

**AALS Workshop on Thriving and Surviving the Academy: Concrete Steps for
People of color and Their Law Schools**

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Promotion and Tenure: Getting to Yes

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BEST PRACTICES

I. Educating Prospective Faculty Members about Promotion and Tenure

A. Workshops

1. Hosting informational sessions

a. stand alone (metropolitan areas)

b. in conjunction with another event (POC Conference meetings)

2. Boards of Visitors

B. Targeted Mailings

1. glossy pieces

2. letters

C. Understanding Promotion & Tenure Guidelines

1. share guidelines during the initial interview

2. share guidelines during the campus interview

3. interview dinner with pre-tenure faculty

4. post guidelines on the law school's web-site

D. Sharing Expectations from the Start

1. question-and-answer period of interviews
2. exit interview with the Dean
3. hiring letter

II. Mentoring Opportunities

A. Faculty Responsibilities

1. formal mentoring relationships
2. informal mentoring relationships
3. selecting a mentor (inside and outside the building)

B. Decanal Responsibilities

1. “pledge parent”
2. set clear expectations
3. honest annual reviews
 - a. visit classes and de-brief
 - b. review scholarship and attend faculty workshops

C. Communities of Color Responsibilities

1. offer to read drafts
2. volunteer to be a mentor/sign up to be a mentee
3. create opportunities to share works-in-progress
4. encourage folks to participate in other workshops
 - a. POC Conference meetings outside of your region
 - b. SEALS
 - c. collectives and other informal gatherings

III. Resources

- A. The University of Toledo Law Review (annual dean issue)
- B. The Journal of Legal Education
- C. Brian Leiter's Law School Reports
(http://leiterlawschool.typepad.com/leiter/2005/09/rising_tenure_s.html)
- D. The Tenure Trap (by Scott Turow)
- E. Robert Chang and Adrienne Davis, *The Adventure(s) of Blackness in Western Culture: An Epistolary Exchange on Old and New Identity Wars*, 39 U.C. Davis L. Rev. 1189 (2006).
- F. Randall L. Kennedy, *Racial Critiques of Legal Academia*, 102 Harv. L. Rev. 1745 (1989).
- G. Reginald L. Robinson, *Split Personalities: Teaching and Scholarship in Nonstereotypical Areas of the Law*, 19 W. New Eng. L. Rev. 73 (1997).
- H. Jennifer M. Russell, *On Being a Gorilla in Your Midst, or, The Life of One Blackwoman in the Legal Academy*, 28 Harv. C.R.-C.L. L. Rev. 259 (1993).