-panel limitation of the SEALS conference. The Committee appointed as moderators people from diverse schools and with diverse backgrounds to be as inclusive as possible.

Beginning in May, at the direction of the chair, the Committee members contact every moderator to confirm participation and asks the moderator to confirm the participation of the respective panelists. The Committee also maintains and sends to the moderators guidelines tailored for moderating regular panels, Works-In-Progress panels, and New Scholars Workshops. In this process, each Committee member is assigned approximately four panels. The work is significant because many times the Committee member must follow up with non-responsive moderators, or the moderators must follow up with non-responsive panelists. (Sometimes a Committee

member may fail to timely reach out to their assigned moderators or may fail to follow up; this results in significant additional work for the committee chair.) The Chair sends all changes in moderators/panelists to the Deputy Executive Director and works collaboratively with the Deputy Executive Director and others to fill holes.

New Scholars Committee

The 2024 New Scholars Program is identical in format to programs of the recent past. All New Scholars are invited to present a work-in-progress in New Scholars Panel and are assigned a mentor who will provide feedback on the presentation. New Scholars Panels are arranged thematically (to the extent possible). In addition, all New Scholars are invited to participate in a discussion group designed to assist New Scholars in developing a nascent article idea titled “The Next Article.” New Scholars are also invited to attend the New Scholars Luncheon, which gives the New Scholars the ability to network and mingle with other New Scholars, mentors, and members of the New Scholars and Mentors Committees. Finally, all New Scholars are invited to attend a New Scholars Happy Hour, which provides New Scholars (and their guests) with another opportunity to interact with each other, their mentors, and senior scholars in an informal setting.

This year, we have more New Scholars than we have had in recent years. As of the date of the writing of this report, the program includes 34 New Scholars (compared to 29 New Scholars last year). We started out with 39 New Scholar nominees, but four New Scholars dropped out before the conference. We have organized the New Scholars into 9 panels over a two-day period. The final New Scholars schedule is as follows:

Monday, July 22

8:00-10:00 – Civil Procedure and Torts

8:00-10:00 – Constitutional and Administrative Law

8:00-10:00 – Criminal Law

8:00-10:00 – Race, Gender, and the Law

10:30-12:00 – Constitutional Law: Power and Procedure

12:00-1:00 – New Scholars Luncheon

3:30-6:30 – New Scholars Discussion Group “Your Next Article” (Group 1)

3:30-6:30 - New Scholars Discussion Group “Your Next Article” (Group 2)

6:30-7:30 – New Scholars Happy Hour

Tuesday, July 23

10:15-12:00 – Corporate Law, Financial Regulation, and Tax Law

10:15-12:00 – Health Law and Reproductive Justice

10:15-12:00 – Law and Technology/Employment Law

10:15-12:00 – Property Law

3:30-6:30 - New Scholars Discussion Group “Your Next Article” (Group 3)

3:30-6:30 - New Scholars Discussion Group “Your Next Article” (Group 4)

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 them and for SEALS committees. SEALS has an open and democratic process for electing Board members and officers, and any eligible person is free to nominate themselves or others. While this committee may forward nominations to the SEALS secretary, neither SEALS’s Board of Trustees nor the Nominating Committee endorses nominees; all nominees are elected solely by Steering Committee vote. We remain open for nominations.

Program Advisory Committee

The Committee continues to serve as a resource for the Executive Director on an as-needed basis. It is charged with advising him on panel proposals and other issues regarding the program on which he would like broader and more diverse viewpoints. Russ did not call on the committee to put out any fires this year.

Program (Content) Committee

This large committee has more than 200 members. The Executive Director (Russ) and Deputy Executive Director (Caprice) coordinate with committee members to assist them in bringing their program ideas to fruition from the beginning of the submission process through the SEALS conference itself. SEALS relies on an open, democratic process to ensure that anyone can make submissions of content. In addition, the Executive Director, Deputy Executive Director, Resource Teams, and committee volunteers stimulate certain programming, such as the Dean’s Workshop and Distance Learning Workshop, to ensure content in a host of valuable areas. We finally watch for hot topics 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 Committee

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

Last year's Prospective Law Teachers Workshop continued the SEALS tradition of preparing workshoppees for the law teaching market. As new co-chairs planning the workshop, we ensured that the eight workshoppees selected would undergo a rigorous preparatory process.

The workshop opened with the Navigating the Hiring Process session. To prepare for the mock sessions, workshoppees attended some Aspiring and New Law Teachers sessions. As part of the workshop, the workshoppees completed one mock job talk, three mock job interviews, and one CV/FAR review. We utilized a total of sixteen rooms for the workshop and assigned faculty volunteers to breakout rooms for each session.

We appreciated the help received from SEALS Board of Trustees and Officers, SEALS Staff, our workshop committee members and faculty volunteers – we could not do what we do without their dedication and support. The workshoppees also expressed gratitude for the experience, and as a result, six of the eight workshoppees accepted tenure track positions at several ABA law schools. The schools include St. John's, Cardozo, Albany, South Texas, and the University of Toledo.

SEALS Resource Teams

We are always seeking ways to enhance programming at SEALS. Resource Teams remain a helpful way to build programming content. Resource Teams include volunteers in areas of expertise. We welcome new volunteers as we continue to circulate in new organizers. The Resource Teams organize program sessions. Since 2016, the Vice-Chair of Programming developed Resource Teams to help generate varied content. We have almost 40 Resource Teams and welcome more subjects. This year, we added new contributors and topics, and we worked closely with them on substantive ideas for programming and fostering inclusivity. The teams range from Regulated Industries to Women in Law. Several teams such as Writing Connections and Workplace Law are incredibly productive—they create multiple sessions or even days of programming with a host of voices and views represented. All existing teams and committee information may be found on our committee page: <https://sealslawschools.org/boards-and-committees/resource-teams/>.

As always, we welcome suggestions for additional topics and interested professors.

SEALS maintains its fully democratic and open session submissions: anyone can propose content on any topic. The Resource Teams ensure development of potential submissions on a variety of topics. As the SEALS Deputy Executive Director and Vice Chair of Programming, I remain grateful for a thriving SEALS organization and conference. I am especially thankful for our submitters and attendees who continue advancing thoughtful conversations and enhancing the SEALS community.

Scholarly Research Committee

In the past year, the Louisiana Law Review paired with participants in the SEALS 2023 Conference's "Workshop on Business Law: ESG Intersections in Business Law" to do a print symposium. In the year to come, the St. Mary's Law Journal will be pairing with participants in the SEALS 2024 Conference's "Distance Education Workshop: Building Community and Inclusion Using Online Legal Education" to do a print symposium. In addition to pairing with law journals for symposiums, the Scholarly Research Committee continues to do write-ups of various scholarly panels and discussion groups throughout SEALS for daily postings on the SEALS blog.

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 who hosted receptions, conducted sessions, held lunches, and other events. In the coming year, Russ and Tom Metzloff will continue to foster existing relationships, and Scott will continue to offer suggestions for new relationships and potential sponsor opportunities.

Works-In-Progress Committee

The Works-in-Progress (WIP) Committee just completed its ninth year as a stand-alone committee at SEALS. The WIP Series at the Annual Meeting, which is the Committee's primary undertaking, had 50 scholars agree to participate in eight different subject matter groups to discuss their ongoing scholarly projects. As in past years, the groups covered a diverse range of topics. Multiple disciplines were represented including, inter alia, administrative law, civil procedure, constitutional law, criminal law, international law, and legal research and writing. The Committee was thrilled that three groups of scholars used the Series as a vehicle to arrange their own discussion among their colleagues. 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, and the entire Moderator and Coordination Committee, especially the Chair and Vice Chair of that committee, Lucas Osborn and Victoria Haneman, for their invaluable assistance. We look forward to another successful year in 2024-2025.

Appendix B:

2024-2025 Board Members and Officers

The individuals set forth below will serve as members of the SEALS Board of Trustees and as SEALS officers in 2024–2025. Those elected in 2024 are indicated in bold. All officers are board members other than the individuals appointed to serve as deputy executive director and corporate compliance officer, who are indicated in italics. The deputy executive director and the corporate compliance officer are invited to attend board meetings but do not vote on matters presented at those meetings. The deputy executive director is appointed at the first board meeting following the annual Steering Committee meeting.

Lou Virelli (Past President, term on board ends 2025)

Susan Kuo (President, term on board ends 2026)

Gary Myers (Vice President/President-Elect, term on board ends 2027)

Tom Metzloff (Treasurer, 3-year term ends 2025)

Russ Weaver (Executive Director, 3-year term ends 2026)

Charles (Rocky) Rhodes (Secretary, 3-year term ends 2027)

Lucas Osborn (At-Large, term ends 2025)

Robert Ahdieh (At-Large, term ends 2026)

Ray Diamond (At-Large, term ends 2027)

Caprice Roberts (Deputy Executive Director, 1-year term ends 2025)

Joan Heminway (Corporate Compliance Officer, 3-year term ends 2026)

Appendix C: Rotation of Presidency

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

2026: Maryland—District of Columbia (president-elect elected at 2025 meeting).

2027: Mississippi—Louisiana

2028: Texas

2029: Tennessee—Kentucky

2030: Virginia—West Virginia

2031: Georgia—Alabama

2032: Florida

2033: North Carolina—South Carolina

2034: Arkansas—Missouri